



**GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY, MARCH 15, 2023 – 10 A.M.
Alex McCauley Boardroom/Zoom**

PUBLIC AGENDA


ITEM		MOTION	PAGE(S)
1	Motion to Meet IN CAMERA	Motion	
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3	Land Acknowledgement		
4	Roll Call		
5	Declarations of Conflict of Interest		
6	Adoption of Minutes – February 15, 2023	Motion	
7	Accept Consent and Discussion Agenda – March 15, 2023	Motion	
PRESENTATION			
8	Equity, Diversity, and Inclusion		
CONSENT AGENDA			
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DISCUSSION AGENDA			
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	Wednesday, April 19, 2023		
20	Adjournment	Motion	



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 7, 2023
PUBLIC	
SUBJECT: BOARD MEMBER RE-APPOINTMENT	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Public Trust & Accountability Goal: 2 - Focus on community engagement through visibility, accessibility and recruitment	
Prepared by:  Matthew Gatien Board Administrator	

RECOMMENDATION:

For Information

BACKGROUND:

Provincial appointees to police services boards are appointed through the Ministry of the Solicitor General. Appointees are appointed for a three-year term. Our current provincial appointee is Member Richard Bois.

CURRENT SITUATION:

Member Bois' appointment came due on March 1, 2023. Michael Kerzner, the new Solicitor General, re-appointed Member Bois for a period of 2 months starting on March 2. This reappointment, along with correspondence from the Appointments Office regarding future appointments, is attached for reference.

Solicitor General

Office of the Solicitor General

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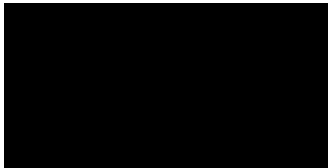
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132-2023-244
By email

March 6, 2023



Dear Richard Brent Bois:

As you are aware, you were appointed to the City of Greater Sudbury Police Services Board until March 1, 2023, at which time your appointment will expire.

Pursuant to subsection 27(10) of the *Police Services Act*, I hereby reappoint you to the City of Greater Sudbury Police Services Board, effective from March 2, 2023, for a period of two (2) months, or until such time as an appointment has been made by Order in Council, whichever occurs first.

I would like to take this opportunity to thank you in advance for your valuable service to the City of Greater Sudbury Police Services Board.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Michael Kerzner'.

Michael Kerzner
Solicitor General

c: Matthew Gatien, Board Administrator
City of Greater Sudbury Police Services Board

Tom Gervais, Police Services Advisor
Inspectorate of Policing

Gatien, Matthew

From: Wansbrough, Colleen (SOLGEN) <Colleen.T.Wansbrough@ontario.ca>
Sent: Thursday, March 9, 2023 11:13 AM
To: Gatien, Matthew
Subject: Re: Appointments for Greater Sudbury

ATTENTION: This email originated from a sender outside of the GSPS. Please avoid clicking links or opening attachments from external senders unless you are certain it is safe to do so. **BE CAREFUL** - If you are unsure, please contact CIT.

Good afternoon Matthew,

We are currently in the process of vetting 2 new candidates for the Greater Sudbury Police Services Board. I am awaiting Cabinet dates and approvals. I am hopeful I will have an answer in the next coming weeks for at least one of the spots.

Thank you,

Colleen Wansbrough
Appointments Officer
External Relations Branch - Public Safety Division
Ministry of the Solicitor General
colleen.t.wansbrough@ontario.ca
(437) 245-3666

From: Gatien, Matthew <Matthew.Gatien@gsp.ca>
Sent: Wednesday, March 8, 2023 2:47 PM
To: Wansbrough, Colleen (SOLGEN) <Colleen.T.Wansbrough@ontario.ca>
Subject: Appointments for Greater Sudbury

CAUTION -- EXTERNAL E-MAIL - Do not click links or open attachments unless you recognize the sender.

Dear Colleen,

I hope this message finds you well. I was in receipt of correspondence from the general Solicitor General email on Monday with a temporary extension for member Richard Bois. We thank you for that as it gives us some certainty for the time being.

I am wondering if there is an approximate timeline for permanent replacement of our two provincial appointees? Our other provincial appointee, Lise Poratto-Mason, did not wish to extend her appointment and ended her term on February 13, 2023, which leaves us with a 4-person board. After May 2, that will only be 3.

I appreciate any updates you can offer.

Sincerely,



Matthew Gatien

Board Administrator | Greater Sudbury Police Services Board


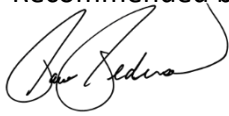
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 9, 2023
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members Goal: Member Recognition	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

FOR INFORMATION ONLY


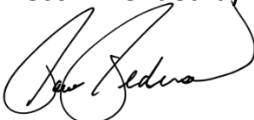
CURRENT SITUATION:

Communicator Jennifer Rousseau and Constable Alain Joannette

A grateful community member contacted GSPS to give her thanks to Cst. Joannette for stopping to render assistance after coming across her fallen and distraught on the side of the road. Cst. Joannette radioed in to the 9-1-1 Emergency Communications Centre to request EMS be dispatched. Communicator Jennifer Rousseau fielded the request and had an ambulance immediately sent. It was later determined that the community member had fallen and suffered from a seizure. She is thankful to both Cst. Joannette and Jennifer for their quick action and compassion.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE March 6, 2023
PUBLIC	
SUBJECT: EQUITY DIVERSITY AND INCLUSION ANNUAL REPORT	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by:  Robert Norman Inspector, Strategic Operations	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

That The Board receives this Annual Report on Equity, Diversity, and Inclusion.

BACKGROUND:

The Greater Sudbury Police Services Board and the Greater Sudbury Police Service acknowledges that racial bias exists in Ontario society and in its institutions including police organizations, and that it is imperative that the members of police services guard against its harmful influence.

This has been evidenced through the Greater Sudbury Police Service and the former Sudbury Regional Police Service's long and rich history of its commitment to Equity, Diversity, and Inclusion (EDI) practices in the workplace and through community engagement. Historically, the leadership of our organization has been very alive to the diversity of our community as well as the issues that were impacting our community surrounding racism. The Board and Service take very seriously its responsibility to bias-neutral policing and to ensuring that the members of the Service carry out their duties in a manner that respects the rights and freedoms of all individuals.

The following report captures an overview of many of the relationships, partnerships, and initiatives created and implemented, though it is not exhaustive. There are many people over the years that have shared their thoughts, expertise, and lived experience that allowed us to grow and change.

The Service acknowledges the tireless work and dedication of many people, community leaders, and members of our Service and our Community for their contributions and dedication to Equity, Diversity, and Inclusion.

Detailed below is a brief overview of its history, education and training, community engagement, and initiatives in the area of EDI starting with its formal inception in the late 1980s.

Advisory Committee on Racial and Multi-cultural Relations

To build stronger relationships with the diverse representation of our community, the Police Service established the first police and community partnership with a specific focus on racial and multicultural relations. In 1989, in recognition of the growing multiracial and multicultural communities, the Greater Sudbury Police Services Board established an Advisory Committee on Racial and Multicultural Relations. This commission was the first of its kind in the province of Ontario. The purpose was to enhance multiculturalism and harmonious race relations with the Police Service and to assist in the development of education programs. This established a solid foundation to explore and understand issues in order to develop initiatives and enhance police relations and communications. This group drove the adoption of the Race Relations & Bias-Neutral Policing Policy which originated in 1993 and has since been updated by the Board.

Race Relations and Bias-Neutral Policing Policy

The Race Relations and Bias-Neutral Policing Policy also informed the regulation and by-law governing promotions within the Service which are now addressed through Service Procedure. The Policy also supports Service Procedures as established by the Chief of Police. This affirms the Service's position that racial profiling and biased policing will not be tolerated. In 2015, the procedure was renamed to reflect Bias-Neutral Policing in order to align with current terminology adopted by the Ontario Association of Chiefs of Police.

Diversity Advisory Committee (DAC)

Recently, the longstanding Advisory Committee on Racial and Multi-cultural Relations renamed and rebranded as the Diversity Advisory Committee (DAC). This group is comprised of 18 members of the community who have diverse backgrounds, beliefs, and lived experiences. The DAC continues to provide invaluable guidance on procedure development, training, current community concerns, and provides feedback on how our Police Service is addressing concerns raised by our community. This is a vibrant and dedicated team working collaboratively and very proactively with police on many positive initiatives.

It is important to note that that group officially launched the International Day for Elimination of Racial Discrimination annual events. These events continue to remain one of our annual signature events which is planned once again for this year on **March 21, 2023 (Please see attached event poster)**.

Indigenous Advisory Committee

Another key milestone in the establishment of our respecting diversity through inclusion initiatives was the establishment of our Aboriginal Community Police Advisory Committee (ACPAC) in the fall of 1999. At that time an Aboriginal Liaison Officer (ALO) was appointed and started the process to establish ACPAC. By January 2000, the Committee had been formed and introduced at a formal ceremony. This was also the start to the introduction of an eight-hour Native Awareness Session as part of the onboarding process.

Over the years, the Committee has evolved and continued to respond to the changing landscape. In 2022, the Committee officially changed its name to the Indigenous Advisory Committee (IAC), and the ALO title has been renamed as the Indigenous Liaison Officer (ILO). IAC provides an opportunity for Indigenous community leaders to share their concerns and to provide guidance for training and community initiatives. IAC is comprised of approximately 20 members from Atikameksheng First Nation, Wahnapiet First Nation, N'Swakamok Native Friendship Center, Shkagmik-Kwe Health Center, Nogdawindamin Child and Family Services, Kina G'Bezhgomi Child and Family Services, and other community agencies that offer Indigenous programs, including local school boards.

M'Kwa Opportunity Education Circle

The Committee also spearheaded the launch of the M'Kwa Opportunity Education Circle which was developed specifically to address trust issues between the Indigenous community and the police. This program has been widely received and embraced by members. Through participation in the program, Indigenous students are encouraged to consider careers in policing and other related fields while building strong Police and Indigenous youth relations. In 2006, M'Kwa received the *First Annual Community Mobilization Award* at the Ontario

Association of Chiefs of Police Annual conference. In 2007, it again received the *Human Rights and Race Relations Centre – Gold Medal Award, Excellence in community Service*, to name a few. This program has had outstanding results.

Inclusion Team

In the mid 2000s, GSPS established a team tasked with leading internal activities surrounding respect where a culture of diversity and inclusiveness is integrated in the day-to-day operations of GSPS. This Team was comprised of members of the Service having diverse backgrounds, allies, and leadership experience. The goals of the Team were to create events that celebrated and acknowledged the diverse members of our Service and to partner with community organizations to develop training specific to Equity, Diversity, and Inclusion.

The group is committed to community outreach, training of our members, and promoting an environment free of discrimination and harassment. In 2010, the committee officially branded itself as the Inclusion Team, its motto being the philosophy: *“Where an open mind is limitless”*. The Team is further guided by a commitment to *“promote an inclusive environment guided by fairness, respect, equality, dignity, and leading a workplace RICH in our values.”*

Chief’s Youth Initiative Fund

In 2006, the Chief’s Youth Initiative Fund was established with a specific purpose of providing funding to support youth and to provide opportunities for youth in the community. Regularly, the Board considers requests for fund disbursement. When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or the prevention of repeated violence, or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, as well as sponsorship of educational events.

Chief’s Youth Advisory Committee

In 2009, the Chief’s Youth Advisory Committee (CYAC) was created to ensure the voice of our youth was heard by the police. This committee is comprised of youths from across the community who have various backgrounds and experiences.

Census Work

In 2007, the Service undertook a comprehensive census of our internal team as a means to determine if the Service reflected the community it served and if we were attracting people from all walks of life. There were a total of 238 participants which represented over 60 percent of the workforce. Data was captured in the areas of gender, sexual orientation, race, age, religion, and language. The data reflected wide diversity in serving the community.

Values

In 2009, our RICH Values were adopted: Respect, Integrity, Commitment, and Honesty. In 2015, our Values were reviewed and a new set adopted as follows:

RESPECT

Our actions demonstrate our mutual respect for the community and each other.

INCLUSIVITY

We value the unique qualities of our members and communities by promoting an inclusive environment guided by fairness, respect, equity, and dignity.

COURAGE

We are committed to serving with distinction and pride for justice.

HONESTY

We are professional, open, fair, and accountable, ethically performing our duties with integrity and trust.

These Values continue to guide the Service each and every day.

Transgender Community

In 2012, a further workplace census was conducted to determine issues and experience we share, and the diversity that we represent. Specific initiatives that emerged from that work was to establish a strong partnership with the Transgender Community. The Service, in partnership with TG InnerSelves, created a training video entitled *Creating Awareness and Understanding of the Transgender Community*. This earned national recognition and created an opportunity for Service-wide awareness training. The production was the result of a year and a half collaborative effort. The video was also adopted by the Ontario Police Training Video Alliance to be used in support of police training in the province. It is widely used throughout police organizations to provide information and points of discussion for members to reflect on their

interactions with the transgender community and the opportunity for relationship building that lead to strong partnerships. The video is also available as a community education tool.

Collection of Identifying Information in Certain Circumstances

On January 1, 2017, Ontario Regulation 58/16 made under the Police Services Act was enacted respecting the '*Collection of Identifying Information in Certain Circumstances – Prohibition and Duties*'. In preparation for the legislation coming into effect, the Board conducted a comprehensive review of the existing Race Relations Policy to determine if the policy was in alignment with the Board's current commitment to the rights guaranteed under the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code*, and the *Ontario Police Services Act*. The review resulted in an amendment to Board Policy '*Race Relations and Bias Neutral Policing*' and the adoption of a new Board Policy: GSPSB – Policy 027 '*Collection of Identifying Information Certain Circumstances – Prohibition and Duties*'.

This legislation was introduced in Ontario by the provincial government as a mechanism for Police Services to gather information in a manner which supports and adheres to the principles of equity and fairness contained in the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code. GSPS Board Policy 027 and GSPS Procedure INT010, both titled '*Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties*', were developed to ensure compliance with the provisions of O. Reg 58/16. The interactions that are governed by the Regulation are defined in the Service procedure as a "Regulated Interaction".

Stemming from the review, the policy has been updated to incorporate reference to racial profiling and to affirm the Board and the Service's commitment to bias-neutral policing. Further, the RICH value of Inclusivity, as articulated in our Business Plan, has been incorporated into the policy to further confirm the Board's commitment to the elimination of racism in all its forms.

Additionally, the Ontario Human Rights Code has been amended to include 'gender identity and gender expression' in the definition of prohibited grounds. The definition in the policy has been revised to mirror the current definition in the Ontario Human Rights Code.

On an annual basis, the Board receives a report on Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties Regulation 58/16 of the Police Services Act and in accordance with the Board's GSPS – Policy 027.

Spiritual Team

In 2017, the Spiritual Team was formally established. The Service had had a long-standing Chaplaincy Program with an extension to ensure a multi-denominational team of Spiritual members. The Team is available and engaged to support members and to participate in community events.

Police Reform Working Groups

In September of 2020, in response to calls to defund police world-wide for failing to respond to persons in crisis living with mental illness and systemic racism, the Chief of Police established a number of Reform Groups. This was also in response to the focus on gender equity, gender inclusivity, and workplace sexual harassment civil lawsuits provincially and nationally.

As part of our commitment to effecting positive change through full engagement of our members aligned with our Strategic Priorities, four new working groups were created which are active in their work in four key areas:

- Anti-racism
- Community Response to Mental Health
- Authentic Inclusion, Gender Equity, and Harassment-free Workplace
- Anti-Police Wellness Support

Each of these groups has its own set of priorities and key focus areas:

Anti-racism

- o Focus to identify barriers in our systems for recruiting, hiring, transferring, or promoting and retaining Indigenous, black, or diverse members of our organization
- o Addressing the Ontario Human Rights Commission (OHRC) recommendation and calls to action specific to racial profiling in policing
- o Identify any training and/or learning opportunities to improve cultural awareness and address racism and/or unconscious bias
- o Requirements to create a system for collecting race-based statistics across all GSPS enforcement activities
- o The Committee shall have representation from external and internal people with lived experience

Authentic Inclusion, Gender Equity, and Harassment-free Workplace

- Areas of focus will be to identify any barriers and/or gender biases in our systems for recruiting, hiring, transferring, or promoting and retaining women, with an emphasis on closing the gap between structural inclusion (policy) and authentic inclusion (weaving a positive, obstacle-free work environment into our organizational culture).
- Examining the current framework that reinforces a workplace that fosters teamwork, mutual trust, support, and respect for the dignity and rights of every person through training, member responsibilities, complaints, and resolution processes.
- Identifying any training/learning opportunities to help ensure our values, specifically around Inclusion are authentic
- Make recommendations to reduce any gender-based harassment and to encourage the reporting of same

Community Response to Mental Health

- Explore improving police response to persons with mental illness. Focus will be enhancing the community response to persons in crisis with mental illness, ultimately looking for alternatives to police response where practicable.
- Explore alternative responses to mental health calls for service (provincial models)
- Utilize statistical data to best deploy our resources, emphasizing an effective and efficient operational deployment process
- Completing the police-hospital transition protocol to reduce wait times at the Emergency Room (ER)
- Enhancing the de-escalation model and potentially address empathy training by bringing in people with lived mental health experience
- Committee members shall include select representation from community partners in addition to internal staff

Anti-Police Wellness Support

- While this group will have a focus on overall member wellness, it's specific focus will be on coping strategies in the face of very vocal anti-police protests and sentiments
- Ensure well-developed self-care systems and understanding
- Create a culture that promotes open communication and supports difficult conversations
- Identify positive wellness strategies that provide some clear guidance when the profession is being stereotyped as being one homogeneous group

- o Examine new and emerging practices that support anti-policing mental health impacts
- o Training in resiliency and anti-stigma assistance/information sessions on supports available
- o The Sudbury Police Association (SPA) Executive will be invited to have a full-time seat on this working group
- o External subject matter experts in mental health in the area of police mental health

Each working group consists of a cross-section of Senior Leadership, Sworn, and Civilian Members from a variety of ranks and units and include external community representation and/or subject matter experts to assist us in navigating through the areas where an external view will allow for additional growth and insight.

Mobile Crisis Rapid Response Team (MCRRT)

In 2021, in partnership with Health Sciences North (HSN) and in collaboration with the Canadian Mental Health Association and individuals with lived experience, the Mobile Crisis Rapid Response Team was launched. As a part of our commitment to reframing policing in Greater Sudbury, MCRRT pairs Officers with a Health Sciences North Crisis Worker to respond to Mental Health and Addictions emergencies reported through our 9-1-1 Emergency Communications Centre. Under this new program, Crisis Workers can help de-escalate crisis situations, provide an onsite assessment, and connect individuals to community services and supports.

In partnership with HSN, we worked with additional community partners from the Canadian Mental Health Association (CMHA) and individuals with lived experiences, as well as provincial partners to help guide the development of our local model. Our overall goal is to better serve our community in responding to Mental Health calls for service and dealing with individuals in crisis.

Equity, Diversity, and Inclusion Intern

In 2021, a staff member was recruited through an intern-funded position by the Northern Ontario Heritage Fund. This individual developed a Comprehensive Progress Tracker, which is a living document to manage and record all EDI work at GSPS. This document is updated quarterly with a commitment for annual reporting to the Police Services Board.

Commissioned Reports

In recent years, there have been a number of reports commissioned which have been released containing many recommendations and calls for action. These have all prompted a review of internal practices with resulting changes to practices, procedures, and training. Some such reports include, but are by no means limited, to the following:

- Report of the Independent Police Oversight Review, The Honourable Michael H. Tulloch, (May 2017)
- Ontario's 3-year anti-racism Strategic Plan
- Office of the Independent Review Directorate (OIPRD) Broken Trust Indigenous People and the Thunder Bay Police Service (December 2018)
- Report from the Independent Street Checks Review, Honourable Justice Tulloch, (January 1, 2019)
- Reclaiming Power and Place: The Final Report – Calls for Justice, The National Inquiry into Missing and Murdered Indigenous Women and Girls (June 2019)
- Policy on Eliminating Racial Profiling in Law Enforcement, Ontario Human Rights Commission (September 2019)
- Report on the Expert Panel on Police Officer Deaths by Suicide (September 2019)
- Missing and Missed: Report of the Independent Civilian Review into Missing Person Investigations, The Honourable Gloria J. Epstein, Independent Reviewer (April 2021)
- Recommendations: National Summit on Islamophobia, National Council of Canadian Muslims (July 2021)

Commitment to Member Wellness

In 2019, the Member Wellness unit was created. This was an important recognition that our members are at a higher risk of experiencing occupational stress injuries because of exposure to traumatic events. It was of utmost importance that our Service provide our diverse members with culturally appropriate supports to ensure personal and professional well-being, thus allowing members to fulfill their roles in ensuring public safety in our community.

Some of the Programs that our Service currently offers our members include:

- Peer Support Program
- Pride Breakfast
- Warrior Coffee
- Warrior Coffee for Black, Indigenous, People Of Colour (BIPOC) Members
- Warrior Coffee for Indigenous Members
- 'Rock your Mocs' Day

- Indigenous Month Beading Contest
- 10-78 Meetings
- Blue Balance Member Wellness Program
- PTSD Plan

Ongoing Community Engagement

- M’Kwa Student Ride-Along Program
- Mooz Akinoomaaget Maa Aki (Fall Moose Hunt Program)
- Intercultural Student Ride-Along and Job Shadowing
- Newcomers Presentations at Cambrian College
- International Day for the Elimination of Racial Discrimination
- Sudbury Pride Week
- Tree of Hope
- Truth and Reconciliation Day event at Bell Park
- Special Olympics Fundraising events
- Social Media
- Women in Policing Event

Partnerships

- Uluntu, Lungisa, Usawa (ULU)
- Fierté Sudbury Pride
- TG Inner selves
- N’Swakamok Native Friendship Center
- Shkagamik-Kwe Health Center
- Sudbury and District Health Unit – Community Drug Strategy
- Health Sciences North Crisis Department

Training and Professional Development

Many changes have impacted the landscape of policing over the years which have prompted changes to training and professional development of our members. The list is exhaustive.

Training has been provided in many areas including:

- Anti-Black Racism Training
- Annual Use of Force Training and De-escalation/Anti-racism

- *“Creating Awareness and Understanding of the Transgender Community”* training video
- Safe Space Training
- Cultural Awareness Training with George Couchie
- Mental Health First Aid First Nations
- Aboriginal and First Nations Awareness
- Missing and Murdered Indigenous Women, Girls, and 2 Spirited Conference
- Mental Health Training
- Autism Awareness
- Reflection on Truth and Reconciliation
- Introduction to Gender Based Analysis
- Diversion & Indigenous Peoples Changes to the Justice System
- Collection of Identifying Information in Certain Circumstances
- Intercultural Awareness
- Looking Ahead to Build the Spirit of Our Women – Learning to Live Free from Violence
- Ontario Human Rights Commission on Mental Health
- Inclusion and Diversity Training
- Creating Awareness and Understanding of the Transgender Community
- Peer Support and PTSD Training
- Aboriginal Police
- Many EDI conferences, seminars, and workshops
- Road to Mental Readiness
- Mental Health and Addictions
- Mental Health Self-awareness
- Intercultural Awareness
- Who are the Sikhs and What is Sikhism
- Yellow Card Campaign

CURRENT SITUATION:

The profession has come a long way especially over the last few years where many Police Services including our own have placed great emphasis on inclusive and diverse recruitment and workplace initiatives. That said, we also recognize that there are obstacles and struggles that many face when attempting to enter this profession and throughout a career as a Police Officer.

These pressures coupled with the inherent stresses of Policing impact on morale, work/life balance, Occupational Stress Injuries, Post-Traumatic Stress Disorder, and suicide. GSPS has and continues to make the health and wellbeing of our members the first consideration in everything that we do.

The issues are very complex, none of which singularly contribute to the problem. We continue to examine the issues holistically with our service partners and all levels of government. Social marginalization continues to be a key contributing factor that must be addressed

This is not a police issue alone, there are many underlying drivers that cross over many sectors including health, education, and social services. It cuts across all levels of government and service providers. Now is the time we can acknowledge where we are and how to do a better job. Many parts of the system work well while there are many areas that need to be improved.

Our organization takes pride in its hard-working, dedicated, kind, and enthusiastic team. Our members come to work each and every day committed to making a difference in this community, setting an example of what professional and exemplary service truly means.

Despite the hardships 2022 saw with the pandemic and requirements for remote gatherings and work from home circumstances, many EDI initiatives continued to come to life through the ongoing work of its many committees, partnerships, and initiatives.

These are summarized briefly as follows:

- ✓ ACPAC, then Indigenous Advisory Committee meetings held throughout the year
- ✓ Diversity Advisory Committee meetings throughout the year
- ✓ Chief's Youth Advisory Committee met regularly
- ✓ All Collective Agreements that were negotiated had all language to persons references changed to reflect gender neutrality
- ✓ Attendance at Afro-Heritage Association – Black History Month (Men's Panel)
- ✓ Diversity Advisory Committee welcomes new members
- ✓ International Day for the Elimination of Racism Annual event held virtually, March 2022
- ✓ Participation in City-led HelpSeeker initiative to find solutions for vulnerable persons
- ✓ All new procedures and/or updates to existing ones have an EDI and LGBTQ2S+ lens applied
- ✓ All recruiting practices have been reviewed through extensive consultation with the Diversity Advisory Committee resulting in many changes including the establishment of an expanded internal recruiting team
- ✓ Special Olympic events; Polar Plunge, Motorcycle Ride
- ✓ 2nd Mooz Akinonmaaget Maa Aki 2022 Program launched
- ✓ Participated in Canada Day Celebrations

- ✓ Anti-black racism training continued with ULU partner to ensure Service-wide training continued. Training topics included bias of the badge, privilege, cultural awareness, systemic racism, unconscious bias, and allyship.
- ✓ Plans are underway for a renewed Census and Inclusion Strategy; this will be launched in 2023
- ✓ Participation in the Executive Education and Training Advisory Group/ Indigenous Police Chiefs of Ontario
- ✓ Renewed membership with the Canadian Centre for Diversity and Inclusion which provides for access to training and educational resources
- ✓ The long-standing M’Kwa Opportunity Circle was reinitiated after being suspended during COVID
- ✓ Indigenous Liaison Office had a summer student
- ✓ The Trauma Informed Indigenous Prevention and Support grant-funded program was launched
- ✓ The International Student Ride-Along Program came to life once again with representation from GSPS, Laurentian University, Cambrian College, College Boreal, the City of Greater Sudbury, and YMCA Newcomers; a highly successful program has just wrapped up for 2023.
- ✓ Second highly successful Mooz Akinonmaaget Maa Aki / Moose Who Teaches Land Survival held
- ✓ Truth and Reconciliation Relay and closing ceremonies in Bell Park
- ✓ EDI is in the beginning stages of creating Internal Support Networks which are voluntary and designed to help specific self-identified groups share information and experiences. Proposed groups include a BIPOC ISN, LGBTQ2S+ ISN, and Women in Leadership ISN.
- ✓ EDI review and analysis of all Collection of Identifying Information in Certain Circumstances
- ✓ PRIDE breakfast held
- ✓ Women in Policing Recruiting
- ✓ Welcoming Ceremony for the addition of Shkaabewis George Couchie to our GSPS Spiritual Team
- ✓ Creation of trilingual pronunciation cards for members to learn common words in English, French, and Anishinaabemowin
- ✓ The Indigenous Liaison Unit facilitated the creation of an interview and support space at Shekagamik-Kwe Health Centre for survivors
- ✓ Implementation of modernized Use of Force Reporting
- ✓ Weekly news scans through the EDI unit disseminated throughout the organization
- ✓ Established internal working groups continue their work as set out in their Charters
- ✓ Strategic Operations Inspector engaged with the Ontario Association of Chiefs of Police (OACP) EDI working group and the Canadian Safety Knowledge Alliance (CKSA)

Some priorities for the upcoming months have been identified and are already underway:

- ✓ Developing the '*Bundle of Knowledge: Indigenous Curriculum*' to be delivered as in-service training modules. Currently working on the framework and plan for delivery of the first module at in-service training 2024
- ✓ Introduction of the Resiliency Unit through the Human Resources and Professional Development Branch
- ✓ Expanded use of the newly established internal Recruitment Team
- ✓ Ongoing work of Reform Groups
- ✓ Continued evolution and development of EDI Strategy and Action Plan
- ✓ Welcome EDI Intern supported by NOHFC
- ✓ Re-consider a dedicated EDI Strategist position for consideration in the 2024 budget

These working groups pledge to building on the good work that has already been underway and is an extension of Our Shared Commitment approach that has been pioneered by GSPS for years. We have embraced the opportunity to lead police reform. In doing so we are exploring the hard truths and the prospect to genuinely make a difference in our future.

Our commitment to reframing policing is an extension of the Services' long and proud history of upholding Respect, Inclusivity, Courage, and Honesty (RICH Values). These activities are also anchored to our approach to modernizing service delivery and transforming Community Safety and Well-being. GSPS is leading the way as we embrace this opportunity to lead police reform and to learn about and look at some of the hard truths to genuinely make a difference in our future.

Our external advisory teams assist in identifying, recognizing, and developing solutions to changes in the external environment quickly, equitably, and fairly. We are strongly committed to listening, learning, and reframing policing in Greater Sudbury.

Our commitment is to build a healthier police culture through a systematic approach to reviewing our practices and a willingness to change. The Police Services Board has been in full support of this important work and continues to move the development of a comprehensive EDI strategy that will continue to provide a solid roadmap for the future.

INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

**GSPS BREAKING BARRIERS
- VIRTUAL EVENT -**

March 21st, 2023

Zoom event begins at 12:00 p.m.
Link will be emailed to registrants.
Cost: FREE
Raffle Prize to be won!

The Greater Sudbury Police Diversity Advisory Committee (DAC) cordially invites you to attend the 2023 annual virtual International Day for the Elimination of Racial Discrimination event via Zoom.

#GSPSBreakingBarriers

- O'Canada - Kalyani Krishnaa Nair
- Greetings from Chief of Police Paul Pedersen
- Reflections on Diversity, Inclusion and Equity
- Round Table Discussion: Meet Members of DAC
 - Why did you decide to join DAC?
 - What does the International Day for the Elimination of Racial Discrimination mean to you?
 - What can be done to promote equity, diversity, and inclusion in our community?
- Participant feedback



To register for this online event, scan the QR code or visit:
www.eventbrite.com/e/international-day-for-the-elimination-of-racial-discrimination-tickets-579215157127





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: February 16, 2023
PUBLIC	
SUBJECT: TACTICAL VEHICLE REPLACEMENT	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

That The Board authorizes the purchase of two, 2023 Ram Power Wagon 2500 4x4 trucks as a sole source supplier FCA Canada in the amount of \$152,939 plus HST with funds to be drawn from the Police Equipment & Vehicle Replacement Reserve Fund.

BACKGROUND:

The Greater Sudbury Police Services Emergency Response Unit utilized vehicles with specialized equipment to support their unique type of work. Currently the Unit operates two 2016 Dodge Ram 2500 4x4 pickup trucks. These are multipurpose units that are used for responding to Tacti-cal Gun calls and are suitable also for General Patrol operational functions. These trucks are on a five-year replacement cycle and were due for replacement in 2021. They are now entering into their 8th year of use and require replacement on a priority basis.

During and post pandemic as a result of significant impacts on supply chain, there was no availability of ¾ ton 4x4 trucks. This was primarily due to the lack of computerized microchips which halted manufacturing almost entirely.

Issuing a Request for Proposal at this time will result in no bids as there are no available vehicles and causing a further delay in procurement.

CURRENT SITUATION:


In 2023, the vehicle market has not yet improved and vehicle availability for ¾ ton trucks is still scarce. Both Ford and GM are accepting vehicle orders however cannot confirm build and/ or delivery dates in 2023.

Service staff have just learned that FCA Canada are able to process orders with April/ May or July/ August build dates in 2023. Given the urgency for these vehicles to be replaced and FCA's delivery guarantee for 2023, Board approval is sought to sole source the procurement through FCM Canada.

This is the sole source supplier available for these vehicles at this time and it is imperative that we replace these vehicles as soon as possible, given that they are already past their use expectancy for emergency response.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE March 6, 2023
PUBLIC	
SUBJECT: IN-CAR CAMERA SYSTEM WITH AUTOMATED LICENCE PLATE RECOGNITION TECHNOLOGY	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by:  Melissa Bamberger Manager of Finance  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board enters into an Agreement with Axon Public Safety Canada Inc. as a sole source supplier for the procurement of the Axon Fleet 3 Advanced Bundle in relation to Automated Licence Plate Recognition (ALPR) and In-Car Camera System at a total cost of \$612,433 with funds received through the Provincial Automated Licence Plate Recognition (ALPR) Grant.

BACKGROUND:

The province recently established the Automated Licence Plate Recognition (ALPR) Grant to support municipal police services in acquiring ALPR technology to improve public safety and strengthen roadside law enforcement efforts in Ontario. GSPS wrote an application requesting funding to procure ALPR technology. Recently the Service was advised that it was successful in its submission to receive \$612,433. Funding will be received for the Funding Year 2022-2023.

SUBJECT:**IN-CAR CAMERA SYSTEM WITH AUTOMATED LICENCE PLATE RECOGNITION TECHNOLOGY****Page 2**

ALPR technology is a system of cameras and supporting software that capture licence plate information and which immediately compares plate numbers to a Ministry of Transportation (MTO) database with vehicle and vehicle owner information. ALPR also has the capability of capturing plate information of vehicles of interest, for example, amber alerts, stolen vehicles, expired plates or plates registered to a suspended driver.

This one-time grant funding for ALPR technology makes it more difficult for suspended drivers, drivers of stolen cars, and other vehicles with plates in poor standing to drive undetected. Under optimal conditions, the ALPR system is capable of scanning thousands of license plates per hour.

CURRENT SITUATION:

Under the Grant, GSPS will have the needed funds to procure thirty-one In-Car Cameras (ICC) with ALPR Technology. These units will be deployed to active front-line patrol vehicles including the traffic division. This represents approximately half of our marked operational fleet.

All data captured through the ALPR and In-Car Cameras is downloaded to the Digital Evidence Management system for analysis and retention purposes for court related matters.

In 2021, the Service entered into an Agreement with Axon Public Safety Canada Limited to establish a Digital Evidence Management system through Evidence.com. This platform has been standardized in the Province of Ontario. This is now in a ready state for use within the Service.

The ALPR procured must also work seamlessly and in unison with our DEM platform that is in place which is hosted through Evidence.com as supplied by Axon.

The OPP recently issued a comprehensive RFP for the purpose of obtaining their ALPR and included as part of the Mandatory requirement for a Digital Evidence Management system. The RFP was very thorough and included the following:

The ICC System (including the ALPR functionality) must be compatible with the DEM system. This compatibility includes, but is not limited to the requirement that recorded audio, video and associated metadata can be uploaded into the DEM system, and that the data format is compatible with the data manipulation tools and software services that are provided through the DEM system, without limitation to the quality of the audio or video, and without loss or modification to the associated metadata, and without

limitation to the viewing, editing, redaction or other software services, tools, capabilities or capacities of the DEM system,

Axon Public Safety Canada was selected as the vendor with the Evidence.com DEM system capacity as required to ensure compatibility and compliance.

The Axon ALPR solution can fully upload audio, video, and metadata to the Axon GSPS Evidence.com DEM system without losing quality, functionality, or data. This will provide for a full turnkey solution and functionality with all systems that integrate with the Evidence.com DEM system (currently CEW Taser 7 and future plans for body worn cameras). The DEM system includes software for managing, viewing, editing and redacting videos.

The Axon system provides this seamlessly and is the only vendor with this capability.

In this regard, this procurement is subject to Canada-European Union Comprehensive Economic and Trade Agreement (CETA), the trade agreement with the European Union. GSPS can only purchase this product from a vendor who is the only approved vendor within Canada.

This is a sole source procurement; therefore, the following applies from Canadian Free Trade Agreement (CFTA):

CFTA Article 513/ CETA – Article 19.12 Exemption:

1. (b) if the goods or service can be supplied by only a particular supplier and no reasonable alternative or substitute goods or services exist for any of the following reason: (iii) due to absence of competition for technical reasons.

Through the finance section, it has been confirmed that this is a sole-source purchase. City procurement has also been engaged and provided with the noted details.

Axon Public Safety Canada Inc. provides an ALPR solution known as the Axon Fleet 3 Advanced Bundle program which includes the camera system with integrated ALPR, microphones and a hub for storage, control and uploads into the Digital Evidence Management system already installed.

The system also requires Wi-Fi access which will be an additional charge through the Service at an estimated \$30,000 which is part of a planned upgrade for existing capacity in our network.

The bundle program benefits include but are not limited to budget predictability, built in training and ongoing equipment refreshes. This solution has a life expectancy of approximately 5 years and includes a 5-year warranty on all parts.

To ensure financial capacity for future replacements, given this is a one-time front end grant funding, contribution funds from the operating budget will be required to build capacity for the next purchasing cycle in approximately five years. This will be included in the 2024 Operating and Capital Budget forecasting.

Once approval has been received, plans are to purchase the units with an implementation in the fall of 2023.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 8, 2023
PUBLIC	
SUBJECT: VERI-AUD INC. AGREEMENT	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by: Nathan Dokis Manager of Communication and Information Technology Sharon Baiden  Chief Administrative Officer	Recommended by: Paul Pedersen  Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board enters into an agreement with Veri-Aud Inc. to conduct a telecommunications equipment audit

BACKGROUND:

The Service owns and operates an extensive telecommunications system comprising 294 desktop phones, 16 fax lines, 380 mobile hand-held devices, 54 cellular modems, and 118 laptops with cellular broadband compatibility. In 2022, the total costs for these areas was close to \$275,000 per year on telecommunication related costs.

In 2018, the Board retained Veri-Aud Inc., a Forensic Audit and Refund Specialist firm in the Telecommunications field that investigates service provider bills for errors, and oversights with billings. They completed a comprehensive audit of all non-mobile phone bills and lines.

Since then, the Service has extensively expanded our mobile hand-held devices deployed. Additionally, during the pandemic wide-spread work-from-home remote solutions were implemented and laptops were acquired with cellular broadband compatibility. With the majority of members now returned to the workplace, it is suggested that a comprehensive audit of all remote cellular lines be undertaken.

The approach will include an examination of all current charges in comparison with industry standards. Their payment for services is based only on savings identified. Should no savings be found, there is no payment for services rendered.

CURRENT SITUATION:

Given the scope and magnitude of business expenses that were incurred during the pandemic and are now potentially no longer needed, combined with the extensive use of mobile technology, an audit of all cellular lines is believed to be in order at this time.



Veri-Aud Inc. remains in business and is available to assist with this project.

The work will require access to all billing equipment records, customer service records, customer equipment records (past and present), busy line studies, rate stability contracts, maintenance agreements, trunking information, and any other information or records Veri-Aud Inc. may deem it necessary to perform a review of telecommunications accounts.

They will also be authorized to request, negotiate, and approve on GSPS' behalf, any refund due relating to overcharges on the telecommunications accounts to be examined.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE March 9, 2023
PUBLIC	
SUBJECT: DARKTRACE SELF-LEARNING AI TECHNOLOGY	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by: Nathan Dokis Manager of Communication and Information Technology Sharon Baiden  Chief Administrative Officer	Recommended by: Paul Pedersen  Chief of Police

RECOMMENDATION:

THAT the Board enters into an Agreement with Darktrace Holdings Limited for the procurement of the Darktrace Self-Learning AI technology at an estimated annual cost of \$50,000.00 for a period of forty-eight (48) months for a total of cost of \$200,000.00 with funds received through the Provincial Next Generation 911 (NG9-1-1) Grant.

BACKGROUND:

To address the need for maintaining the integrity and security of policing systems and critical connected networks in relation to both the implementation of the Next Generation 9-1-1 solution and the requirements imposed by OPTIC the Service is looking to implement an automated threat response and reporting system via Darktrace.

This acquisition will permit the Communication and Information Technology department to leverage Artificial Intelligence that will monitor and develop profiles for all users and devices, automatically restrict anomalous activity & forward suspicious events that require review to the appropriate resource.

CURRENT SITUATION:

With the quantity and sophistication of cyber-attacks increasing at an alarming rate, traditional methods of securing the corporate infrastructure are becoming obsolete. Dynamic identification of threats across a wide range of vectors is becoming mandatory, especially as the Service onboards additional technologies to modernize policing.

In the current environment, millions of connections and data transfers occur daily. Log files are kept and stored for review and analysis on critical systems, but the sheer quantity of events makes manual review of this information impossible meaning potential risks are going unaddressed. While the Service has implemented systems to proactively alert and respond to threats, not every aspect of the environment benefits from such technology and most security solutions relies on identifying pre-defined threats which cannot respond to emerging threats fast enough.

With Darktrace, the Service will be able to close this gap in protection and respond to and resolve incidents and security events that may occur proactively rather than reactively which is critical when mitigating the severity of security breaches. Utilizing Darktrace also provides the Service 24/7 dynamic threat identification and remediation which will assist in negating security breaches that occur after normal business hours.

Once approval has been received, plans are to implement and fully integrate Darktrace by Q4 of 2023.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 10, 2023
PUBLIC SUBJECT: STAFFING/DEPLOYMENT UPDATE	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by: Holly Bilodeau Manager of Human Resources and Professional Development Sharon Baiden Chief Administrative Officer	Recommended by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby approves the appointment of the following members:

Name:	Start Date:	Position:
Phillips, Jordan	09-Mar-23	Human Resources Performance Management Intern

BACKGROUND

Section 31 (1) of the *Police Services Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality.

More particularly under Section 31 (1) (a), the Board appoints and accepts resignations of members of the Service.

Each year, the Service develops a Recruitment Plan in accordance with anticipated attrition through resignation and/or retirement. New positions are also identified where required and filled accordingly. Recruiting efforts are ongoing continually to ensure staffing levels are maintained.

This year, the Service budgeted for two additional sworn members which will increase the authorized strength to 272 and four full-time communicators that will replace civilian vacancies that were created in 2020. The two sworn members have now been hired and are at the Ontario Police College attending for the Basic Constable Training Program. The Communicators have been hired and are now in their training period. One has successfully completed and is now full-time, while three remain in training and will have the opportunity to compete for full-time once signed off successfully.

CURRENT SITUATION:

The following tables summarize appointments, resignations, and retirements since the last report to the Board. Unless otherwise stated the appointments are full-time.

TABLE A: GSPS Authorized Strength at March 10th, 2023.

FULL-TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	282	272	(1) *	(1)
CIVILIAN	142	140	0	
TOTAL	424	412	(1)	(1)

*

There is one non-medical LOA which has been replaced so has not impacted on actual strength.

The additional staff in accordance with the staffing plan approved by the Board were budgeted starting in June 2023. Recruiting efforts are underway now for those positions. The civilian positions are occupied. Recruiting for the Court Security on the information desk is underway.

SUBJECT: STAFFING/DEPLOYMENT UPDATE	Page 3
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TABLE B: Appointments



Name:	Start Date:	Position:
Phillips, Jordan	09-Mar-23	Human Resources Performance Management Intern

TABLE C: Retirements/Resignations:

There are no retirements or resignations to report.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 9, 2023
PUBLIC	
SUBJECT: DONATIONS RESERVE FUND REQUESTS	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 3 - Invest in our community's future through innovative youth services and initiatives	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approve the following donations with funds drawn from the Donations Reserve Fund:

\$500 in support of the Kids, Cops & Canadian Tire Fishing Days

\$1500 in support of the Joe MacDonald Ontario Police Basketball Tournament

\$1600 in support of the Sudbury Manitoulin Children's Foundation PLAY Program

\$600 in support of the Learn Disabilities Association of Sudbury

\$500 in support of the Paula Wharton Single Parent Bursary

BACKGROUND:

Since 2002, the Board has maintained a Donations Reserve Fund that is utilized to assist in community safety and wellbeing initiatives in support of youth, crime prevention activities, or any other purposes as deemed suitable by the Greater Sudbury Police Services Board or those specifically targeted by the donor.

A component of this Fund is the Chiefs Youth Initiative Fund which was established for the exclusive purpose of providing financial resources to youth related initiatives within the community.

When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

CURRENT REQUESTS:

Requests for funding consideration have been received.

\$500 in support of the Kids, Cops & Canadian Tire Fishing Days event

Kids, Cops and Canadian Tire Fishing Day is an organized event which has taken place for 12 years now and has been a great success. This event is held both Nationally and Provincially and was held in at least 70 communities in 2019.

The event will be held in Azilda where children aged 5-12 will go fishing with a police officer on Whitewater Lake on Saturday June 24, 2023, from 10:00 a.m.-2:00 p.m. The City boat launch parking area is used for a barbecue for the participants half way through the event and then the kids go out fishing again.

This event gives youth the opportunity to go not only go fishing with police officers, but an opportunity to ride in a police vessel and opportunity for kids to see and interact with police officers in a non-policing atmosphere. It builds and improves relationships between police, the youth and the community.

At the end of the day, a trophy is awarded for the biggest fish caught and the kids leave with a fishing rod, tackle box and a baseball cap with the event logo.

\$1500 in support of the Joe MacDonald Ontario Police Basketball Tournament

The Ontario Basketball Championships began in Windsor in 1986, and has been held each year supporting various charities since its inception. Our team has represented Sudbury at this

tournament since 1989, and we have hosted it on three separate occasions. In 1994 the tournament was renamed in Cst. Joe MacDonald's honor. Since Sudbury's attendance, our association has provided in-kind financial assistance that has made it possible for our team to attend the tournament and remember one of our fallen.

The funds will be used to help offset the costs of attending the Joe MacDonald Ontario Police Basketball Tournament. Each team who attends the yearly tournament receives direct assistance as well as various forms of support from both their respective police service and their association. The funds will help with transportation, hotels, entry fees, gym rentals, t-shirts and a banquet.

\$1600 in support of the Sudbury Manitoulin Children's Foundation PLAY Program

PLAY stands for Positive Leisure Activities for Youth. The SMCF PLAY Program provides subsidies to marginalized youth up to the age of 18. The program helps over the registration costs to be involved in a wide range of organized activities, helping ensure that no youth is ever left watching the sidelines or missing opportunities to learn.

\$600 in support of the Learn Disabilities Association of Sudbury


The Learning Disabilities Association of Sudbury is a charitable non-profit organization dedicated to supporting all individuals with Learning Disabilities in reaching their potential, within a community that values their unique contributions and abilities. They are holding their Seventh Annual Fundraising Event to honour 7 outstanding Sudburians who have greatly contributed to the learning disabilities community. The event is being held virtually and the entire donation will go to the Association.

\$500 in support of the Paula Wharton Single Parent Bursary

For many years, Ms. Wharton was a teacher at Cambrian College. She saw firsthand how challenging it was to balance post-secondary studies while single parenting. As a result, the Paula Wharton Single Parent Bursary is being created to financially assist students who are single parents, which further extends to assisting the child(ren) in their care. Cambrian is currently matching all donations made to the bursary.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 9, 2023
PUBLIC	
SUBJECT: CAPG MEMBERSHIP	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by:  Matthew Gatien Board Administrator	

RECOMMENDATION:

THAT the Board approves the annual Canadian Association of Police Governance (CAPG) membership fee of \$5,202.00 for the period of April 1, 2023, to March 31, 2024.

BACKGROUND:

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Founded in 1989 with the goal to improve the effectiveness of civilian bodies that govern local police services, we have since grown to represent 75% of municipal police service oversight bodies throughout Canada.



CURRENT SITUATION:

The CAPG membership fee is \$5202.00 for 2023-2024. This fee is up from previous years as the Service's updated staffing numbers have put the Board in a different membership tier with the CAPG.

Board members are encouraged to visit the CAPG website at www.capg.ca.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 10, 2023
PUBLIC	
SUBJECT: POLICE ASSOCIATION OF ONTARIO ANNUAL EMPLOYMENT CONFERENCE UPDATE	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by:  Matthew Gatien Board Administrator	Recommended by:  Al Sizer Chief of Police

RECOMMENDATION:

For Information.

BACKGROUND:

Each year the Police Association hosts a Police Employment Conference that addresses emerging issues and legal developments in police labour relations. This year's conference was held on February 27-28, 2023, in Richmond Hill. Chair Sizer, Board Administrator Gatien, Deputy Chief Cunningham, and members of the Sudbury Police Association and Senior Officers Association executives attended.


CURRENT SITUATION:

This year's conference included a number of very relevant topics including an overview of recent uniform discipline, addressing long-term absences through Section 47 of the PSA, workplace harassment, Board and chief authority in high profile situations, and collective bargaining trends.

The conference was well attended and overall presented current trends.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 8, 2023
PUBLIC	
SUBJECT: BOARD TRUST FUND POLICY	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by:  Matthew Gatien Board Administrator	

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board approve the amended Board Trust Fund Policy GSPSB – Policy 009

BACKGROUND:

The Board's Board Trust Fund policy has been in place since April 2010. Periodically the Board undertakes a review of its policies in the context of current trends and issues. The last review of this particular Policy was in 2010, when the policy was adopted.

Some recent applications to the Board Trust Fund have necessitated clarifying language be added to this policy, specifically in the "Funding Limitations" section.

The current policy details various eligibility criteria, most specifically funding limitations as follows:

4. *FUNDING LIMITATIONS:*

(1) *The Trust Fund shall not be used for any item that would normally be funded through the current operating or capital budget.*

- (2) *The Trust Fund shall not be used to support political or partisan events or activities.*
- (3) *The Trust Fund shall not be used for capital costs.*
- (4) *Funds shall not be used to cover a deficit from a previous year.*
- (5) *The use of funds shall not extend beyond the current fiscal year unless otherwise approved by the Board.*
- (6) *The Board shall not commit to ongoing programs, recurring donations, capital costs or administrative funding.*
- (7) *Funds will only be provided to the group directly responsible for the activity or project being funded.*
- (8) *The Board shall not commit to any single disbursement over \$3,000.00 unless there are special circumstances.*
- (9) *Funds that are not used as allocated or not needed within the fiscal year, in whole or in part, shall be returned to the Board.*

Some recent applications to fund have necessitated updating this section.

CURRENT SITUATION:

A review of the policy has been undertaken and it is recommended that the following revisions be made as a means of further clarifying the purposes funding will be considered from the Board Trust Fund:

- (10) *The Board will not fund Member or community activities that are personal hobbies or that are otherwise not associated with a Board or Service sanctioned event or organization.*

The full updated policy is attached for reference.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: BOARD TRUST FUND	NUMBER: GSPSB – POLICY 009
ORIGINATING DATE: April 12, 2010	REVISED DATE:
REPORTING REQUIREMENTS: Annual or as requested by the Board.	

1. **GENERAL:**

- (1) The Greater Sudbury Police Services Board maintains a Trust Fund to deposit funds received pursuant to Sections 132 and 133 of the *Police Services Act* to be used for any purpose the Board considers is in the public interest and for such charitable events as the Board deems suitable.
- (2) The Trust Fund was established through the *City of Greater Sudbury's By-Law 2009-99* which Establishes and Continues Reserves, Reserve Funds and Trust Funds.
- (3) This policy establishes the guidelines that shall be utilized by the Board when considering requests for funding from the Trust Fund.

2. **FUNDING REQUESTS:**

The Board shall give preference to funding requests that fall into one of the following categories:

- (1) Community Relations through Involvement with Police Related Organizations.

Intended to enable the Board/Service to purchase tickets or contribute donations to fundraising events. The attendance and participation of the Board and Service members at fundraising events for organizations that work closely with the Greater Sudbury Police Service serves to demonstrate the Board's goodwill and community involvement.

- (2) Board/Police Service Relations:

To assist members of the Service to participate in police sponsored events, with the goal of enhancing the image of the Service in other communities as well as in the Sudbury community.

(3) Public Education/Awareness:

To provide funding to projects that assist the Board and/or the Service in communicating to the general public information related to crime prevention, community policing or other public safety issues.

(4) Special Board Requirements:

Intended to provide flexibility to the Board to fund one time requirements associated with Board functions such as the sponsorship of functions of police-related conferences or special meeting requirements outside of normal budgetary provisions.

3. **ELIGIBILITY CRITERIA:**

- (1) All requests for funding shall be considered on an item by item basis.
- (2) Requests must reflect initiatives by members of the Police Service or by the Service itself.
- (3) The Organization receiving the funding must clearly provide a benefit for the Greater Sudbury Police Service and the community.
- (4) Where possible, all financial contributions should be recognized in marketing and promotional materials (signage at an event, etc.).
- (5) Each request for funding must include details of any other grants received, denied or applied for during the previous and current year, and any fund raising initiatives underway or to be undertaken.
- (6) Where requested by the Board, the organization must provide financial statements for the previous year, the budget documents for the current year and where a grant is approved, an accounting for the disposition of the Board's contribution following the completion of the project or activity.

4. **FUNDING LIMITATIONS:**

- (1) The Trust Fund shall not be used for any item that would normally be funded through the current operating or capital budget.
- (2) The Trust Fund shall not be used to support political or partisan events or activities.
- (3) The Trust Fund shall not be used for capital costs.
- (4) Funds shall not be used to cover a deficit from a previous year.

- (5) The use of funds shall not extend beyond the current fiscal year unless otherwise approved by the Board.
- (6) The Board shall not commit to ongoing programs, recurring donations, capital costs or administrative funding.
- (7) Funds will only be provided to the group directly responsible for the activity or project being funded.
- (8) The Board shall not commit to any single disbursement over \$3,000.00 unless there are special circumstances.
- (9) Funds that are not used as allocated or not needed within the fiscal year, in whole or in part, shall be returned to the Board.
- (10) The Board will not fund Member or community activities that are personal hobbies or that are otherwise not associated with a Board or Service sanctioned event or organization.

5. **FUND ADMINISTRATION:**

- (1) The Chief of Police or designate, under the direction of the Board, has primary responsibility for the Trust Fund.
- (2) The Chief of Police or designate is responsible for the accounting and day to day handling of the Trust Fund through general accounting procedures.
- (3) The Chief of Police or designate shall ensure the appropriate processes are in place for the collection, maintenance and disbursement of funds from the Trust Fund.
- (4) The Chief of Police or designate shall ensure the appropriate accounting and audit systems are in place to protect the integrity of the Trust Fund.

6. **REPORTS TO THE BOARD/CITY OF GREATER SUDBURY:**

- (1) The Chief of Police or designate shall provide an annual report to the Board, or more frequently, if requested by the Board, containing all activity in the Trust Fund.
- (2) The Chief of Police or designate shall provide a Statement of Revenues and Expenditures to the Financial Services Division of the City of Greater Sudbury no later than March 15th of each year, prepared as at December 31st of the previous year.

7. **FUNDING APPROVALS:**

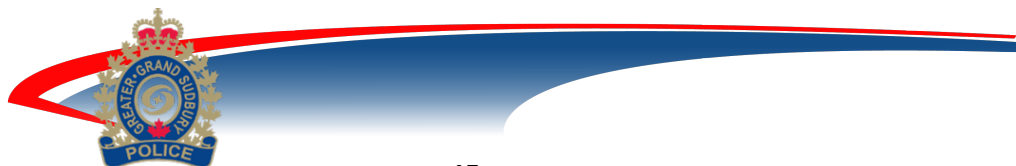
Funding requests shall be considered by the Board three (3) times per year during the months of February, June and November unless there are special circumstances.



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

March 2023



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

MINISTRY UPDATES (excerpts from Ministry Communiqués)

Expansion of the Basic Constable Training Program

I am writing to advise you that the Ministry of the Solicitor General (ministry) is expanding the Basic Constable Training (BCT) program from 60 days to 66 days; this increase in training days will impact the Spring 2023 and Fall 2023 BCT Intakes. The expanded program will allow for the delivery of critical enhanced training in the areas of Immediate Rapid Deployment (IRD) training and Mental Health Crisis Response Training (MHCRT).

DNA Canvass Protocol

The Office of the Independent Police Review Director (OIPRD) conducted a systemic review of Ontario Provincial Police (OPP) policies, procedures, standards and practices for conducting DNA canvasses and obtaining DNA with consent from vulnerable groups during criminal investigations.

In its July 2016 report, “Casting the Net: A Review of Ontario Provincial Police Practices for DNA Canvasses”, the OIPRD recommended that the OPP and similarly situated police services “develop a policy to govern how and when DNA canvasses are conducted. The policy must, among other things, identify and ensure best practices.”

Further, the report recommended that the OPP, Ministry of Community Safety and Correctional Services (now Ministry of the Solicitor General) and Ministry of the Attorney General (MAG) re-evaluate the content of the Consent to Provide Biological Samples form, in accordance with OIPRD’s report.

Online Course on the Provincial Animal Welfare Services Act, 2019

The Ontario Police Video Training Alliance (OPVTA), in consultation with Animal Welfare Services (AWS), has developed an online course on the Provincial Animal Welfare Services Act, 2019 (PAWS Act) for Ontario’s police services. It was released to OPVTA’s 77 member agencies as OPVTA Vol. #186: Provincial Animal Welfare Service Act, 2019. OPVTA members can access the course through the OPVTA Catalogue on the Canadian Police Knowledge Network and online at OPVTA.com.

AWS is the primary body responsible for the enforcement of the PAWS Act and its regulations. As authorized under the PAWS Act, AWS works to ensure that standards of care are met and animals in distress are attended to.

Police officers and First Nations constables may observe violations of the standards of

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

care under the PAWS Act when responding to calls for service. Section 60 of the PAWS Act authorizes police and First Nations constables to exercise certain powers of an animal welfare inspector, including the power to investigate PAWS Act offences and take possession of animals in distress.

Cecil Facer Youth Centre

The Ministry of Children, Community and Social Services regularly seeks ways to transform services for children, youth and their families focusing on better outcomes; while making programs more efficient, effective, and sustainable. As you may know, when the Youth Criminal Justice Act came into effect in April 2003, the focus on prevention, diversion, and community-based programs successfully contributed to a significant reduction in youth admitted to custody and detention in Ontario.

By working closely with the Ministry of the Solicitor General to address utilization of secure custody facilities for both youth and adults, the decision was made to repurpose Cecil Facer Youth Centre from a youth justice custody/detention facility to an adult institution. The transition will take approximately two years allowing Cecil Facer Youth Centre to continue to operate as a youth facility during the initial transition period.

This transition period of approximately two years will allow Youth Justice Division to be planful when youth need to be transferred to another youth justice facility. It will also provide opportunities to engage local community partners on how to best support any impacts this future closure may have on your organization.

**GREATER SUDBURY POLICE SERVICES BOARD
CHIEF'S REPORT**

OPERATIONAL UPDATES

PATROL OPERATIONS – Inspector John Valtonen

Patrol officers continue to respond to a high volume of calls for service as well as conduct focused patrols based on the Crime Analyst report. Some calls to highlight their good work are as follows:

Break-and-Enter In Progress Nets a Modified Firearm

On Wednesday, February 23, 2023, police were dispatched to an alarm at a business on Notre Dame Ave., Sudbury. Upon arrival, Patrol Officers discovered an insecure door and determined that a Break & Enter was in progress. Two adults were located and arrested. A search of their property revealed various break-in instruments as well as a BB pistol that had been modified to fire a shotgun shell.

Impaired Driving and Handgun Possession

On the evening of February 12, 2023, Police received information that two males were in possession of a knife and attempted to fight someone in the area of Elgin Street. Patrol Officers attended the area and were advised of a suspect vehicle. Police observed the vehicle and subsequently conducted a traffic stop in the vicinity of Cedar Street. As a result, officers arrested the driver for impaired driving. Search incident to arrest located a loaded Glock 9mm Gen 19 in the center console of the vehicle. Both parties were arrested and face numerous weapons and driving offences.

Serious Assault and Forcible Confinement

Shortly after 4:50 p.m. on March 5, 2023, Police were dispatched to a disturbance at an apartment complex on Bruce Avenue. Upon arrival, officers located an adult male who had sustained serious injuries as the result of a violent attack. He was transported to HSN for medical care. One of the two persons responsible for the attack was charged with Aggravated Assault and Forcible Confinement. The following day, the second individual was located, arrested, and charged with the same criminal charges. The investigation has determined this was a targeted incident as the individuals involved are known to each other.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

9-1-1 EMERGENCY COMMUNICATIONS CENTRE- Manager Andrea Savage

For the month of February 2023, the 9-1-1 Emergency Communications Centre (ECC) experienced steady call volumes. 5287 calls answered were 911 calls. Approximately 7300 Police events were generated, 731 of which were high priority calls for service. (Priority 1s and 2s). The ECC also managed another 630 incidents for Fire Services, 328 of which were priority calls.

The ECC successfully completed our transition to a new dispatching model. This initiative has created efficiencies and equity in workload distribution for staff. Continued efficiencies are being explored.

Initiatives

The 9-1-1 ECC continues to work on the following initiatives:

- Next Generation 9-1-1 (NG 9-1-1) Training planning. NG 9-1-1 is an evolved telecommunications system which will allow individuals to text and send videos and photos to 911.
- Mapping upgrade planning

CRIMINAL INVESTIGATIONS DIVISION (CID) – Inspector Jerry Willmott

MAJOR CRIME

R v. Wright/Renee Sweeney Homicide

The GSPS Major Crime Unit is working collaboratively with the Crown's Office regarding the homicide trial of Renee Sweeney.

49-year-old Man Arrested and Charged with Aggravated Assault After Violent Attack

Shortly after 4:50pm on March 5, 2023, officers were dispatched to a disturbance at an apartment complex on Bruce Avenue. Upon arrival, officers located a 32-year-old man who had sustained serious injuries as the result of a violent attack.

Two males have been charged with Aggravated Assault and Forcible Confinement because of the incident.

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This was a targeted incident as the involved individuals are known to each other.

The Power of Believing – Sexual Assault Awareness Conference

The Sexual Assault Unit hosted a *Power of Believing – Sexual Assault Awareness Conference* on Monday, March 6, 2023, at the Holiday Inn on Regent St. The conference was well-received. The conference brought together frontline police officers, detectives, and community partners to raise awareness and provide training on topics such as trauma-informed interviewing, how genealogy can assist in solving sexual assault cold cases, sexual assaults from a Crown Attorney's perspective, and survivor-led experiences.

INTEGRATED CRIME SECTION

BEAR (Break Enter and Robbery) Unit

BEAR members investigated 3 robberies at the Quick Way in Hanmer. They were able to determine the identity of the suspect. This led to surveillance in the Hanmer area where the male was subsequently located, arrested, and charged with 10 Criminal Code offences.

ICE (Internet Child Exploitation)/CFU (Computer Forensics Unit)

Members of the ICE/CFU U unit completed a nearly 2-year child pornography investigation that led to the arrest of a 62-year-old local man resulting in 18 criminal charges – Access Child Pornography x6, Possess Child Pornography x6, and Make Available Child Pornography x6.

A 2021 child pornography investigation has led to a guilty plea from a 52-year-old local man which resulted in a sentence of 2 years less a day, plus 3 years' probation, 20 years on the Sex Offender Information Registration Act (SOIRA), and DNA registry.

Intelligence

The GSPS Human Trafficking Unit was involved in a Province-Wide media release and education at a local conference.

The Provincial Human Trafficking Intelligence-led Joint Forces Strategy (IJFS) members from the Ontario Provincial Police (OPP), Toronto Police Service (TPS), Greater Sudbury Police Service (GSPS), and Treaty Three Police Service (T3PS) shared human trafficking

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

statistics to show the cooperative work of the strategy and the complexity of human trafficking investigations.

Since the IJFS was created in December 2021, the 21 police services have:

- Conducted 65 investigations
- Assisted 61 victims
- Laid 72 human trafficking charges
- Laid 167 additional charges
- Charged 28 individuals

The victims ranged from 12 to 47 years old, while the accused ranged from 18 to 44 years old. All victims were provided services and support through the OPP IJFS Victim Specialist or local victim services. Assistance was also provided by the Financial Transactions and Reports Analysis Centre of Canada (FINTRAC).

Human trafficking investigations are complex and often require a cross-jurisdictional approach as they may cross into other areas of Ontario. The median length of time to complete a human trafficking case is 382 days (according to Statistics Canada, 2021).

SPECIALIZED OPERATIONS – Inspector Dan Despatie

Community Mobilization Section & Community Engagement Section

Statistics

- **5** Foot Patrols and **30** Bike Patrols conducted in the downtown core.
- **3** Mobile Crisis Rapid Response Team (MCRRT) calls. These are calls in which our officers attended and requested the assistance of a Mental Health clinician. These calls were diverted away from the Emergency Department and the individual was provided with assistance through the clinician or referred to another community partner.
- **27** Enhanced Mobile Crisis Rapid Response Team (EMCRRT) calls. These are calls in which an officer and a clinician responded to together.
- **443** proactive community Focused Patrols conducted to address high-crime or high-complaint areas of the City as reflected through calls for service received and our daily Crime Analysis reports.
- **106** panhandlers moved along and **23** warned.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- **40** community meetings and **8** community events attended, engaging with our citizens and partners, some of which included:
 - Fraud presentations at the Brain Injury Association Sudbury District and the Multicultural Center
 - The SPYDR Winter Ride and rock climbing with youth
 - Planning for the International Student Ride-Along Program
 - Pond Hockey on the Rocks event
 - Participated in the Missing, Murdered Indigenous Women and Girls 25+ Red Coat Walk
 - A joint Business Improvement Area (BIA) Coffee with a Cop event
 - BIA Annual General Membership meeting
 - Facilitating a presentation and community engagement initiative with youth and parents at a local Mosque

INTEGRATED OPERATIONS – Inspector Marc Brunette

Traffic Management Unit (TMU)

The amalgamated TMU and Rural Community Response Unit (CRU) continue to be committed to proactive patrol efforts on and off-road, enforcing the Highway Traffic Act and Motorized Snow Vehicles Act in addition to Criminal Code offences where applicable.

The TMU issued 97 Provincial Offence Notices and 69 Part III Summonses, which included 19 stunt driving charges and 9 suspended drivers.

Additionally, in February 22 drivers were charged with impaired offences Service-wide, which included 19 by alcohol and 3 by drug. A total of 18 three-day driving suspensions were issued.

The TMU also conducted 7 RIDE (Reduce Impaired Driving Everywhere) spot checks, completed a Motorized Snow Vehicle weekly patrol, and participated in a 2.5-day Commercial Motor Vehicle Blitz, which resulted in 65 charges being laid and 5 trucks being pulled off the road for being unsafe.

Emergency Response Unit (ERU)

The ERU responded to four (4) significant tactical incidents, namely:

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- **Weapons & Threats** - Officers arrested an adult male in possession of a canister of fuel and a knife. A witness reported the suspect threatened to burn property, harm others, and harm himself. He was arrested & charged accordingly.
- **Robbery** - Information received was that the victim had listed her cellphone for sale on Facebook Marketplace. The suspects met up with the victim and deployed bear spray and physically assaulted the victim. The Break Enter And Robbery (BEAR) unit located the stolen phone being sold on Kijiji. BEAR officers arranged to meet with the suspects and to buy the phone. Suspect identities were confirmed and both parties were arrested, charged, and held for bail.
- **Break & Enter** - Suspects attempted to steal a snowmobile at a local powersports dealership, fleeing after the owner had arrived. K9 was requested and a dog track was conducted. One suspect was located and arrested & charged accordingly.
- **Dangerous Situation Involving Explosives** - Information was received suggesting explosives were located on a trail off McKim Street. Patrol officers arrived on scene and determined the located property was indeed explosives. An ERU bomb technician was dispatched to the scene where they were able to positively identify that there were three non-electric detonators present. There was also a non-electric booster explosive device, as well as approximately 20 ft of orange shock tube located hanging in a tree. Our ERU Bomb Technicians noted the explosives were commercial grade and disposed of them safely.

The ERU also executed 1 Search Warrant, conducted 18 Focused Patrols, and had two addition requests for K9.

Rural Community Response Unit (CRU)

The Rural CRU participated in 3 Motorized Snow Vehicle community events, as follows:

- Lively Snow Runner
- Law Enforcement Torch Ride for Special Olympics
- Sled Days at Bishop Alexander High School
- Walden Winter Carnival

Officers conducted more than 500km's of Motorized Snow Vehicle Patrols in Azilda, Chelmsford, Walden, and Coniston, making more than 185 contacts with other snowmobilers.

The Provincial Liaison Team (PLT), a sub-branch of Rural CRU, attended 2 protests at Lo-ellen Secondary School and College Boreal to ensure the safety of all involved with respect to Drag Presentations.

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Incident Command Program

GSPS and the North-East OPP co-facilitated an Incident Command 200 Training Course in North Bay in which 24 officers from GSPS, the OPP, and North Bay Regional Police Service attended.

CORPORATE COMMUNICATIONS

Romance Scam Prevention Messaging – February 10

Roses are red
Violets are blue
Don't let a romance scam
Happen to you

Yes, it's that time of year. As we near Valentine's Day, be cautious of fraudsters attempting to sweep you off your feet so they can swipe the \$ right from your bank account. ❤️

Signs to beware of:

- Social media profiles that seem too perfect
- Someone you haven't met in person professes their love for you
- A suspect that tries to move communication to a more private or different method of communication (email, text, social media platform, etc.)
- Any attempts to meet in person get cancelled or there's always an excuse to not meet up
- A person who discourages you from talking about them to friends and family
- A suspect acting distressed or angry to force you into sending more money
- Poorly written messages or messages addressed to the wrong name
- An individual who "introduces" you to their family on social media to legitimize the relationship
- Unsolicited text messages from phone numbers you don't recognize

How to protect yourself:

- Don't give out your personal information (name, address, date of birth, SIN, banking credentials)
- Don't accept friend requests from people you don't know

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- Be careful who you share images with. Suspects will often use explicit pictures to extort victims into sending more money.
- Protect your online accounts.
- Never send money to someone you haven't met.
- Don't respond to text messages from phone numbers you do not recognize.

Stay safe! Learn more at: <https://antifraudcentre-centreantifraude.ca/.../romance...>

Walden Winter Carnival – February 13

Over the weekend, Cst. Brunette, Cst. Hamilton, and Sgt. Ramsay stopped by the Walden Winter Carnival to meet community members and discuss snowmobile safety. They were happy to take a photo with Thomas and his little sister Elizabeth. Thomas would like to become a police officer when he grows up. We look forward to seeing your application to GSPS one day!



Distraction Thefts – February 16

PSA - Recent reports of "distraction" thefts

Over the past month, we have received 10 complaints regarding "distraction" thefts. Most of the incidents involve individual(s) targeting women pushing shopping carts with their purse/wallet in the cart, primarily in the New Sudbury area.

Although it has not been determined that the same individual(s) are responsible for all the reported incidents, the distraction techniques are similar.

A woman pushing a shopping cart with her purse/wallet in the cart is approached by an individual (sometimes a man, sometimes a woman) in a parking lot of a grocery store and told that there is something wrong with one of the tires of her vehicle. While checking the tires, another individual steals the wallet/purse out of the shopping cart.

Officers are in the process of obtaining and reviewing video surveillance footage to establish physical descriptions of those involved.

Please be aware that these incidents are taking place. Protect your personal property by securing your valuables and do your best not to leave them unattended.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

If you experience a similar interaction, please contact police at 705-675-9171 with as much information as possible including physical and clothing descriptors of the individual(s) involved, as well as, where they were last seen and the direction they are traveling.

Commercial Vehicle Blitz with Ontario Provincial Police – February 21

The Greater Sudbury Police Traffic Management Unit in partnership with the Ontario Provincial Police TIME Team recently conducted a three-day blitz in Greater Sudbury that focused on commercial motor vehicle safety education and enforcement.

Of 64 traffic stops conducted, 74 charges were laid for the following:

- failing to complete daily inspections
- vehicles being overweight
- not having a commercial motor vehicle operator registration (CVOR) as required
- braking systems not functioning
- fail to have annual inspection sticker or up to date - annual inspection

An additional 19 warnings were issued and five commercial vehicles were taken out of service.

For more information regarding regulations for commercial motor vehicles, please visit the Ministry of Transportation website at <https://www.ontario.ca/page/commercial-vehicles>

Pink Shirt Day – February 22

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It's always a good time to
#LiftEachOtherUp and stand up
against bullying.

We're proud to support
#PinkShirtDay to help raise
awareness on bullying in our homes,
schools, and workplaces. As a
community, let's work together to
foster children's healthy self-esteem.
Every small step counts.

For kids who are bullied, it can be
hard to know where to turn. But a
helping and supportive hand can
make a world of difference!



Remember that whether it's sending a check-in text, calling out bullying behaviour when you see it, or simply offering your support, there are so many ways we can all help and connect with people being bullied. Let's Lift Each Other Up this Pink Shirt Day, and all year round!

Learn more about the Pink Shirt Day initiative and how you can help prevent bullying:
<https://www.pinkshirtday.ca>

#PinkShirtDay2023 #AntiBullying #PoliceWearPink

**Sudbury Police Men's and Women's Hockey Teams Take Home Gold – February
24**

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Congratulations to our GSPS men's and women's teams on both winning 1st place at the 60th annual International Police Hockey Tournament in Waterloo, ON!

The International Police Hockey Tournament was established in 1961. Between 2009 and 2020, this event has raised more than \$375,000 for many worthy charities including the Law Enforcement Torch Run, Special Olympics, local hospitals, children's charities and numerous other local charitable agencies. Way to go, everyone!

Black History Month – Profile of Coop Student Komolafe Queen-Heritage Adebukolaoluwa – February 28

Today marks the last day of Black History Month. The 2023 theme for Black History Month is: “Ours to Tell”. This theme represents both an opportunity to engage in open dialogue and a commitment to learning more about the stories Black communities in Canada have to tell about their histories, successes, sacrifices, and triumphs. During Black History Month, we celebrate the many achievements and contributions that Black People have made historically and continue to make in all sectors of society today.

The Greater Sudbury Police Service is dedicated to protecting and serving our community while exemplifying our RICH values of Respect, Inclusivity, Courage, and Honesty and we want to continue having respectful dialogues to build public trust through community engagement and transparency.

We'd like to introduce you to our current Corporate Communications Co-Op Student, Komolafe Queen-Heritage Adebukolaoluwa:

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“Black History Month is a chance to educate people about the challenges that diverse peoples have faced in the past to bring our nation to where it is today in terms of racial equity. We all benefit from Black History Month because it fosters unity. It serves as a reminder that all of history, including Black history, is a part of our collective past. Remembering the contributions of Black communities to our wonderful nation connects us all to the rich history of our planet because it actually involves a wide variety of people from many different races and is quite diversified.

My name is Komolafe Queen-Heritage Adebukolaoluwa (meaning crown wealth of God). I am going to give a little overview about where I'm from. I am from Nigeria which comprises 250 ethnic groups but there are three main ethnic groups which is Igbo, Hausa, and Yoruba. I am Yoruba and particularly from Osun State. The Yorubas are very sociable and expressive people who commemorate major events with colourful festivals and celebrations.



We are very protective of our culture and most of our elders continue to give the traditional names at birth which is where I got my name Adebukola Oluwa from because we believe people live out their names whether good or bad. We are also popular for our beautiful clothing designs and patterns. Our traditional outfit for women is Iro and Buba with Gele which is what I am wearing in the picture and for men is Agbada with Abeti'aja.

Some of our native foods include moin-moin (steamed bean pudding), efo riro (vegetable soup with assorted meat) with pounded yam, and ewedu ati gbegiri (jute leaf draw soup) with amala (fufu made of yam flour).

Yoruba people are very hardworking, respectful, and cultured people. We are people that pass values on to the next generations. We are open to learning new things and new opportunities and we aspire for great things by doing research on how to use our natural environment and vegetation to cure illnesses (now known as orthodox medicine) which peaked my interest to want to go into the medical field and aspire to be a surgeon.”

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

#BlackHistoryMonth2023

Fraud Prevention Month – March

March is Fraud Prevention Month. #FraudPreventionMonth is an annual campaign that seeks to help you recognize, reject, and report fraud.

We will be using social media platforms throughout the month of March to highlight and bring awareness to various scams and frauds with the ultimate goal of educating our community.

Learn how to protect yourself from fraud at: <https://www.antifraudcentre-centreantifraude.ca/protect...>

If you receive strange emails, texts, or phone calls that appear to be fraudulent, report them to the Canadian Anti-Fraud Centre: <https://www.antifraudcentre-centreantifraude.ca/report...>

If you lost money from a scam (under \$5,000), report it to GSPS online: <https://www.gspg.ca/en/reporting/fraud-under-5000.aspx>

If the fraud exceeds \$5,000, report it to us via our non-emergency line at 705-675-9171.

#FraudPrevention #FPM2023

Police MKWA Opportunity Education Circle – March 2

On March 2, we held the opening ceremony for our annual Police MKWA Opportunity Education Circle - Mentorship Program.

Since 2005, the GSPS Indigenous Liaison Unit has been hosting our Police MKWA Opportunity Education Circle for Indigenous high school students in #Sudbury. Since its inception, 266 students have participated in the program and six of those students are currently Police Officers.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

MKWA is a partnership that was formed to create learning opportunities for First Nation, Métis, and Inuit students living in the City of Greater Sudbury and surrounding areas who may wish to pursue a career in the justice sector. It also serves to establish meaningful relationships between students and police officers.

The program entails a tour of our Police Service and our various units; an opportunity to meet the Chief of Police, Paul Pedersen; presentations by our Traffic Management Unit, Emergency Response Unit, Community Mobilization Unit and more; and last but not least, each student is paired with a mentoring GSPS Officer for two scheduled ride-a-long days in a marked police cruiser.

Thank you all for participating in this program and we look forward to our ride-alongs with each of you!

#SudburyPolice #IndigenousLearning #CommunityPolicing #MoreThanLawEnforcement

2023 Greater Sudbury Polar Plunge – March 4

On March 4, we held the 2023 Greater Sudbury Polar Plunge at the Ramsey Lake Boat Launch. With the support of so many community members' and organizations' generous donations, we raised thousands of dollars for over 26,000 Special Olympics Ontario athletes! We will have the exact fundraising total in the coming days.

There were 146 plunges and we have currently raised over \$49,000.

HUGE thank you to our sponsors. Without you, this day would not be a reality:

- Greater Sudbury Police Services Board
- Chief's Youth Initiative Fund
- Sudbury Police Association
- Rick & Dan McDonald Memorial Foundation
- The New HOT 93.5
- Northern Uniform
- Krucker Saunas
- City of Greater Sudbury
- The Irish Regiment of Canada
- City Welding Sudbury 2015 Limited
- King Sportswear



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- The Lougheed Foundation
- A&W Canada
- Dairy Queen (Treat)
- Sudbury Small Engines
- Cooper Equipment Rentals
- Orangetheory Fitness Sudbury CAN
- Scentsy
- Don's Pizza
- Bianco's Supercenter

Thank you #Sudbury for coming out to support such an amazing cause and showing everyone that Sudburians are NOT afraid of the cold!

International Women's Day – March 8

International Women's Day is recognized every year on March 8th and this year's theme is "Every Woman Counts" – a reminder of the essential role women play in Canada's economy, politics and society.

It is an important day to acknowledge the achievements and contributions of women and to stand up for a more equal and equitable world.

On March 8th and every day, we celebrate the women who work at GSPS, both Sworn and Civilian, and the strength they bring to our Service.

Learn more about International Women's Day: <https://women-gender-equality.canada.ca/.../2023-theme.html>

#IWD2023

Let's also keep our mental wellbeing in mind and stay healthy.

We will all get through this together!

Stay home! • Stay safe! • Stay positive!