

Draft Minutes
ELGIN GROUP POLICE SERVICES BOARD
February 16, 2022

The Elgin Group Police Services Board met in the Community Room at the Elgin County Detachment Office, 42696 John Wise Line with the following in attendance:

Sally Martyn, Board Member
Ida McCallum, Board Member
Dan Froese, Board Member
Trudy Kanellis, Provincial Member
David Jenkins, Provincial Member
Inspector Mark Loucas, Detachment Commander
Sergeant Tyler Holmes
Nadine Ivankovic, Mobile Crisis Response Team
Julie Gonyou, Secretary/Administrator
Carolyn Krahn, Legislative Services Coordinator

Call to Order:

The Secretary Administrator called the meeting to order at 2:02 p.m.

Election of Chair and Vice Chair:

Trudy Kanellis nominated Sally Martyn for the position of Chair. No further nominations were received for this position, and Sally Martyn accepted the nomination.

Moved by: Ida McCallum
Seconded by: David Jenkins

RESOLVED THAT nominations for the position of Chair be closed; and THAT Sally Martyn be appointed as Chair of the Elgin Group Police Services Board.

- Motion Carried.

Ida McCallum nominated Trudy Kanellis for the position of Vice-Chair. No further nominations were received for this position, and Trudy Kanellis accepted the nomination.

Moved by: Ida McCallum
Seconded by: David Jenkins

RESOLVED THAT nominations for the position of Vice-Chair be closed; and THAT Trudy Kanellis be appointed as Vice-Chair of the Elgin Group Police Services Board.

- Motion Carried.

Adoption of Minutes:

Moved by: Trudy Kanellis
Seconded by: David Jenkins

RESOLVED THAT the minutes of the meeting held on October 26, 2021 be adopted.

- Motion Carried.

Disclosure of Pecuniary Interest and the General Nature Thereof:

None.

Reports:

1) Board Member Reappointments – Legislative Services Coordinator

The Legislative Services Coordinator provided an update on Board Member Reappointments. The appointments of the Eastern Elgin elected representative (Dan Froese), Central Elgin elected representative (Sally Martyn), and Western Elgin community representative (Ida McCallum) ended in 2021. The Chair of the Police Services Board sent letters to all participating municipalities requesting that the current representatives be reappointed until such time that the Ministry approves the new Board composition. The participating municipalities have passed resolutions confirming the reappointments of the current representatives.

Moved by: Ida McCallum
Seconded by: Trudy Kanellis

RESOLVED THAT the February 10, 2022 report titled, “Board Member Reappointments,” submitted by the Legislative Services Coordinator, be received and filed.

- Motion Carried.

2) 2022 Budget – Legislative Services Coordinator

The Legislative Services Coordinator presented the 2022 Budget for Board approval. The Budget remains unchanged from 2021 with the exception of an increase under miscellaneous, which includes insurance.

Moved by: David Jenkins
Seconded by: Ida McCallum

RESOLVED THAT the 2022 Budget be adopted.

- Motion Carried.

3) Secretary/Administrator Appointment – Secretary/Administrator

The Secretary/Administrator presented a report recommending that Carolyn Krahn, Legislative Services Coordinator, be appointed Secretary/Treasurer.

Moved by: David Jenkins
Seconded by: Trudy Kanellis

RESOLVED THAT the February 7, 2022, report titled, "Elgin Group PSB Secretary/Administrator Appointment," submitted by the Secretary-Administrator, be received and filed; and

RESOLVED THAT Carolyn Krahn be appointed as Secretary/Administrator for the Elgin Group Police Services Board.

- Motion Carried.

4) Detachment Commander's Quarterly Report and Year-End Report

The Detachment Commander provided an update on public complaints; the crime abatement strategy; patrol hours; violent, property, and drug crimes; and collisions for the period of October to December 2021.

The Detachment Commander also presented the Elgin County OPP 2021 Annual Report. The Report provided an update on the Crime Management Plan, Traffic Management Strategy, Community Policing Committees, Community Mobilization and Engagement, Elgin County Drug and Alcohol Strategy, Special Projects (ATV Patrols and Marine Patrols), and Community Street Crimes Unit. Inspector Loucas also provided 2021 statistics with respect to Calls for Service, Traffic Safety, and Crime Prevention.

Moved by: Ida McCallum
Seconded by: Trudy Kanellis

RESOLVED THAT the report be received and filed.

- Motion Carried.

Correspondence:

- 1) Letter from OAPSB Zone 6 regarding 2022 Membership
- 2) Email from the OAPSB regarding the 2022 Spring Conference & AGM

Moved by: David Jenkins
Seconded by: Ida McCallum

RESOLVED THAT the Elgin Group PSB renew their membership in the OAPSB Zone 6 for 2022.

- Motion Carried.

Moved by: David Jenkins
Seconded by: Dan Froese

RESOLVED THAT Correspondence Item #2 be received and filed.

- Motion Carried.

Other Items:

None.

New Business:

1) 2021 OAPSB Labour Conference – Trudy Kanellis

Board Member Trudy Kanellis presented a summary of the 2021 OAPSB Labour Conference. The virtual conference included sessions/updates on training; inclusion and diversity; Ontario Human Rights Commission work with Peel Regional Police; the Community Safety and Policing Act, 2019 (CSPA); and WSIB.

Moved by: David Jenkins
Seconded by: Dan Froese

RESOLVED THAT the 2021 OAPSB Labour Conference Summary from Trudy Kanellis be received.

- Motion Carried.

Closed Session Items:

None.

Next Meeting:

The Elgin Group Police Services Board will meet again on Wednesday, May 11, 2022 at 10 a.m.

Adjournment:

Moved by: David Jenkins
Seconded by: Dan Froese

RESOLVED THAT we do now adjourn at 2:59 p.m.

- Motion Carried.

Carolyn Krahn,
Secretary/Administrator.

Sally Martyn,
Chair.



REPORT TO THE ELGIN GROUP POLICE SERVICES BOARD

From: Trudy Kanellis, Board Member

Date: November 18, 2021

Subject: Ontario Association of Police Services Boards (OAPSB) Labour Conference 2021

INTRODUCTION:

On behalf of the Elgin Group PSB, I attended the OAPSB Labour Conference on November 18, 2021. The purpose of this report is to provide a summary of the conference sessions.

DISCUSSION:

OPP Boards – Update on Training

Holly Doty, OAPSB Bruce Chapman, Interim Executive Director OAPSB

- The website was discussed in length on how to log in individually.
- On the website all the zones boards and zone maps are listed.
- There is an updated advocacy page and what is happening.
- Updated news on what is happening in OAPSB and Ontario.
- You can renew the membership here.
- Once you are signed in, you have access to member portals, governance, zone training. All Chiefs memos and all of the presentations from the conferences will be posted here.
- The e-learning will be on this site. The basis of the training is to ensure there is a high level of interpretation and understanding of the Police Act.

Co-Creating Change: Inclusion, Diversity, Cultural

Four (4) speakers discussed different aspects of policing, in regard to inclusion, diversity and cultural

Kimberely O'Toole – Serving with Pride, President, Ontario Women in Law Enforcement

- Kim talked about how we can encourage women in law enforcement.
- We can establish an inclusive workplace that is bias free. They are looking for the police boards to come together to ensure that environments are safe and productive to highlight the incredible work the women are doing.
- Women have been in policing for 100 years and only 21% are women.

- Board members need to try to increase these numbers by recruitment and retention. Inclusivity is key. Credibility is important. Many women join law enforcement or police force but are still bound by the domestic duties. These duties make it difficult to work different shifts.
- How do we get women in those males dominated roles? We need to create a safe, inclusive environment where women feel safe psychologically. There must be support from senior command for women. Women in leadership are desperately needed. They are very underrepresented, and the numbers are actually going down and not increasing. Women need to be placed in leadership roles when they are deserving of them. They need to earn these roles to be effective in them. We need to think outside the box and talk about these changes.

Jean Turner – Serving with Pride

- How should police leaders and overseers hold chiefs and senior managers accountable?
- The Gloria Epstein report makes many relevant observations. There are 151 recommendations. We really need to push each and every police service to get a copy of the report and review it. We need to be held accountable to reading the report and implementing it.
- How do we develop key performance indicators in chiefs to promote change? Key performance indicators include the culture of policing. It is really “exclusive” not inclusive. To promote change consulting with your employees is key. For example, people that wear white shirts are higher in command, that sets up a barrier. If we are going to provide services to our communities, we need to allow employees to come to work as themselves (e.g. black, lesbian, woman, etc.).
- New actions may not be done because of cost, so we settle, the service boards need to come up with a single strategy for everyone to follow for performance.

Jacqueline Edwards – President, Association of Black Law Enforcers,

- She talked about systemic racism and how police leaders contribute to this issue. George Floyd shed a negative light on this issue, and it called the profession to create a unified voice and encouraged bold leadership around systemic racism.
- Those individuals that say racism does not exist sincerely believe that. We need to understand where they are coming from. We need to listen to them and help them. Individual racism fuels systemic racism. We also need to focus on bystanders, why people witness wrong doings and do not act.
- The Toronto Police Service Board put out a media release, seeking input and policy on training. Through community consultation, we need to clearly define what community is and what it needs. Every service should have internal support networks and consultation groups. People who can bring advice and perspective. Many services feel abused. They are consulted when being reactive

to a situation. We need to be proactive and not reactive. Discussions take place, reports are written up, and then sit on a shelf somewhere.

- Many staff do not feel safe at work. It is not the work itself. It is the phobias and 'isms. The OAPSB has a critical role to learn, consult and lead, to start demanding what they want to see happen very differently than before. We need more diversity of members on our boards. Chiefs of police need to take bold steps to dismantle the 'isms and need to be held accountable to have diversity and inclusion. Don't be a bystander, be a leader.

Lisa Darling – AWIP-ON (WE in Policing)

- Lisa talked about the transformation from Women in policing to WE in policing. If we want to change what policing is about, we have to start internally. How can we expect our members to go out into the communities if they have not done it internally?
- What can we do as a governance group is to be relentless. The difference between the head and the heart, the head wants it but if the heart is not passionate about it, it does not happen.
- It is a culture that was designed by men for men, and men of a specific background. It takes time to change these values. What are we doing to promote inclusion and how are we measuring effectiveness? We have policies in place, but are they working?
- Every board should be asking their Chief if they have a mentorship program that supports their development. They should not be put in place just to achieve a quota.
- Everyone can read the policy but it is their actions that define how they act.

The Ontario Human Rights Commission work with Peel Regional Police and the Police Service Board and the MOU. Ahmad Attia – Chair PRPSB, Raj Dhir – OHRC, Anthony Odardi – Deputy Chief – PRP

- Peel Regional Police have started a Human Rights Project to strengthen public trust and confidence in Peel Region by addressing Systemic Racism in Policing.
- They have established a new strategic plan. They have developed this to be the most aggressive and innovative policing in Canada. They are mindful they need to discuss systemic racism. The ultimate goal is to establish trust with the police.
- The first year focuses on laying the groundwork, centering on human rights, practices. These must be changed quickly, which includes training, body worn cameras.
- Innovation and technology are rooted together. The human rights project was born from a commitment to the police services. Their goal is to address systemic racism, promote transparency and accountability, and enhance trust in policing.
- The foundation of the agreement is to work with black, other racialized and indigenous communities to develop commitments for action.

- The final agreement will be filed with the Human Rights Tribunal of Ontario to make it legally binding.
- There will be a need for independent monitoring.
- The seven main principles are
 - Engagement – Active and regular engagement
 - Policy Guidance – Align PRP with OHRC’s policy on eliminating racial profiling
 - Data Collection – establish human rights-based data collection
 - Organizational Change – establish organization change
 - Multi Year Action Plan – clear targets
- Approval of the project from the PSB and the communities was the key to moving forward. This has been done to better deliver adequate and effective policing in the community.

Community Safety and Policing Act, 2019 (CSPA)

- Sylvia Jones informed participants that pledges for the policing grants have been fulfilled. The policing grants have been enhanced in relation to safety. The government has over 267 million dollars tied to local policy, for gun and gang and human trafficking.
- Supporting police also means supporting mental wellness. The government has been an early advocate of community health and safety and promoting resiliency.

WSIB Update – Carmen Mancini, Executive Director Case Management WSIB, Julie Thurlow, Executive Director Health Sciences, WSIB

- There are five main occupations for PTSD claims: Police, Firefighters, Paramedics, Correctional Officers and Dispatchers. In the last few years, the level is plateauing and decreasing this year. Police officers remain at the top of the list.
- WSIB has a dedicated mental stress injury program, staffed with case managers, nurses, and mental health advocates.
- 3% of all claims are mental stress injuries. There has been a 92% increase from 2016 – 2019. 48% are receiving loss of earnings, compared to 6% for physical injuries. \$52 Million was spent on healthcare in 2020 with respect to MSI cases.
- It takes an average of 10 business days to access mental health services. Many workplaces are not supporting mental health issues. PTSD cases often take longer to recover because they often involve cumulative trauma.
- To get ahead of these challenges we need programs close to home. There are currently partnerships with 4 hospitals across Southwestern Ontario. These have been in place since 2018.
- The focus is on prevention rather than treatment. We need to continue to address emerging symptoms to continue to see a downward trend. Participation is mandatory for an officer off on WSIB.

- 2 case loads were discussed. One was a police officer and the officer was awarded mental stress leave because of his workload. This decision was the first of its kind and may reflect where cases will start to go. The second was a fire fighter. Medical evidence was clear that after the worker was terminated his PTSD prevented him from returning to any form of gainful employment. The worker was entitled to LOE benefits subsequent to his termination. The takeaway from this case is that decisions are not consistent. Huge distinction in the approaches taken by the Workplace Safety and Insurance Appeals Tribunal (WSIAT). Whatever approach is preferred will have a profound effect on the costs to the employer. Tribunal decisions are not consistent.

Legal Considerations/Labour Issues – Ian B. Johnstone B.Sc.,LL.B.,LL.M, Partner, Johnstone & Cowling LLP

- The case of the St. Thomas Police Officer (spousal abuse against his wife) was discussed. The officer had to agree to a peace bond, At the hearing all they had to use was an investigation report from the OPP. During the course of the hearing, they had the officer from St. Thomas read the report and enter the exhibits. They relied on hearsay evidence to be admitted. The wife did not want to testify at all. When they got into sentencing, the wife wrote a complimentary letter on behalf of her husband at the time of the court hearing. He was found guilty on 2 counts of discreditable conduct. This was appealed, they objected based on hearsay evidence. He was demoted from 1st class to 4th class and received a penalty of \$50,000.
- Most police services have been reluctant to go forward without a witness. The Police Chief went forward without the victim.
- Ian complimented the Police Chief for doing this.

Vaccination Requirements

- You cannot terminate a police officer for not getting the vaccine unless you hold a part 5 hearing. They have the right not to get vaccinated. The employee could be put on administrative leave.
- It is easier to terminate a civilian member because you do not need a part 5.
- The Toronto Fire Department is fighting the vaccine mandate.
- A case was discussed about a Paragon Protection employee. They had a voluntary vaccination policy. They put out a mandatory vaccination policy for all staff subject to human rights exemption. The union fought it on the grounds that it was a violation of the Human Rights code. A grievance was filed. The arbitrator found that there were no previous requirements for employees to be vaccinated and no legislated requirements for the employees to be vaccinated. The decision was to give it back to the union and management to take measures to address the issues. The policy struck a balance between the rights of employees not to get vaccinated and their rights under the Code and the Company's obligation to provide a safe workplace. The Grievance was dismissed.

- Ian said the Supreme Court of Canada does not talk about their policies. They sent a note that all of their judges and staff must be vaccinated in order to continue to work. It sent a signal to the legal community as to the way this may go in the future

CONCLUSION:

I would like to thank the board for allowing me to attend this conference.

All of which is Respectfully Submitted

Trudy Kanellis
Board Member