

**Report on OAPSB Spring 2019 Conference and AGM
Submitted by Councillor J. McLaren**

1. Community Safety and Policing Act, 2019: Fuad Abdi and Cecilla Omole, Ministry of the Solicitor General. They provided a technical review of the new legislation. Main points included the following.

- Police boards should be diverse, reflecting the community they serve.
- New ministry duty to help with board training.
 - Will need more info of all kinds from boards; expect more paperwork.
- Outsourcing within new (unwritten) regulations: negotiation help to move to fewer paid people.
- Outsourcing operations in detention services and transportation; event security; alarm response; traffic enforcement; response to low priority and non-criminal calls; by-law enforcement; and crime scene security.
- Outsourcing administration in facilities management, administrative support, inventory and front desk management, fingerprinting, interview transcripts, judicial identification services.
- Council may, by resolution, expand police services board to seven or nine members.
- Board training must now be done and PASSED under the new act.
 - Training on the act, on Human Rights Code, Charter of Rights and Freedoms, systemic racism, diversity training: new core competencies for board members.
- The new Inspector General of Policing can investigate board conduct (and long list of items).
 - Centralization of many past organizations.
 - Comes with power to impose requirements, not just recommendations.
 - Public complaints will be about more than just police—all law enforcement agencies.
 - One window approach (easier for the public).
 - Special Investigations Unit also gets broader jurisdiction.
- Boards now discipline chiefs and deputy chiefs with new procedures and powers.
- New rules on suspensions with and without pay.
 - Will be at Chief's discretion; within regulations once proclaimed.
- There will be new restrictions on membership in police associations.

2. Reimagining the Future of Policing: Chief Bryan Larkin (Waterloo Regional Police Service), President, Ontario Association of Chiefs of Police. Chief Larkin expressed concerns about the following.

- Who will pay for investigations and adjudications?
- New rules for suspensions without pay are not enough.
- However, the new act is still better than past attempts.
- “Who pays” is a big problem.
- Need to consider the economics of funding vs not funding policing: opportunity cost.
- Constable selection system needs equity, inclusivity, and language.
 - Current system is 22 years old.
- Policing the cyber world: lots of crime in the cyber world; there is frequently a cyber component.
- Get good professional development for boards.

3. Police Governance in Ontario from an Association's Perspective: Bruce Chapman, President, Police Association of Ontario.

- Boards should be more active in advocacy with Government.
- Police should carry naloxone.
- Need a harmonious board, for clarity and consistency. Need good working relationship: news stories of disharmony are the worst.
- Need better communicative environment. Board members should go on a ride-along.
 - Ideally on a Friday or Saturday night with a talkative officer.
- Police officers in schools are good; need more; claimed a 1:11 ROI.
- Claims that there is no more money from councils should be challenged.
- Jobs are at risk, and some are not from privatization.
- Privatization in the UK model is a failure after 10 years; fiscally good at first, but financial and operational disaster after 10 years.
- Very tired of hearing politicians talk about the cost of policing; noted that transportation, fire, and social services grow more.
- Boards need more training in police legislation; health and safety; employment standards; on-the-ground reality (do ride-alongs); diversity inclusion and human rights; and WSIB.
- Military programs are almost never appropriate for police without major adaptations.
- Road to Mental Readiness (R2MR) is a great program that should be seriously looked into.

4. Minister's Comments: Honourable Sylvia Jones, Solicitor General.

- Last government did not talk about debt or deficit.
- We need to show leadership in getting debt and deficit under control.
- What matters most: health care, education, and protecting our people.
- What we have been doing will not be securing our people best.
- We also need to take care of mental health.
- "St. Thomas Mental Health Model" liked by the minister.
- If we have assessment from the CSWB plan with quantitative evidence, you can partner with government.
- Government will look to data for grants. If there is duplication or overlap, please tell the Province (so they can take it away?).
- Government wants to show how much the situation has improved; need data, before and after.

5. The Future of Police Board Training: Fred Kaustinen, Executive Director, OAPSB.

His objective is to build a common vision on future board training.

- Most boards spend a lot of time reviewing reports.
- Wants boards to spend more time on strategic planning and community engagement.

Lessons learned from Thunder Bay: Sinclair Report.

- Systematic racism and willful blindness.
- These two must be overcome with training, planning, and engagement.

PSB role is to ensure that police actions and consequences are congruent with community needs, values, and expectations.

- See what is going on.
- Hear what the community needs and wants.
- Speak about the future.

Do not need cheerleaders—need better training and board performance evaluation.