



**GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY April 18, 2018 4:00 P.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor
PUBLIC AGENDA**

Item #		ACTION	Page (s)
1	Motion to Move IN CAMERA	Motion	
2	Matters Arising from In Camera Session		
3	Roll Call		
4	Declarations of Conflict of Interest		
5	Adoption of Minutes - March 21, 2018	Motion	
6	Consent Agenda	Motion	
7	Board Correspondence		1 - 7
	OAPSB Transforming Police Response and Training		
	OAPSB 2018 Budget - Community Safety Highlights		
	Events		
	2018 Community and Police Awards Gala		8 - 10
	2018 Police Week May 13-18		11
	Notes of Appreciation		12
8	Accept Discussion Agenda - April 18, 2018	Motion	
9	Agreement		
	Véri-Aud Inc.	Motion	13 - 14
10	Reports		
	2018 Pay Equity Plan	Motion	15 -17
	Post Traumatic Stress Disorder Prevention Plan Update	Motion	18 - 23
11	Board Reports		
	Board Policy - Municipal Election Related Resources	Motion	24 - 28
	Found/Seized Money	Motion	29 - 30
	CAPG Conference and Annual General Meeting	Motion	31 - 33

Continued next page

12 **Funding Requests**

Chief's Youth Initiative Fund

- 2018 Fast Flowing Water Poster/Script Program

- 2018 Aboriginal Secondary School Awards

- 2018 Marymount Hospice Fun Day

Motion 34 - 39

13 **Report from Chief**

40 - 46

14 **New Business**

15 **Next Meeting Date**



Next meeting Wednesday May 16, 2018

Adjournment

Motion



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: April 11, 2018
PUBLIC	
SUBJECT: CORRESPONDENCE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

Correspondence was received through the Ontario Association of Police Services Boards from the Mare-France Lalonde, Minister of Community Safety and Correctional Services.

The document discusses Ontario Transforming Police Response and Training – Enhanced De-escalation and Use of Force Training to be Delivered Consistently across the Province

Correspondence was received from the Ontario Association of Police Services Boards Executive Director, Fred Kaustinen, providing a synopsis of the 2018 Budget and Community Safety Highlights.

Copies are attached.

Ontario Transforming Police Response and Training

Enhanced De-escalation and Use of Force Training to be Delivered Consistently across the Province

April 3, 2018 3:00 P.M.

Ministry of Community Safety and Correctional Services

Ontario is taking steps to implement a new police response framework that will help improve interactions with both vulnerable individuals, and the general public.

The new framework, which will be established by summer 2018, will guide the development of enhanced training for police officers and ensure de-escalation techniques are central to any police response - particularly when individuals in crisis are involved. The new model will also ensure that the enhanced training is delivered consistently across the province.

- Developed in partnership with experts in mental health, addictions, psychology, civil liberties, policing, and anti-racism, as well as Indigenous partners, racialized populations, and individuals with lived experience, the framework will serve as the foundation for:
- Developing new, evidence-based critical decision tools to guide police officers while performing their duties
- Designing a new training curriculum for annual police officer training and ensure consistent delivery across the province
- Transforming use of force and de-escalation training courses delivered by the Ontario Police College
- Establishing mandatory qualification requirements for trainers and competencies for police officers

This builds on the province's ongoing work to integrate de-escalation techniques into the training programs of new recruits. These actions are part of the province's plan to address the recommendations in the [Ontario Ombudsman's 2016 report](#).

Quick Facts

- This work supports the government's commitment to implementing recent inquest recommendations made in response to the deaths of Reyal Jardine Douglas, Sylvia Klibingaitis, Michael Eligon, Andrew Loku, and Michael MacIsaac.
- The changes to police training are led by an Executive Advisory Committee for strategic oversight and an Expert Technical Table for technical review.
- The province has engaged academics to conduct research to identify knowledge gaps regarding de-escalation practices, review the effectiveness of police training on de-escalation, and analyze Ontario's current use of force model.
- The new police officer training will become effective upon the proclamation of the *Safer Ontario Act*.

- The Ontario Police College’s current de-escalation training emphasizes communication techniques: establishing rapport, conflict resolution and mediation, and threat management.

Additional Resources

- Policing in Ontario.
- Passage of the *Safer Ontario Act*.

Quotes

“Police officers need to have the right supports to defuse crisis situations, and to do so as safely as possible. Our enhanced training makes de-escalation central to any police response. This new framework reinforces the importance of comprehensive education and training for new recruits and police officers that is delivered consistently across the province.”

Marie-France Lalonde

Minister of Community Safety and Correctional Services

“As someone who has been personally affected by the tragedy of a police involved death, I feel this new framework is a step in the right direction. I have confidence in the province and look forward to seeing meaningful change in police interactions with the public.”

2018 BUDGET

COMMUNITY SAFETY HIGHLIGHTS

(a synopsis of <http://budget.ontario.ca/2018/budget2018-en.pdf>)

Board Training

The Ministry of Community Safety and Correctional Services remains committed to working with OAPSB and eventually with educational partners to develop and delivery effective board training. While this is not specifically mentioned in the budget, this messaging has been consistent for some months now (a very positive development after years of disinterest).

Expanding Access to Naloxone

Naloxone, the overdose prevention drug, is now available free of charge at 2,390 participating pharmacies in nearly 260 cities and towns in the province. The government has distributed over 114,000 naloxone kits to date.

The government is addressing demand for naloxone by expanding access through front-line community organizations, as well as offering naloxone to police and fire services. (P. 19)

Mental Health

Starting in 2018, Ontario will invest an additional \$1.8 billion over three years to expand services for people living with developmental disabilities, including (among many other initiatives):

- Strengthening training for police and frontline justice sector workers to identify and potentially divert individuals with developmental disabilities from the justice system, directing them to more appropriate services when needed (p. 36)
- Hiring additional staff, including 176 correctional officers, 15 dedicated discharge planners, 120 new health care staff and 44 probation and parole officers to support efficient delivery of evidence-based services in the community
- Investing in staff through enhanced training programs that include mandatory education on human rights, antiracism, cultural competency, Indigenous rights, mental health and correctional best practices;

- Supporting adults with mental health and/or addiction issues involved in the justice system through increased access to community mental health and addictions services, including more supportive housing units, mobile crisis response teams, case managers and other therapeutic supports
- Providing social navigators to support First Nation, Métis and Inuit people in connecting with culturally appropriate services to prevent re-contact with the justice system
- Expanding bail beds in northern, rural and remote communities to provide community-based supervision for higher needs individuals who would likely otherwise be held in custody pending resolution of their criminal charge
- Building two new multi-purpose correctional centres in Thunder Bay and Ottawa (p. 46)

Community Justice Centres

Ontario is investing in Community Justice Centres (CJCs) to improve the delivery of justice to vulnerable accused people and their families by addressing the root causes of crime and criminal behaviour. (p. 37)

Ending Gender-Based Violence

Key strategies and investments, include:

- Domestic Violence Action Plan, which provides community supports for survivors and training for front-line workers and professionals, provides public education and improves Ontario's criminal and family justice systems
- It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment, which helps change attitudes, improve supports for survivors who come forward about abuse, and made workplaces and campuses safer and more responsive to complaints about sexual violence and harassment
- Walking Together: Ontario's Long-Term Strategy to End Violence Against Indigenous Women, in which Ontario and Indigenous communities are coming together to end the cycle of violence, and ensure future generations of Indigenous women can live in safety and with respect

- Ontario’s Strategy to End Human Trafficking, which focuses on prevention and early intervention, and expanded and improved community services for survivors
- It’s Never Okay: Ontario’s Gender-Based Violence Strategy – up to \$242 million over three years to help survivors and end the cycle of violence. (50-51)

Justice Sector

Justice sector expense is expected to be \$143 million higher, primarily due to resources for justice transformation including corrections reform and police oversight reform, increased post-traumatic stress disorder costs for first responders, higher-than-expected bad debt related to unpaid fines, expansion of the Brampton Courthouse project, and increased demand for death investigations. (p. 200)

Implementing Legalization of Cannabis

In response to the federal decision to legalize recreational cannabis, Ontario has passed legislation to establish a safe and sensible framework within the province that protects youth and reduces harm.

Ontario’s framework covers the sale, distribution, purchase, possession and consumption of cannabis in the province. Established as a Crown corporation and subsidiary of the LCBO, the Ontario Cannabis Retail Corporation, operating as the Ontario Cannabis Store, will be responsible for new stand-alone cannabis storefronts and an online distribution channel.

Public health, road safety, education and law enforcement initiatives include:

- Increasing the capacity of local law enforcement, including the Ontario Provincial Police, by funding sobriety field test training for police officers to help detect impaired drivers
- Creating a specialized legal team to support drug-impaired driving prosecutions
- Increasing capacity at the province’s Centre of Forensic Sciences to support toxicological testing and expert testimony
- Developing a program to divert youth involved in minor cannabis-related offences away from the criminal justice system
- Creating a Cannabis Intelligence Coordination Centre to shut down illegal storefronts and help fight the unsafe and illegal supply of cannabis products

- Providing public health units with support and resources to help address local needs related to cannabis legalization
- Raising awareness of the new Provincial rules that will take effect when cannabis is legalized federally, and making information available to educators, parents, guardians and students. (p. 200)

Unregulated Tobacco

Since 2008, the Ministry of Finance’s enforcement activities have resulted in penalties of more than \$42.6 million assessed against retailers under the Tobacco Tax Act. In addition, more than 265 million untaxed cigarettes, 3.9 million untaxed cigars, and 196 million grams of untaxed fine cut or other tobacco products have been seized by the Ministry of Finance.



New compliance measures include:

- Proposing amendments to the Tobacco Tax Act to add penalty and offense provisions for failing to notify the Ministry of Finance prior to destroying raw leaf tobacco
- Exploring the implementation of automated “track and trace” technology and services that will monitor the movement and location of raw leaf tobacco through the supply chain, reduce its diversion into the unregulated market, and make it easier for registrants to comply with regulatory requirements
- Expanding the OPP-led Contraband Tobacco Enforcement Team to address linkages between organized crime and unregulated tobacco
- Expanding its partnerships with regional and local police services by establishing a local law enforcement grants pilot project that will make funding available to law enforcement partners in support of tobacco investigations
- Proposing an amendment to the Tobacco Tax Act that would allow the court to authorize the use of tracking devices in an investigation (p. 302-202)

Prepared by: Fred Kaustinen, Executive Director, 3 April 2018



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: April 11, 2018
PUBLIC	
SUBJECT: OUR SHARED COMMITMENT AWARDS: STORIES OF COMMUNITY SAFETY AND WELLBEING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Foster Community Engagement	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

BACKGROUND:

The Greater Sudbury Police Service's 'Our Shared Commitment Awards: Stories of Community Safety and Wellbeing' recognizes citizens, organizations, and members of the Service for outstanding contributions to the Police Service and community and will be celebrated as part of Annual Police Week activities.

Nominations are submitted for individuals who have assisted the Service through acts of bravery or by other means, as well as organizations or service groups who have partnered with the Service over the past year.

CURRENT SITUATION:

This year's event is scheduled for Thursday May 17, 2018 at the Caruso Club. Board Members and Staff will be on hand for this special occasion.

Community and Police Awards Gala

— ***Our Shared Commitment*** —



Thursday, May 17th, 2018
Caruso Club - Upper Hall
385 Haig Street, Sudbury
5:30pm-9:00pm

9

Proceeds from the gala go towards the Chief's Youth Initiative Fund that supports many community events, groups, and organizations with the common goal of enhancing the safety, security, and wellness of Greater Sudbury Youth.

Tickets \$100.00 each/Table of eight \$800.00

To make payment and to confirm attendee names, please contact Natalie Corcoran at 705-675-9171 ext. 2287
natalie.corcoran@gspcs.ca

Chief's Youth Initiative Fund

Proceeds from the Community and Police Awards Gala - Our Shared Commitment go towards the Chief's Youth Initiative Fund that supports many community events, groups, and organizations including:

<p>Graffiti Eradication Laurentian University - Basketball Camp Aboriginal Secondary School Awards Banquet Youth Advisory Panel</p>	<p>Ontario Students Against Impaired Driving Cops Kids & Golfing Project Fruit Snacks Bike Rodeo</p>
<p>Reach for the Top Rainbow District School Board Joan Mantle Music Trust Rick McDonald Ball Tournament Shop with a Cop YMCA Strong Kids Campaign Fresh Start Program Women of the Future Conference Youth Leadership Summit Cops for Kids Camp Norland Family Biking Event Kids Cops and Canadian Tire Fishing Young Angler Tournament</p>	<p>Youth Centre Ball Hockey League at Better Beginnings Better Futures Courage to Stand Program Learning Sparks Program Race Relations Luncheon Wise Sudbury Program Triple Crown Safety Summit Infant Food Cupboard Calendar Youth Support Group for TG Innerselves Donovan Days Water Safety Strategy Poster Contest Crime Prevention Slow Pitch Tournament Bullying Awareness Week Girls Run Strong Kids Campaign</p>
<p>Sudbury Playground Hockey League Police Cup Tournament Citizen in Action Youth Form Camp Falcona Youth Program</p>	

The Greater Sudbury Police Service would like to thank the following sponsors that make this event possible:



Greater Sudbury Police Service
Invites you to



Police Week Opening Ceremonies

“Celebrating Policing and Community Partnerships”

Come out and meet members of your local police service
AND
Watch the 3rd Annual

“So You Think You Can Lip Sync?”

Battle between police personnel, youth and teachers!

Monday, May 14th 2018

3:00-8:00 p.m.

All Nations Church

414 St Raphael St. Sudbury



Meet Chase from
Paw Patrol!

3:00 p.m.

Event Begins

3:00-7:00 p.m.

Outdoor Activities

- ❖ Inflatable Obstacle Course
- ❖ Face Painting
- ❖ Police Demonstrations
- ❖ Popcorn and Cotton Candy

4:00 p.m.

FREE Barbeque

5:30 p.m.

Lip Sync Battle

Chief Pedersen Address

8:00 p.m.

Event Ends



Information booths by GSPS and Community Partners

Admission is FREE!

Donations of non-perishable food items will be collected to support Sudbury Food Bank



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: April 11, 2018
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Acknowledging Exceptional Efforts	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION


CURRENT SITUATION:

A letter was received from Sergeant Tara Will, Unit Commander Regulatory Branch – North Region Investigation and Enforcement Bureau Ontario Provincial Police, recognizing Constables John MacRae, Mike Rouleau, Chris Moggy, Kevin Tremblay, Ryan McNamara, Kyle Chandler, Kristen Zazelenchuk, Mitch Brunette, Steve Katulka, and Dan Gelin as for their assistance in partnership with Alcohol and Gaming Commission on Ontario (AGCO) for the proactive compliance inspection checks on St. Patrick’s Day 2018. Checks were conducted throughout the City, deterring alcohol related offences and providing verbal education. No violations were noted and excellent results were achieved. “Thank all officers involved for coordinating and partnering in keeping our community safe.”

An email was received from a Sudbury business thanking Melanie Davidson, Customer Service Clerk, Central Records, for assisting clients over the past three years. “This department has been extremely helpful.”



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 11, 2018
PUBLIC	
SUBJECT: VÉRI-AUD INC. AGREEMENT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

BACKGROUND:

The Service owns and operates an extensive telecommunications system which consists of 294 desktop phones, 15 fax lines and 287 mobile devices. Our annual expenses are close to \$393,000 and have been steadily increasing with the expansion of handheld technology deployment to patrol operations officers.

Over the years, equipment is upgraded and expanded to meet Service demands. Invoices include line, usage, equipment, and tariff charges both as mandated by the CRTC and rules or regulations suppliers use.

Véri-Aud Inc. is a Forensic Audit and Refund Specialist firm with over 22 years in the Telecommunications field who investigate service provider bills for errors, and oversights with billings.

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Their approach is to examine current charges in comparison with current industry standards. Their payment 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 this business expense, the Service intends to undertake a comprehensive audit to examine all telecommunications services through Véri-Aud Inc. This will require that 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 Véri-Aud Inc. may deem 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 as specified and to apply any credit for overcharges to an existing GSPS telecommunications account.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 11, 2018
PUBLIC	
SUBJECT: 2017 PAY EQUITY PLAN	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board adopts the Pay Equity Plans with the Sudbury Police Association Civilian Group as at February 5, 2018 as recommended by the Joint Pay Equity Committee.

BACKGROUND:

In accordance with the requirements of Bill 154 an *Act to Provide for Pay Equity*, the Greater Sudbury Police Service’s Joint Pay Equity Committee is responsible for maintenance of the Pay Equity Plan and ensuring compliance with the *Act*. The Board maintains Plans for the Civilian Members represented by the Sudbury Police Association.

All Civilian male and female job classes are covered by the Plan. According to the legislation, a job class is deemed to be a ‘Female Job Class’ where 60% or more of the incumbents are female. A job class is deemed to be a ‘Male Job Class’ where 70% or more of the incumbents are male. A job class meeting neither of these criteria is considered to be ‘Gender Neutral’ and is not covered by the Pay Equity Plan.

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The method of comparison is a point factor job evaluation plan measuring the composite of the skill, effort, responsibility, and working conditions completed by the Joint Pay Equity Committee comprised of Association and Management members.

There are two possible ‘Basis of Comparison’ between the male and female job classes within the Service. The first is Equal Value – where the male and female job classes are deemed to be of equal value based on the job evaluation point scores. The second is Greater Value – where the female job class has a higher number of job evaluation points than the male job class.

Bill 102 amending the original *Pay Equity Act* was proclaimed on July 1, 1993 with an effective date of January 1, 1993. This *Act* requires that where there are no male job classes of equal or comparable value, a ‘proportional value’ calculation be undertaken to determine an appropriate comparator rate of compensation. The proportional value calculation requires the use of a statistical technique known as ‘linear regression’. In 2014, both Equal Value and the Proportional Value method were required in devising the Greater Sudbury Police Service Plan.

The legislation requires that Pay Equity Adjustments be calculated as follows:

- a) Where the basis of comparison is Equal Value, pay equity is achieved when all incumbents in the female job class earn a rate of compensation at least equal to that of the lowest paid incumbent in the comparable male job class.
- b) Where the basis of comparison is Greater Value, pay equity is achieved when all incumbents in the female job class earn a rate of compensation at least equal to that of the highest paid incumbent in the male job class of lesser value.

In achieving pay equity, female jobs classes are compared to male job classes using a Ten-Factor Job Evaluation Plan (‘JE Plan’) that measures the following:

<u>Skill Factors</u>	<u>Responsibility Factors</u>	<u>Effort and Working Condition Factors</u>
<ul style="list-style-type: none"> 1. Education 2. Experience 	<ul style="list-style-type: none"> 3. Scope 4. Contacts 5. Supervision Required 6. Accuracy 7. Supervision of Others 	<ul style="list-style-type: none"> 8. Visual Demand 9. Physical Demand 10. Working Conditions

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CURRENT SITUATION:

The Greater Sudbury Police Service Joint Pay Equity Committee is comprised of two members representing the Association and two members representing Management and a resource person from the Human Resources Branch that meet as required and review jobs within the plan under any of the following conditions:

- When a new job has been created within the Service
- When a member reports significant change to their job
- When Management makes significant change to a job description.
- As part of regular maintenance, annually four or five jobs are scheduled for a review

The Greater Sudbury Police Service achieved pay equity and the Plan was posted on October 26, 1990 and an amended Plan was achieved and posted on October 2, 1996 and an amended Plan was achieved and posted on December 14, 2010. Thereafter, to ensure compliance with the requirements for regular maintenance, the plan is amended each year to represent any changes in effect from the previous calendar year. An amended Pay Equity Plan was posted on the following dates - 14 March 2012, May 09, 2013, 11 April 2014, 3 March 2015 and 16 March 2016, February 3, 2017 for the junior civilian police association.

The Joint Committee has determined that an amended Plan will be posted annually to reflect any new wage rates negotiated between the parties or when there are new positions created and/or other positions eliminated.

This submitted Pay Equity Plan is amended using pay, job, and employee data as of February 5, 2018.

The Joint Pay Equity Committee recommends that the Board adopt the amended Pay Equity Plans which will be posted in accordance with the legislation for 30 days.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: April 18, 2018
PUBLIC	
SUBJECT: SUPPORTING ONTARIO'S FIRST RESPONDERS ACT POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN ANNUAL UPDATE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Workplace Wellness Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board receives the Post Traumatic Stress Disorder Prevention Plan annual update for information.

BACKGROUND:

On April 5, 2016, the province passed the *Supporting Ontario's First Responders Act* which amended the *Workplace Safety and Insurance Act*. This new legislation created a presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related. The presumption allows for faster access to WSIB benefits, resources, and timely treatment. The *Act* is part of the Province's strategy to prevent or mitigate the risk of PTSD and to provide first responders with faster access to treatment and the information they need to stay healthy.

The diagnosis of PTSD must be made by a psychiatrist or psychologist and be consistent with the Diagnostic and Statistical Manual of Mental Disorders.

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SUBJECT: SUPPORTING ONTARIO'S FIRST RESPONDERS ACT POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN ANNUAL UPDATE	Page 2
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In accordance with the *Act*, employers of workers covered under the PTSD presumption were required to provide the Minister of Labour with information on their workplace post-traumatic stress disorder prevention plans by April 23, 2017. Given that police (including Sworn officers and dispatchers) are one of the specific groups covered under the PTSD, the Board is required to submit such a Plan.

In order to assist employers to design a PTSD Prevention Plan and Program, the Public Services Health and Safety Association which serves as a resource for providing information on PTSD established a framework was used as a guide to assist in developing plans.

The Service has a long history and commitment to the psychological health and wellbeing of members throughout their career. A range of programs and supports are in place to support member wellness and aimed at preventing PTSD.

At their meeting of April 19, 2017, the Board adopted the Service's Post Traumatic Stress Disorder Prevention Plan in accordance with *Supporting Ontario's First Responders Act*. The Plan details the various programs and services the Service has available to address member wellness. These avenues are both reactive and proactive inclusive of education initiatives to increase awareness and reduce the stigma around mental health and to promote an environment that supports mental health interventions. Other options available to assist members are detailed as follows:

Employee Assistance Program

The Service retains ComPsych Limited to provide its Employee Assistance Program (EAP). This provides confidential and professional support, guidance, and counselling (and referrals when required) for personal challenges to members and their family.

- Family and Marriage problems
- Trauma – Post Traumatic Stress Disorder Intervention
- Parenting and Elder Care Support
- Stress Related Problems
- Gambling Addictions
- Legal and Financial Assistance
- Bullying and Harassment
- Anxiety and Depression
- Substance Abuse – Alcohol/Drug Use
- Eldercare

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- Grief and Other Loss Counselling
- Emotional Issues
- Work-related Issues
- Life Transition including retirement

Internally, primarily through Human Resources, a number of services are also available to members:

- Recruitment, Orientation, and Coaching
- Peer Support Team
- Early and Safe Return to Work
- Regular Health and Safety reviews
- Health and Wellness Committee
- Inclusion Team
- Employment related sponsored benefits including services of a Psychologist
- Chaplaincy Program

Psychological Support

Significant efforts are made to ensure the psychological health of members is maintained. Pre-hire, police officers must participate in a psychological screening and one-on-one visit with the Service Psychologist. Once hired, all recruits meet with the Service Psychologist prior to attending the Ontario Police College and on their return, and one year following return. Communicators who are involved in dispatching police calls also receive the support of our Service Psychologist through in-service training.

Specifically, some areas identified as high risk for potential harmful psychological effects participate in more structured programs with the Service Psychologist. These are areas such as Forensics, Cybercrime, Major Crime, Tactical Unit, and Traffic Services.

Critical Incident Response Debriefing (CISD) Team

The Critical Incident Response Team consists of members with highly specialized training and skills. The team provides immediate peer support and access to resources for members who have been involved in potentially traumatic events. The goal is to monitor members post event and off support services where identified.

Training, Education and Awareness:

In 2016, the Service provided Road to Mental Readiness (R2MR) Training to all members. All new recruits as part of their Basic Constable Training Program at the Ontario Police College receive the R2MR training.

The Service's goal has been to promote a cultural shift which supports greater acceptance of the importance of psychological health and to reduce the stigma surrounding mental health issues and seeking help. Ongoing annual in-service training will also include education and awareness sessions on mental health and wellness with specific emphasis on observing signs and signals of distress to ensure early intervention.

The Service is fully committed to the psychological health and wellness of its members. A number of programs and procedures are in place to assist members. Proper resourcing this area is a priority and will continue to realize increased investment. The most recently negotiated Collective Agreements provide for increases in the annual allotment of services of a Psychologist. As well, the Service supports members through rapid access and financial support where required.

CURRENT SITUATION:

On an ongoing basis, the Service reviews best practices and addresses gaps identified. Since the adoption of the Plan, the Service has undertaken the following activities.

Resources, Programs and Support

- Ongoing commitment from Human Resources to embed health and wellness initiative and training into all aspects of a member's career from orientation to retirement.
- Wellness package including a copy of Kevin Gilmartin's *Emotional Survival for Law Enforcement* provided to all new members.
- The EAP contract was renewed with ComPsych Resources Limited EAP – Regular promotional materials posted throughout the Service and sent to members directly via email. An online EAP App now available for members to download.
- Continued promotion of the Peer Support Team, Inclusion Team and the Sudbury Police Association's "Reach out Committee".

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- The Service's Health and Wellness Committee was restructured to include new members and new initiatives. The Committee meets regularly, focusing on physical wellbeing of its members; most specifically the Committee has led the replacement of all gym equipment.
- Extended Health Benefits – in 2018 psychological benefits increased to \$1,000 per calendar year for full-time members.
- Ongoing development of a Spiritual Team; formerly Chaplaincy Program.
- Annual psychological individual check-ins for all members of the Forensic Unit and Cybercrime.
- Ongoing psychological support offered to areas identified as high risk for potential harmful psychological effects Forensics, Cybercrime, Major Crime, Tactical Unit, and Traffic Services.
- Changes were made to the Supervisor's Report of Work Injury/Illness to include occupational stress injuries, making the process for reporting easier to all members.
- Members booking off of work are provided a resource list that outlines all the programs and support available to them, including contact information.
- In partnership with the Sudbury Police Association (SPA), Human Resources provides members with required resources and forms via the SPA website which facilitates members to access needed information from home.

Training and Awareness

- The Post-Traumatic Stress Disorder Plan Procedure (OHS018) was developed and issued service-wide.
- Roll out and completion of mandatory Road to Mental Readiness Refresher training for all members. This training also included an overview of the PTSD Prevention Plan and a refresher on existing resources and programs.
- A one-day training conference for Peer Support Team members designed to enhance their skills when dealing with occupational stress injuries was held and sponsored by GSPS on January 11.
- April 12 in partnership with Badge of Life and the Sudbury Police Association, the Service hosted a Mental Health Conference with over 80 people in attendance.
- Creation and implementation of a retirement seminar designed to provide members considering retirement with the information needed to make a healthy transition into retirement. This will continue as an annual event.

.../6

SUBJECT: SUPPORTING ONTARIO'S FIRST RESPONDERS ACT POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN ANNUAL UPDATE	Page 6
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- Participation on the on the Occupational Stress Injury Working Group.

The Service continues to research best practices in the prevention of occupational stress injuries and to the treatment of post-traumatic stress incidents. Members' health and wellness remains a top priority and systems to support staff are available to assist in maintaining their health.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 11, 2018
PUBLIC	
SUBJECT: MUNICIPAL RELATED RESOURCES BOARD POLICY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board adopts City of Greater Sudbury Bylaw 2016-17F regarding the Use of Municipal Resources by Candidates During an Election.”

BACKGROUND:

The *Municipal Elections Modernization Act*, 2016, requires municipalities and local boards to establish rules and procedures with respect to the use of municipal or board resources, as the case may be, during an election campaign period, by May 1, 2018.

Subsection 1(1) of the *Municipal Affairs Act* provides the following definition of the term “local board”:

“local board” means a school board, municipal service board, transportation commission, public library board, board of health, police services board, planning board,

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or any other board, commission, committee, body or local authority established or exercising any power or authority under any general or special *Act* with respect to any of the affairs or purposes, including school purposes, of a municipality or of two or more municipalities or parts thereof;

As the Greater Sudbury Police Services Board is subject to the *Municipal Elections Act* and encompassed by the definition of “local board” in the *Municipal Affairs Act*, it is required to establish rules and procedures with respect to the use of board resources by May 1, 2018.

CURRENT SITUATION:

The City of Greater Sudbury has a *Use of Municipal Resources by Candidates During an Election* bylaw in place that applies to all Members of Council and City staff. Should the Board approve that the City’s bylaw apply to its resources, those Councillors and staff serving on the Greater Sudbury Police Services Board would follow the *Policy* as it relates to their office budgets and any City resources that are used.

The Board has the option of producing its own separate policy for the use of board resources during a municipal election campaign period. However, given the comprehensiveness of the City’s policy and the short timeline to adopt a policy by the May 1, 2018 deadline, it is recommended that the Board approve a motion that the City’s *Use of Municipal Resources by Candidates During an Election* bylaw applies to the Board for the 2018 municipal elections.

By adopting the *Policy* it is understood that references made therein to “Members of Council”, “City staff”, “corporate resources”, “Member budgets”, apply to Board staff, resources, and budgets.

The Board Policy is currently under development and will be presented for approval once completed.

By-law 2016-17F

**A By-law of the City of Greater Sudbury to Adopt a
Policy Regarding the Use of Municipal Resources
by Candidates During an Election**

Whereas the Council of the City of Greater Sudbury deems it advisable to adopt a Policy regarding the use of Municipal Resources by Candidates during an Election;

Now therefore the Council of the City of Greater Sudbury hereby enacts as follows:


Adoption

1. The Policy Regarding the Use of Municipal Resources by Candidates During an Election, attached hereto as Schedule "A", is hereby adopted.

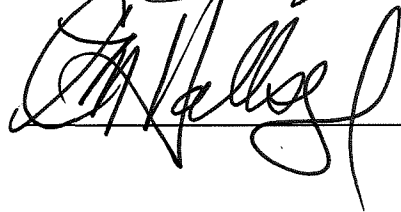
Effective Date

2. This By-law shall come into full force and effect upon passage.

Read and Passed in Open Council this 16th day of January, 2016



Mayor



Clerk

Schedule "A"
to By-law 2016-17F of the City of Greater Sudbury

**A Policy of the City of Greater Sudbury
Regarding the Use of Municipal Resources
By Candidates During an Election**

Purpose:

1.-(1) This policy provides guidance on the use of City of Greater Sudbury (CGS) resources during municipal, school board, provincial and federal election campaigns and campaigns on a question on a ballot (referendum).

(2) The purpose of this policy is to preserve the public trust in governance and the electoral process; to comply with legislative provisions; and to ensure that all candidates are treated fairly and equitably.

Context/Legislative Authority:

2.-(1) The *Municipal Elections Act* prohibits municipalities from making a contribution to a candidate or registrant in municipal election campaigns and also prohibits a candidate from accepting a contribution from a person who is not entitled to make one. The *Election Finances Act* and the *Canada Elections Act* impose similar restrictions for provincial and federal election.

(2) As a contribution may take the form of money, goods or services and any use of the City of Greater Sudbury's resources, including but not limited to funds; facilities (excluding public right-of-ways such as sidewalks and roadways infrastructure and equipment); physical or intellectual property; IT and communications systems; supplies; and staff for an election campaign would be viewed as a contribution and is a violation of the legislation.

(3) Under the *Residential Tenancies Act*, "Candidates for election to any office at the federal, provincial or municipal level" may campaign in residential complexes owned by the City of Greater Sudbury, including Pioneer Manor, as described in that Act.

Guidelines:

3.-(1) This policy applies to all candidates and potential candidates; to members of Council, Boards, Advisory Panels, other CGS affiliated bodies and organizations; and to CGS staff.

(2) The City of Greater Sudbury cannot make a contribution to any candidate, campaign or position on a ballot question and City resources cannot be used to promote candidates, campaigns or positions related to an election.

Schedule "A"
to By-law 2016-17F of the City of Greater Sudbury

**A Policy of the City of Greater Sudbury
Regarding the Use of Municipal Resources
By Candidates During an Election**

(3) Candidates may not use any CGS facilities or resources for campaign related activities including distribution or display of campaign materials nor may they campaign at events or functions hosted by the City.

(4) CGS corporate identity and that of its affiliated boards and agencies including logos, coats of arms, slogans and other elements may not be used on any campaign materials. Candidates may not use photographs and videos produced by the City or its affiliates. Links to the City's website from a candidate's website are permitted only for the purpose of providing information about the Election or Municipal programs and services. CGS email, website, telephone and other addresses are not to be used by candidates as their campaign contact information.

(5) Members of Council hold the office until the end of the term and continue to fulfill all their responsibilities as Councillors during the period of an election. Councillors who are also candidates should draw strong boundaries between the two roles and any potential conflicts between the roles should be resolved in favour of the public interest.

(6) Councillors are responsible for ensuring that any communications materials produced in their role as Councillor do not make any reference to an election, candidate, campaign or ballot question and that no resources are used for election or perceived election related purposes.

(7) CGS staff must adhere to the legislation and this policy and may not provide corporate resources in support of any election campaign. CGS staff may not volunteer or work on any campaign during paid work hours. Political involvement and activity is governed by the Employee Handbook and employees should reference this information in making decisions regarding their participation in any election campaign and are reminded that they are expected to promote the principles of transparency, impartiality, respect and accountability in all election related matters.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 11, 2018
PUBLIC	
SUBJECT: FINAL DISPOSITION OF FOUND OR SEIZED MONEY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention	
Prepared By: Lucia Taskinen Property Supervisor Reviewed and Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board accepts for deposit to the Board Trust Fund \$2,910.75 in unclaimed funds.

BACKGROUND:

Section 132, 133 and 134 of the *Police Services Act* of Ontario deals with all property in the possession of a Police Force.

In particular **Section 133(1)** deals with money and states:

This section applies to money that comes into the possession of a police force under circumstances described in paragraph 1 or 2 of subsection 132(1).

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Paragraph 1 of 132(1) states:

The property was stolen from its owner or was found abandoned in a public place, and the chief of police is unable to determine who owns it.

Paragraph 2 of 132(1) states:

The property was seized by a member of the police force in the lawful execution of his or her duties, all legal proceedings in respect of the property have been completed, there is no court order for its disposition and there is no legal requirement, apart from this section, that it be retained or disposed of.

Section **133(3)** then addresses the use of this money and states:

If three months have elapsed after the day the money came into the possession of the police force and the owner has not claimed it, the Board may use it for any purpose that it considers in the public interest

From time to time money is found, by various individuals, and turned over to police in an attempt to return it to its rightful owner. In many cases, the police are unable to determine the rightful owner. If no individual comes forward to attempt to claim this money, it remains in the possession of the police and is subsequently turned over to the Police Services Board for deposit to the Board Trust Fund.

In addition, officers arrest individuals for offences and seize money that is suspected of being obtained through illegal occurrences. In these instances, the Property Branch holds the money seized until the courts order it to be forfeited to the Crown. If no such order is made, the money remains in Property until such time as the individual that it was seized from attends to claim the money. If the individual does not make any attempts to claim the money and police are unable to locate the individual, the money remains in the possession of the police and is subsequently turned over to the Police Services Board.

CURRENT SITUATION:

The above monies being submitted to the Board have come into the possession of the Police Service over the last few years through incidents of found or seized money. All attempts to locate the proper owners have been unsuccessful and no claims or inquiries for this outstanding currency were ever made by persons involved. Any court matter that may have been associated to this money has been concluded.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 11, 2018
PUBLIC	
SUBJECT: 2018 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board authorizes members to attend the Canadian Association of Police Governance Annual General Meeting and Conference August 8 – 11, 2018 in Winnipeg, Manitoba.

BACKGROUND:

The Canadian Association of Police Governance is a national organization dedicated to excellence in police governance established in 1989. The CAPG represents more than 75 municipal police boards and commissions in Canada and works to achieve highest standards as a national voice of civilian oversight

Each year the CAPG hosts an annual General Meeting and Conference where delegates are encouraged to network, discuss, engage, and discover this rich community.

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SUBJECT: 2018 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE	Page 2
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CURRENT SITUATION:

The 29th annual conference will be held August 8 – 11, 2018 in Winnipeg, Manitoba at the Fort Garry Conference Centre. The conference Agenda will be forwarded for review once received.

Board Members are asked to confirm interest in attending.



CAPG Conference 2018
Fort Gary Hotel - Winnipeg, Manitoba
- August 8 - 11, 2018 -



The CAPG Conference is a leading event in the police governance sector.



Now entering its 29th year, the Annual CAPG Conference is held over a three-day period during which delegates are encouraged to network, discuss, engage, and discover the rich community we continue to foster.

Don't miss out on the 2018 CAPG Conference, taking place **August 8 – 12, 2018** at the Fort Gary Hotel in **Winnipeg, Manitoba**.

- ✓ **INSPIRING SPEAKERS AND NETWORKING RECEPTION**
- ✓ **ENGAGING PLENARY AND GROUP DISCUSSIONS WITH THOUGHT LEADERS AND FIELD EXPERTS**
- ✓ **SKILL BUILDING WORKSHOPS TO HELP DELEGATES DEVELOP CONCRETE SKILLS**



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 11, 2018
PUBLIC	
SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Youth Crime Prevention Initiatives	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approve the following donation with funds drawn from the Chief's Youth Initiative Fund:

\$1,000 in support of the 2018 Fast Flowing Water Poster/Script Program

\$1,000 in support of the 2018 Aboriginal Secondary School Awards

\$500 in support of the Marymount Maison McCullough Hospice Fun Day

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

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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 requests 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 SITUATION:

Requests for funding consideration from the Chief's Youth Initiative Fund have been received.

2018 Fast Flowing Water Poster/Script Program - \$1,000

The Fast Water Safety Program is an initiative from the City of Greater Sudbury and the Junction Creek Safety Committee aimed primarily at educating children. It is recognized that flowing water is a dangerous situation in many locations in our community.

The annual event brings attention to elementary school students that rapidly flowing water poses a real threat and is an integral learning tool that stresses important lessons and safety themes. The contest includes all schools in the Greater Sudbury area.

The awards ceremony is scheduled for June 5, 2018.

2018 Aboriginal Secondary School Awards - \$1,000

The Aboriginal Secondary School Awards is an annual function hosted by the United Way in partnership with Gezhtoojig Employment and Training. This event recognizes and celebrates the achievements of Aboriginal students in the Sudbury area. The celebration is founded on principles of partnership with the Aboriginal community, teachers, guidance counsellors, principals, parents, and youth.

The 15th Annual Aboriginal Secondary School Awards is scheduled for Thursday June 7, 2018 at the Caruso Club.

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2018 Marymount Maison McCullough Hospice Fun Day - \$500

The Marymount Catholic Charities Council, students and teachers, and the Parent Council hold an annual fundraiser in support of programs and activities.

This year, they have chosen to partner with Maison McCullough Hospice. The students developed plans to benefit youth patients requiring Hospice care and help make them more comfortable.

The Walk, Bike, Run, Fun Day event is scheduled for Saturday May 5, 2018 at Kivi Park.



Fast Flowing Water Contest 10th Year of

Managing Our Watersheds Today - For Tomorrow



ABORIGINAL SECONDARY SCHOOL AWARDS



Marymount Academy



Walk, Bike or Run
Fun Day



**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

April 2018

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

MINISTRY UPDATES

RIDE GRANT FUNDING

The Ministry of Community Safety and Correctional Services (Ministry) has confirmed that under the Reduce Impaired Driving Everywhere (R.I.D.E.) Grant applications are now being accepted for the 2018/19 and 2019/20 years. New this year, the program has been extended from a one year to a two year program.

These funds are available to municipal and First Nations police services and Ontario Provincial Police (OPP) municipal contract locations. The Ministry also expects that in addition to this R.I.D.E. Grant funding, successful applicants also engage in their own routine spot checks. The funds be used exclusively for sworn officers' overtime or paid duty assignments.

All applications are reviewed against the number of applicants and funding grid/selection criteria. Given its size, GSPS is eligible to receive a maximum allocation of \$38,000 in each year.

CANNIBIS ACT LEGISLATION

On March 9, the Ministry of Finance announced that Ontario will be supporting municipalities to ensure a safe transition to federal cannabis legislation which will also include investing in police training, investigations, and public education. A total of \$40 million from the federal excise duty on recreational cannabis over two years will be allocated to assist with the implementation costs related to the legalization of cannabis.

In its news release, a number of steps were outlined to ensure a safe and sensible transition for communities and people by:

- Increasing the capacity of local law enforcement, including the Ontario Provincial Police, by funding sobriety field test training for police officers to help detect impaired drivers
- Creating a specialized legal team to support drug-impaired driving prosecutions
- Increasing capacity at the province's Centre of Forensic Sciences to support toxicological testing and expert testimony
- Developing a program to divert youth involved in minor cannabis-related offences away from the criminal justice system
- Creating a Cannabis Intelligence Coordination Centre to shut down illegal storefronts and help fight the unsafe and illegal supply of cannabis products
- Providing public health units with support and resources to help address local needs related to cannabis legalization
- Raising awareness of the new provincial rules that will take effect when cannabis is legalized federally.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

March 20 and 21 was a conference on the Municipal Issues in the Legalization of Cannabis. Deputy Chief Lekun attended and reported on a number of important topics covered including the roles and relationship of the Federal, Provincial, and Municipal Governments in the legalization of cannabis. The Ontario legislative Framework *Ontario Cannabis Retail Corporation (OCRC) Act* provides the framework that governs retail and distribution systems in Ontario aligned with federal legislation. By 2020, it is anticipated that there will be 150 stores province-wide which is up from the original 40 in 2018. Twenty-nine municipalities are currently engaged in store siting processes which are focusing on the guidelines established for retail locations.

Fifty percent of the federal excise taxes will be provided to municipalities for law enforcement and public health priorities, although the exact division has not yet been derived. The police community has adopted a broad approach to the costs associated with the legislation which includes training, equipment, enforcement, overtime, premium pay, and preservation of evidence.

There was also information presented on the illegal selling of cannabis with the OCRC being the exclusive retailer. This will involve both police and by-law enforcement. Training will be required for officers in standard field sobriety testing and drug recognition expertise.

There remain a number of issues that still require further development including but not limited to business licensing at the municipal level including hours of sale, production practices, ownership, training, security, draft production, personal cultivation, consumption lounges, consumption in multi-unit buildings, public health education, workplace drug and alcohol policies, and role of enforcement both bylaw and police. The police community continues to adhere to their estimate of approximately 2% of current operating budgets.

SPECIAL INVESTIGATIONS UNIT

The Ministry of the Attorney General's Justice Policy Development Branch has indicated that the *Ontario Special Investigations Act, 2018* will be coming into force on April 30, 2018. At that time, the jurisdiction of the OSIU will be expanded to include Special Constables who are members of a police force and Auxiliary Members of a police force. This stands to have an impact on legal indemnification costs and also the desirability of individuals to participate in auxiliary programs given the potential of criminal charge exposure. The legislation also will expand to include Special Constables who are not members of a police service will come into effect at a later date, but may impact transit authorities or universities and colleges who employ special constables.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

The International Day of Elimination of Racial Discrimination was celebrated by GSPS through a most successful luncheon. Once again on March 21, 2018 in partnership with the Diversity Advisory Committee and the Inclusion Team, GSPS hosted our Annual Luncheon in support of the Day. This year's luncheon was most successful with close to 200 attendees.

ALLY Training

March 25, the Service held Ally training for members of the Service who were interested in becoming a part of a team dedicated to ensuring GSPS is a welcoming environment for LGBT2SQAI+ members and to be better equipped with skills to serve the community. The training program was established that included a number of components designed to develop skills as an "ally" within GSPS. Seventeen members received training that includes confronting the idea of privilege, learning about the LGBT2SQAI+ Community, interacting with individuals who identify as LGBT2SQAI+ and acquiring skills as a supportive advocate.

This training continues to evolve our relationship with the LGBT2SQAI+ Community and builds on the Inclusion and Transgender training previously provided to members. The session was facilitated by representatives from TG Innerselves, Réseau ACCESS Network, and Laurentian University in addition to the GSPS Manager of Human Resources and Professional Development and the Youth Diversity Coordinator.

ABORIGINAL LIAISON ACTIVITIES

In response to a request from the Ward 8 Community Action Network Chair, Constable Agowissa met to discuss attaining Indigenous participation in the Network and to share concerns from the Indigenous community for the Network.

My Tobacco Book Launch

The March 22 launch was in support of our local Indigenous Youth who participated in the 'This Is My Tobacco Campaign'. This was an extension of the program where they youth then wrote and illustrated a book put on by the Sudbury Health Unit and Shkagamik-Kwe Health Centre.

Cambrian Pow Wow

Mar 23, Cambrian College held a Pow Wow and our Liaison Officer attended in uniform and participated in an intertribal dance in uniform. This was very well received.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Looking Ahead Year in Review Year 2

The second year of the 'Looking Ahead To Build the Spirit Of Our Women-Learning To Live Free From Violence Project' was celebrated on March 26. Many community members attended and Lisa Osawamick was honoured for her work from the past two years. Recognition was also presented to Chief Paul Pedersen and Executive Director Marie Meawasige as well as an Indigenous Woman for her artwork.

Sweat lodge Ceremony

Members from the Community Mobilization Unit along with the Aboriginal Liaison Officer attended a sweat lodge ceremony conducted by Nokomis Julie Ozawagosh for approximately 15 women from the community.

Farewell to Lisa Osawamick

On March 29, we said "Baamaa Pii" to our Aboriginal Women Violence Prevention Coordinator, Lisa Osawamick. Lisa fulfilled a strong foundation for the project and led the police service into learning and partnership with the Indigenous community at a grassroots level.

RAINBOW HEALTH ONTARIO CONFERENCE

March 22 was the Rainbow Health Ontario Conference which is Canada's largest conference on LGBT2SQAI+ health and brings together healthcare providers, researchers, policy-makers, community members, and advocates. I participated on a panel with TG Innerselves and members of the trans community. We presented on how we have created a better understanding of the trust between the community and police service. The Board may recall that in 2013, TG Innerselves and GSPS collaborated to increase awareness and understanding of the transgender community. This partnership resulted in ground-breaking locally created and produced training videos. This video along with members of TG Innerselves assisted in training the entire police service – a training that included content about intersectionality and additional considerations when working with Indigenous populations. When the training started, it was evident that members of the trans population in Sudbury were uncomfortable with police services and afraid of police participation in local events. Over time, we have seen these same individuals become more comfortable with the police service, and establish a relationship of trust. We now have officers who regularly attend LGBT2SQAI+ events, and have become familiar faces to community members.

This session highlighted the changes in policy we collectively helped create to eliminate barriers in employment and in accessing community services. There was also discussion on the continued dialogue that ensures we maintain this relationship and address barriers. The session was well received by participants.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

MENTAL HEALTH AND ADDICTIONS SYSTEM PRIORITY ACTION TABLE TRANSITIONS OUT OF HOSPITAL FOR ADULTS AND CHILDREN/YOUTH PROJECT

March 29, I attended the Mental Health and Addictions System Priority Action Table Transitions Out of Hospital for Adults and Children/Youth Project meeting. The table focuses on key deliverables to improve health outcomes and mental health and addictions services across the continuum (promotion, prevention, and intervention) and across the lifespan. The table will develop measurable annual work plans to monitor its progress. The Goal of the group is to focus collective efforts toward improved outcomes for mental health and addictions across the lifespan through cross-sectoral understanding, collaboration and action in Sudbury/Manitoulin districts.

MENTAL HEALTH CONFERENCE

On April 12, GSPS in partnership with Badge of Life and the Sudbury Police Association hosted a mental health conference. Participants came from a wide variety of backgrounds including police, fire, EMS, corrections, government, and mental health. A number of GSPS members were in attendance providing positive feedback on the day which focused on PTSD and appropriate interventions.

UPCOMING EVENTS

Our annual Courage to Stand event will be held once again on April 20.

SWEARING IN CEREMONY JUSTICE OF THE PEACE

On March 20, 2018, retired Sergeant Sharon Ashick was sworn in as a Justice of the Peace. A formal ceremony was held at the Court House attended by myself, CAO Baiden, and other members of GSPS.

NATIONAL PUBLIC SAFETY TELECOMMUNICATORS APPRECIATION WEEK

April 8 – 14, 2018 marked National Public Safety Telecommunicators Week and Emergency Communication Centres around the country celebrated including ours here at GSPS. Communicators are the first point of contact for citizens in distress calling in emergency situations serving as the crucial link when police, fire, and/or medical assistance are required.

In an emergency, no one wants to be alone. Seconds count and the quickest way to get help is by telephone. On the other end of the line, callers are met with communicators who stay calm, listen, answer questions, and send the right resources in the right time with compassion and confidence.

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

This is a 7/24 hour job that requires teamwork, specialized skills, multitasking, and professionalism. Our teams are highly skilled and capable of handling a variety of calls every day many of which are often highly emotional and urgent. Regular instruction is provided by communicators prior to the arrival of first responders. Diffusing highly charged situations is often a priority while obtaining information necessary to emergency response personnel who can then respond safely and quickly.

Throughout the week, our teams were recognized for their contributions in fulfilling this very complex crucial function within policing. Their unwavering professionalism and care, day in and day out, behind the scenes working with police officers, firefighters, and paramedics whose safety is entrusted to them is appreciated.

SUMMER EMPLOYMENT PROGRAM

Human Resources personnel have been busy with the summer student employment recruitment program. A number of students will be hired and assigned to areas throughout the service. Our program is excellent and provides experience and exposure to a police environment and potential careers throughout law enforcement. The aim is to promote youth participation in and exposure to the police work environment through diverse, educational, and productive work assignments. A more detailed report will be provided at the next meeting.