



**GREATER SUDBURY POLICE SERVICES BOARD**  
**THURSDAY April 11, 2019 4:00 P.M.**  
**Police Headquarters, Alex McCauley Boardroom, 5th Floor**

**PUBLIC AGENDA**

<b>Item #</b>		<b>ACTION</b>	<b>Page (s)</b>
1	<b>Motion to Move IN CAMERA</b>	<b>Motion</b>	
2	<b>Matters Arising from In Camera Session</b>		
3	<b>Roll Call</b>		
4	<b>Declarations of Conflict of Interest</b>		
5	<b>Presentation of Promoted Officers</b>	<b>Motion</b>	1
	Introduction of Newly Promoted Officers		
6	<b>Adoption of Minutes - March 11, 2019</b>	<b>Motion</b>	
7	<b>Accept Consent and Discussion Agenda - April 11, 2018</b>	<b>Motion</b>	
	<b>Events</b>		
	2019 Our Shared Commitment Awards Gala		2 - 5
	2019 Police Week May 12-18		6 - 7
	<b>Notes of Appreciation</b>		8 - 9
8	<b>Discussion Agenda</b>		
9	<b>Reports</b>		
	2018 Post Traumatic Stress Disorder Prevention Plan Update	<b>Motion</b>	10 - 15
	Police Vehicle Maintenance and Repair Agreements	<b>Motion</b>	16 - 17
10	<b>Board Reports</b>		
	2019 CAPG Conference and Annual General Meeting	<b>Motion</b>	18 - 20
11	<b>Funding Requests</b>		
	Chief's Youth Initiative Fund	<b>Motion</b>	21 - 26
	- 2019 Aboriginal Secondary School Awards		
	- 2019 Send a Kid to Camp Program		
	- 2019 'Screenagers' Film Presentation		
	- 2019 Special Olympics Invitational Youth Games		

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	Board Trust Fund	<b>Motion</b>	27 - 29
	- 2019 Joe Mac Ontario Police Basketball Championship		
12	<b>Report from Chief</b>		30 - 36
13	<b>New Business</b>		
14	<b>Next Meeting Date</b>		
	Next meeting Wednesday May 15, 2019		
15	<b>Adjournment</b>	<b>Motion</b>	



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: April 4, 2019
<b>PUBLIC</b>	
<b>SUBJECT: PROMOTION OF OFFICERS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Recruitment and Succession Planning	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves the promotion of the following officers:**

**Staff Sergeant Adam WALDEN**

**Sergeant Neil MCNAMARA**

### BACKGROUND:

Succession planning and promotions within the Service are governed by Human Resources Procedures and Board Policy GSPSB 028. In accordance with the Collective Agreement and Promotional Procedure, members are promoted to various ranks within the Service as vacancies occur or new positions are established.

### CURRENT SITUATION:

As a result of recent retirements, vacancies were created at the rank of Staff Sergeant and Sergeant. The members have been promoted and will be presented to the Board at the May 15, 2019 meeting.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> April 4, 2019
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>OUR SHARED COMMITMENT AWARDS ANNUAL GALA</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Mobilizing and Engaging Our Community <b>Goal:</b> Foster Community Engagement	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### **RECOMMENDATION: FOR INFORMATION**

#### **BACKGROUND:**

Each year the Service hosts an Annual Community and Police Awards Gala – Our Shared Commitment. This event provides the Service with the opportunity to honour and thank our Members, community organizations, and community members who have demonstrated commitment and leadership to incidents that required quick and immediate intervention and those who have supported initiatives dedicated to enhancing community safety and wellbeing in the past year.

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.

There are several awards including Nicole Belair Service Above Self, Police Assistance, Police – Community Leader, Meritorious Action, teamwork Commendation, Sergeant Richard McDonald Memorial, Constable Joseph MacDonald Memorial, Heroic Action, Police – Community Partnership, City of Greater Sudbury Partnership.

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<b>SUBJECT:</b> <b>OUR SHARED COMMITMENT AWARDS ANNUAL GALA</b>	<b>Page 2</b>
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**CURRENT SITUATION:**

This year's event is scheduled for Thursday May 16, 2019 at the Caruso Club, upper hall and will be celebrated as part of Police Week.

During the evening's awards, presentation will be made to deserving recipients, citizens, organizations, and members of the Service for outstanding contributions.

Board Members and Staff will be on hand for this special occasion.

You're Invited to:

## **Community and Police Awards Gala** **— Our Shared Commitment —**

**Thursday, May 16th, 2019**

**Caruso Club - Upper Hall  
385 Haig Street, Sudbury  
5:30pm-9:00pm**



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

*Please indicate if you have any food allergies or restrictions when you call to confirm attendance and make payment.*

**To confirm attendance and make payment,  
please contact Natalie Corcoran at 705-675-9171 ext. 2287  
or at [natalie.corcoran@gpsps.ca](mailto:natalie.corcoran@gpsps.ca)**

**Proudly endorsed by our Steering Committee Members:**

**Abbas Homayed - Dr. Rayudu Koka - Retired Chief of Police Alex McCauley - Dr. Kevin McCormick - Gisele Paquette - Bela Ravi**



### 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:

- Graffiti Eradication
- Laurentian University - Basketball Camp
- Aboriginal Secondary School Awards Banquet
- Youth Advisory Panel
- Literacy Program
- 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
- Sudbury Playground Hockey League Police Cup Tournament
- Citizen in Action Youth Form
- Camp Falcona Youth Program

- Ontario Students Against Impaired Driving
- Cops Kids & Golfing
- Project Fruit Snacks
- Bike Rodeo
- Keep them Warm - Azilda Lions Club
- 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
- Donavan Days
- Water Safety Strategy Poster Contest
- Crime Prevention Slow Pitch Tournament
- Bullying Awareness Week
- Girls Run
- Strong Kids Campaign

The Greater Sudbury Police Service would like to thank our sponsors:



Greater Sudbury Police Service  
Invites you to



# 2019 Police Week Opening Ceremonies

**“PROUDLY SUPPORTING OUR POLICE”**

Come out and meet members of your local police service

Monday, May 13<sup>th</sup> 2019

3:00-7:00 p.m.

Science North

100 Ramsey Lake Rd. 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.

GSPS Address

7:00 p.m.

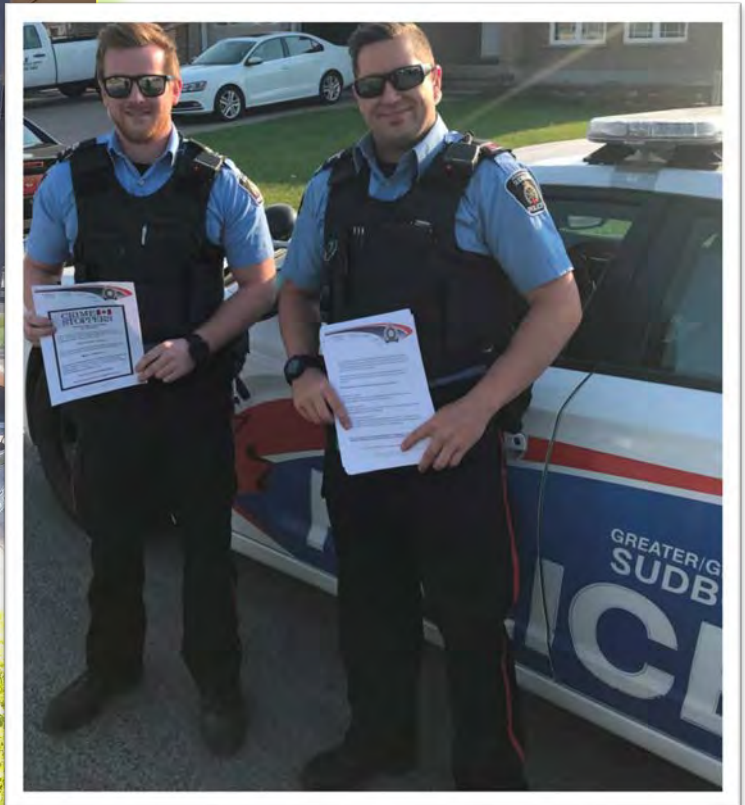
Event Ends

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

<b>ACTION: FOR INFORMATION</b>	DATE: April 4, 2019
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF APPRECIATION</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> 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 a Garson family thanking Acting Sergeant Neil McNamara, and Constables Alain Valiquette, Gord Goddard, Nolan Windle, Tyler Hagen, and David Lapointe for their assistance with a family member on two occasions. In both incidents, the officers were professional, calm, and thoughtful taking the time and effort required to help with an elderly parent suffering with dementia. "Police officers have very difficult jobs. When we needed them, they were there to help us through. We're so fortunate to have them working in our community. Thank you."

An email message was received from a Sudbury father thanking Constable Jordan Mills for coming to the aid of his family. A suffering child had attempted suicide. Constable Mills' tireless efforts saved his life. "In all the chaos and panic, we were never able to thank the officer personally or the many other first responders present. From all our families' hearts, we thank you so very much."

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<b>SUBJECT: NOTES OF APPRECIATION</b>	<b>Page 2</b>
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An email was received from a Sudbury resident who took the time to recognize Constable John McRae. “The officer was professional, kind, understanding, and sympathetic when I spoke to him. Seems like a great police officer.”

A note was received from a Sudbury family thanking Constable Joel Tessier for his assistance and compassion at a family member’s sudden death. “The time you gave helped me get through the absolute worst day I have ever experienced. I can never repay you. You have my complete gratitude.”



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: April 4, 2019
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>SUPPORTING ONTARIO'S FIRST RESPONDERS ACT</b> <b>2018 POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN</b> <b>ANNUAL UPDATE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Workplace Wellness Strategies	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board receives the 2018 Post Traumatic Stress Disorder Prevention Plan annual update for information.**

### BACKGROUND:

In April 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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<b>SUBJECT: SUPPORTING ONTARIO'S FIRST RESPONDERS ACT 2018 POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN ANNUAL UPDATE</b>	<b>Page 2</b>
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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 was 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 served as a resource for providing information on PTSD established framework and 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 below.

### ***Employee Assistance Program***

ComPsych Limited provides the Employee Assistance Program (EAP) for the Service. They offer confidential and professional support, guidance, and counselling (and referrals when required) for personal challenges to members and their family.

- Trauma – Post Traumatic Stress Disorder Intervention
- Family and Marriage problems
- 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
- Spiritual Team

### ***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, 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.

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.

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***Training, Education and Awareness:***

All new recruits as part of their Basic Constable Training Program at the Ontario Police College receive the Road to Mental Readiness (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 in this area is a priority and will continue to realize increased investment. The most recently negotiated Collective Agreements provides 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 identified gaps. 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 Employee Assistance Program through ComPsych Resources Limited EAP – Regular promotional materials posted throughout the Service and sent to members directly via email. An online EAP Application is 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 continues to develop new workplace initiatives. The Committee meets regularly focusing on physical wellbeing of its members. In summer of 2018, both fitness facilities at Headquarters and District Two were renovated and the equipment updated.
- Extended Health Benefits – in 2018 psychological benefits at \$1,000 per calendar year for full-time members.
- The introduction of our Spiritual Team – formerly the Chaplaincy Program. The team was trained in the Police Chaplaincy Program to understand how to better assist our members with their job specific challenges.
- Annual psychological individual check-ins for all members of the Forensic and Cybercrime Units.
- Ongoing psychological support offered to areas identified as high risk for potential harmful psychological effects – Forensics, Cybercrime, Major Crime, Tactical Unit, and Traffic Services.
- Annual mental health check-ins are encouraged for all members
- Supervisors continue to identify and submit Supervisor's Report of Work Injury/Illness for occupational stress injuries.
- Early intervention practices continue to be implemented when reports are submitted and received through the Human Resources Branch.
- Members booking off of work continue to be provided a resource list with contact information that outlines all the programs and support available to them.
- In partnership with the Sudbury Police Association (SPA), Human Resources provides members with required resources and forms via the SPA website which facilitates member's access to information from home.

### **Training and Awareness**

- During orientation, all new hires receive a wellness package and a presentation on signs and symptoms of occupational stress and the resources and programs available to them throughout their career. In 2018, there were 115 members (volunteer, student, full time and part-time) who participated.
- A one-day training conference was held and sponsored by GSPS on January 11, 2018 for Peer Support Team members designed to enhance their skills when dealing with occupational stress injuries.
- April 12, 2018 in partnership with Badge of Life and the Sudbury Police Association, the Service hosted a Mental Health Conference with over 80 attendees

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<b>SUBJECT: SUPPORTING ONTARIO'S FIRST RESPONDERS ACT 2018 POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN ANNUAL UPDATE</b>	<b>Page 6</b>
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- Annual retirement seminar designed to provide members considering retirement with the information needed to make a healthy transition into retirement.
- In the fall of 2018, Health and Wellness packages were mailed directly to all members at their home address. Packages included information on the resources and programs available to members and their families.
- Wellness bulletin boards are updated monthly on topics related to physical, mental and emotional wellbeing.
- A Peer Support Lunch and Learn held in October 2018 with guest Ms. Angela Gevaudan including the screening of the documentary 'The Other Side of the Hero'. An additional screening was extended to all members through the Sudbury Police Association.
- Ongoing 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.

This year, the Service will have an employee dedicated to member fitness and wellness. They will be working throughout the organization with a focus on promoting a healthy lifestyle and member overall health.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: April 4, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: MAINTENANCE AND REPAIR OF POLICE VEHICLES - SERVICE PROVIDER CONTRACT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Greater Sudbury Police Services Board approves the extension of contract GSP16-44 Request for Standing Offer for the Maintenance and Repair of Police Service Vehicles concluding on June 1, 2021 with the following Service Providers:**

- **Belanger Ford Lincoln Centre**
- **Bob's Service Centre, 1468680 Ontario Ltd.**
- **Cambrian Ford Sales Inc.**
- **Crosstown Chevrolet Buick Cadillac GMC Ltd.**
- **Laking Toyota**
- **Mike Doyle Dodge Chrysler Jeep Inc.**
- **Royal Tire Service Ltd. O/A Fountain Tire**

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<b>SUBJECT: MAINTENANCE AND REPAIR OF POLICE VEHICLES - SERVICE PROVIDER CONTRACT</b>	<b>Page 2</b>
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**BACKGROUND:**

In February 2016, the City of Greater Sudbury Purchasing Department on behalf of the Greater Sudbury Police Service Board, issued a Request for Standing Offer for the Maintenance and Repair of the Police Service fleet of approximately 120 vehicles. Following that process, seven vendors were established to provide routine police fleet maintenance and repair. The initial award was for a period of three years with the option to extend for an additional two years.

**CURRENT SITUATION:**

The quality of services provided by the established vendors of record has been very satisfactory in terms of quality and timeliness of service. In accordance with the provisions of current agreements, an extension to the agreements is recommended subject to acceptable rates being negotiated which will be obtained by the City's Purchasing Department.

The total value of the service covered with the Agreements is estimated at approximately \$550,000 annually, all funded through the operating budget.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: April 4, 2019
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2019 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> 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, 2019 in Calgary, Alberta.**

### 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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<b>SUBJECT: 2019 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE</b>	<b>Page 2</b>
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**CURRENT SITUATION:**

The 30<sup>th</sup> annual conference will be held August 8 – 11, 2019 in Calgary, Alberta at the Westin Hotel. The conference Agenda is still being developed and will be forwarded for review once received.

Conferences offer an excellent opportunity for Board Member training providing inspiring speakers, engaging plenary and group discussions with leaders and field experts, and skill building workshops.

Members are reminded that all bookings must be completed before the summer vacation break. Please confirm your interest in attending.



**30<sup>TH</sup> ANNUAL CONFERENCE**

**AUGUST 8-11, 2019**

**CALGARY, ALBERTA**





# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: April 4, 2019
<b>PUBLIC</b>	
<b>SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Youth Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board approves the following donations with funds drawn from the Chief’s Youth Initiative Fund:**

**\$1,000 in support of the 2019 Aboriginal Secondary School Awards**

**\$1,100 in support of the 2019 Send a Kid to Camp Program**

**\$460 in support of the presentation of ‘Screenagers: Growing Up in the Digital Age’**

**\$2,000 in support of the 2019 Special Olympics Invitational Youth Games**

### 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.

**2019 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 16<sup>th</sup> Annual Aboriginal Secondary School Awards is scheduled for Thursday June 6, 2019 at the Caruso Club.

**2019 Send a Kid to Camp Program – \$1,100**

The Sudbury Manitoulin Children's Foundation has been providing summer camping experiences for disadvantaged children between the ages of 6 to 14 for the many years. Camping offers many benefits to children, promoting a wholesome way to have fun and create new friendships. It is an ideal setting to learn cooperation, respect, and appreciation of nature. Campers are referred to the program by many social agencies. Many different existing camping facilities located throughout Ontario are utilized including day camps, residential camps, religious camps, sports camps, Francophone camps, and others. The program covers all camp fees for each child. This fee assists with transportation and provides basic necessities and sleeping bags for children who need them.

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**2019 Presentation of ‘Screenagers: Growing Up in the Digital Age’ – \$460**

Felix Ricard Elementary Catholic School has created an initiative to improve student achievement and accountability to codes of conduct and dress. The school mandate is to raise confident students that are respectful citizens with a positive digital imprint and proper social media behaviours.

The school is presenting a documentary film ‘Screenagers: Growing Up in the Digital Age’ that explores struggles over social media, video games, cyber bullying, and internet addiction. The film will be viewed by students 10 years and older from Felix Ricard, St. Dominique, and St. Pierre schools. Social workers and GSPS School Resource Officer Roxanne Sauve will be available to provide additional resource on the topics.

**2019 Special Olympics 50<sup>th</sup> Anniversary Invitational Youth Games – \$2,000**

The inaugural 2019 Special Olympics Ontario Invitational Youth Games will be held in Toronto to showcase the past and celebrate the future. The event will bring together 2,000 student-athletes aged 13-21 from around the world to Canada. The Games will host a unified and traditional team option in five sports – athletics, basketball, bocce, floor hockey, and soccer.

‘Draft an Athlete’ is a fundraising initiative to raise the dollars needed to help fund an athlete or team to realize their dreams of competing on the world stage. Draft of special athletes celebrates inclusion and diversity. Each donor pledge of \$1,000 will sponsor one athlete.

This contribution will sponsor two Special Olympic athletes to attend the games

# ABORIGINAL SECONDARY SCHOOL AWARDS



Courtesy Sudbury.com



# Friendships are made. Memories are built. Memories are built.

## Sudbury Manitoulin Children's Foundation - SMCF

SMCF is a registered charitable organization. Since 1976, SMCF is mandated to provide programs designed to promote, devise, sponsor, establish, assist, develop & participate in programs designed to benefit children & families from the districts of Sudbury and Manitoulin.

## Send-A-Kid-To-Camp

The "Send-A-Kid-To-Camp" program was established in 1984 to provide disadvantaged children between the ages of 6-14 years old with the opportunity to attend summer camp.

Children are referred to our program by many social agencies who feel that the child would benefit from this type of experience.

There are many reasons why these children are referred to this program. Some parents cannot afford the luxury of sending their children to camp. Some children live in violent or abusive households. Through this program, these children have the opportunity to experience the fun, freedom, and excitement that summer camp provides.

Without the help of the SMCF's "Send-A-Kid-To-Camp" program all of the children we have sponsored would otherwise not be able to attend camp.

## Summer Camp

The phrase 'school's out for summer' may not be appealing to children who think of school as being a refuge from home. By attending summer camp, disadvantaged children gain the means to meet new friends; learn new skills; appreciate nature; create happy memories; find positive role models; and experience self growth.

If nothing else, summer camp provides a much needed break from often stressful home situations.

The SMCF does not own or operate a camp facility. Instead, we utilize various existing camps that are located throughout Ontario. With access to a variety of camps ranging from day camps, residential camps, horse camps, religious camps, sports camps, francophone camps and more, we are able to pair children with different types of camps depending on their specific interests.

## Our Goal...

Each and every year, our goal is to send all the disadvantaged children referred to the "Send-A-Kid-To-Camp" program to summer camp. You can help us create powerful and positive memories for a child in need!





Special Olympics Ontario  | 50 

**INVITATIONAL  
YOUTH  
GAMES**

**MAY 14-17, 2019**

**Uniting the World**



2,000 ATHLETES  
500 COACHES  
7 INTERNATIONAL REGIONS  
5 SPORTS  
4 DAYS  
1 UNIFIED WORLD

Uniting the World  
MAY 14-17, 2019

**DRAFT**  
**AN ATHLETE**



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 4, 2019
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>BOARD TRUST FUND REQUEST FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves the following donation with funds drawn from the Board Trust Fund:**

**\$1,500 in support of the 2019 Joe MacDonald Ontario Police Basketball Championship**

### BACKGROUND:

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.

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

- Community Relations through Involvement with Police Related Organizations
- Board/Police Service Relations
- Public Education/Awareness
- Special Board Requirements

**CURRENT SITUATION:**

A request for funding consideration from the Board Trust Fund has been received.

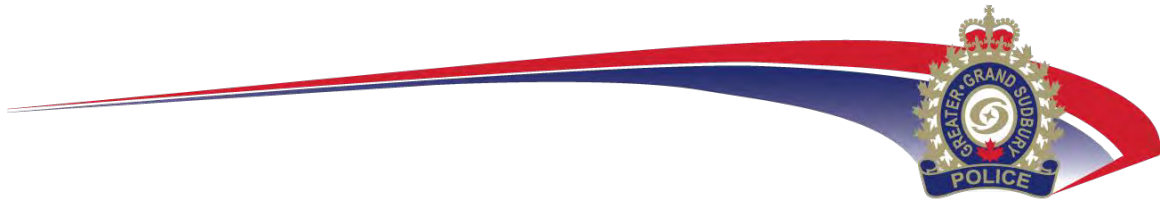
**2019 Joe MacDonald Ontario Basketball Championships – GSPS Men’s Basketball Team – \$1,500**

The Greater Sudbury Police Men’s Basketball Team is comprised of officers from our Service and promotes camaraderie and healthy lifestyle. The team annually participates in the Ontario Basketball Championship which began in Windsor in 1986 and supports various charities. In 1994, this tournament was renamed in honour of fallen Greater Sudbury Police officer Constable Joe MacDonald.

The Greater Sudbury Police Service team will be travelling to the tournament being hosted in Toronto in May 2019. A request was received for financial support to offset costs.

# GREATER SUDBURY POLICE Men's Basketball Team





**GREATER SUDBURY  
POLICE SERVICES BOARD**

**REPORT FROM THE  
CHIEF OF POLICE**

**April 2019**



## **MINISTRY UPDATES**

### **DRUG IMPAIRED DRIVING DETECTION TRAINING**

Ensuring road safety is a top priority for law enforcement. With the legalization of recreational cannabis across Canada, it is expected that there will be a need for increased enforcement of new and/or existing offences related to impaired driving. The Ministry of Community Safety and Correctional Services (Ministry) is committed to ensuring police are equipped with the tools, training, and resources needed to keep our communities safe.

As part of this support, the Ministry entered into an agreement with the Minister of Public Safety and Emergency Preparedness (Canada) to build and enhance law enforcement capacity in Ontario to address drug-impaired driving. This Agreement provides for reimbursement to police services costs associated with training and Approved Drug Screening Equipment (ADSE). To this end, Sudbury has claimed \$40,796.00 which will offset the costs associated with the purchase of six Drager Drug Test 5000 CA and required accessories.

In addition, the Service has claimed \$7,875.00 which assisted in defraying the costs associated with Drug Recognition Expert Training and Standardized Field Sobriety Testing Training.

### **APPROVED DRUG SCREENING EQUIPMENT – TRAIN THE TRAINER**

On March 29, the Ministry held a provincial ‘Train the Trainer’ training course for Approved Drug Screening Equipment. GSPS participated and now has one member certified as a trainer as an extension of his certification already as an instructor in Standardized Field Sobriety Testing. This will ensure consistency in training across the province against a province wide standard.

### **GUNS AND GANGS STRATEGY – PHASE 2**

The Ministry of the Attorney General announced on March 26 a commitment to taking strong action in its plan to fight gun violence and dismantle gangs by boosting local crime prevention, enforcement and prosecution across the province. The province will launch Phase Two of a Gun and Gang Support Strategy that will support major gun and gang investigations and prosecutions. The Unit will also provide additional resources and tools to support Ontario's frontline police officers, law enforcement teams, and justice partners to effectively combat gun and gang-related crime

In 2018, the province invested \$25 million over four years in new funding to the Toronto Police Service to provide additional digital, investigative, and analytical resources necessary for fighting gun and gang violence.

Phase 1 of the Strategy was designed to support preventative programs to be instituted in Ontario as part of the critical link to providing meaningful alternatives to participating in criminal activity for communities and youth at high-risk of involvement in gangs and gun violence and victimization. These will include:

- Youth Violence Prevention and Resilience Program to foster and strengthen social connections that reduce risk factors associated with gun and gang violence and victimization.
- Working with select school boards across the province through the Keeping Students in School Pilot Project to address the over-representation of some groups in suspension and expulsions including students from families living in poverty, students with disabilities, Indigenous, Black and other ethno-racial groups of students.
- Developing the Indigenous Youth Prevention and Intervention Program fund to support Indigenous communities and First Nations police services in delivering help to prevent Indigenous youth from being recruited by local gangs.
- Support the development of the Gang Intervention and Exit Program for Indigenous women to prevent exploitation, recruitment, and further victimization of Indigenous women and girls.

Phase 2 just announced will provide additional resources and tools to support Ontario's frontline police officers, law enforcement teams, and justice partners to effectively combat gun and gang-related crime. The province will:

- Launch a new Provincial Gun and Gang Support Unit to strengthen the province's enforcement capacity to conduct major gun and gang investigations and prosecutions across jurisdictions and improve province-wide intelligence gathering, integration, and coordination.
- Develop a dedicated Gun and Gang Specialized Investigations Fund to support Joint Forces Operations – major investigations involving multiple police services to target the organized crime areas that fuel gang operations. This will include drug, gun, and human trafficking which will be informed by intelligence analysis support.
- Increase corrections intelligence and security by delivering training to corrections staff to enhance the identification of security threats, improve intelligence reporting and court preparation, as well as address specific challenges in correctional institutions such as contraband smuggling.

In addition, Phase 2 will prioritize investments in intervention initiatives that prevent crime and break the cycle of offending. This will include a focus on crime prevention programs to provide meaningful alternatives for communities and youth at high-risk of involvement in gangs, gun violence, and victimization. The province will:

- Establish justice centres in various locations throughout the province to coordinate law enforcement and criminal justice responses with health and social services by moving justice out of the traditional courtroom and into a community setting.

- Work with select school boards across the province through the Keeping Students in School Pilot Project to address the over-representation of some groups in suspension and expulsion data including students from families living in poverty, students with disabilities,
- Implement the Youth Violence Prevention and Resilience Program to address risk factors at the individual and community level while fostering and strengthening social connections that reduce youth violence and victimization, and keep youth out of gangs. The province-wide program will support high-risk youth and young adults aged 15-29 and their families with targeted prevention and resilience services.
- Launch the Indigenous Youth Prevention and Intervention Program to support Indigenous communities to deliver community-based programs to prevent Indigenous youth from being recruited by local gangs.
- Implement the Gang Intervention and Exit Program for Indigenous Women to prevent exploitation, recruitment, and further victimization of Indigenous women and girls.

The specific details of the grant funding have not yet been released. We expect that in the coming weeks additional information will follow on this important announcement.

## **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, 2019 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.

## **ONTARIO JUSTICE EDUCATION NETWORK POLICE YOUTH DIALOGUE PROGRAM**

The Ontario Justice Education Network Police Youth Dialogue Program ran a program here in Sudbury from November 2018 to March 2019 with many learning topics such as Perceptions, Community and the Role of Police, Future Leaders Teach, Communication and Advocacy, Sources of Legal Support, Understanding Police Practices, Street Checks, Use of Force, and Oversight Building Bridges. The program included Indigenous Youth, Police from Greater Sudbury Police Service and Ontario Provincial Police, Defense Lawyer from the area, and Staff at N'Swakamok Friendship Centre. The closing ceremony was March 8 and provided the opportunity to celebrate many successes.

## **ABORIGINAL LIAISON ACTIVITIES**

### *Timmins Police – Mar 4th*

Our Liaison Officer connected with the new Liaison Officer from Timmins Police assisting with our activities. We were able to exchange information on community engagement and building community partnerships.

### *Métis Nation of Ontario Open House – Mar 20th*

Members attended the Metis Nation of Ontario Open House showcasing their new office space. They had different activities like dot art and the workers were all present to demonstrate how they can help community members. Our MKWA Closing Ceremonies will be held at this location.

### *Cambrian Pow Wow*

Mar 22 was the annual Cambrian College Pow Wow. Our Aboriginal Liaison Officer attended and spoke at the Red Dress Special that honours Missing and Murdered Indigenous Women and Girls. It was an exceptional honour for her to speak on the issue. She included the work of the ‘Looking Ahead Project’ and to the strength of Indigenous Women Quoting Elder Art Solomon-Baa “She is the heartbeat of the people...”

### *Feasting the Bundles*

Feasting The Bundles was held March 25, hosted by our ‘Looking Ahead Project’ and Better Beginnings. This includes all of our Sacred items which should be feasted periodically. In the ceremony, the items are spoken to and honoured, feasting the spirit of the items. Our Aboriginal Liaison Officer brought the Eagle Feather which is the bundle that has been started in the Aboriginal Liaison Unit.

### *Family Information Liaison Unit – Indigenous Justice Division*

GSPS participated with the Indigenous Justice Division’s Family Information Liaison Unit along with the Toronto Police Service Aboriginal Peacekeeping Unit, Treaty Three Police, Greater Sudbury Police, Ontario Provincial Police, Ontario Native Women’s Association with workers based out of Thunder Bay, and the Mother of 16 year old who was found dead to put together a resource booklet for Indigenous People prior to a person going missing. This will serve as an excellent resource tool.

## **BREAKING THE SILENCE**

Through Project Champion funding, the Service hosted Breaking the Silence 2019 – Sexual Assault Awareness Conference. This conference provided the opportunity to present a number of topics on sexual assault providing awareness and sensitivity training to frontline workers. Our new sexual assault online reporting system was also introduced which will add another means of reporting sexual assaults electronically. The conference featured speaker Dr. Jim Hopper who spoke to the Neurobiology of Sexual Assault Trauma and gave tips for police for interviews of victims. The event was well attended and received much positive feedback.

## **OPIOID CRISIS TOWN HALL MEETING**

Members of the Service attended an Opioid Crisis Town Hall meeting on March 2. This is in what many are describing as a nation-wide issue that requires immediate intervention. One of the big challenges with this is the lack of treatment facilities to handle addictions. There are concerns in terms of exposure to frontline responders and other non-users who contact these substances. While Naloxone approval has been helpful in providing protective equipment to frontline responders and an immediate intervention to those in distress, it is not addressing the root of the problem.

Close to 80 individuals attended the meeting to discuss the current situation and to dispel misconceptions and provide a human reality to what is actually happening. The meeting was hosted by Jamie West who assembled an interactive panel representing Sudbury's Community Drug Strategy Four pillars – health promotion, enforcement/justice, harm reduction, and treatment.

## **MKWA PROGRAM OPENING CEREMONIES**

One of GSPS's signature programs opened on April 2. The launch was held at Police Headquarters and welcomed nine students who will be part of this year's activities. Police MKWA Opportunity Education Circle is a partnership that was formed to create learning opportunities for Aboriginal including First Nation, Métis, and Inuit students living in the City of Greater Sudbury and surrounding area who may wish to pursue a career in the justice sector. It also serves to establish meaningful relationships between students and police officers.

This program and initiative was developed as a result of a recommendation by the Aboriginal Community/Police Advisory Committee (ACPAC). It was decided that a Police/Aboriginal youth initiative was needed to specifically address trust issues between the Aboriginal community and the police. MKWA has been extremely successful in achieving its goals. One student participant was heard to say "A lot of Native youth have a negative view of police officers, and this program gives the youth an opportunity to see the behind the scenes work that officers do." Likewise officers have really enjoyed the personal and professional learning along with providing career insights and opportunities to participants

## **POPULATION HEALTH, SAFETY AND WELL-BEING ADVISORY PANEL**

GSPS is an active participant on the City of Greater Sudbury's Population Health, Safety, and Well-being Advisory Panel. An inaugural meeting of this group was held on March 28 wherein insight and background to this very important planning initiative was provided. Community Safety and Well-being planning involves an integrated approach to service delivery by working across a wide range of sectors, agencies, and organizations including but not limited to local government, police, health/mental health, education, social services, and community and custodial services for children and youth to proactively develop and implement evidence-based strategies and programs to address local priorities. The goal is to achieve an ideal state of a sustainable community where everyone feels safe, has a sense of belonging, access to services, and where individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression.

GSPS has been in the forefront of these planning activities as is evidenced in its Nickel Model and work that has been underway with our partners for a number of years. This is an important next step in continuing to address local priorities collaboratively and holistically to help those in need of help receive the right response, at the right time and by the right provider.

## **SPECIAL OLYMPICS 50<sup>TH</sup> ANNIVERSARY**

March 25 marked a nation-wide celebration of the 50th Anniversary of Special Olympics. Fifty (50) Law Enforcement Agencies across the province celebrated this milestone along with community partners. The Invitational Youth Games in Toronto begin on May 14th which is the pinnacle 50th anniversary celebration worldwide.

Sudbury has student athletes from our community participating in these Games, many of whom will compete in sport outside of Greater Sudbury for the first time ever! Special Olympics has the ability to break down barriers, foster inclusion and acceptance, and UNITE THE WORLD!

Special Olympics Ontario is the Ontario Chief of Police Charity of Choice and Police Services across Ontario participate in a variety of events as part of the Law Enforcement Torch Run each year. The relationship we have with Special Olympics is very special as some of our members are long time coaches and over the years, our personnel have developed friendships with many of the athletes and staff. GSPS as always is a proud support of Special Olympics and look forward to the games in Toronto.