



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY, JUNE 9, 2021 10 A.M.
Zoom

PUBLIC AGENDA

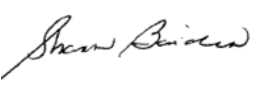

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| 6 | Accept Consent and Discussion Agenda – June 9, 2021 | Motion | |
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: June 1, 2021 |
| PUBLIC | |
| SUBJECT: NOTES OF APPRECIATION | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities | |
| Prepared by:  Sharon Baiden Chief Administrative Officer | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

FOR INFORMATION

CURRENT SITUATION:

Marine Unit


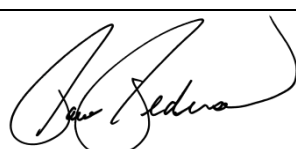
A resident of the community wanted to commend Marine Unit officers for their patrol on Long Lake during Friday afternoon of the May Long Weekend. They were happy to see officers interacting with the community.

Detective Sergeant Rose and Constable Chandler

The Explosives Safety and Security Branch of Natural Resources Canada would like to express their appreciation for the assistance and co-operation during an NRCan Explosives Regulatory Division investigation. D/Sgt. Rose and Cst. Chandler interacted on numerous occasions with the NRCan investigator and contributed to the success of their inquiry.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: June 2, 2021 |
| PUBLIC | |
| SUBJECT: GOVERNANCE REPORT – BOARD AUDIT | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources | |
| Prepared by:  Sharon Baiden Chief Administrative Officer | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

The Board will recall the City of Greater Sudbury's Auditor General included the governance of the Police Services Board as part of his annual audit plan in 2017. While the Auditor General does not have legislative authority over Police Services Boards, the Auditor General requested the Board and Staff participate in a review of the relationship between the City and the Board, most notably lines of communication with the City, the Board, and the Police Service. The Auditor also looked to explore where efficiencies could be created through joint or shared services.

Meetings, discussions, and reviews of various documents were undertaken in December 2017 and early 2018 with the various stakeholders. All participants welcomed the opportunity to be involved. The report was completed and sent to the Board for review and action in June 2018.

Since that time, the Board has continued to respond to the recommendations and findings. The current status and associated updates are attached for the information of the Board.

Re: Governance Audit of Greater Sudbury Police Services Board [GSPS]

| | |
|--|-----------------|
| Audit Report released | May 2018 |
| Original # of Observations | |
| # of Action Plans Previously Complete | 2 |
| # of Action Plans Now Closed | |
| # of Action Plans on Next Follow Up | TBD |
| Status as of May 31, 2021 | |

| | |
|--|---------------------------------|
| Observation and Summary of Progress (Based on Self-Assessment conducted by GSPS) | Self assessed Status |
|--|---------------------------------|

Observation 4.3

The City and Police Services presently share a number of services. Opportunities to share additional services such as fleet have not been closely examined to determine if they can be delivered more economically and effectively by the City.

**Partially
implemented**

The City should work with GSPSB staff to examine opportunities for additional shared services such as fleet services if they can be delivered more economically and effectively by the City.

Original Management Response

Given the scope of such a recommendation, consideration needs to be given for the current lack of capacity to service such a large client as well as the effect such an undertaking would have on the Fleet Services work plan and existing clients. In order to provide capacity, significant renovations, investment, and operational changes would need to occur. Renovations to accommodate additional parts and vehicle storage, investment in technicians and supervisory capacity, and transitioning the Lorne street garage to add a third shift to daily operations would be required. Fleet has fairly recently transitioned to the Finance, Assets and Fleet Division within Corporate Services. There are a number of process improvement projects underway to improve both systems internal to Fleet and further definition of service levels with existing customers. In order to not compromise service to existing divisions/departments as well as the Fleet work plan, it is not recommended that Fleet Services provide service to Police Services at this current time.

The City will continue to review other areas where services can be shared effectively in addition to the current services provided in Human Resources, Information Technology

and Finance including accounts payable, payroll, purchasing, accounting and budget system maintenance.

Actions Taken, Results and /or Actions Planned - As of May 31, 2019

These discussions are part of ongoing dialogue with City staff in order to maximize efficiencies through use of staff resources and systems where possible. Well-developed systems are in place with the finance division for services such as budget, accounts payable, accounts receivable and financial audit. As well, the Service works effectively with payroll, procurement, legal services, mail room, benefit and pension administration, facilities management including cleaning contracts and common space building security, WSIB claims management and where possible staff resources are shared. New initiatives include access to architectural services and other facility specialized contracts. For example, the City has just tendered for a number of standing offer facilities services including architectural and miscellaneous facilities services.

Fleet services is another area that Police would like to explore, although to date, the City has indicated that the centre operates at capacity now, and would not be able to accommodate the number and type of vehicles associated with police. This remains an area for further development and discussion with all parties willing to explore a partnership.

Police are currently working with the By-law department exploring efficiencies with respect to call management and alternative response means including abandon motor vehicle, animal control, neighbor disputes, noise complaints and theft of gas. At this time, this is a work in progress with no specific actionable items at this time. A review is also underway examining the possibility of sharing the shipping and receiving area with the City as a means of addressing some facilities challenges at Police Headquarters.

Actions Taken, Results and /or Actions Planned - As of May 31, 2020

The City concluded its selection of several standing offer Facility Services such as Professional Engineering and Architectural Service providers. The Service is able to directly avail access to these standing contracts which is timesaving and efficient when addressing facility needs.

There has been no further action on the sharing of fleet services. The City is working at capacity at that facility at this time.

Through concerted efforts with City Services, specifically City By-law, the Service has made significant progress in the area of towing of vehicles contrary to the Winter Parking By-law and responding to noise complaints.

In the last two months with COVID-19 response efforts, the City and Police have worked extensively and collaboratively in ensuring a proactive approach. The City 311 line has served as an invaluable screening resource for all COVID/State of Emergency Calls, ensuring appropriate screening and directing calls only as appropriate to the 911 Emergency Communication Centre for response. This Service will continue beyond COVID-19 and will ensure a streamlining of calls to the Police.

In addition, there have been extensive collaboration efforts with the City's Procurement Division. Both groups have worked tirelessly in the acquisition of much needed personal protective and safety equipment during these trying times. Again, systems have been established to ensure that joint equipment and supply procurement needs are met efficient and effectively.

The Service also works extensively with the City's Real Estate section on the review and determination of space options for police, most notably around lease negotiations. The expertise of City Staff is of considerable value to Police when determining appropriate space alternatives.

The Service also continues to work with the City's Legal Services and Risk Management Divisions, primarily on commercial and business agreements. In addition, we work extensively with City insurers on civil litigation matters and where appropriate on inquests where both the Police and City are involved.

This year, Police will be working collaboratively with Fire Services and the Geographic Information Systems Planning Services Division on the Computer Aided Dispatch mapping project to ensure all maps used to support dispatch functions are updated. There is considerable expertise in these areas which is of mutual benefit to all involved parties.

Actions Taken, Results and /or Actions Planned - As of May 31, 2021

The City' Standing Offer for facility services was utilized for the retention of Architectural Services for 190 Brady Street in doing its review of vacated space with the relocation of certain divisions to 128 Larch Street. Street. Access to facilities services has been facilitated through the Standing Offer process and made business practices more efficient.

Discussions have been initiated with City fleet services. The Police have provided several documents and information has been shared relative to the types of vehicles requiring service, the total number of vehicles and the service deliverables expected.

Additional meetings will be held pending a further review of the material provided to the City and capacity of the City's fleet services division to assist with the police fleet. The Service continues to have ongoing dialogue with City of Greater Sudbury By-law. The relationship is positive and highly collaborative on determining which agency is best suited to respond to calls for service on an ongoing basis. This assists with maximizing resources between the two services. There is continual and ongoing evaluation of our response to calls for service. Hours of work for by-law impact somewhat on response to calls outside of the regular workday wherein police continue with that responsibility for call screening or response as required.

Our COVID Task Forces have worked collaborative on enforcement of orders through both By-law and/or Police.

Throughout the pandemic, the City and Police have worked extensively and collaboratively in ensuring a proactive approach to COVID-19. The City's 311 line has served as an invaluable screening resource for all COVID/State of Emergency Calls, ensuring appropriate screening and directing calls only as appropriate to the 911 Emergency Communication Centre for response.

The 311 line operating by the City is an excellent tool as a means of streamlining appropriate calls to the Police while diverting to other services as appropriate. Work with the City's procurement division is ongoing with several contracts pursued through this route during the past year. The two groups with highly collaboratively and efficiently in acquiring needed goods and services for the police. Systems are well established to ensure procurement needs are met in accordance with required guidelines and protocols.

The Service also works with the City's Real Estate on primarily lease preparation, lease renewals and interpretation of lease agreements. When require staff age engaged in lease negotiations as well. The expertise of City Staff is of considerable value to Police when determining appropriate terms and conditions in lease documents and when required securing space for purposes such as storage, radio towers and location of video surveillance cameras.

City Legal Service and Risk Management Divisions are engaged for the purpose of, primarily on commercial and business agreements. In addition, the Service work extensively with City insurers on civil litigation matters and where appropriate on inquests where both the Police and City are involved. City Risk Management is also available to assist the Board with understanding insurance coverages and application of policies.

Police, Fire and the City's Geographic Information Systems Planning Services Division has been working collaboratively on the Computer Aided Dispatch mapping project to

ensure all maps used to support dispatch functions are updated. Unintended delays have been occurred due to COVID; however, it remains a priority for completion. There is considerable expertise in these areas which is of mutual benefit to all involved parties. As always, the Services works extensively with City Financial Services in budgets, accounts payable and receivable. Automated systems have been established to work efficiently to maximize the use of resources. The same is seen with Human Resources in our work on benefits and pension administration along with payroll processing.

Discussions this year will be initiated with Communication and Information Technology Divisions to collaborate on specialized expertise in the respective divisions. This did already occur this year with specialized network assistance with a project.

The City and Police have ongoing collaboration and discussion on areas where staff can work together to achieve greater productivity.

Observation 4.4

The Police Services and KPMG have identified that several facilities deficiencies are an impediment to providing police services safely, effectively and efficiently. As facilities are a critical infrastructure requirement for police services - which is a core service of the City - the upgrade or replacement of these facilities should be prioritized within the City's asset management and facilities management planning processes.

Original Management Response

The City of Greater Sudbury has approximately 550 facilities within its portfolio. In order to direct capital expenditures to the highest priority projects staff has advised Council that the City is moving forward with the production of comprehensive asset management plans that will have defined service levels, asset condition data and risk considerations. Combined with a revised capital budgeting model that is aimed at ensuring the highest priority projects receive funding; capital investment will be allocated where it is most effective at ensuring safety, reducing risk, foregoing costs, and meeting legislative and operational requirements. The Facilities Capital Project section will continue to work closely with Police Services at identifying and articulating future capital requirements. Similarly, the Facilities Maintenance section will continue to promptly service and rectify any maintenance related issues at Police occupied facilities.

Actions Taken, Results and /or Actions Planned - As of May 31, 2019

The Police Services Board has authorized a third location to extend HQ in order to accommodate immediate pressures at Headquarters with a commitment that the facility is located in very close proximity to 190 Brady Street. This will alleviate some of the

urgent problems creating operational inefficiencies. At the same time, the Board has authorized a comprehensive facilities needs assessment to be undertaken with a view of a permanent solution. The Board has also endorsed that the Police work with the City to explore the feasibility of an Emergency Service Centre if there is interest to do so, to house Police, Fire and EMS on one site. It is anticipated that this work will get underway later this year. The Board also continues to establish a Capital Financing Plan to ensure the necessary resources to fund the project. This is being achieved through annual contributions to a reserve fund.

Actions Taken, Results and /or Actions Planned - As of May 31, 2020

Renovations are currently underway at 128 Larch Street a third location that has been secured which will serve to alleviate some of the space pressures at Police Headquarters.

The Board has established a capital financing strategy to ensure necessary resources to fund current and future Police Services facilities needs and associated costs. The Police and Community Safety Division have been working collaboratively to retain a consultant to conduct a feasibility study on a co-location of the Police and Community Safety Headquarters. The RFP for this work had been underway and has been temporarily suspended during COVID-19. The work will resume at a later date.



Actions Taken, Results and /or Actions Planned - As of May 31, 2021

Renovations at 128 Larch Street were completed and relocation has occurred. Human Resources, Recruiting, Finance, Professional Standards, Crime Stoppers, Senior Liaison Community Safety Personnel, Police Museum and Equipment and Supplies Services. In keeping with the plan, vacated spaces at 190 Brady Street have created some capacity to address overcrowding. A comprehensive review of all areas has now been completed with a renovations plan adopted. This includes the requirement for building infrastructure replacements, which are at end of life, and upgrades to interior spaces. The process to obtain detailed plans will now proceed as a next step. These are interim measures to address facility priorities in the short term of five to seven years. These plans are in keeping with the Board's operating and capital financing strategy to ensure necessary resources to fund current and future Police Services facilities needs and associated costs.

The Board had also determined that it was prepared to now move forward with the work that would see the Police and Community Safety Division work together to conduct a feasibility study on a co-location of the Police and Community Safety Headquarters. This project had been placed on hold and suspended at the onset of COVID-19. City Council has decided that it will not proceed with this project. This notwithstanding the Board will proceed with its portion on the examination of options for a new police headquarters.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: June 4, 2021 |
| PUBLIC | |
| SUBJECT: YEAR END CRIME STATISTICS | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public Trust & Accountability Goal: 1 - Enhance public trust through transparency and accountability | |
| Prepared by: Sharon Baiden Chief Administrative Officer  | Recommended by: Paul Pedersen Chief of Police  |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

Police agencies collect crime-related data in a number of areas. Uniform Crime Reporting (UCR) provides a systematic approach to analysing police crime data. UCR data reflect reported crime that has been substantiated by police. Information collected includes the number of criminal incidents, the clearance status of those incidents and persons-charged information.

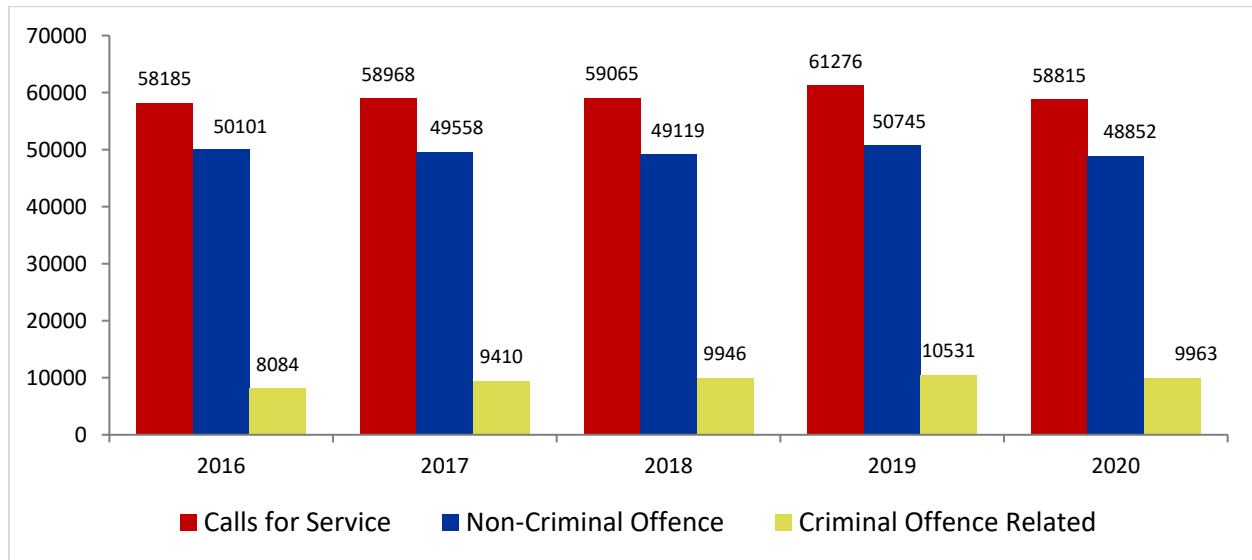
This data provides information for crime analysis, resource planning and program development for the policing community. Municipal and provincial governments use the data to aid decisions about the distribution of police resources, definitions of provincial standards and for comparisons with other departments and provinces or territories. Each year, the Service presents data for the previous year.

CURRENT SITUATION:

A review of the data shows that calls for service have remained consistent across 5 years, which is also consistent across the province of Ontario. However, GSPS experienced a decrease in crime in 2020, which to some extent can be attributed to COVID-19.

- Approx. 83% are non-criminal in nature, including: Liquor licence act related calls, mental health related calls, trouble with youth, disturbances, suspicious persons, etc.

Calls for Service – Criminal vs. Non-Criminal



Total Criminal Offences – Five-Year Trend Analysis

Numerous factors contribute to fluctuations in crime statistics

- Enforcement driven crime
- Social and economic factors
- Crime prevention strategies
- Changes in UCR coding process
- Heightened awareness
- Preventing victimization before it occurs
- Increased online reporting

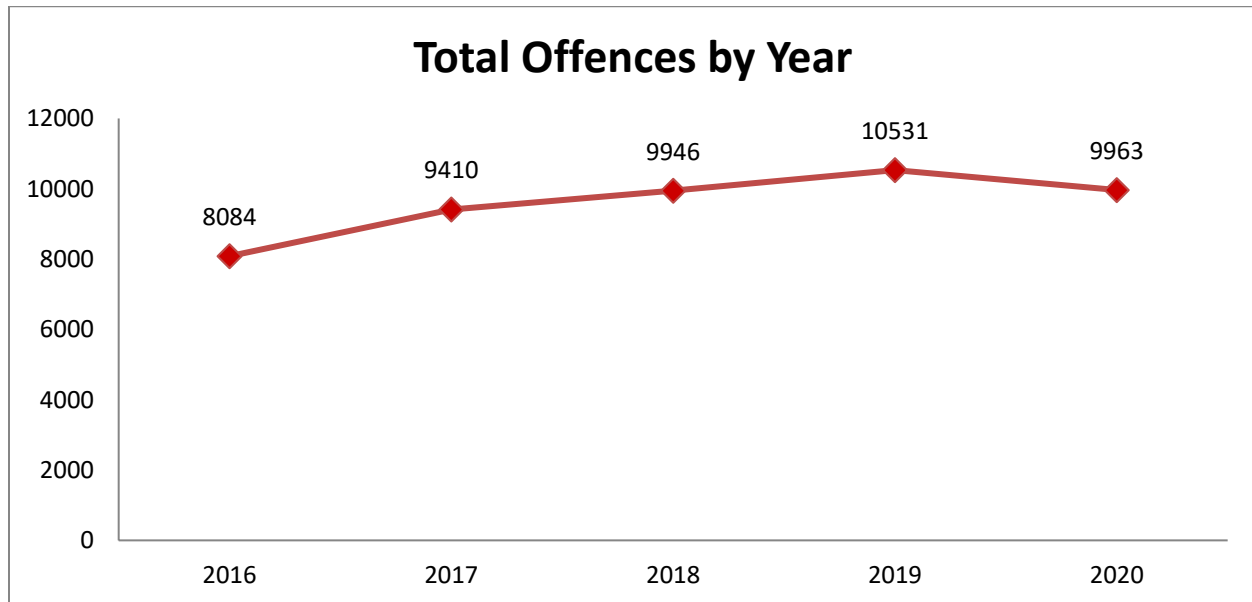
Total Offences by Year

Another key data set collected is the total number of offences per year.

In the following table, it can be noted that from 2019 to 2020, actual criminal offences decreased by -5.4% (-568).

- This decrease is can be partially attributed to the impact of COVID-19
- 2020 experienced a lower rate of property offences (-6.7%)

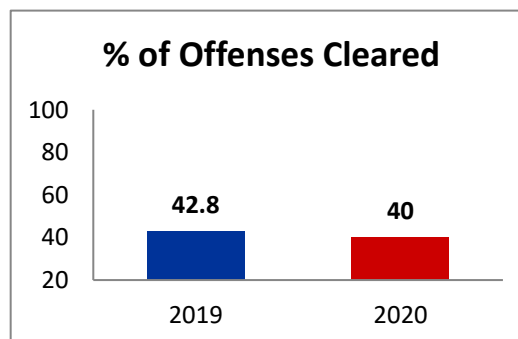
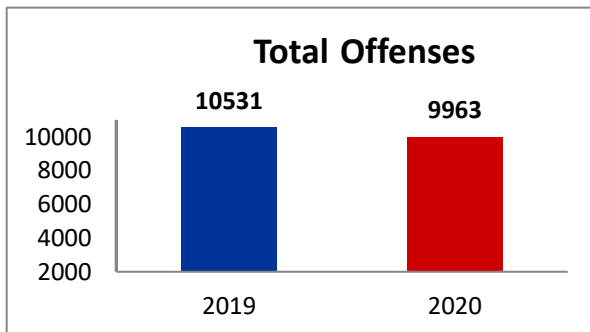
The following table depicts the trends over the last five years:



Total Criminal Offences and Clearance Rates

Data is also collected and analyzed in terms of the total criminal offences and the clearance rates for those offences. This year the following results were observed:

- **5.4% decrease in criminal offences in 2020**
Large decrease in Property Offences
- **-2.8% decrease in clearance rates in 2020**



The overall increase in criminal offences will be broken down in future charts and sections:

- Of the decrease of the 568 criminal offences, there was a decrease of 419 property offences from last year (-6.7%), decrease of 578 Criminal Code offences (-5.6%), and a decrease of 3 in Drug-related statutes (-2.3%).
- There was an increase of 276 violent offences from last year (13%): Assault (+155 offences), Criminal Harassment (+72 offences), and Utter Threats (+99 offences).
- There was an increase of 14 Other Federal Statutes (7%) which is primarily in relation to COVID-19 legislation.
- Our clearance rate has decreased from 42.8% to 40%
 - This can mostly be attributed to a combination of low clearance rates due to the nature of property crime (reported after the fact, and usually with little to no suspect information unless video surveillance is available). Property Offences has the lowest clearance rate, which decreased by -3.4% (17.2 in 2019 to 13.8% in 2020).

Crime Category Offences

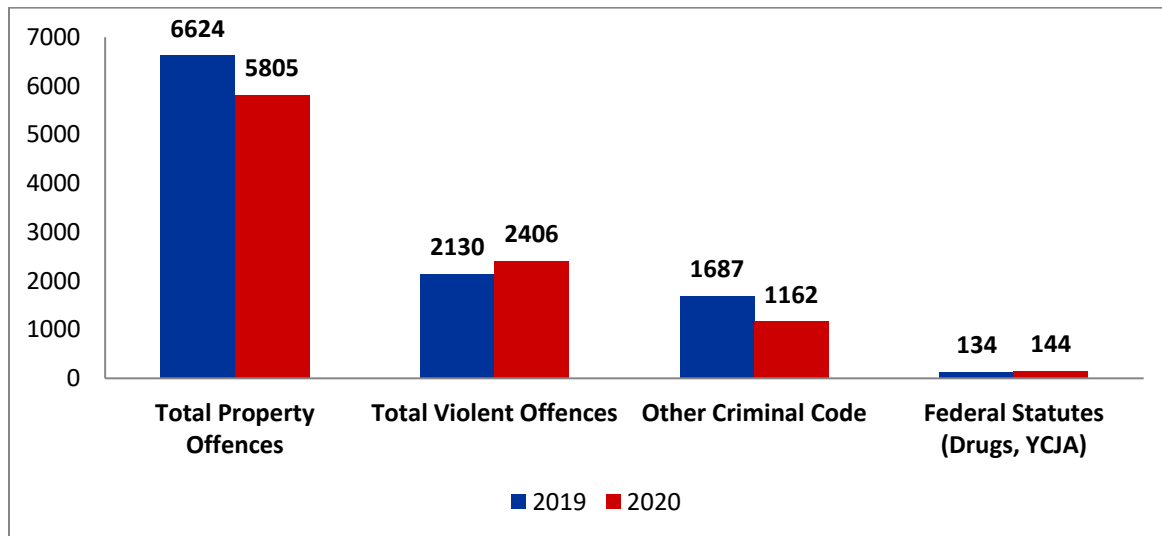
Violent offences are up 13%

- Violent offences include Homicide, Attempt Murder, Sexual Violations, Deprivation of Freedom, Criminal Harassment, Threatening, Robbery, Assault
- Overall, up by 13% - highest for Assault (13.8%), Harassment (33.2%), and Uttering Threats (32.0%).
- Recent changes the in way criminal offences are classified nationally is still impacting Uniform Crime Reporting, plus the addition of reporting through CopLogic allows for an additional means of reporting some crime not previously available.
- **Other Criminal Code offences are down 31.1%** Decrease of 525 offences
- **Federal Statutes are up by 7%** Increase largely due to increase in Other Federal Statutes by 1300% (+13 offences), such as Quarantine Act.

Property offences are down 6.7%.

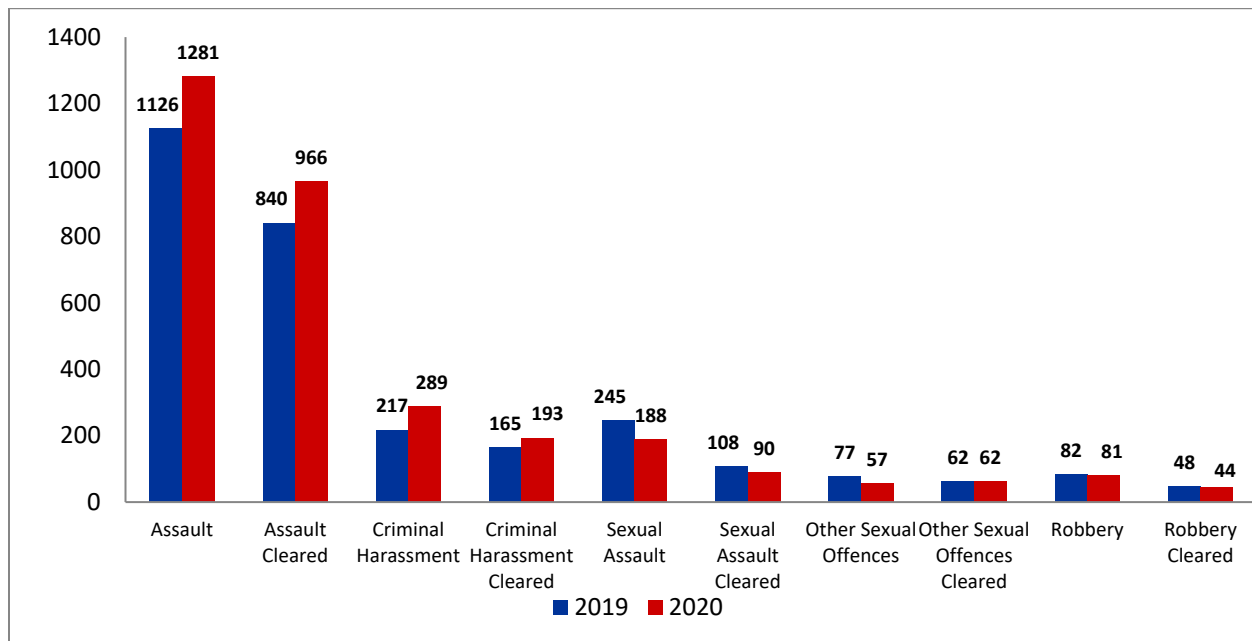
- Property offences include Arson, B-E, Theft, Theft of Motor Vehicle, Possession of Stolen Goods, Fraud, and Mischief.
- Overall, decreased by 6.7%.
- Theft under \$5000 and Fraud accounted for 60% of all property offences.
 - Continuous messaging to lock vehicles, prevent property crime, which has successful as we observed an overall decrease in property crime.
 - Increase in Frauds is primarily due to various COVID-19 frauds, such as identify theft for CERB.

The largest decrease was for Theft Under \$5000 likely as a result of the Stay at Home and Work from Home orders due to COVID-19, as well as various businesses closing/limiting the number of people inside the establishments.



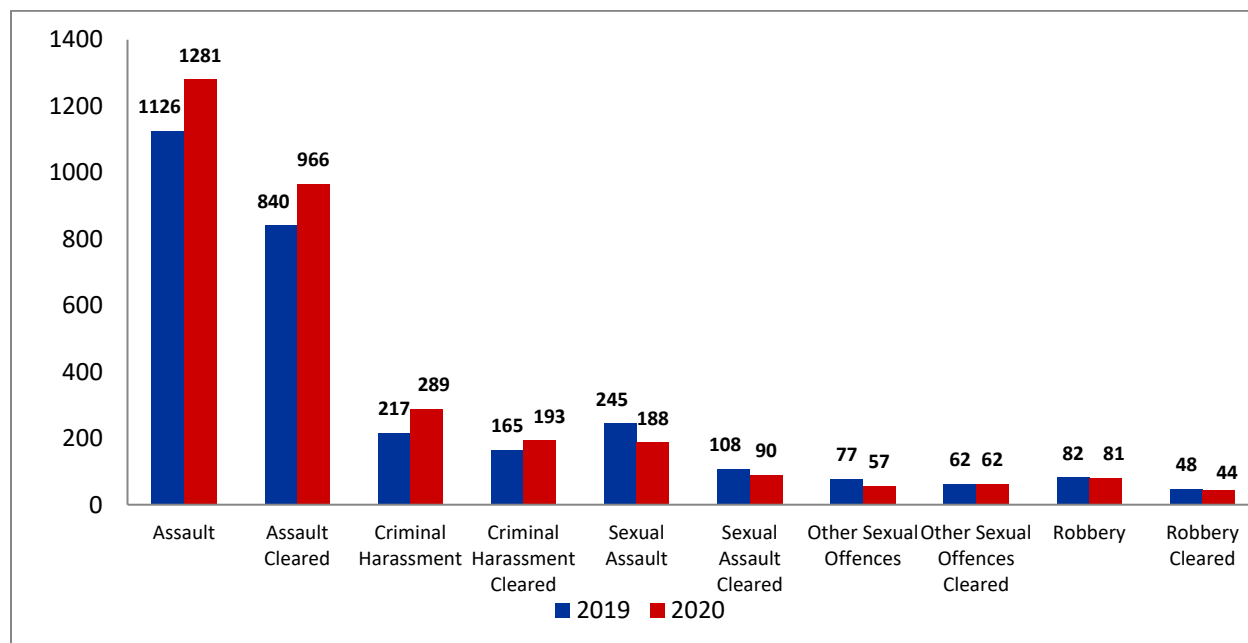
Violent Crime Offences

Violent Crimes are also closely monitored and analyzed. For 2020, the following results are reported.



- **Sexual Assaults are down by 23.3%**
- **Other Sexual Offences are up by 9.1%**

- **Robberies have decreased by 1.2%**
- **Criminal Harassment has increased 33.2%**



Sexual Assault

Other Sexual Offences

There was an overall increase of 7 offences from year prior, resulting in percentage change of 9.1%

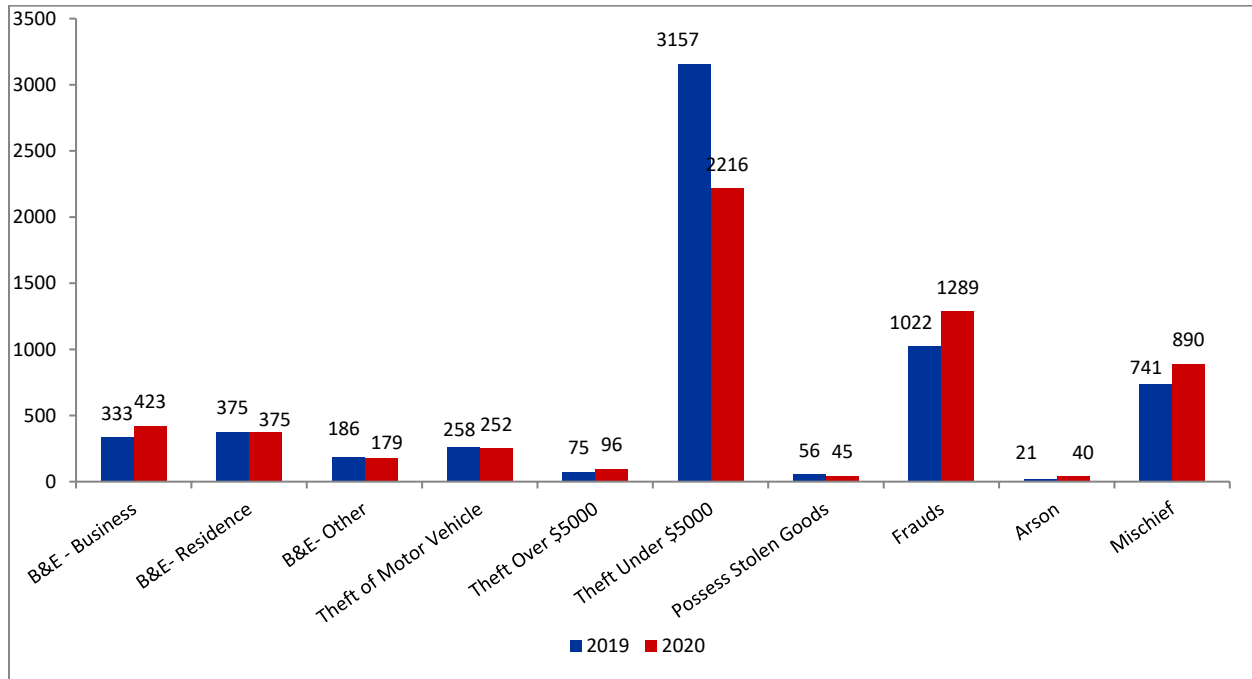
Other sexual offences can include and are not limited to: sexual interference, non-consensual distribution of intimate images, sexual exploitation, incest, luring a child via a computer, and voyeurism.

Specific areas with increases were non-consensual distribution of intimate images (+15 occurrences) and child pornography (possessing or accessing) (+16 occurrences).

Property Crime Offences

- **Break and Enters are up by 9.3%**
Increase in B&E to businesses (+27%) – largely due to many not being open as a result of COVID-19
- **Theft Under \$5000 are down by 29.8%**
Decrease in thefts from motor vehicles and shoplifting due to COVID-19. People either working from home or out of work; and businesses are either closed or have limits on the number of customers allowed in the establishment

- **Frauds are up**
Increase in COVID related frauds (i.e., identity theft to obtain CERB)
- **Mischiefs are up by 20.1%**



GSPS continues to promote the ability to report property crime such as theft from vehicles and frauds online and through our social media posts. With information from our analytics unit, we have been able to warn people of trends in the area as a reminder to be proactive and hide your valuables in vehicles.

Last summer, several news stories were generated on how we rely on data for our bike patrols, which stressed the importance of reporting crimes to be able to fuel these analytic products. Bike patrols have resulted in arrests of chronic offenders and are made possible through crime analysis to provide peak times and locations of hotspots.

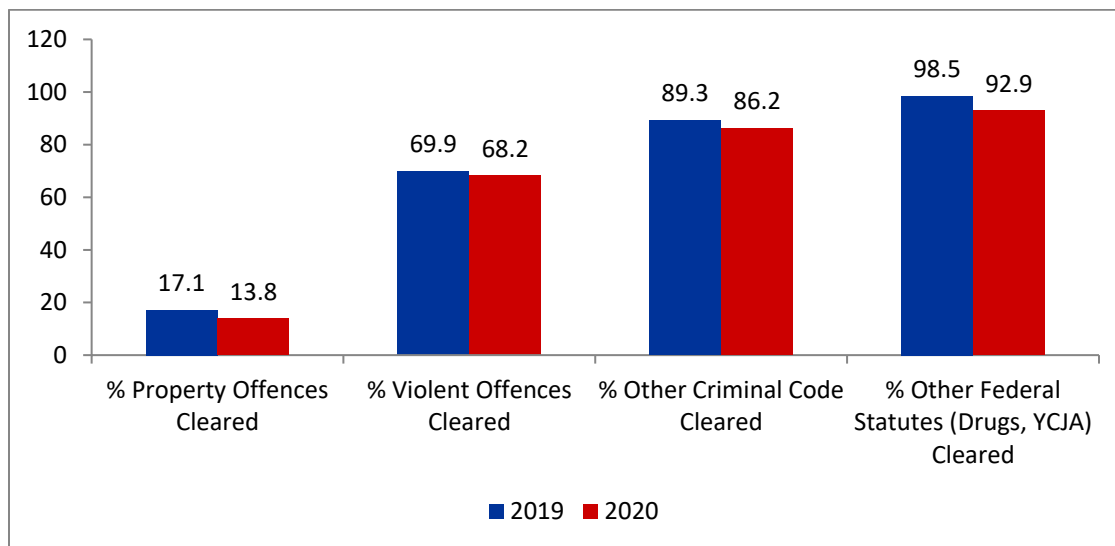
The Service is also committed to continue to work with many community partners to get out messaging about property crime to those who are most vulnerable.

Crime Clearance Categories

Crime clearance rates are impacted by a number of factors such as:

- **Investigative standards and complexities**
- **Violent Crime clearance rates higher – offender often known to the victim**
- **Federal Statutes are generally enforcement driven resulting in high clearance rates**
- **Property Crimes challenging to solve due to scarcity of evidence, witnesses, forensics**

The following table depicts results on a comparative basis for a variety of crimes:

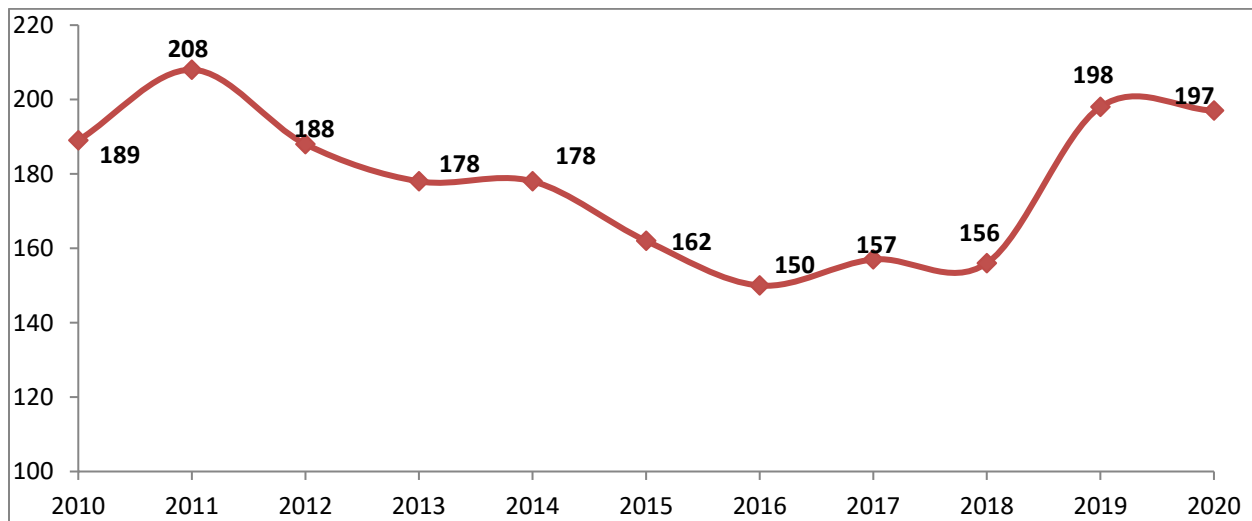


Over all, the crime clearance rate has decreased 5.4% from 2019. There was also a decrease in reported crimes to GSPS from 10531 in 2019 to 9963 in 2020.

Also, clearances are not always recorded in the same calendar year the offence was reported, which impacts the overall reported numbers.

Road Safety – Impaired Driving Offences

- **Slight decrease in alcohol impaired driving offences in 2020**
 - COVID-19 forced restaurants and bars to close.
- **21% increase in drug impaired driving offences in 2020**
- **Partnerships to reduce impaired driving**
 - MADD
 - Action Sudbury
 - Safe Ride Home



Crime Trends




- **Overall crime has decreased by 5.4%**
Mainly attributed to decreases in both Property Offences and Criminal Code Offences
- **Crime only represents a small portion of policing services being delivered to the Community**
- **Investment in Community Safety and Well-Being**
- **Modernization of our service delivery model**
- **Collaborative work with partners**
 - Sexual Assault Review
 - Rapid Mobilization Table (RMT)
 - Community Drug Strategy (CDS)
 - Violent Threat Risk Assessment (VTRA)
 - Building & Understanding Resilience & Strength Together (B.U.R.S.T.)

SUMMARY:

The service continues to monitor crime trends and analysis specific crime details. These data sets and insights inform police initiatives and deployment approaches. Crime analytics are an important element of community safety and well-being and are one of the significant aspects of consideration in establishing programs and services.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| | | | |
|---|--|--|--|
| ACTION: FOR INFORMATION | | DATE: June 9, 2021 | |
| PUBLIC | | | |
| SUBJECT: REFRAMING POLICING IN GREATER SUDBURY 2021 REFORM GROUPS UPDATE | | | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities | | | |
| Prepared by:  Sheilah Weber Deputy Chief of Police  Sharon Baiden Chief Administrative Officer | | Recommended by:  Paul Pedersen Chief of Police | |

RECOMMENDATION:

THAT the Board receives the 2021 Reform Group update for information.

BACKGROUND:

Through the Strategic Operations section of GSPS, an Equity, Diversity and Inclusion Unit (EDI) was established to have overall carriage and oversight of EDI initiatives and work within the Service.

In August 2020, in an effort to focus activities, GSPS created four reform groups composed of GSPS members, key external community members and subject matter experts as part of the initiative of reframing policing in the City of Greater Sudbury. The four groups include Anti-Racism, Authentic Inclusion (Gender Equity and Harassment-Free Workplace), Anti-Police Wellness Support, and Community Response to Mental Health.

Over the past year, the groups have been highly engaged with their work initiatives and have made significant progress in a number of areas. By way of update, the following serves to

provide the Board with an overview of the work underway. This report will also be supported by a presentation.

CURRENT SITUATION:

Anti-Racism

One of the first accomplishments of the Anti-Racism Reform Group was to assist in forming an internal BIPOC working group with members assisting in the development of Anti Black Racism Training. GSPS members then collaborated with the community organization ULU to develop and facilitate the delivery of anti-black racism training. To date, the training program has been delivered to 219 GSPS members. Sessions have been frequently interrupted due to COVID restrictions. The partnership with ULU has been excellent and remains ongoing as the training continues.

Members of the Reform Group participated in a month-long campaign for Black History Month through February 2021. The campaign engaged Black GSPS officers and representatives from the Diversity Advisory Committee (DAC) to create videos for internal and external use.

Members of the Anti-Racism and Authentic Inclusion Reform Groups are participating and contributing to an ongoing cross-sectional policy review of the GSPS Promotional Procedure, in addition to a comprehensive audit of the GSPS Recruitment and Hiring practices.

Authentic Inclusion, Gender Equity and Harassment-Free Workplace

In May 2021, the Authentic Inclusion group created an Ethics Document to guide internal research activities. Planned research initiatives include focus groups to understand internal members' experiences with inequity, racism, and sexism, amongst other challenges in the workplace. Research findings will guide the development, review, and revisions to GSPS policies, procedures, and practices and assist in creating a service-wide EDI Strategy.

On June 1, 2021, Authentic Inclusion and the EDI Unit launched the Karrie Burke Young Women in Policing Bursary in honour of the late Karrie Burke, who retired as a Staff Sergeant from the GSPS in 2018. The Bursary aims to support a young woman interested in becoming a police officer.

As of May 2021, all GSPS Senior Leadership Team members have completed the Gender-Based Analysis Plus (GBA+) Training course. GBA+ is the process by which a policy, program, initiative, or service can be examined for its impacts on various groups. Members of the Anti-

Racism and Authentic Inclusion Reform Groups are currently in the process of completing the GBA+ Training. Discussion is underway on requiring other GSPS units and teams to complete GBA+ Training.

Anti-Police Wellness Support

On April 23, 2019, Cst. James Jefferson returned to work as our first ever Wellness Coordinator Officer. He returned following an OSI Workplace injury. He has led the development of our Wellness Division of our Organizational Chart, which was revised to reflect member wellness in the centre of the organization, which embodies the commitment of GSPS to member wellness. Existing programs and initiatives have been created and managed by Cst. Jefferson along with interested colleagues. Programs and services are continually monitored with new options introduced for use by members and their families. One of the initiatives introduced was the *10-78 Talks* which provide members the opportunity to share their experience with peers. In August 2020, the *10-78 Talk* focused on anti-racism with three black officers as key speakers.

Recent activities include assisting in rebranding Blue Balance Wellness for re-launch on February 22, 2021. Additionally, April 7, 2021, saw the launch of the GSPS PeerConnect App to provide GSPS members with real-time peer support, pro-active member check-ins, supervisor referrals for peer support, and health and wellness news and events. This now places access to programs and services in the hands of officers quickly and efficiently.

Members of the Reform Group have had the opportunity to participate in a Communities of Practice, which is focusing on improving access to treatment, monitoring of treatment programs and early identification of mental health injuries.

Internal training has focused on service wide training on Mental Health, Self-care and Resource availability orientation with 40 sessions to date delivered to sworn and civilian members. In 2021, members in the 911 Emergency Communications Centre will receive this training. All new recruits, as part of their onboarding, receive a mental health consultation with a psychologist affiliated with the Service and connection with the Member Wellness Coordinator Officer.

As a means of responding to ongoing stressors, physical fitness and nutrition guidance has been available to members. This has been particularly important during COVID. This has been provided virtually and in person, while keeping with public health guidance.

As an extension to internal member supports, a First Responder Spousal Seminar will be held. This is a virtual seminar featuring police spouses/surviving spouses speaking about mental health and self-care from their own lived experience.

Community Response to Mental Health

In fall 2020, discussions with Health Sciences North began on how best to respond to persons in crisis. This ongoing collaboration has resulted in a Memorandum of Understanding (MOU) for the establishment of a newly developed Mobile Crisis Rapid Response Team (MCRRT). This partnership will see on-site assessments conducted by mental health professionals, providing referrals and recommendations to community services and appropriate diversion from the Emergency Department and criminal justice system for individuals. Consultation took place with internal and external parties, in addition to discussions with individuals with lived experiences to ensure a compassionate and best practices approach. An accompanying Service Delivery Playbook is also completed. The anticipated launch date for MCRRT is June 14, 2021.

In support of this initiative, there are planned de-escalation and empathy-based training for MCRRT officers for fall 2021 to equip officers to respond to those in crisis. This training will also include cultural awareness.

Way Forward

The GSPS will continue the momentum established in the past ten months and fulfill its commitment to reframe policing in Greater Sudbury.

For a comprehensive update on all activities related to equity, diversity, inclusion undertaken by the EDI Unit, Indigenous Liaison Unit, and Community Advisory Committees, in addition to further details on the work by the four Reform Groups, please refer to the attached Appendix.

Appendix

Progress Report Equity, Diversity and Inclusion Greater Sudbury Police Service

Board Meeting: 9 June 2021

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Preamble

Greater Sudbury Police Service continually looks to modernize and change its practices and to respond to needs locally. GSPS also closely monitors trends and issues provincially, nationally and internationally which also influence directions in policing.

In summer 2020, police across the Country came under significant criticism around systemic racism, concerns of the overuse of police powers and police response to mental health-related calls, all of which result in diminishing public trust. GSPS is committed to listening, learning, and reframing policing in Greater Sudbury.

This Progress Report details the transformational work undertaken by the GSPS to reframe policing in Greater Sudbury, including the most recent work taken to enhance equity, diversity, and inclusion in all areas of the Service's structure, service delivery and community engagement. Several actions have been taken and many initiatives underway as GSPS is reframing policing in Greater Sudbury.

History of EDI Work at the GSPS

The Greater Sudbury Police Service's commitment to reframing policing is an extension of the Services' long and proud history of upholding respect, inclusivity, courage, and honesty (RICH Values). Additionally, reframing policing in Greater Sudbury furthers the Service's consistent approach to modernizing service delivery and transforming community safety and well-being.

This Progress Report aims to update the Board with the current activities of the Service to enhance equity, diversity, and inclusion as part of the reframing policing strategy. However, it would be amiss not to acknowledge all the work undertaken over the years that has brought the Service to where it is now in 2021.

This Progress Report is unable to review the entirety of the Services' history of EDI-related work but will highlight seven notable examples:

1. The first highlight of GSPS's long commitment to break down barriers and build trusting relationships with the community is the 1990 creation of the Sudbury Regional Police Commission on Racial and Multicultural Relations, now known as the Chief's Diversity Advisory Committee.
2. Secondly, 1999 saw the creation the Aboriginal Community Police Advisory Committee to the Chief (ACPAC). ACPAC provides consultation and advisement to ensure GSPS service delivery is culturally sensitive to the needs, safety, security and rights of the Indigenous community. ACPAC was instrumental in the development and launch of the MKWA Opportunity Education Circle.

3. Since 2000, the GSPS has a dedicated Indigenous Liaison Officer who works directly with the Indigenous community, community groups and committees to build and foster relationships. Through these relationships, the Officer works to create an atmosphere of trust and cooperation between our GSPS members and the Indigenous community. The Indigenous Liaison Officer is instrumental in developing relationships and programs that bridge the gap between the GSPS and the Indigenous community.
4. The GSPS has been host to the Police MKWA Opportunity Education Circle since 2005. MKWA was created in partnership with ACPAC and four local school boards to establish learning opportunities for Indigenous students living in our community and foster meaningful relationships between students and police officers. The participants and officers learn about each other's cultures and promote friendly interaction between police officers and the involved students. To date, over 200 students have been involved.
5. Due to the success of the MKWA Opportunity Circle, in September of 2014, GSPS launched the International Student Ride-Along Program, with representation from the GSPS, Laurentian University, Cambrian College, College Boreal, City of Greater Sudbury, and YMCA Newcomers. The program aims to enhance and enrich relationships between international students from different cultures and GSPS members. During the program, participants and members learn about each other's cultures, address pre-imposed barriers, and work towards educating each other. The students learn about Ontario and Canadian laws; and the role of the GSPS as responders to emergency calls and practitioners of community policing.
6. The GSPS was at the forefront of police allyship with the LGBTQ2S+ community. In collaboration with TG Innerselves, the GSPS assisted in creating the 2013 video *Creating Awareness and Understanding of the Transgender Community*, which continues to be used in GSPS training and orientation.
7. In March 2016, the Greater Sudbury Police Service, in partnership with the N'Swakamok Native Friendship centre, jointly developed the collaborative community strategy *Looking Ahead to Build the Spirit of Our Women: Learning to Live Free From Violence*. The strategy aims to raise awareness of victimization, improve access to justice and end the cycle of violence so that Indigenous women and girls can live in safety and without fear.

The collaboration and development of this strategy was a one-of-a-kind partnership with the N'Swakamok Native Friendship Centre to ensure an integrated service delivery framework for the provision of protecting Indigenous

women from violence. The Memorandum of Understanding (MOU) signed by the two organizations reinforces the need to maintain open lines of communication and encourages an ongoing and effective partnership.

The strategy provided GSPS with the resources and opportunity to create an Indigenous Women and Girls Missing Persons Toolkit and Resource Guide.

When an organization commits to equity, diversity, and inclusion, that organization is committing to uphold fairness, just practices, and respect. This is a commitment the GSPS continues to maintain going into the future.

Equity, Diversity and Inclusion Unit (August 2020 – Ongoing)

Members: Sergeant Laura Wawryszyn (Lead), Katherine Gall (EDI Intern)

Creating the EDI Unit

- Sgt. Wawryszyn was assigned to lead the new GSPS EDI Unit in August 2020.
- In September 2020, CAO Baiden confirmed funding for an EDI Intern through the Northern Ontario Heritage Fund Corporation program. Katherine Gall began in March 2021 as the EDI Intern.

Equity, Diversity and Inclusion (EDI) Strategy

- In 2020, Chief Pedersen and Senior Leadership Team (SLT) established an interest in developing a service-wide EDI Strategy. Following the creation of the EDI Unit, Sgt. Wawryszyn began the preliminary research and planning of an EDI strategy.
- Since August 2020, the EDI Unit has engaged in ongoing relationship building and networking with EDI Units and specialists at police services across Ontario for information and resource sharing purposes.
- Completed research of EDI strategies by police services across Ontario. The research was compiled into a summary document for easy reference and accessibility.
- Ongoing development of an EDI Business Case that presents relevant research and explains how EDI work enhances the GSPS Strategic Direction 2019-2021.

Policy and Procedural Review with EDI Lens

- Beginning in 2020, Andrea Savage (Policy and Procedure Writer) now applies an EDI and GBA+ lens during policy and procedure reviews. Policy reviews, includes:

- Completed review and correction of seven GSPS procedures to ensure inclusive pronoun use (ex. changing “he” to “he/she”). Furthermore, 19 procedures are in progress for review.
- Beginning discussion on undertaking a comprehensive overhaul of dated GSPS policies and procedures, including the GSPSB Policy 001 Race Relations (created 1993, last revised 2011).
- Facilitating the cross-sectional policy review of the GSPS Promotional Procedure by the Anti-Racism Reform Group, Authentic Inclusion Reform Group, Diversity Advisory Committee (DAC), and Aboriginal Community Police Advisory Committee (ACPAC).
- Facilitating the cross-sectional policy review of the GSPS Recruitment and Hiring Process by the Authentic Inclusion Reform Group, Anti-Racism Reform Group, Authentic Inclusion Reform Group, Human Resources, and external community partners.

Resource and Reference Material Development

- Created the EDI Language Guide for dissemination amongst GSPS members.
- Development underway of a video library with cultural questions and answers for dissemination amongst GSPS members.
- Currently reviewing and adapting the Equity and Inclusion Toolkit by the CACP for dissemination amongst GSPS members.
- Beginning in April 2021, the EDI Intern completes a weekly media scan, reporting on news stories and community developments relevant to equity, diversity, inclusion, anti-racism, and community-police relations. The weekly media scan is shared with the Senior Leadership Team.
- Began the preliminary work to create a Map of Cultural and Religious Sites by Zones to be shared with patrol officers.
- Creating a series of EDI Q&A’s to understand equity, diversity, and inclusion to be disseminated amongst GSPS members.
- Created the List of International and National Days of Celebration and Commemoration for internal reference. Future work to identified and create a list of cultural and religious days of importance.

Training and Capacity Building

- The EDI Unit is continuing the Service's collaboration with the Sudbury Local Immigration Partnership (SLIP). Current activities include developing an education initiative for migrant newcomers settling in Sudbury and arranging for SLIP members to facilitate Cross-Cultural Awareness Training for the GSPS Senior Leadership Team in June 2021.
- As of May 2021, all GSPS Senior Leadership Team members have completed Gender Based Analysis Plus (GBA+) Training. Members of the Anti-Racism Reform Group and Authentic Inclusion Reform Group are ongoing their completion of the GBA+ Training. The EDI Unit monitors and tracks the completion of this training initiative. Discussion is underway to determine which other units would benefit from receiving the GBA+ Training.
- Began preliminary research of procedural justice training using a best practices approach.

Education and Professional Development

- From January 2021 to June 2021, members of the EDI Unit have attended eight education webinars on topics including: police reform strategies, religious inclusion, gender-inclusive design, psychological and wellness support for LGBTQ2+ communities.
- The EDI Intern regularly identifies and shares EDI-related education and training opportunities for GSPS members. Discussion underway to create a coordinated strategy to engage all GSPS members in EDI-related education and training.

Service Delivery and Response

- The EDI Unit is beginning steps to collaborate with the Criminal Investigation Division on revising and implementing a service-wide strategic approach for response efforts to hate-motivated crimes.
- Ongoing review and EDI analysis of all Collection of Identifying Information in Certain Circumstances. The analysis is an oversight measure to identify and address any potential instances of racial bias by officers during interactions with the public.

Internal Support Networks

- The EDI Unit is in the beginning stages of creating Internal Support Networks (ISNs). ISNs are voluntary self-support networks designed to help specific, self-identified groups share information and experiences while providing mentoring and guidance. Proposed groups include a BIPOC ISN, LGBTQ2+ ISN, and Women in Leadership ISN.

Partnership with Uluntu ~ Lungisa ~ Usawa

- During the summer of 2020, the GSPS began collaborating with Uluntu ~ Lungisa ~ Usawa (ULU) to explore the possibilities of hosting training and education opportunities for GSPS members. The collaboration between GSPS and ULU resulted in the creation and implementation of an Anti-Black Racism Training program. The first meeting between GSPS and ULU took place on 9 June 2020.
- The GSPS formed an internal BIPOC Working Group composed of BIPOC GSPS members who assisted ULU in developing the training program. ULU members facilitated the training for GSPS members, including Senior Leadership.
- Training topics included bias of the badge, privilege, cultural awareness, systemic racism, unconscious bias, and allyship.
- To date, 219 GSPS members have attended over ten training sessions, with 85% of SLT receiving the training.
- There are seven outstanding training sessions postponed due to COVID-19. Collaboration between GSPS and ULU is ongoing.
- The EDI Unit, BIPOC Working Group and ULU are writing a magazine article about the collaboration and training program for the OACP HQ Magazine (publish date for summer 2021).

Canadian Centre for Diversity and Inclusion

- The GSPS holds an ongoing membership with the Canadian Centre for Diversity and Inclusion (CCDI). Membership allows GSPS members, civilian and sworn, to access various EDI-related training and education resources, including webinars and courses.
- The GSPS plans to partner with the CCDI on the CCDI's Diversity Meter, a survey program that collects information about the demographics and diversity of GSPS membership. Preparation for the survey will begin in July 2021 and completed in February 2022. The information gathered by the survey will be used in the development of the EDI Strategy.

Intercultural Ride-Along Program

- Ride-alongs have been paused due to COVID-19.
- The Intercultural Ride-Along Committee maintains regular meetings and maintains ongoing engagement with community partners (Cambrian College, Laurentian University, College Boreal, and YMCA Newcomers).

- Ongoing discussion on the possibility of transitioning or adapting a virtual experience into the program.
- GSPS partnership with Laurentian University ongoing, but discussion underway to adapt the program and partnership in light of LU restructuring.

Indigenous Liaison Unit (2000 – Ongoing)

Current Members: Constable Darrell Rivers (Lead), Taryn Michel (Law Student), Page Chartrand (Summer Student)

- In March 2021, Constable Rivers was assigned Indigenous Liaison Officer and now leads the Indigenous Liaison Unit.
- Taryn Michel has been working part-time since summer of 2020.
- Page Chartrand returned to GSPS as a summer student in the Indigenous Liaison Unit from May to August 2021.

Resource and Reference Material Development

- Created the *Indigenous History Guide* with external partners for dissemination amongst GSPS members.
- Completion of Anishinaabemowin translations of the GSPS Vision, Mission, and RICH Values.
- Taryn Michel (Indigenous Culture & Legal Traditions Awareness Training Program Developer) is developing the *Bundle of Knowledge: Indigenous Curriculum* for dissemination amongst GSPS members.
- Ongoing revision of the *Survivors of Violence Access to Justice Guide*.
- Trilingual COVID Signage in English, French, and Anishinaabemowin. Signage awaiting approval.

Training and Capacity Building

- The GSPS secured funding to maintain its' ongoing commitment to providing Indigenous Cultural Awareness Training. Ongoing training at the GSPS includes:
 - Vicarious Trauma Workshop facilitated by Cecil Sveinson (completed one of three planned sessions, total of 19 members and seven external partners);

- Cultural Mindfulness Training facilitated by George Couchie (complete five sessions since 2017, training a total of 129 GSPS members, including 89 sworn members and 40 civilian members);
- Mental Health First Aid First Nations Training (MHFA-FN) facilitated by Roger Chum and Mary Wabano (completed one of three planned sessions).

Events and Engagement

- The GSPS virtually participated in the Moose Hide Campaign on 11 February 2021. Before COVID-19, GSPS participated by attending the sacred fire at LU and providing resources for the LU-hosted event.
- Hosted weekly *Virtual Tea and Bannock* with Nokomis Martina Osawamick throughout June 2020. The virtual gatherings included teachings for youth, the medicine wheel, language, and the Good Life Stage. Possibility to restart these virtual gatherings.
- Hosted movie showings for GSPS members GSPS HQ, including *The Grizzlies* on 10 September 2020 and *Indian Horse* on 29 and 30 September 2020.
- In June 2021, the GSPS is unveiling the RICH Values artwork in the front lobby at HQ. Nathan Kanasawe, a 24-year-old Ojibwe artist from Wiikwemkoong, completed the commission.
- For the National Indigenous History Month (June 2021), the GSPS will be hosting the Youth Art Contest to engage Indigenous youth and encourage artwork connected to the RICH Values and Grandfather Teachings. Additionally, the GSPS will be hosting a beadwork challenge amongst the Senior Leadership Team.
- In June 2020, as part of the National Indigenous History Month, the GSPS hosted the Chief's Frybread Challenge. With the help of former Cst. Shannon Agowissa and Taryn Michel (Indigenous Training Program Developer) assisted Chief Paul Pedersen as he took on the challenge to make frybread. The challenge engaged community partners, including by having Ann-Marie Recollet of Wahnapiatae First Nation and N'Swakamok Native Friendship Centre taste and grade Chief Pedersen's frybread.
 - The challenge and video was positively received on social media pages. Link to video: [Greater Sudbury Police Service - Chief's Fry Bread Challenge | Facebook](#)
- On 10 July 2020, the GSPS participated in the '*Are you safe?*' *Safety Planning Workshop*. Lisa Osawamick and Nicole St-Jean facilitated the workshop. Various community members and community representatives attended the workshop.
- The *Every Child Matters Beading Workshop* was held on 28, 29, and 30 September 2020.

MMIWG2S+

- The GSPS hosted the third annual MMIWGS2+ Conference virtually on 9 – 10 March 2021. A total of 178 people attended. The majority of attendance were from across Ontario; however, several attendants also signed in from British Columbia, Quebec, Newfoundland, Alberta, Michigan (US), and the Cayman Islands. The event was co-hosted by Lisa Osawamick and Ryan McMahon.
 - Keynote speech by Laurie Odjick, Families of Sisters in Spirit;
 - Invited speech by Dr Teresa March, Bringing it all Together: Transforming Loss and Suffering to Hope, Healing, Freedom and Wellness;
 - Sessions included:
 - Nina Toulouse, Sharing Our Stories;
 - Meggie Cywick, Commemoration Projects;
 - Nokomis Martina Osawamick, Walking through Grief;
 - Lisa Osawamick, Talking Care of SELF;
 - Beze Gray and Leisha Neuman, A History of Two-Spirit People;
 - Michelle Kennedy, 1000 Prayer Ties;
 - Dr Marion Maar and Dr Lorrilee McGregor, Photovoice: Healthy Relationship;
 - Stephanie Feletto, Sharing Audrey's Story;
 - H. Neil Monague, Elder, Healing Songs and Relationships;
 - Tala Tootoosis, Kinship and Boundaries for Boys;
 - Shania Ferrigan, Medicine Wheel and Self-Care;
 - Jason Nakogee and Greg Brown, Kizhaay Anishisnaabe Niin; and

- Shannon Agowissa, My Journey into Taking Up Space.
- The Indigenous Liaison Unit is facilitating the creation of an interview and support space at Shekagamik-Kwe Health Centre for survivors. The designated space will have responses in place, including child-care, Elders/knowledge keeper support, social services. Shekagamik-Kwe has committed funding, and creating the space is in its final stages.
- The Indigenous Liaison Unit is working with the MMIWGS2+ Committee to develop and create an MMIWG2S+ monument for the Sudbury area. Development of the monument is done in collaboration with families.
- The Indigenous Liaison Unit is working with MMIWGS2+ Committee and N'swakomok Native Friendship Centre to arrange a short conference to be hosted in fall 2021.
- The EDI Unit and Indigenous Liaison Unit reviewed and updated the Missing Person Toolkit. The Toolkit has been translated into Ojibway translation. The Toolkit is awaiting printing in English, French and Ojibway.

MWKA Program

- The MWKA program is temporarily postponed due to COVID-19. Upcoming discussions are planned with ACPAC and community partners to explore virtual options and plans.

Water Walk Collaboration

- The *Water Walk* is scheduled for June 2021.
- Tasha Beeds is the walk organizer, and the leading and head walker. Page Chartland will be a core walker, and Cst. Rivers is arranging an escort for the walkers.

Fall Hunt Program Pilot

- The Fall Hunt Program Pilot aims to offer youth in care a chance to engage with elders and traditional knowledge in ways they might not have access to due to being in care.
- The program also aims to establish better relationships between the youth and police officers and help prevent future conflicts.
- GSPS officers attending will also receive cultural competency training. The program will also count for school credits/volunteer hours.
- Cst. Rivers initiated the program with a proposal in April 2021. The hunt will take place in fall 2021, with several dates for orientation, training, and preparation throughout summer 2021.

- Involved community partners include:
 - Kina Gbezhgomi Child & Family Services;
 - Nogdawindamin Family & Community Services;
 - Niijaansinaanik Child and Family Services;
 - Ministry of Natural Resources;
 - Sudbury Police Association (SPA);
 - Sudbury School Boards, Rainbow and Catholic;
 - Regional Training Centre (providing First Aid Training);
 - Canadian Tire (making donations); and
 - Shkagamik-Kwe Health Centre (making donations).

Reform Groups (August 2020 – Ongoing)

- In August 2020, the GSPS created four reform groups composed of GSPS members and key external community members and subject matter experts as part of the reframing policing in Greater Sudbury initiative. The four groups include Anti-Racism, Authentic Inclusion (Gender Equity and Harassment-Free Workplace), Anti-Police Wellness Support and Community Response to Mental Health.
- In April 2021, Criminal Investigation Division began leading the service's response to the report Justice Epstein's *Missing and Missed: Report of the Independent Civilian Review into Missing Persons Investigations*. CDI will be engaging the reform groups and communities for feedback and insight.

Anti-Racism

Leads: Inspector Marc Brunette and Ms. Carrie-Lynn Hotson (Manager of Human Resources and Professional Development)

Members: Four GSPS members, including two leads and four external members. Six GSPS members sit on the Sub-Committee BIPOC Working Group.

- Creation of a *Project Charter* to guide committee activities and focus in September 2020.
- Held 10 meetings since formation in August 2020.

- Formation of an internal BIPOC working group with members assisting in developing Anti Black Racism Training. GSPS partnered with ULU to facilitate the training, which has been delivered to 219 GSPS members to date.
- The Anti-Racism Reform Group endorsed a membership to the Association of Black Law Enforcers (ABLE). The GSPS paid for the membership, allowing BIPOC GSPS members to access ABLE resources and support systems.
- Secured continuing commitment in providing cultural awareness training programs, including Vicarious Trauma Workshop for Indigenous members, Mental Health First Aid First Nations Training (MHFA-FN), and Cultural Mindfulness Training facilitated by George Couchie. See the section “Training and Capacity Building” under *Indigenous Liaison Unit* for attendance numbers.
- Hosted a month-long campaign for Black History Month in February 2021. The campaign engaged Black GSPS officers and DAC members to create videos shared internally and externally throughout GSPS public social media pages and internal media platforms.
- Participating and contributing to an ongoing cross-sectional policy review of the GSPS Promotional Procedure.
- Participating and contributing to an ongoing cross-sectional, comprehensive audit of the GSPS Recruitment and Hiring Process.
- Members of the Anti-Racism Reform Group are to complete GBA+ Training.

Authentic Inclusion, Gender Equity and Harassment-Free Workplace

Leads: Deputy Chief Sheilah Weber and Inspector John Valtonen

Members: 16 GSPS members, including two leads and three external members.

- Creation of a *Project Charter* to guide committee activities and focus in September 2020.
- Held 12 committee meetings since formation in August 2020.
- In May 2021, Dr. Jen Johnson (external member) and Sgt Wawryszyn of Authentic Inclusion created an *Ethics Document* to guide the committee and EDI Unit in researching the service’s inclusive practices, processes and policies.
- As of May 2021, all GSPS Senior Leadership Team members have completed the GBA+ Training course. Members of the Anti-Racism and Authentic Inclusion Reform Groups are currently in the process of completing the GBA+ Training. Discussion is underway on requiring other GSPS units and teams to complete GBA+ Training.

- Planned launch of research initiatives includes focus groups to understand internal members' experiences with inequity, racism, and sexism, amongst other challenges in the workplace. Research findings will guide the development, review, and revisions to GSPS policies, procedures, and practices and assist in creating a service-wide EDI Strategy.
- On 1 June 2021, Authentic Inclusion and the EDI Unit launched the Karrie Burke Young Women in Policing Bursary to support young women interested in becoming police officers. The bursary is in honour of the late Karrie Burke, who commenced her policing career in 1987 before retiring as a Staff Sergeant with the Greater Sudbury Police Service in 2018. The Karrie Burke Memorial Fund and the Greater Sudbury Police Service sponsor the bursary.
- Participating and contributing to an ongoing cross-sectional policy review of the GSPS Promotional Procedure.
- Participating and contributing to an ongoing cross-sectional, comprehensive audit of the GSPS Recruitment and Hiring Process.
- Contributing to the development of the Internal Support Network (ISNs). See the section "Internal Support Network" under *Equity, Diversity and Inclusion Unit* for further details.
- Members of the Authentic Inclusion Reform Group are to complete GBA+ Training. Discussion underway to require other GSPS units and teams to complete GBA+ Training.

Anti-Police Wellness Support

Leads: Constable James Jefferson (Wellness Coordination Officer) and CAO Sharon Baiden

Members: 13 GSPS members, including two leads and partnership with five clinicians.

- On 23 April 2019, the Cst. James Jefferson began as the Wellness Coordinator Officer (WCO) position. Existing programs and initiatives created and managed by Cst. Jefferson, WCO before 2020 are being adapted to address the recent mental health stressors on police officers, members, and members' families.
- Creation of a Project Charter to guide committee activities and focus in September 2020.
- Hosting *10-78*, a peer-driven public speaking platform, recent events:
 - Systemic Racism by D/Cst. Mark Renford, Cst. Arlington Mullins, and D/Cst. Reynard Dockery (16 August 2020);

- Police Trauma and Self-Care by Insp. John Valtonen and Ray Ealdama (Date TBD).
- Ongoing work through the *Peer Support Unit*, operating with 31 newly assigned members (re-established in March 2020). Members are training in Assisting Individuals in Crisis and Group Crisis Intervention (GRIN) (completed March 2020), and Peer Supporter Communication and Self-Care (facilitated by Dr. Vivien Lee on 25 September 2020).
 - PSU is partnering with the York Police Service Peer Support Team to deliver a Multi-Service Training (Date TBD).
 - Cst. Jefferson, WCO has provided peer support to over 120 GSPS members (sworn, civilian, spouse, officers with another service & health care workers) from April 2019 to June 2021.
 - Cst. Jefferson, WCO has provided psychological referrals to over 50 GSPS members from April 2019 to June 2021.
 - On 7 April 2021, the *GSPS PeerConnect APP* launched to provide GSPS members with real-time peer support, pro-active member check-ins, supervisor referrals for peer support, and health and wellness news and events. Selected as part of pilot project with Ministry of the Solicitor General.
- Ongoing work through the Critical Incident Support Unit, operating with five newly assigned members (re-established March 2020). Members are training in Assisting Individuals in Crisis and Group Crisis Intervention (GRIN) (completed March 2020), and Peer Supporter Communication and Self-Care (facilitated by Dr. Vivien Lee on 25 September 2020).
 - On 12 June 2019, a debriefing session was held with 15 members in attendance. Two more debriefings planned for 2021 are currently postponed due to COVID-19.
- Ongoing work through the *Blue Balance Wellness*, operating with 15 members. The committee was rebranded and relaunched on 22 February 2021.
 - Development and implementation of an external wellness website for GSPS members to access, launched November 2020.
 - Dissemination of wallet cards with accessible resources and posting resource information around the service, released November 2020.

- Ongoing work by the Cst. Jefferson, WCO to provide *fitness education and training* to GSPS members. Cst. Jefferson facilitates the opening and functioning of the on-site fitness facilities during the COVID-19 pandemic. Cst. Jefferson has provided, to date:
 - Custom Training Fitness Plans to over 120 GSPS members;
 - Personal Training to over 30 members (temporarily suspended due to COVID-19);
 - Custom Nutrition Plans to over 40 members;
- Ongoing work through *Communities of Practice*, a provincial working group consisting of WSIB, doctors, mental health professionals, first responders, and civilians.
 - GSPS represented by CAO Sharon Baiden, Cst. Jefferson, and Holly Bilodeau (Health & Ability Claims Coordinator).
- Ongoing health and wellness training and education opportunities, including:
 - GSPS sworn members trained in *Trauma, Self-Care & Mental Health Resources*, hosted 28 sessions from October 2020 to May 2021;
 - Members of Central Records trained in Self-Care and Resources, established April 2021 and ongoing, for 12 planned sessions;
 - Members of Communication Centre to be trained in mental health, self-care and resources, completed 23 and 28 May 2019, with planned 2021 sessions.
 - Members of the Senior Leadership Team trained in Wounded Warrior, a trauma-informed leadership training program, first session completed April 2021 with three more scheduled sessions hosted quarterly;
 - On 10 June 2021, the *Frist Responder Spousal Seminar* is planned for GSPS members and their families.

Community Response to Mental Health

Leads: Inspector Sara Cunningham and Inspector Dan Despatie

Members: 10 GSPS members, including two leads and five members from HSN.

- A Project Charter to guide committee activities and focus created in September 2020.

- Since December 2020, the GSPS and HSN members of the Reform Group have met every Thursday. Additionally, people with lived experiences have joined some meetings to share and give input.
- Development of a *Mobile Crisis Rapid Response Team (MCRRT)*, including the signing of a Memorandum of Understanding (MOU) in May 2021 that marks the partnership between Health Sciences North Mental Health & Addictions and Greater Sudbury Police Service.
 - MCRRT will see on-site assessments conducted by mental health professionals, providing referrals and recommendations to community services and appropriate diversion from the Emergency Department and criminal justice system for individuals.
 - The 9-1-1 Emergency Communications Centre will triage the call and, if applicable, transfer the call to the 24/7 Crisis line. Here the HSN clinical staff will provide the services required, thus alleviating the need to send police. Officers can also call this line for assistance. Patrol officers will ensure safety at the scene in preparation for the arrival of the mental health worker from the MCRRT team.
 - The MCRRT service will be available 24/7, 7 days a week.
 - HSN social workers will provide a higher level of knowledge and skill when assessing Persons in Crisis (PIC). It is anticipated that PICs will be averted away from the hospital to the appropriate community resource, therefore, freeing up time for officers to resume other duties.
 - Data from both agencies used in the development of the MOU. Consultation took place with internal and external parties. Discussions with individuals with lived experiences to ensure a compassionate and best practices approach.
- Completion of an accompanying *Service Delivery Playbook*.
- The anticipated launch date for the MCRRT service is 14 June 2021.
- Planned de-escalation and empathy-based training for MCRRT officers for fall 2021 to equip officers to respond to those in crisis. This training will also have a cultural awareness piece.

Community Advisory Committees

Chief's Diversity Advisory Committee (DAC) (1990 – Ongoing)

In 1990, the Service formed the Sudbury Regional Police Commission on Racial and Multicultural Relations, now called the Chief's Diversity Advisory Committee (DAC). The following list documents the recent DAC activities.

- GSPS engaged in discussions with members of the Diversity Advisory Committee (DAC) regarding police-community relations and the response by GSPS to the protests by Black Lives Matter during summer 2020.
- DAC members consulted on the scope and rollout of diversity-related training for GSPS members, including discussing who should receive such training and topics to be included in the training.
- The EDI Unit has engaged DAC and collected feedback on the OHRC Recommendations from the Policy for Eliminating Racial Profiling in Law Enforcement. The feedback will be shared with GSPS SLT.
- The EDI Unit and DAC hosted a virtual event for International Day for the Elimination of Racial Discrimination on 21 March 2021. This event engaged advocacy leaders and educators who provided information and training. Members of ULU shared their mission and elaborated on the importance of education and allyship with respect to anti-Black racism. Dr. Elaine Brown Spencer provided a presentation on Affinity Bias.
- During the virtual event, the EDI Unit conducted an external survey to gather community feedback on the event. The compiled feedback is to be analyzed and incorporated in future event planning.
- The EDI Unit manages the Diversity Advisory Committee Bursary, an annual bursary designed to recognize one or more Grade 12 students who have demonstrated a commitment to diversity, inclusive practices, and cultural acceptance in their school and/or in their community. DAC members review and assess the applications to determine the bursary recipient. In March and April 2021, the EDI Intern incorporated feedback from DAC members to revise and update the DAC application and scoring rubric.
- Members of the DAC Education Sub-Committee and the EDI Unit are currently creating a Newcomers Guide to assist new DAC members in transitioning to the committee.
- Ongoing development of a *Timeline of DAC* to document the Committees' activities, achievements and notable contributions since its creation in 1990. Current and former DAC members and GSPS members are contributing.

Aboriginal Community Police Advisory Committee (ACPAC) (1999 – Ongoing)

In 1999, the Service formed the Aboriginal Community Police Advisory Committee (ACPAC). The following list documents the recent ACPAC activities from January 2020 onwards.

- GSPS engaged in discussions with members of ACPAC regarding police-community relations and the response by GSPS to the protests by Black Lives Matter during summer 2020.
- The EDI Unit is compiling feedback from ACPAC members on the OHRC Recommendations for Eliminating Racial Profiling in Law Enforcement. Following the collection of feedback, the EDI Unit will share the feedback with GSPS SLT.
- Ongoing work to complete member bios for all those involved in ACPAC.
- Ongoing work to compile a list of upcoming summer events hosted by all partnering agencies.

Chief's Youth Advisory Council (CYAC) (2009 – Ongoing)

In 2009, the Service formed the Chief's Youth Advisory Council (CYAC). The following list documents the recent CYAC activities from January 2020 onwards.

- COVID-19 has significantly affected CYAC activities for 2020 – 2021.
- CYAC currently has 12 active youth members. In February 2021, were held to confirm Chair, Co-Chair, and Administrative Assistant (Secretary). A recruitment campaign is underway for 3 May to 21 May 2021 utilizing GSPS social media, and advertising through partnering schools and community organizations.
- Members assisted in the Human Trafficking Awareness Campaign and Project Empower Grant. Two CYAC members participated in the promotional posters for the Awareness Campaign; billboards were posted throughout the city. There is a planned distribution of the posters once schools re-open. Project Empower Coordinator Julia Kinna intends on engaging CYAC for future initiatives.
- Planning a virtual Wellness Week for 7 June – 14 June 2021 to engage youth in the community. The event will promote available community services and share access to youth-oriented resources. Plans are underway for various health and wellness activities for youth. Social media hashtag #CYActive to be used during the week.
- CYAC members are under the mentorship of School Resource Officer Cst. Mussen. Members consider issues affecting youth today and provide valuable insight that is heard by Chief Pedersen. Member's contributions and participations in a variety of

events and initiatives play an important role in the GSPS Community Safety and Well-Being model.

Way Forward



The GSPS is committed to listening and learning. The work underway is exciting and transformational. GSPS will continue the momentum of all the work, partnerships, training and collaborations and fulfill its commitment to reframe policing in Greater Sudbury.

GSPS members and external community partners will continue to work together through the EDI Unit, Reform Groups, Community Advisory Committees, and Indigenous Liaison Unit to enact systemic change that supports anti-racism, inclusion, members' wellness, and community trust.

As the GSPS builds upon the work undertaken in the past, the organization continues to work towards a future defined by equity, justice, and respect.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: June 1, 2021 |
| PUBLIC | |
| SUBJECT: AGREEMENT CLIFFORD AND LILY FIELDING CHARITABLE FOUNDATION | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 3 - Invest in our community's future through innovative youth services and initiatives | |
| Prepared by:  Sharon Baiden Chief Administrative Officer | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT THE BOARD enters into an Agreement with the Clifford and Lily Fielding Charitable Foundation for the purpose of operating an outdoor paddling and adventure program at Crowley Lake.

BACKGROUND:



Since 2018, the Service has been running outdoor paddling and adventure programs to underprivileged youth in the city of Greater Sudbury on the property of Kivi Park and at Crowley Lake. The participants have the opportunity to spend time with local police officers as they learn outdoor skills, water safety, and proper paddling skills on non-motorized boats (canoes, kayaks and/or paddleboards). The program also affords youth the opportunity to develop self-confidence, self-esteem, and leadership skills. The outdoor activities are geared towards teambuilding, problem-solving, social skills, and positive decision-making.

CURRENT SITUATION:

Last year, due to COVID-19, all summer camp programs offered through GSPS and partners were suspended. This year, it appears the Service can proceed with all the necessary COVID-19 protocols in place. In order to do so, the Board will require an Agreement with the Clifford and Lily Fielding Charitable Foundation. Equipment to operate the camp was procured in prior years and suitable for use. Funds have been requested through the Donations Reserve Fund for food and incidental operating requirements. The camp has been highly successful.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: June 1, 2021 |
| PUBLIC | |
| SUBJECT: 2020 PROPERTY AND EVIDENCE CONTROL AUDIT | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities | |
| Prepared by:  Sheilah Weber Deputy Chief of Police | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT the Board receives the report on the results of the annual audit of the Property and Evidence Control function for information.

BACKGROUND:

Section 35 of the *Adequacy and Effectiveness of Police Services Regulation O. Reg 03/99* states that every Board and Chief of Police shall implement a quality assurance process relating to the delivery of adequate and effective police services and compliance with the *Police Services Act* and its regulations.

In accordance with By-law 2003-1 and more particularly, LE-020 pertaining to Collection Preservation and Control of Evidence and Property the following 2020 annual report has been prepared. Through the Chief of Police an annual audit of all property/evidence held by the police service was conducted by a member(s) not routinely or directly connected with the property/evidence control function. In addition, Board Policy 002 in relation to Unclaimed Property in the Possession of the Police Service provides guidance on disposition.

The Greater Sudbury Police Service is responsible for the care and control of all seized evidence and found property which comes into the officers' custody during their tours of duty. Procedures are in place to guide the activities of staff in relation to property and evidence that comes into the possession of the Police Service.

The review considered Ministry Policing Standards and Sections 132, 133 and 134 of the *Police Services Act* dealing with property that comes into the possession of the Police Service. Also used as reference were the Greater Sudbury Police Services Board Policy 002 and the Service's Procedure relating to the Collection, Preservation and Control of Evidence and Property and Property Exhibit Tracking. All of these guiding documents complement one another to effectively handle the seizure, retention, and disposition of property/evidence that is in possession of the Police Service.

The purpose of the "Property and Evidence Control" Audit was to provide an objective examination of items secured under the care of the Greater Sudbury Police Service and to provide an assessment on its control, retention and disposal. The secondary purpose of an audit is to assist the Service by identifying and evaluating significant exposures to risk and contributing to the improvement of management of such risks.

Audit objectives:

1. To assess Greater Sudbury Police Service policies and procedures and determine if they are in compliance with the provincial standards.
2. To assess whether general property (evidence) is retained or disposed of in accordance with the *Police Service Act* and the Greater Sudbury Police Service by-laws, policies and procedures.
3. To review continuity of the evidence practices and to ensure such processes meet the requirements of the judicial system.
4. To examine whether key risk factors with respect to contaminated property, flammables, and hazardous materials are adequately segregated and stored in a safe environment and the risk factors are mitigated.
5. To inspect the Property and Evidence Department facilities and determine if all potential liability factors are being addressed.
6. To physically examine the process of property logging and storage in the Property and Evidence Department of the Greater Sudbury Police Service and identify any issues.

Audit scope:

Based on a risk analysis, the scope of the audit was a physical examination of the Property and Evidence Department in the secure section of the Lionel E. Lalonde Centre (LEL) in Azilda and its functions in the following areas:

- Safety of staff and other people utilizing or accessing the facilities
- Security of the facilities and the individual storage areas within
- Continuity of evidence
- Proper storage and handling of evidence

Audit methodology:

The methodologies used in the audit included physical examination of the facilities, physical observations of the evidence, interviews with staff, review of policies and procedures, tracking of evidence log processes and tracking and retrieval of random samples of evidence.

CURRENT SITUATION:

The **fieldwork component** of the audit was completed on March 17, 2021, and was performed with minimal disruption to the Property and Evidence Department. As has been noted in previous audits, the work area was found to be secure, very clean and well organized; items were in place, property and equipment were properly stored and employees were adequately trained on property procedures. The retrieval of the selected items went very well with no major complications or issues encountered.

One item of note, in the previous Audit which was conducted for 2019, it was observed by the auditor that a ceiling area located over the cages section of the Property and Evidence Department had suffered water damage, however, had since been reported to be repaired. The Property Supervisor had submitted a help desk ticket to have a portion of the shelving and articles moved to an adjacent location to ensure that the articles were not damaged should there be a re-occurrence. This section contains articles which may be involved in court proceedings. To date, there has been no further leakage. The auditor sent an e-mail to Equipment and Supplies to request a timeline for completion of this re-location, to ensure that it is addressed. There are adjustments required to the shelving as part of the re-location and vendors will be retained to effect the necessary changes.

Prior to the examination involving articles of property and tags selected during this year's random sampling process, the auditor contacted officers and/or supervisors where it was determined that items of property had not been discarded/distributed appropriately following the conclusion of court proceedings. Upon conducting the physical Audit, the auditor learned that 8 of the 100 articles of property had since been destroyed or returned to their rightful owner appropriately. The auditor examined the remaining 92 items of property and tags and determined that all of the general property sampled had the property tags filled out accurately and completely, and the information, such as occurrence number, description of the property, the RMS property number and officer's name were all legible, with 2 minor exceptions. The reporting officers had not completed the entire Property Tag involving 2 items; this will be addressed through supervision. The audit of the related and remaining items confirmed that all

were readily located in the proper specified storage location as per the Niche records management system.

The **office work component** of the audit consisted of utilizing the NICHE records management system to conduct queries on each item that was the subject of the review to determine if further retention of the items was required or if it should have been disposed of. The purpose of this was to determine whether the item was being retained in compliance with all of the various by-laws and procedures, whether the investigation dealing with the particular exhibit had been concluded or was still ongoing, whether the exhibit was still required for any court proceedings or any other form of hearings, or whether the item could be returned to owner or otherwise disposed of.

This information is necessary in order to ensure compliance with Greater Sudbury Police Service by-laws and procedures dealing with the retention of property. Unnecessary retention of property contravenes the retention by-laws, and may also be a burden on the financial resources of the Service as it requires an increase in storage area, and also creates unnecessary work for the staff. The property clerks can only dispose of the property under the authority of a court order (such as a forfeiture order, a disposition order, etc.) or a report from the investigating officer and/or the involved supervisor.

This segment of the audit identifies the efficiency and effectiveness of the system as a whole. It provides the auditor with the information required to make an analysis of the system and will enable the auditor to identify the problems and issues which are prevalent and prevent the system to work as efficiently as it can.

Using the NICHE database, each and every item that was randomly selected was queried in order to determine certain key elements such as:

- Is the investigation concluded or is it ongoing?
- Have the charges, if any, been dealt with by the courts, by other means or are they pending?
- Have warrants been issued for the accused?
- Have any judicial orders been issued by a judiciary at the time of sentencing such as forfeiture order or disposition order, etc...?
- If the investigation has been concluded, are there any existing reasons to warrant the further retention of the property?
Has the investigating officer submitted a report dealing with the disposition of the property?
- Has the supervisor created an assignment on the Property and Evidence Department Niche task list (Ghost #19) in regards to the disposition of the property?

Of the 100 articles of property that were reviewed, the following was observed:

- **Seventy-two** involved property that was being retained as per reports by investigating officers in compliance with ongoing court proceedings or retention by-laws;

- **Fourteen** involved investigations that had been concluded, or incidents where retention of the property was no longer required, however the investigating officer had not submitted a supplementary report regarding the disposition of property (the auditor e-mailed the involved officers/supervisors);
- **Fourteen** involved investigations where tasks had been assigned to Property for disposal of articles, however they had not been disposed of as of yet.

The writer learned that in many cases where the Property Unit has been requested to dispose of items by the reporting officer, quite often the officers do not provide current contact information nor do they inquire with the owner if they want the property items returned.

In 2020, the auditor observed a significant improvement in the number of items submitted to the Property and Evidence Department that had been either disposed of or retained in accordance with procedures and the by-law. This year the auditor observed that **72** out of 100 articles were retained in adherence to procedures and by-law, whereas in 2019 the auditor observed there were **58** items. The auditor did observe an increase in the number of items retained in Property and Evidence Control, which were no longer required, however the reporting officer had not dictated a report to have the items disposed of. In 2020, the auditor observed **14** items, while in 2019 the auditor observed only **4**. As indicated previously, officers were sent e-mails to dispose of these property items accordingly, and did so.

In 2020, there were **6536** property tags submitted into the Property and Evidence Department by officers, some of which had multiple items attached. In addition to this, the GSPS Property unit disposed of **5764** items, a substantial increase from 2019 where **4368** items were disposed of. Also there are currently 758 outstanding assignments on the Niche and Evidence Department task list relating to the disposal of property, spanning from the current date to February of 2018, with a few exceptions. In 2019, there were **1559** outstanding tasks, which dated back to April of 2016, therefore significant improvement has been observed in both areas. In speaking with the Property Supervisor, it was learned that staffing levels and workload remain an issue, in that Property staff have been unable to address additional outstanding assignments. This is particularly significant because during the majority of 2020, GSPS encountered COVID-19-related restrictions, which prevented in-person returns of property items.

As was found in the Property Audit in 2019, the auditor reported on the procedure involving the drug processing room; however, this has not yet been completed. There remains a Standard Operating Procedure governing the room.

SUMMARY

During the **field work component** of the audit, the work area in the Property and Evidence Department was found to be secure, very clean and well organized; items were in place, property and equipment were properly stored and employees were adequately trained on property

procedures. The retrieval of the selected items went very well with no complications or issues encountered.

During the **office work component** of the audit, the auditor found that the majority of property items within the Property and Evidence Unit (72%) had been retained and/or disposed of according to the related procedures and the by-law. The remaining property items reviewed, for the most part, involved incidents where tasks had been created for the Property and Evidence Department without supporting information or had not been dictated as such by the reporting officers involved. It should be noted once again that this Unit was observed to make a conscious and successful effort in decreasing their outstanding task list, and destroying or returning property items to their rightful owners.

In relation to a review of current procedures that involve the management and disposal of property, the auditor learned that the Supervisor of the Unit is expected to produce an updated and improved Retention By-Law, which will be simpler to maintain and will provide retention guidelines and recommendations for reporting officers to assist with proper disposal. Flowing from this will be updates to the procedure as needed, including those related to the Drug Processing Room.

The Service is committed to maintaining compliance and meeting the responsibilities established through the *Police Services Act*, the Adequate and Effectiveness of Police Services *O.Reg 03/99*, Ministry Standards and the Service's policies and procedures.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| | | | |
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| ACTION: FOR APPROVAL | | DATE: June 2, 2021 | |
| PUBLIC | | | |
| SUBJECT: YOUTH IN POLICING INITIATIVE (YIPI) | | | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities | | | |
| Prepared by: Sharon Baiden Chief Administrative Officer | | Recommended by: Paul Pedersen Chief of Police | |

RECOMMENDATION:

THAT the Board enters into an agreement with the Ministry of Children, Community and Social Services for the purpose of employing students in the summer employment program for a period of eight weeks.

BACKGROUND:

The Youth in Policing Initiative (YIPI) provides an innovative summer employment opportunity for at-risk youth to work with their local police service organization to develop skills relevant to a possible future career in policing.

The Youth in Policing Initiative (YIPI) is an eight-week summer employment program available in designated communities in partnership with local police services. This initiative is intended to support youth to gain valuable employment experience, exposure to general life skills, and develop a mentorship relationship with local police staff. This initiative also supports positive relationships between at-risk youth and police. Youth participating in positive social interactions including mentoring relationships display improved ability in school and overall behaviour and fewer inappropriate interactions (Kamps, Tankersley & Ellis, 2000).

The YIPI program model includes:

- Providing work experience and life skills training to youth
- Providing an opportunity for youth to gain an overall understanding of the diverse work opportunities within Police Services
- Promoting Police Services as an employer of choice
- Assisting to develop and /or continuing to develop mentorship relationships between young person and Police Services

A selection/recruitment process that:

- Addresses Police Services' Human Resource administrative requirements for employment of young persons
- Is inclusive and reflective of the youth from the local community
- Provides an opportunity for youth to develop resume, job application and interview skills

The Youth in Policing Initiative is intended for young persons who:

- Are age 15 -18 who are reflective of the cultural diversity of the community
- Are eligible to work in Canada,
- Who seek work experience/job skills training,
- Who successfully complete the recruitment/background process,
- Require a mentorship relationship, and
- Who will be returning to school in September

The Youth in Policing Initiative key elements include:

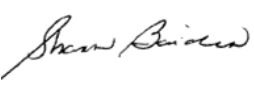

- Up to eight weeks of paid summer employment, at a pay rate of \$14.25/hour for 40 hours per week paid by the Ministry

CURRENT SITUATION:

The Youth in Policing Initiative (YIPI) is a positive program that promotes community involvement and partnerships, by creating opportunities and improving outcomes for youth. The Service will be recruiting students this summer to work in Fleet, Facilities, Equipment and Supplies Services and possibly our Community Response Unit.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: June 9, 2021 |
| PUBLIC | |
| SUBJECT: STAFFING/DEPLOYMENT UPDATE | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities | |
| Prepared by:  Sharon Baiden Chief Administrative Officer | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

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

| | | |
|------------------------|-----------------------------------|--|
| CHARTRAND, PAGE | April 26th 2021 | Indigenous Liaison Unit Summer Student |
| MICHEL, Taryn | May 07th 2021 | Cultural Awareness Training Program Developer (Temporary) |

BACKGROUND

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

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

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

This year, the Service budgeted for two additional sworn members which will increase the authorized strength to 272 and four full-time communicators that will replace civilian vacancies that were created in 2020. The two sworn members have now been hired and are at the Ontario Police College attending for the Basic Constable Training Program.

CURRENT SITUATION:

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

TABLE A: GSPS Authorized Strength at April 15, 2021.

FULL-TIME COMPLEMENT

| | Budgeted | | Notes | |
|-----------------|------------|------------|-----------------|------------|
| | Authorized | Actual | Non-medical LOA | Secondment |
| SWORN | 272 | 272 | 0 | (1) |
| CIVILIAN | 128 | 128 | 0 | |
| TOTAL | 402 | 402 | 0 | (1) |

TABLE B: Appointments

| NAMES | EFFECTIVE DATE | POSITION |
|-----------------|-----------------------------|---|
| CHARTRAND, Page | April 26 th 2021 | Indigenous Liaison Unit Summer Student |
| Michel, Taryn | May 07 th 2021 | Cultural Awareness Training Program Developer (Temporary) |

TABLE C: Secondments/Non-Medical LOA

One member is currently on secondment with the OPP as follows:

| TERM | TYPE OF LEAVE |
|----------------------------------|----------------------|
| January 1 2020 to March 31, 2023 | Secondment – OPP |

| | |
|--|---------------|
| SUBJECT: STAFFING/DEPLOYMENT UPDATE | Page 3 |
|--|---------------|



TABLE D: Retirements/ Resignation

One member has resigned from the Greater Sudbury Police Service:

| NAMES | EFFECTIVE DATE | POSITION |
|-------------------|---------------------------|-----------------------------|
| Lefebvre, Natalie | 12-May-2021 | Health and Wellness Student |



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: June 1, 2021 |
| PUBLIC | |
| SUBJECT: DONATIONS RESERVE FUND REQUESTS | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 3 - Invest in our community's future through innovative youth services and initiatives | |
| Prepared by:  Sharon Baiden Chief Administrative Officer | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

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

\$1,017 in support of the 2021 "I Got Caught Wearing My PFD" Program

\$500 in support of the S.P.Y.D.R program

\$1100 in support of BURST

BACKGROUND:

Since 2002, the Board has maintained a Donations Reserve Fund that is utilized to assist in crime prevention initiatives at the discretion of the Police Services Board or those specifically targeted by the donor. Monies are used to support youth activities, crime prevention, literacy, Lions' Eye in the Sky and Auxiliary.

When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a cooperative 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.

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:

Requests for funding consideration have been received.

The balance in the Donations Reserve Fund on May 31, 2021 is \$163,643.36

\$1,017 in support of the 2021 “I Got Caught Wearing My PFD” Program

A t-shirt campaign has been utilized in the past where Marine Unit officers provide a t-shirt to youth "caught" wearing lifejackets or PFD's. This campaign has been a huge success in the past and is geared towards promoting marine safety for both the youth, and as importantly, to the parent or guardian on the vessels. In previous years, officers have witnessed youth become very excited to receive a t-shirt from police.

The 2016 *Canadian Drowning Report* stated " The lowest drowning rates were found among young people Youth 5-14 years of age had the lowest water-related fatality rate of all ages (0.4 per 100,000) and children under the age of 5 had the next lowest rate (1.1 per 100,000). The report concluded that "Drowning prevention education efforts directed at parents with young children appear to be having an impact".

This funding will provide a benefit for youth and their families of the City of Greater Sudbury.

\$500 in support of the S.P.Y.D.R program

The S.P.Y.D.R. program (Sudbury Police Youth Dirt Riders) is a free mountain bike program for youth ages 12-17 created by Greater Sudbury Police Service. The program focuses on youth in our community who we believe to deserve and be in need of an opportunity to participate in a free athletic activity while interacting with police in a positive environment. Youth are referred by Greater Sudbury Police members or other community partners/agencies.

The program is held at multiple bicycle trails in our community. In the past, the bike rides were at Adanac, Kivi Park, Laurentian, Moonlight, Fielding Park and Walden Mountain Bike Club. This year due to some COVID-19 restrictions we are looking to attend trails within the New Sudbury area for easier transportation for parents to drop off and pick up. The program will be held on Thursday afternoons from 1100 to 1400 hrs.

The youth will benefit greatly from this program and will learn numerous skills such as proper bike inspection & maintenance, introduction to bike components, rules of the road, riding abilities, bike repairs, team building and an opportunity to build self-confidence and resiliency.

\$1100 in support of BURST (Building Understanding, Resilience and Strength Together)

Burst is a GSPS rapport-building program dedicated to enhancing relationships between police and youth while developing confidence, self-esteem, resiliency, strength and leadership within our youth. It provides an opportunity for youth that have more risk factors than protective factors to engage in activities that they might not otherwise have the opportunity to do so. Indoor and Outdoor activities are geared towards team building, problem solving, social skills and positive decision making for both immediate and long-term gains. The program provides education and awareness to mitigate risk associated to offending behaviour to divert youth from the judicial system and also to prevent opportunities for exposure to being victimized.

The program is for students in Gr. 6 transitioning to Gr. 7. Referrals are generated from VTRAS, RMT and students identified by Schools, SRO's, CSP's, and Youth Referral Coordinator as well as community agencies.

At this time, plans are underway to ensure the summer program can come to life with all the COVID-19 safety protocols in effect. Funds used for the summer program offset costs associated with meals, snacks, drinks water bottles and camp supplies.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: June 4, 2021 |
| PUBLIC | |
| SUBJECT: 2021 POLICE SERVICES BOARD MEETING SCHEDULE | |
| STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources | |
| Prepared by: Matthew Gatien Board Administrator | |

RECOMMENDATION:

THAT the board continues with virtual meetings on the same schedule until such time gathering for meeting purposes is deemed appropriate.

BACKGROUND:

The Greater Sudbury Police Services Board regular meetings are scheduled on the third Wednesday of each month with the Public session starting at 10 a.m.

Since the onset of the COVID-19 pandemic, meetings have been held virtually. This has facilitated the requirements of social distancing and protecting the safety of Board members and staff.

Regular meetings of the Board are not convened in the months of July and August. Should business arise requiring that meetings be scheduled, with the consent of the Board, same will proceed.

CURRENT SITUATION:

As the Board is aware, a re-opening plan has been announced by the government of Ontario which will provide for changes to the restrictions in the numbers for both indoor and outdoor activities as the summer progresses. Of note, indoor gatherings of up to 5 people are not allowed

until Step 2 of the new re-opening plan. With the timelines currently suggested by the province this will not take place until July 5. Larger indoor gatherings will not be able to take place until Step 3 begins on a projected date of July 26.

At this time it is not known what the public health situation will be in September and whether the Board will wish to resume in-person meetings. Until such time as the requirement for social distancing has been lifted and indoor gatherings are permitted, it is suggested that the Board continue with meetings in a virtual form. Attached is the schedule which has been previously sent for the balance of 2021 meetings

Please advise the Board Administrator if you are unable to participate in any meeting.

A schedule for the 2022 meetings of the Board will be set at the November meeting.



GREATER SUDBURY POLICE SERVICES BOARD SCHEDULE OF MEETINGS 2021

| | |
|-----------|-------------|
| Wednesday | JANUARY 20 |
| Wednesday | FEBRUARY 17 |
| Wednesday | MARCH 17 |
| Wednesday | APRIL 21 |
| Wednesday | MAY 19 |
| Wednesday | JUNE 9 |

MEETINGS IN JULY AND AUGUST SCHEDULED AS REQUIRED

| | |
|-----------|--------------|
| Wednesday | SEPTEMBER 15 |
| Wednesday | OCTOBER 20 |
| Wednesday | NOVEMBER 17 |
| Wednesday | DECEMBER 8 |



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

June 2021

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

The COVID-19 outbreak remains a top priority. All levels of government and communities at large have been actively engaged in responding to what has been an unprecedented health crisis worldwide. The province will now start a gradual re-opening plan which will be introduced in a series of specifically timed stages. The health and safety of citizens remains a major concern for everyone including Police Services

MINISTRY UPDATES (*excerpts from All Chiefs of Police Memorandum*)

Since the last Board update, there have been several Ministry Updates and Bulletins issued as summarized below. Documents in full have also been circulated to the Board.

SECOND DOSE OF COVID-19 VACCINE FOR FRONTLINE POLICE OFFICERS AND SPECIAL CONSTABLES

Due to increased COVID-19 vaccine supply, the province is enabling high-risk health care workers to book their second dose appointment earlier than the extended four-month interval. Those eligible to receive their second dose of the vaccine include police officers and special constables providing medial first response as part of their regular duties. These groups face a greater risk of contracting and suffering serious illness from COVID-19. Eligibility for booking began by the end of the week of May 10, 2021, with booking details to be announced by the government in the following days.

As always, the Ministry of the Solicitor General will continue to emphasize the prioritization of the health and safety of our first responders.

CHANGES TO THE ONTARIO SEX OFFENDER REGISTRY

As of May 20, 2021, *Christopher's Law (Sex Offender Registry), 2000* will no longer apply to individuals found Not Criminally Responsible on Account of a Mental Disorder (NCRMD) of a sex offence, and who have been granted an Absolute Discharge.

On November 20, 2020, the Supreme Court of Canada rendered its decision in *Ontario (Attorney General) v. G* and declared that certain provisions in *Christopher's Law* are invalid because they discriminate against individuals with mental disabilities. The declaration of invalidity took effect on May 20, 2021, six months after the decision was announced.

This will result in the following changes:

1. Individuals found NCRMD who have been granted an Absolute Discharge will no longer be subject to the reporting requirements set out in *Christopher's Law*; and
2. Individuals found NCRMD who have been granted an Absolute Discharge will be deleted from the Ontario Sex Offender Registry (OSOR) where that is their only

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

record. Individuals with more than one record would have the record relating to their NCRMD with an Absolute Discharge finding deleted.

No changes are being made to *Christopher's Law* or Ontario Regulation 69/01: General to reflect the decision at this time. The Supreme Court of Canada decision overrides any contradictory provisions in *Christopher's Law*.

Implementation

The Ontario Provincial Police (OPP) will notify local OSOR registrars of these changes.

The OPP will also inform impacted individuals through registered mail that they are no longer subject to *Christopher's Law* for these specific offences.

Updates to training materials, ministry and OPP websites are underway. Minor updates will also be made to two forms to reflect these changes:

- Form 5: Notification of Duty to Register (008-0105E) – available through the Ontario Central Forms Repository Website, and
- OPP Form: Ontario Sex Offender Registration Receipt – available through the OPP.

UPDATED POINTS OF CONTACT FOR OIPRD

As part of streamlining processes to increase efficiencies and reduce timelines for screening and investigating complaints, OIPRD has updated dedicated points of contact for the various types of inquiries, requests, and exchanges of documents between OIPRD and police services.

PROVINCIAL ANTIGEN SCREENING PROGRAM

As of May 7, 2021 emergency services, including police and fire services, looking to provide COVID-19 screening at their workplace can apply to receive free rapid antigen tests through the Ontario Together website.

Through the Provincial Antigen Screening Program, the Government of Ontario provides free rapid antigen tests to high risk communities, in-scope organizations and essential workplaces.

The Ministry of Health also provides rapid antigen tests to support additional antigen test distribution channels, including through Chambers of Commerce and the Creative Destruction Lab Rapid Screening Consortium.

As the COVID-19 pandemic evolves, the Ministry of Health will continue to support more sectors in accessing rapid antigen tests.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

LAUNCH OF OIPRD SERVICE-BY-SERVICE PAGE

The Office of the Independent Police Review Director launched an easy-to-use service by service page that provides informative statistical information to the public. This page contains a snapshot of data (as of December 31, 2020) and includes features, such as a drop-down menu that will provide statistical information for each police services across the province. The following information will also be available:

- Conduct Complaints
- Conduct Allegations and Findings
- Request for Review Findings
- Service Complaints
- Policy Complaints
- Complaints That Have Not Yet Been Screened

CHANGES TO EXISTING EMERGENCY ORDERS AND INFORMATION REGARDING ONTARIO'S ROADMAP TO REOPEN

The province wide Stay-At-Home order under the *Emergency Management and Civil Protection Act* (EMCPA) **remains in effect until June 2, 2021**. However, the government has made changes to some of the existing orders under the ROA that take effect prior to the end of the Stay-At-Home order.

Effective May 22, 2021 at 12:01 a.m., the following changes came into effect. The following outdoor recreational amenities will be permitted to open, subject to the conditions outlined below:

- Parks and recreational areas;
- Baseball diamonds;
- Batting cages;
- Soccer, football and sports fields;
- Tennis, platform tennis, table tennis and pickleball courts;
- Basketball courts;
- B.M.X parks;
- Skate parks;
- Golf courses and driving ranges;
- Frisbee golf locations;
- Cycling tracks and bike trails;
- Horse riding facilities;
- Shooting ranges, including those operated by rod and gun clubs;
- Ice rinks;
- Tobogganing hills;
- Snowmobile, cross country ski, dogsledding, ice skating and snow shoe trails;
- Playgrounds;
- Portions of parks or recreational areas containing outdoor fitness equipment;
- Archery ranges;
- Boat and watercraft launches;

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- Lawn game courts, including lawn bowling, bocce and croquet courts; and,
- Splash pads and spray pads.

The above outdoor amenities may open so long as:

- Physical distancing of at least 2 metres is maintained; however, this physical distancing requirement does not apply to members of the same household, or a person who lives alone and has gathered with the household, or a caregiver for any member of the household;
- No team sports, or any other sports that are not compatible with physical distancing requirements, are practiced or played within the amenity, with limited exceptions; and
- Any locker rooms, change rooms, showers, clubhouses, restaurants, pools, meeting rooms, fitness centres or other recreational facilities on the premises remain closed, except to the extent they provide access to take-out or delivery services, equipment storage, a washroom or a portion of the amenity that is used to provide first aid.

In addition, any person responsible for a boat or watercraft shall ensure that, if it is used by a group for recreational purposes, it is only used by members of the same household, or a person who lives alone and has gathered with the household, or a caregiver for any member of the household.

Marinas, boating clubs and other organizations that maintain docking facilities for members or patrons may open provided that any clubhouse, restaurant, pool, communal steam room, sauna or whirlpool, meeting room, fitness centre or other recreational facility on the premises is closed to the public. Any portion of an area that must be closed that is used to provide first aid, used to provide take-out or delivery services, or contains a washroom may be open.

Social gatherings and organized public events of no more than five people that are held outdoors are permitted. The gathering limit does not apply to members of the same household, a gathering of a household plus one person who lives alone, or a gathering that includes a caregiver for any of those persons. All other public health and workplace safety measures under the Stay-at-Home order will remain in effect.

Roadmap

On May 20, 2021, the government released its Roadmap, a three-step plan, developed in consultation with the Chief Medical Officer of Health, to gradually lift public health measures based on the province-wide vaccination rate and improvements in key public health and health care indicators.

The Roadmap outlines three steps to easing public health measures, guided by the following principles:

- **Step One** An initial focus on resuming outdoor activities with smaller crowds where the risk of transmission is lower and permitting retail with restrictions. This includes allowing outdoor gatherings of up to 10 people, outdoor dining with up to four people per table and non-essential retail at 15 percent capacity.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- **Step Two** Further expanding outdoor activities and resuming limited indoor services with small numbers of people where face coverings are worn. This includes outdoor gatherings of up to 25 people, outdoor sports and leagues, personal care services where face coverings can be worn and with capacity limits, as well as indoor religious services, rites or ceremony gatherings at 15 percent capacity.
- **Step Three** Expanding access to indoor settings, with restrictions, including where there are larger numbers of people and where face coverings cannot always be worn. This includes indoor sports and recreational fitness; indoor dining, museums, art galleries and libraries, and casinos and bingo halls, with capacity limits.

The government has indicated that the province will remain in each step for at least 21 days to evaluate any impacts on key public health and health system indicators. The following vaccination thresholds will need to be met, along with positive trends in other key public health and health system indicators, in order to enter each respective step of the Roadmap:

- **Step 1:** 60 per cent of adults vaccinated with one dose;
- **Step 2:** 70 per cent of adults vaccinated with one dose and 20 per cent vaccinated with two doses;
- **Step 3:** 70 to 80 per cent of adults vaccinated with one dose and 25 per cent vaccinated with two doses.

The government has not yet made its final determination as to when it will transition into the phased approach of the Roadmap, and as previously stated the Stay-at-Home order remained in force until June 2, 2021. However, based on current trends in key health indicators, including the provincial vaccination rate, the government has indicated that it anticipates the transition to Step One of the Roadmap will occur the week of June 14, 2021.

Enforcement of Orders

For offences under the ROA and EMCPA, police and other provincial offences officers, including First Nation Constables, special constables, and municipal by-law officers, have discretion to either issue tickets to individuals for set fine amounts or issue a summons under Part I of the *Provincial Offences Act* (POA) or to proceed under Part III of the POA by laying an information.

Police and other provincial offences officers have the authority to disperse gatherings or organized public events that are not complying with gathering/event limits; and all provincial offences officers - not just police, First Nations Constables and special constables - can temporarily close premises where prohibited gatherings are occurring and require individuals to vacate.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

COLLECTION OF OCCURRENCE DATA RELATED TO THE ANIMALS LEFT IN MOTOR VEHICLES

Effective January 1, 2020, the *Provincial Animal Welfare Services Act* (PAWS Act) came into force creating a new provincial animal welfare enforcement mode. The Ministry of the Solicitor General ('ministry') established the Animal Welfare Services (AWS) branch, with a Chief Animal Welfare Inspector who has in turn appointed animal welfare inspectors across the province. Police officers and First Nations Constables have authority under section 60 of the PAWS Act to exercise the powers of an animal welfare inspector in relation to animals in distress and critical distress, and the investigation of offences.

As noted in All Chiefs Memo 20-0098, regarding pets in hot cars, the public are advised to call 911 if they see an animal in a hot car and are concerned that the animal's life is in immediate danger. The PAWS Act currently authorizes police, First Nations Constables, and animal welfare inspectors to enter motor vehicle to remove animals in critical distress.

The ministry is seeking voluntary submission of occurrence data related to police services' responses to animals left in motor vehicles. The ministry will use this information to gain insight on the frequency and nature of occurrences involving animals left in motor vehicles, including the outcomes of such occurrences. The information will help inform work to enhance the response to animals in critical distress in motor vehicles.

The data being requested includes all record-level data related to occurrences involving animals left in motor vehicles. The ministry is asking that police services submit the requested data in a template spreadsheet as provided by the Ministry. This is a one-time collection of data, capturing information from past three calendar years (2018, 2019 and 2020).

The collection, retention, and disclosure of information will be carried out in accordance with all applicable legislation.

2021 PROMOTIONAL EXAMS

Previously postponed Promotional Exams for 2021 will be delivered on Sunday, June 13, 2021.

These exams will be conducted in-person with Ontario Police College (OPC) representatives present at 18 locations around the province to proctor and supervise the writing of the exams.

The ministry, through the OPC, will continue to implement the following changes to the promotional exam process

- Increasing the number of sites where the exams will occur;
- Police services will be responsible for selecting an appropriate exam writing venue that allows for:
 - Physical distancing;
 - Enhanced cleaning, as applicable; and
 - Health screening of exam writers;

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- Recommend that the exams be delivered at internal police facilities, where applicable; and
- In accordance with the current public health guidelines, the OPC will be limiting the number of officers writing the exam to once
 - In order to accommodate police services that have a large number of officers writing the promotional exams, the OPC will deliver two exam sessions to ensure physical distancing and adherence to current public health recommendations

The OPC will be in communication with police services regarding the detailed logistics of delivering and registering for the promotional exams.

BCT ALLOCATION REQUEST – SEPTEMBER 2021 INTAKE

This Ministry is advising all police services to update and submit their requests for positions on the September 2021 intake of the Basic Constable Training Program at the Ontario Police College.

All requests must be submitted no later than June 11, 2021.

Confirmation of allocations for the September intake are targeted for release on the OPCVA by June 25, 2021. Applications are due by July 30, 2021.

LEGAL ADVICE FOR VICTIMS OF SEXUAL ASSAULT PROGRAM

As part of its ongoing commitment to strengthen Ontarians' access to responsive and resilient victim services, no matter where they live, the Attorney General recently announced that effective May 1, 2021, the Independent Legal Advice for Sexual Assault Survivors Program has been expanded province wide.

The program now provides up to four hours of free legal advice to victims of sexual assault across Ontario. This confidential service is available any time after a sexual assault in Ontario has occurred.

2021-22 CONSTABLE JOE MACDONALD PUBLIC SAFETY OFFICERS' SURVIVORS SCHOLARSHIP FUND (CJMPSOSSF) CALL FOR APPLICATIONS

The CJMPSOSSF was established in recognition of the tremendous sacrifice made by our public safety officers and their families to keep Ontario safe. It is a demonstration of the esteem that the people of Ontario have for public safety officers.

The CJMPSOSSF is available to spouses and children of public safety officers who died in the line of duty. The scholarship may be used for tuition, textbooks and eligible living expenses for programs leading to a degree or diploma at an approved Canadian postsecondary educational institution. To date, the CJMPSOSSF has provided financial assistance to 89 recipients to obtain a postsecondary education.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

For the purposes of the CJMPSOSSF, a public safety officer may include a municipal or provincial police officer, First Nations Constable, auxiliary member of a police force, special constable (acting with the authority of a police officer at the time of his/her death), firefighter, correctional officer, probation officer, parole officer, or youth worker.

As the Board will know Constable Joe MacDonald was a member of the Greater Sudbury Police Service who tragically lost his life in the line of duty October 7, 1993.

EXTENSION OF ORDERS UNDER THE *EMERGENCY MANAGEMENT AND CIVIL PROTECTION ACT (EMCPA)*

The provincial declaration of emergency and Stay-at-Home Order (O. Reg. 11/21) under the EMCPA expire on June 2, 2021. Further to this, the government expects to enter Step One of the Roadmap to Reopen – a three step plan to safely and cautiously reopen the province and gradually lift public health measures – the week of June 14, 2021.

For greater clarity, as of June 2, 2021, public health unit regions (defined in the *Health Protection and Promotion Act*) will continue to operate in the Shutdown Zone of Stage 1 (O. Reg. 82/20), as indicated under O. Reg. 363/20 of the *Reopening Ontario (A Flexible Response to COVID-19) Act*, 2020 (ROA).

Furthermore, the government has extended all Orders under the EMCPA, except for the following two Orders which will expire on June 2, 2021:

- O. Reg. 265/21 (Stay-at-Home Order); and
- O. Reg. 266/21 (Residential Evictions)

The extended Orders include O. Reg. 293/21: *Persons Entering Ontario from Manitoba or Quebec*, which will remain in effect until **June 16, 2021**.

Enforcement of Orders

As a remainder, for offences under the ROA and EMCPA, police and other provincial offences officers, including First Nations Constables, special constables, and municipal by-law officers, have discretion to either issue tickets to individuals for set fine amounts or issue a summons under Part I of the *Provincial Offences Act* (POA) or to proceed under Part III of the POA by laying an information.

Police officers and other provincial offences officers have the authority to disperse gatherings or organized public events that are not complying with gathering/event limits, and can temporarily close premises where prohibited gatherings or organized public events are occurring and require individuals to vacate.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

LABOUR DISPUTE

There is a labour dispute between VALE and 3000 of their production and maintenance employees in Greater Sudbury. The employees are represented by the United Steelworkers Union, Local 6500. The trike began at midnight on May 31, 2021 following unsuccessful efforts to negotiate a collective Agreement. Picketing is established at eleven locations throughout Greater Sudbury. Picketing takes place on private property, at locations agreed upon by VALE and the union. The safety and the protection of property and every person involved is of primary importance to the Service. Our primary goal is to keep the peace, monitor traffic impediments and ensure public safety. Our Police Labour Liaison team members are responsible for ongoing management of the situation.

STOREFRONT CLOSURES

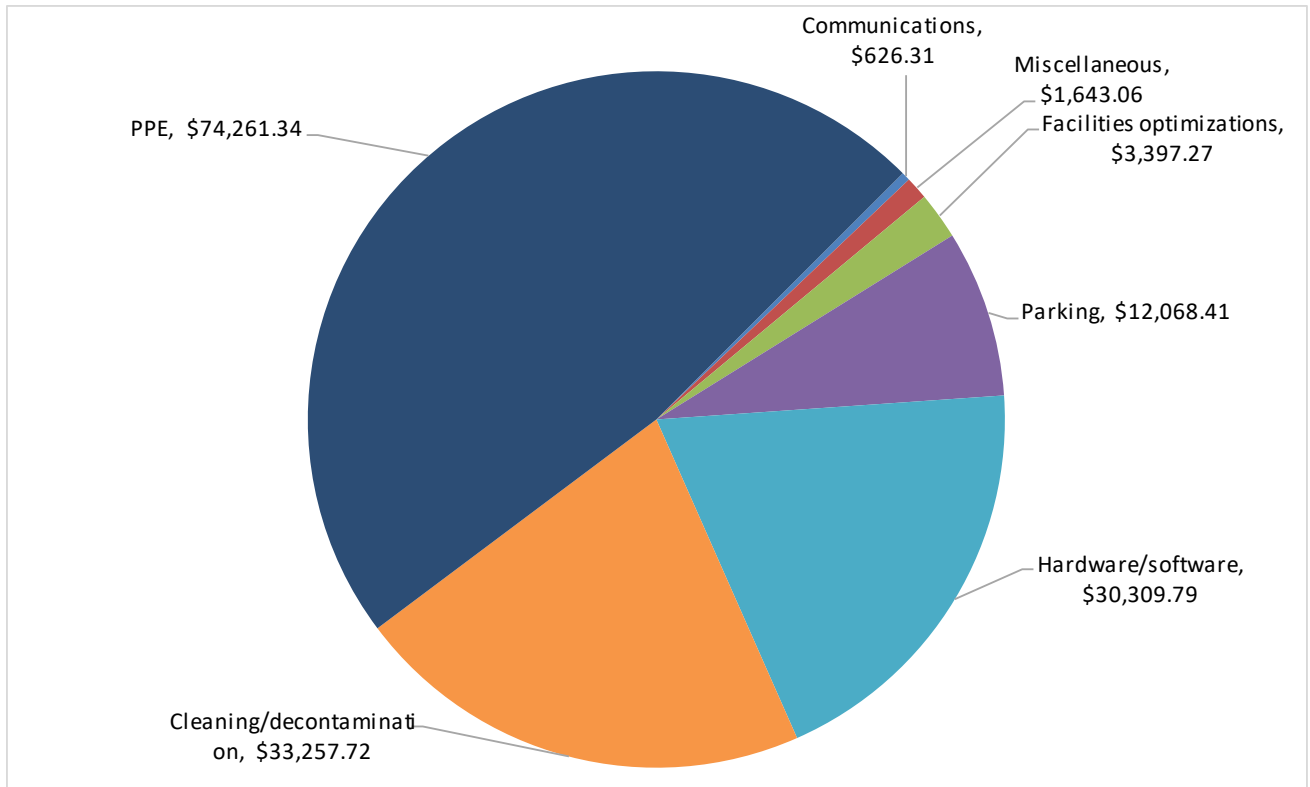
Flowing from the 2021 budget, staff have now effected the decision to decommission a number of storefronts as a budget reduction option. As of this date, the following storefronts are no longer operational: Rumball Terrace, Walden, Copper Cliff and Howard Armstrong Recreation Centre. Coniston is currently underway. The closure involve packing and removing all GSPS equipment and furnishings at each location. Costs associated with services for alarm systems, phones, electronic door card readers, computers, data boxes, janitorial, paper shredding and snow removal have been eliminated. Our estimated cost savings of \$45,000 will be realized. A more detailed update will be provided once all closures have been effected.

COVID RELATED ACTIVITIES

The Service continues to monitor and implement public health related recommendations in relation to health protection of workers. Goggles are now mandatory in a number of areas and operational circumstances. This PPE has been issued to members and inventory supplies remain sufficient at this time.

Spending may be summarized as follows which shows that the most significant areas of investment are in PPE, cleaning /decontamination and hardware/software costs. We continue to carefully track spending while ensuring the necessary measures to ensure safety are adhered which naturally continues to attract new costs:

**GREATER SUDBURY POLICE SERVICES BOARD
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| Category | Amount | Percentage |
|--------------------------|---------------------|----------------|
| Communications | \$ 626.31 | 0.40% |
| Miscellaneous | \$ 1,643.06 | 1.06% |
| Facilities optimizations | \$ 3,397.27 | 2.18% |
| Parking | \$ 12,068.41 | 7.76% |
| Hardware/software | \$ 30,309.79 | 19.48% |
| Cleaning/decontamination | \$ 33,257.72 | 21.38% |
| PPE | \$ 74,261.34 | 47.74% |
| Grand Total | \$155,563.90 | 100.00% |

Our internal COVID task course if fully engaged in conducting ongoing reviews and providing advice on key issues arising from the pandemic.

Members of the Service continue to participate in the vaccination rollout program with most members now having had their first vaccine.

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KARRIE BURKE BURSARY

Following the Board's endorsement of the establishment of the Karrie Burke Bursary, the call for eligible applicants has been issued. Karrie was a retired Staff Sergeant from the Greater Sudbury Police Service having served as a respected role model and advocate for women in policing. The total Bursary currently in the amount of \$6,000 will be allocated annually in an amount of \$500 to an eligible woman seeking a career in policing. The Board will be kept apprised of this year's recipient.

DIVERSITY ADVISORY COMMITTEE BURSARY

The 2021 Diversity Advisory Committee Bursary is also now open for applications. Through this Bursary the Service recognizes an outstanding Grade 12 student who has demonstrated a commitment to diversity, inclusive practices and cultural acceptance in their school and/or community. The Board will also be kept updated on the successful recipient for this year's recognition.

COMMUNITY DRUG STRATEGY COMMITTEE

On May 25, Dr. Penny Sutcliffe and I appeared before City Council as co-chairs of the Community Drug Strategy Committee. The purpose of the presentation was to provide an update to Council on the Safe Consumption Site Project for Sudbury. The search for a location for a supervised consumption has proved challenging. It is hoped that council can assist in finding a suitable location. A site must be secured before proceeding with the next steps on this important initiative.

OPERATIONAL UPDATES INTEGRATED OPERATIONS DIVISION

Police Community Response Centre (PCRC)

The PCRC continued to assist frontline officers in responding to calls for service in May, including;

- 532 initial Calls for Service and 564 Follow ups
- 106 Tow book calls and 211 associated follow ups
- 74 initial Fraud Investigations and 78 follow ups
- 3 Production Orders written
- 10 Provincial Offence Act Notices and 6 Part III issued
- 228 Motor Vehicle Collision reports processed at the Collision Reporting Centre
- 5-117 Application and 14 CPIC/CFRO Checks for Patrol/CID
- 18 Crown briefs resulting in 18 Criminal Code charges
- 18 Uniform assist calls and 69 calls diverted
- PCRC averaged 9.29 calls per shift

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Traffic Management Unit (TMU)

The Traffic Unit issued **101** Provincial Offence Notices and **64** Part III summonses through the month of May. Year-to-date, the TMU has laid **974** charges under the POA. The Unit entered into one (1) fatal single MVC investigation and five (5) serious personal injury MVC investigations. TMU members deployed RPAS once regarding an impaired driver fleeing from an MVC scene.

Thirty-eight (38) Impaired/Over 80 charges were laid service-wide in 28 investigations. Five (5) of these investigations involved in MVC's. One (1) serious MVC remains under investigation with possible impaired charges pending.

Canada Road Safety Week results:

During Canada Road Safety Week, members from the Traffic Management Unit showcased the importance of road safety through a number of road safety videos that were aired throughout the week. During that week as well a number of directed initiatives were held with the following results:

- 3 RIDE spot checks held
- 728 vehicles checked
- 7 impaired charges laid (*service-wide*)
- 2 stunt drivers towed & charged
- distracted driving enforcement initiative
- 7 distracted driving charges laid
- 114 additional charges laid for speeding and other Highway Traffic Act Offences (*service-wide*)

Emergency Response Unit (ERU)

The ERU continued to assist frontline officers in responding to calls for service in April, including;

Focus Patrols: 13

PCRC Follow-ups: 4

Significant Tactical Incidents:

- Executed warrant with Break, Enter and Robbery Unit – male wanted for multiple break and enters.
- Assisted CID - executed High Risk Feeney warrant for male in residence. Wanted by North Bay.
- Assisted Patrol with High Risk K9 Search – male had fled MVC, leaving firearm in vehicle. Located and arrested by ERU.
- Assisted CID – conducted High Risk Arrest of Attempt Homicide suspect.

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Total Request for Assistance from Investigative Units:

- Search Warrants: 7 total
 - 1 High Risk
 - 2 Medium
 - 4 low risk

SPECIALIZED OPERATIONS

Community Response and Community Engagement

New Initiatives

- **Youth summer programs**
COVID recommendations and Pre-Screening will be in place. All programs have been streamlined considering resources, funding and operational needs. We have grant funds remaining to purchase PPE and other activity needs.
- **BURST youth program – Building Understanding, Resilience and Strength Together.** We are pleased to announce a **new BURST partnership with the YMCA.** They have taken over the role from Northern Youth Services. Initial meetings have started and we are currently amending/streamlining our already planned programming for outdoor activities, smaller groups with consideration to COVID guidelines.
- **The SPYDR - Sudbury Police Youth Dirt Riders** will begin in July and run until mid-August. This sees at youth risk come out and engage with officers in a positive environment. Officers and youth meet at headquarters weekly and go out on a bike ride together.
- Through our Jump Start funding youth are provided with a Canadian Tire gift card at the end of the program to purchase a bike or bike equipment.
- The **2021 Downtown Strategy** has been completed and will continue to see officers engaging in several initiatives to address issues that have been identified through data analysis. The immediate goals of the Strategy will be the suppression of crime, social disorder, and improvement in the perception of safety in the downtown. Officers have begun bike patrols which allows for greater community engagement. We continue to work with the Downtown BIA and local community partners to address concerns.

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CRIMINAL INVESTIGATIONS DIVISION

Major Crime Section

44 year old Man Arrested and Charged with Human Trafficking-related Offences

In March of this year, Detectives from the Major Crime Section of our Criminal Investigation Division initiated an investigation into allegations of historical and ongoing Human Trafficking incidents involving a man from Greater Sudbury.

Through the investigation, Detectives established reasonable grounds to arrest the man responsible.

On May 12, 2021, Detectives located and arrested a 44 year old male. He has been charged with the following offences under the Criminal Code of Canada;

- Trafficking in Persons Under the Age of 18
- Receiving a Financial or other Material Benefits – derived directly or indirectly from the trafficking of a person
- Procuring
- Material Benefit from Sexual Services
- Assault x2
- Indecent Acts

Sudbury man caught performing an indecent act in public facing more serious sex charges

Two female employees of a Paris Street business who went outdoors for a lunch break back on April 1, 2020 and observed a man sitting in the reclined driver's seat of his parked vehicle performing an indecent act.

The two women immediately informed their manager and Greater Sudbury Police were called.

By the time officers arrived, the man had driven off, but details about the man and his vehicle were provided.

Two days later, Greater Sudbury Police received a similar complaint and this time, they located the man sitting in the reclined driver's seat of his parked vehicle, pants down. He had eight methamphetamine tablets on him.

A 53 year old male – pleaded guilty in the Ontario Court of Justice via Zoom link from the Sudbury Jail to committing an indecent act and methamphetamine possession. Those counts include Child Luring, Making Indecent Phone Calls, Invite Sexual Touching and Exposure to a Minor.

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Attempt Murder

On the 30th of May 2021 at approximately 10:00 pm both became involved in a verbal argument. Accused threatened to kill victim stating he was a member of an Organized Crime Gang from Surrey BC.

Accused brandished a black edged weapon and slashed at the victim's neck.

A 28 year old male was arrested by members of the Major Crime Unit without incident for Attempt Murder, Utter Threats and Possession of a Weapon for a Dangerous Purpose. A search warrant was executed on the accused residence and the weapon used, a black straight razor was recovered. A canvass of the area located surveillance video which captured the incident.

Integrated Crime Section

Drug Enforcement Unit

Incident 1

In ongoing efforts to suppress and disrupt illicit substances originating from Southern Ontario into our community, the Drug Enforcement unit and the Organized Crime Enforcement Bureau of the OPP embarked on active information regarding a local Sudbury man to be involved in a large scale Cocaine distribution. On the 2nd of May 2021, officers arrested a 37 year old Sudbury man and a 26 year old female also of Controlled Drugs and Substances Search Warrants were executed on 2 Sudbury addresses which resulted in the seizure 34,000 dollars' worth of Cocaine, 5,000 dollars cash in Proceeds of Crime and recovery of a prohibited weapon.

The two individuals were charged with;

- Possession of Schedule I Substance, Cocaine for the Purpose of Trafficking s. 5(2) CDSA
- Possession of Property Obtained by Crime s. 354(1)(a) CC
- Unauthorized Possession of a Weapon (OC Spray) s. 91(2) CC
- Possession of a Weapon contrary to a Prohibition Order s. 117.01(1) CC

Incident 2

On the 12th of May 2021 Members of the DEU executed a Controlled Drugs and Substances Search Warrant at a residence in Greater Sudbury which yielded a large quantity of Cocaine, Cannabis, cash as well as a Stolen 20 Gauge Sawed off double barrel Shotgun and other prohibited weapons. Arrested and charged were a 59 year old and 37 year old Sudbury residents who will appear in court to answer to the following criminal allegations.

- Possession of Property Obtained by Crime under \$5,000-Currency and Stolen Firearm
- Possession of a Prohibited Weapon- Flick Knife and Brass Knuckle Knife
- Carry Concealed Weapon (Brass Knuckle Knife in Pocket)
- Unauthorized Possession of a Firearm (20 gauge shotgun)
- Unsafe Storage (Under regulations) Firearm and Ammunition
- Possession of a Controlled Substance for the purpose of trafficking CDSA; Schedule I-COCAINE

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- Possession of a Weapon for Dangerous Purpose peace or commit
- Cannabis Act offence - Possession for the Purpose of Distribution-Cannabis
- Prohibited/Restricted Firearm accessible Ammunition- Sawed off 20 Gauge Double Barrel Shotgun

Total Value of Drugs \$51,710.00

Total Cash Seized- \$2,475.00

Break Enter Robbery Unit

Incident 1

On the 2MAY21 at 1700hrs two males entered the Circle K located at 1003 Kingsway, Sudbury. While inside one suspect distracted the clerk while the other attended the back room where a vault is held. While in the back room the suspect took five cash boxes with a total estimated value over \$10,000. The suspects fled the store and entered a grey/silver newer model hatchback fleeing the city. Detectives from our Break Enter and Robbery Unit were successfully in identifying two individuals from Southern Ontario to have been responsible for the theft. Province wide warrants for their arrest have been issued.

Incident 2

Between the 1st of May and the 4th of May a suspect attended an in-service but not used commercial property in Valley East. Over the course of the dates while under the cover of darkness, the male removed valuable copper wire, other electronic equipment and causing damage to circuit breakers and damaging wires so that it could be removed. The value of the theft is estimated to be in excess of 100,000 dollars and caused approximately 200,000 dollars in damage to the building. The theft was only discovered on the 14th of May. Through investigation by the Break Enter and Robbery Unit, a Criminal Code Search Warrant was executed at an address in Valley East where a 44 year old Greater Sudbury man was arrested and charged with Break Enter and Theft and possession of Property obtained by Crime.

Incident 3

Around 10:35 p.m. on May 13, 2021, a man entered a convenience store on Kathleen Street, approached the counter, displayed a needle, threatened to stab the employee and stole cartons of cigarettes, as well as, various items. The man fled the area on foot prior to Police arrival. Members of our Emergency Response Unit including a K9 Unit attended the area in order to conduct a dog track; however the man was not located at the time.

Close to 5:30 p.m. on May 14, 2021, the same man attended a convenience store on Douglas Street, selected multiple items and approached the cash register. The man attempted to pay for the items; however the card he used was declined. The man then threatened the cashier with a needle and left the store with all of the items. Neither of the employees was injured during their interactions with the man.

Through the investigation, it was determined that the same man had attended the convenience store on Kathleen Street on May 12, 2021, selected various items and proceeded to the cash register where he asked for a pack of cigarettes. When the employee went to get the cigarettes the man fled the store, stealing all of the items that he had brought to the counter.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Detectives from our Break Enter and Robbery (B.E.A.R.) Unit of our Integrated Crime Section identified the suspect and located and arrested the 25 year old Sudbury male on May 16, 2021, Officers arrested and charged him with Robbery with a Weapon x2, Disguise with Intent x2, Failure to Comply with Release Order x3 and Breach of Probation Order x3

Incident 4

Shortly before 11:30 p.m. on May 24, 2021, a man wearing a face mask entered a convenience store on Lasalle Boulevard, approached the cash register and displayed a knife while demanding money from the employee. The man took an undisclosed amount of cash from the register and then proceeded to take Lottery tickets before fleeing the store on foot. The employee was not injured during the interaction and contacted Police.

On May 25, 2021, the same man attended a gas station on Barrydowne Road where he exchanged some of the stolen lottery tickets for money.

Through the investigation, Detectives from our Break Enter and Robbery (B.E.A.R.) Unit identified the man believed to be responsible for the Robbery and on May 28, 2021, Officers located and arrested a 29 year old male from Sudbury. He was taken into custody without incident and charged Robbery with a Weapon, Possession of a Weapon for a Dangerous Purpose, Disguise with Intent, Possession of Property Obtained by Crime Under \$5,000 and Breach of a Conditional Sentence Order.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Internet Child Exploitation Unit

The Greater Sudbury Police Service Internet Child Exploitation Unit is part of the Ontario Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet. This has been made possible by a grant from the Ministry of Community Safety and Correctional Services and Ministry of the Attorney General.

Incident 1

On May 6th, 2021 the I.C.E. and Computer Forensics Units in conjunction with Tactical and Intelligence Units executed a Search Warrant at a residence in Greater Sudbury.

As a result of the investigation, a 16 year old individual was arrested and charged with three counts of Access Child Pornography, three counts of Possess Child Pornography and three counts of Distribute Child Pornography x 3

Incident 2

On May 19th, 2021 the I.C.E. and Computer Forensics Units in conjunction with Tactical and Intelligence Units executed a Search Warrant at a residence in Greater Sudbury.

As a result of the investigation, 25 year old male from Sudbury was arrested and charged with the Luring a child under 18, Make Child Pornography, Possess Child Pornography, Distribute Child Pornography.

Incident 3

On May 27th, 2021 the I.C.E. and Computer Forensics Units in conjunction with Tactical and Intelligence Units executed a Search Warrant at a residence in Greater Sudbury.

As a result of the investigation, 30 year old male from Sudbury was arrested and charged with 2 counts of Access Child Pornography and three counts of Possess Child Pornography.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

PATROL OPERATIONS

- Responded to over 3600 Calls for Service, completed 280 Crown Briefs, issued 115 Provincial Offences Notices, made 335 Arrests, 93 Apprehensions under the Mental Health Act with 51 Individuals admitted under a form while spending an average of 1 hour 46 minutes at HSN

Investigation of Note: SU21034221

On May 13, 2021 a patrol officer observed a vehicle driving erratically on Radar Road. The vehicle left the roadway and the driver fled. A loaded handgun was found in the vehicle. A ground search was done with K-9 and Emergency Response Unit and the male was arrested a short distance away. A Search Warrant was then executed on the male's hotel room where a quantity of drugs was seized and a female arrested. While this was a joint investigation involving all areas of the police service, it would not have occurred without the actions of the officer on routine patrol.

Rural Unit

COVID related patrols/calls for service – 49

ATV/UTV related patrols/calls for service

- 7 patrols on UTV/ATV
- 31 focus patrols in vehicles targeting ATVs
- 126 contacts
- 29 warnings
- 5 POAs
- 4 72 Hour Notices

Marine related patrols/calls for service - 10

- 129 contacts
- 27 warnings
- 4 POAs

PLT related calls/outreach – 29

Rural PLT officers prepared Operation plans and attended six demonstrations to monitor and liaise with demonstrators.

Officers were also in communications regarding possible upcoming labour disruptions including Vale – USW Local 6500 and Coca Cola – UFCW 175.

Demonstrations regarding the Laurentian cuts are expected to continue into June and our PLT remains engaged.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

SOCIAL MEDIA UPDATES *(direct excerpts from messaging)*

Safe Boating Messaging

Boating season is upon us! Before you take your vessel out onto the water, we recommend you do the same that we did: inspect your vessel and the associated equipment. Ensure that everything is in good working order and that all the required safety equipment is on board. For a thorough vessel maintenance checklist, visit:

<https://www.discoverboating.ca/.../maintenance/startup.aspx>

During their weekend patrol on Long Lake, our Marine Unit Officers encountered this youth who was operating a kayak while wearing his PFD! He got a “Caught wearing my PFD” T-shirt. Way to go!

Identity Fraud Prevention Messaging

The Canadian Anti-Fraud Centre is noting an increase in identity fraud reporting. Fraudsters are using personal information to apply for government benefits, credit cards, bank accounts, cell phone accounts and to take over social media and email accounts.

Criminals can use your stolen or reproduced information to:

- access your computer/email
- access your bank accounts
- open new bank accounts
- transfer bank balances
- apply for loans and credit cards
- buy goods and services
- hide their criminal activities
- get passports or receive government benefits
- Actions you can take to protect yourself:
- be wary of unsolicited emails, text messages, telephone calls or mail asking you for personal or financial information
- check your credit reports, bank and credit card statements and report any irregularities
- shred personal and financial documents before putting them in the garbage
- retrieve your mail on a regular basis to limit possible mail theft
- when you move, notify the post office and your relevant financial institutions and service providers

Canada Road Safety Week – May 18-24, 2021

Today marks the beginning of Canada Road Safety Week, May 18-24, 2021, an awareness campaign designed to increase public compliance with safe driving measures in order to save lives and reduce injuries on our roads.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

The campaign is focused on behaviours that put drivers, passengers, pedestrians and other vulnerable road users most at risk:

- drug impaired driving
- alcohol impaired driving
- fatigue impaired driving
- distracted driving
- aggressive driving
- driving without a seatbelt

Our Traffic Management Unit will be out there ensuring motorists are driving sober, obeying speed limits focusing on the road. See you out there, Sudbury!

Road Safety Video – Aggressive Driving

Tailgating? Yelling or cursing at other drivers? Speeding?

People who experience road rage are more likely to drive aggressively, increasing the risk of a collision that could cause serious injuries or even death.

Curb your aggression! It's #NotWorthTheRisk.

Canada Road Safety Week – #AnywhereAnytimeRIDE and Distracted Driving Blitz

Canada Road Safety Week. kicked off and our Traffic Management Unit conducted two #AnywhereAnytimeRIDE spot check programs and checked a total of 354 vehicles.

As a result, two drivers were found to be operating vehicles while under suspension. They were both charged accordingly and must attend court at a later date. Another driver was found to be operating without valid insurance. The operator was charged and the vehicle was towed at the owner's expense.

Alcohol was detected on another driver who provided a roadside breath sample which registered in the warn range. This individual was issued a three-day driver's licence suspension.

In addition, a total of seven drivers were observed operating hand held communication devices while operating a vehicle on a roadway. They were each issued a Provincial Offence Notification with a fine of \$615, three demerit points and a three-day driver's licence suspension upon conviction. Those drivers will be subject to an administrative fee to reinstate their driver's licence following the suspension period.

Distracted Driving Statistics:

In Ontario, deaths from collisions caused by distracted driving have doubled since 2000. Ontario data on collisions show:

- one person is injured in a distracted-driving collision every half hour
- a driver using a phone is four times more likely to crash than a driver focusing on the road

Our Traffic Management Unit will continue their efforts to keep our roads safe for all road users. Please make the responsible decision to wear your seatbelt, obey the posted speed limit, drive sober and drive distraction-free.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Sexual Assault Prevention Month – May

Meet Constable Travis Warnock:

“As a member of Uniform Patrol, part of my responsibility is to speak with Survivors of Sexual Assault as the initial point of contact. Within this role, I liaise with the Detectives of the Criminal Investigations Division and make referrals to Sudbury & Area Victim Services / Services aux victimes du Grand Sudbury (SAVS). As the first point of contact in some of these cases, it is critical that Survivors know they are believed and will be supported throughout the process.

My approach is to treat Survivors the way I would want my own family members to be treated. What kind of police officer would I want investigating a report from my mother or sister? Every Survivor I speak to is someone's daughter, son, wife, husband, sister, brother. It is important to be kind and to respect the individual's trauma.

As a former member of the Intimate Partner Violence Unit (formerly referred to as the Domestic Violence Unit), I understand and appreciate the importance of making sure that Survivors get the assistance that they need. Sudbury and Area Victim Services is such a fantastic resource and it is always great to see Survivors be helped through their trauma.”
Learn more about SAVS: <https://www.savs.ca>

We take reports of Sexual Assault very seriously. May is Sexual Assault Awareness Month and we are proud to support the Start by Believing campaign:
<https://www.startbybelieving.org/home/>

When Survivors of Sexual Assault are doubted or blamed, it decreases the likelihood that they will report the crime to Police and reach out for help. Start by Believing is a public awareness campaign designed to end the cycle of silence.

If you have experienced a Sexual Assault, you have various options for reporting the incident(s) to Police if and when you are ready to do so.

In the case of an emergency, if you are in danger or need medical assistance or if the incident just took place/the person responsible is nearby, please call 911 immediately.

If you are reporting a Sexual Assault after the fact and you do not believe that you require immediate assistance, you can call us at 705-675-9171 or you can report it online through our online reporting system: <https://www.gspcs.ca/en/reporting/sexual-assault.aspx...>

Under the Reporting heading you will find a page dedicated to Sexual Assault reporting with additional information including a Sexual Assault Survivors Guide:
<https://www.gspcs.ca/.../Information-Guide-for-Survivors...>

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Motorcycle Safety Month – May

This #MotorcycleSafetyMonth, remember to #RideSmart. Avoid bad weather – the dangers of wet roads multiply when you're on two wheels. Before each ride, perform a safety check to ensure your motorcycle is in good working order.

Further to this, check yourself and ensure you are physically, emotionally and mentally prepared to ride. Never ride tired. Always give your full attention to the road and be aware of your surroundings.

Driving a motorcycle is more dangerous than driving a car or truck. Keep your eyes constantly moving and scanning the road ahead, beside and behind. You cannot assume that other drivers see you. Drivers who have collided with motorcycles often say they did not see the motorcycle until it was too late. To increase your visibility, wear brightly coloured reflective clothing and helmet. Check your mirrors every five to seven seconds to keep track of traffic coming up behind you.

Most collisions between motorcycles and other vehicles happen at intersections. Be especially cautious in intersections and when changing lanes.
For more motorcycle safety tips, visit: <https://www.ontario.ca/.../official-ministry.../visibility>
And remember: speeding is #NotWorthTheRisk!

Road Safety Video – Distracted Driving

Your likelihood of being involved in a collision or near collision increases 4-5 times when talking on a cell phone while driving.

While you are driving, including when you are stopped in traffic or at a red light, it is illegal to:

- use a phone or other hand-held wireless communication device to text or dial – you can only touch a device to call 911 in an emergency
- use a hand-held electronic entertainment device, such as a tablet or portable gaming console
- view display screens unrelated to driving, such as watching a video
- program a GPS device, except by voice commands

Put the phone down and give your full attention to the road. It's #NotWorthTheRisk.

Safe Boating Awareness Week – May 22-28, 2021

Today marks the beginning of #SafeBoatingAwarenessWeek, May 22nd-28th, 2021. Boating is a favourite pastime for many community members and is a great family activity. The Greater Sudbury Police Service reminds all boat users to #BoatSmart and to follow these safety tips from the Canadian Safe Boating Council:

1. Wear Your Lifejacket - Over 80% of Canadians who drown while boating were not wearing their lifejacket or not wearing it properly. There are so many choices for lifejackets/personal floatation devices on the market now, it is easy to pick one that

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- suits your 'boating style' and is one that you are comfortable wearing all the time you are on the water.
2. Always Boat Sober
 3. Be Prepared - Make sure you and your boat are up to your planned on-water activities. That means you are knowledgeable about your upcoming trip, your boat is properly equipped with the required and good to have safety equipment, the weather is suitable for the voyage, you have sufficient fuel and you have filed a trip plan.
 4. Take a Boating Course – If you are operating a powered recreational vessel, you should have your Pleasure Craft Operator Card or some other proof of competency. But that is just as start, so consider taking some advanced courses. If your boating preference tends towards paddle, this is the perfect time to enroll in some on water training. Or if you are just starting out, log onto and start your boating in a paddle craft responsibly. The site is not a substitute for on water training, but it does provide a great first step in education about paddle craft.
 5. Be Aware of Cold-Water Risks - Cold water can severely impact your ability to swim or even just stay afloat. Even the best swimmers will feel the effects of a sudden cold-water immersion. No matter your swimming ability, best chance of surviving an accidental cold-water immersion is to wear your lifejacket!

Have fun and stay safe on the water. From our GSPS Family to yours, enjoy the long weekend! See you out there!

Road Safety Video – Impaired Driving

We continue to see an increase in the number of drivers impaired by drugs and/or alcohol on our roads.

Last night while conducting an #AnytimeAnywhereRIDE spot check, Officers stopped a 21-year old G2 driver who failed the roadside Approved Screening Device (ASD) and blew over double the legal limit on the Intoxilyzer. The individual was charged with Operation while Impaired, BAC over 80 mgs, young driver (under 22) & novice driver (G2) BAC above zero. This resulted in a 90-day driver's licence suspension and immediate 7-day vehicle impound. Drivers age 21 or under and novice drivers of any age (with G1, G2, M1, or M2 licenses) must not have any presence of alcohol in their blood when behind the wheel. This is commonly referred to as the "zero BAC" or "zero tolerance" rule.

Driving impaired is simply not worth it. Plan ahead for a safe ride home. Remember, life doesn't have a reset button. Driving is a privilege, not a right.

If ever you consider driving while under the influence of drugs or alcohol, stop and take a moment to think about the victims who have lost their lives to impaired driving and their loved ones.

Impaired driving hurts us all – through deaths, injuries and property damage, as well as costs for health care and emergency response services.

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Safe Boating Awareness Week – Video

It's a beautiful day in Sudbury!

Many water enthusiasts are out on the lakes. This Safe Boating Awareness Week and every week, please make safety your number one priority. You can still have fun while being safe. Wear your lifejacket or Personal Flotation Device (PFD). It's the law to carry one that fits each person in the vessel. We recommend not just carrying it, but WEARING it.

Over 80% of Canadians who have drowned while boating were not wearing their lifejackets properly or at all. Don't become a statistic.

#WearYourLifeJacket or PFD

Sexual Assault Prevention Month – May

Meet Julia Kinna, Project Champion/Project Empower Coordinator with our Criminal Investigations Division:

“As the Project Champion Coordinator, I work alongside detectives within the Criminal Investigations Division and closely with Sudbury & Area Victim Services / Services aux victimes du Grand Sudbury. Project Champion promotes our online reporting method for Survivors of Sexual Assault, provides training to frontline officers, maintains partnerships within the community, and provides a wraparound support service framework for Survivors who choose to report to the police. Every Survivor deserves to be heard. I am passionate about helping Survivors of Sexual Assault as I believe that they deserve to be treated with dignity and respect and receive timely access to services that will help their healing process. I am aware of the bravery it takes for an individual to speak about such a violent crime and I think that there is power that comes from believing Survivors.”

Learn more about SAVS: <https://www.savs.ca>

We take reports of Sexual Assault very seriously. May is Sexual Assault Awareness Month and we are proud to support the Start by Believing campaign:

<https://www.startbybelieving.org/home/>

When Survivors of Sexual Assault are doubted or blamed, it decreases the likelihood that they will report the crime to Police and reach out for help. Start by Believing is a public awareness campaign designed to end the cycle of silence.

If you have experienced a Sexual Assault, you have various options for reporting the incident(s) to Police if and when you are ready to do so.

In the case of an emergency, if you are in danger or need medical assistance or if the incident just took place/the person responsible is nearby, please call 911 immediately.

If you are reporting a Sexual Assault after the fact and you do not believe that you require immediate assistance, you can call us at 705-675-9171 or you can report it online through our online reporting system: <https://www.gspcs.ca/en/reporting/sexual-assault.aspx...>

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Under the Reporting heading you will find a page dedicated to Sexual Assault reporting with additional information including a Sexual Assault Survivors Guide:

<https://www.gspcs.ca/.../Information-Guide-for-Survivors...>

Sexual Assault Prevention Month – Awareness Survey

Please take a moment to complete our Sexual Assault and Human Trafficking Awareness survey: https://surveymonkey.com/r/GSPS_Awareness_Survey

****Share this post by May 31st, 2021 to be entered into a draw to win a gift card from Salute Coffee Company or KUPPAJO ESPRESSO BAR.****

Thank you for spreading awareness on these very important topics. We hope to receive as much feedback from community members as possible.

This survey will ask about general knowledge on Sexual Assault and Human Trafficking and will take approximately 6 minutes to complete. This survey is voluntary and you may stop at any time. All responses are anonymous. We appreciate your time and participation. If you feel triggered by any of the sensitive questions, you may use the following community victim/survivor resources:

- Sudbury and Area Victim Services 705-522-6970
- Voices for Women 705-671-5495
- 24/7 Crisis Line 705-675-4760
- Centre Victoria Pour Femmes 705-670-2517
- N'Swakamok Native Friendship Centre 705-674-2128

Missing Children's Day – May 25, 2021

Every child has the right to safety and well-being. We all have a duty to protect children from exploitation and harm.

This #MissingChildrensDay, we encourage parents and caregivers to review these safety tips:

- Talk with your children about online safety - keep open communication and monitor their online interactions
- Educate your children about strategies that abductors use to lure children, such as looking for a lost pet or inviting them to play video games
- Teach children about strangers and ensure they know they can't go anywhere with anyone without a parent's permission, even if it's someone the child knows like a neighbour or a parent of one of their friends
- Educate children about the importance of personal safety and making safe decisions (I.e. running for help and calling police if they are being followed by someone, and shouting as loud as they can if someone attempts to take them against their will)
- Create a safety plan for large, busy places like the mall
- Ensure your child can verbally identify your full name, and not just refer to you as 'mommy' or 'daddy'
- Teach them early on some safe people and safe places
- Advise children to use the buddy system

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- Play a lot of what-if scenarios with your child, a good way to instill knowledge without scaring them
- For older children, it's important that parents know where they are, who they are with and when they should be expected back
- Teach your children to say 'no' and follow their gut instincts

(Info gathered from the RCMP and the Missing Children's Network).

'Stranger danger' has traditionally been used in personal safety education for children, but over the years this strategy has become outdated and is ineffective in reducing a child's risk of abduction and victimization. Here's why:

1. The concept of a 'stranger' is difficult for children to understand.
2. In certain situations children may need to approach someone they don't know (i.e., a 'stranger') for help.
3. Children are more likely to be abducted by someone they know or have come in contact with (i.e., not a 'stranger').

Rather than focusing on stranger danger, it is far more effective to teach children not to go anywhere with anyone without first getting permission from their parent/guardian. This reinforces to children that the duty of supervision lies with parents/guardians, as opposed to leaving it up to them to assess motives of individuals:

https://missingkids.ca/.../MK_SafetyHabitstoKeepKidsSafe...

Learn more at <https://missingkids.ca/en/resources/>

Canada Road Safety Week – Enforcement Results

Over the course of Canada Road Safety Week (May 18-24), our Traffic Management Unit conducted three #AnytimeAnywhereRIDE spot checks in Greater Sudbury and checked a total of 728 vehicles. Of those vehicles, results were as follows:

- Impaired charges laid: 7
- Stunt drivers towed and charged: 2
- Distracted driving charges laid: 7
- Additional charges laid for speeding and other Highway Traffic Act Offences: 114

Canada Road Safety Week is an awareness campaign designed to increase public compliance with safe driving measures in order to save lives and reduce injuries on our roads. The campaign is focused on behaviours that put drivers, passengers, pedestrians and other vulnerable road users most at risk such as impaired driving, distracted driving and aggressive driving.

Our Traffic Management Unit will continue their efforts to keep our roads safe for all road users. Please make the responsible decision to wear your seatbelt, obey the posted speed limit, drive sober and drive distraction-free. Remember, driving is a privilege, not a right!

Motorcycle Safety Month Video – Completing a proper turn

One of the biggest challenges a motorcyclist faces is learning how to do a proper turn. Cst. Kitchikake of our Traffic Management Unit is here to show you how to turn safely.

#MotorcycleSafetyMonth #RideSmart

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Motorcycle Safety Month Video – See and be seen

One of the most common factors in collisions involving motorcycles is the driver not being able to see the motorcyclist. That's why it's important to stop and look in both directions to ensure that it is safe to proceed. When the motorcyclist is approaching the intersection, it is important to make eye contact with the driver (if possible) and to have both brakes covered to ensure emergency braking can be applied if required. It's also a good idea for the motorcyclist to have an exit strategy should the driver pull out in front of them at the last second.

#StayAlert #MotorcycleSafetyAwarenessMonth

Former Kamloops Residential School Site

Our hearts are heavy as we mourn the lives of the 215 children discovered at the site of the former Kamloops residential school. This news is a stark reminder of the pain suffered by Indigenous communities, families and Survivors, historically and in present day. Our flag will be lowered for 215 hours to honour the memory of the innocent lives lost. Today we wear orange to symbolize our solidarity and that #EveryChildMatters. #215children

Dumb Luck for Lottery Ticket Thief - Man Arrested After Robbery at Convenience Store Wins a One-way Ticket to Jail

Shortly before 11:30 p.m. on May 24, 2021, a man wearing a face mask entered a convenience store on Lasalle Boulevard, approached the cash register and displayed a knife while demanding money from the employee. The man took an undisclosed amount of cash from the register and then proceeded to take Lottery tickets before fleeing the store on foot. The employee was not injured during the interaction and contacted Police. On May 25, 2021, the same man attended a gas station on Barrydowne Road where he exchanged some of the stolen lottery tickets for money.

Through the investigation, Detectives from our Break Enter and Robbery (B.E.A.R.) Unit identified the man believed to be responsible for the Robbery and on May 28, 2021, Officers located 29 year old Wayne Gervais on Lasalle Boulevard. He was taken into custody without incident and charged with the following under the Criminal Code of Canada;

- Robbery with a Weapon
- Possession of a Weapon for a Dangerous Purpose
- Disguise with Intent
- Possession of Property Obtained by Crime Under \$5,000
- Breach of a Conditional Sentence Order

He was held in custody and attended Weekend and Statutory Holiday (W.A.S.H.) Court on May 29, 2021 to answer to the charges.

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National Indigenous History Month – June

Mino Anishnaabek Dibik-Giizis! Happy National Indigenous History Month.

In 2009, the House of Commons passed a motion to celebrate National Indigenous History Month. June (Odemin Giizis) is National Indigenous History Month.

The Greater Sudbury Police Service recognizes that we are all Treaty people and that we are situated on the Robinson Huron Treaty Region.

As a police service, we continue to expand our learning and understanding of Indigenous history and culture, and nurture our partnership with Indigenous community members based on trust and respect.

The Greater Sudbury Police Service is dedicated to protecting and serving this community while exemplifying our RICH values of Respect, Inclusivity, Courage and Honesty.

We strive to build positive and respectful relationships with the original inhabitants of this land including First Nations people, Inuit people and Métis people. Today and every day we would like to express our solidarity with the Indigenous community. Since the onset of colonization and through decades of intergenerational trauma, we acknowledge the role that Police played in systemic racism and we know that there is much work to be done in order to repair and heal the relationship between Police and the Indigenous community.

As a Police Service, we are committed to working together with community partners and community members to ensure that Indigenous People and people of all cultures, races and diversity are treated with respect and dignity.

Explore and learn more about the rich and diverse cultures, voices, experiences and histories of First Nations, Inuit and Métis peoples: <https://www.rcaanc-cirnac.gc.ca/.../1621447.../1621447157184>

most photos are Pre-Covid

#IndigenousHistoryMonth #Sudbury #EveryChildMatters #215children

Pride Month – June

We are grounded by our RICH values of Respect, Inclusivity, Courage and Honesty. We celebrate authenticity; the freedom to be who you are and to openly love who you love. This #PrideMonth, we continue to support equality, diversity, inclusion and acceptance.
#PrideMonth2021 #Pride2021 #LoveIsLove

Law Enforcement Torch Run for Special Olympics

Hey Sudbury!

Want to help us make Special Olympics athlete's dreams come true? Please support our Greater Sudbury Police Team for this year's Virtual Law Enforcement Torch Run (LETR) in support of Special Olympics Ontario.

The goal for 2021 is to raise \$34,000 for 34 Years of Torch Run in Ontario! Please donate to our GSPS team here: <https://give.specialolympicsontario.com/.../greater.../>

Our goal is to raise \$1,500.

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Even though we cannot gather and run together as a team this year, we'll be showing our support for Special Olympics athletes through individually running, walking, hiking, paddling and more.

The LETR virtual Torch Run concludes on June 5, National Health and Fitness Day. Thank you for your support!!

Requesting Assistance to Identify Man Responsible for Robbery at Gas Station in Chelmsford

Just after 8:45 a.m. on May 25, 2021, a man entered a gas station on Main Street East in Chelmsford, covered his face and approached the cash register. He demanded money from the employee and fled the store with an undisclosed amount of cash and multiple cartons of cigarettes.

Officers attended the area including one of our K9 Units in order to conduct a dog track; however the man was not located at the time of the track.

The man is described as being around 6'0" tall, 180 lbs., and was wearing a hat, black jacket, grey hoody and grey sweat pants at the time of the incident.

The store's video surveillance equipment did capture footage of the man; however the man concealed his face from the cameras during the interaction. Images of the man at the time of the incident are attached.

Anyone with information related to this incident or who knows the identity of the man involved in the Robbery is asked to contact our Criminal Investigation Division at 705-675-9171 or Crime Stoppers at 705-222-8477.

SUMMER MONTHS

During the summer months the Board will continue to be updated information. We are all looking forward to the summer and some time to rest, relax and unwind.

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

We will all get through this together!

Stay home! • Stay safe! • Stay positive!