



**BOARD OF POLICE COMMISSIONERS
MINUTES
January 20, 2020**

PRESENT: Commissioner Natalie Borden, Chair
Commissioner Carole McDougall, Vice-Chair
Commissioner Tony Mancini
Commissioner Lindell Smith
Commissioner Lisa Blackburn
Commissioner Tony Mancini
Commissioner Anthony Thomas
Commissioner Carlos Beals

STAFF: Jacques Dubé, Chief Administrative Officer
Chief Dan Kinsella, HRP
Chief Superintendent Janis Gray, Halifax District Detachment, RCMP
Superintendent Don MacLean, HRP
Amy Siciliano, HRM Public Safety Advisor
Martin Ward, Solicitor
Katharine Salsman, Solicitor
Craig Horton, Financial Coordinator, HRP
Robyn Dean, Legislative Assistant

The following does not represent a verbatim record of the proceedings of this meeting.

*The agenda, supporting documents, and information items circulated to the Board are available online:
www.halifax.ca*

The meeting was called to order at 12:32 p.m. and adjourned at 3:15 p.m.

1. CALL TO ORDER

The Chair called the meeting to order at 12:32 p.m., at Halifax Hall, City Hall, 1841 Argyle St., Halifax

ELECTION OF CHAIR AND VICE CHAIR

The Chair turned over the meeting to the Legislative Assistant.

The Legislative Assistant called for nominations for the position of Chair of the Board of Police Commissioners.

MOVED by Commissioner Mancini, seconded by Commissioner Blackburn

THAT Natalie Borden be nominated Chair of the Board of Police Commissioners.

MOTION PUT AND PASSED.

The Legislative Assistant called three times for any further nominations. There being none, it was:

MOVED by Commissioner Mancini, seconded by Commissioner Smith

THAT nominations for the position of Chair be closed.

MOTION PUT AND PASSED.

The Legislative Assistant declared Natalie Borden Chair of the Board of Police Commissioners.

Commissioner Borden then assumed the Chair and called for nominations for the position of Vice Chair of the Board of Police Commissioners.

MOVED by Commissioner Beals, seconded by Commissioner Mancini

THAT Carole McDougall be nominated Vice Chair of the Board of Police Commissioners.

MOTION PUT AND PASSED.

The Chair called three times for any further nominations. There being none, it was:

MOVED by Commissioner Smith, seconded by Commissioner Thomas

THAT nominations for the position of Vice-Chair be closed.

MOTION PUT AND PASSED.

The Chair declared Commissioner McDougall the Vice Chair of the Board of Police Commissioners.

2. COMMUNITY ANNOUNCEMENTS

Commissioner Mancini noted that a Town Hall meeting will be taking place on January 30, 2020 in Dartmouth. The purpose of this meeting is to meet with the Halifax Regional Police and Chief Kinsella to discuss communication and working with the Police, as well as what is important in policing.

3. APPROVAL OF MINUTES – December 16, 2019 & January 9, 2020 (Special)

MOVED by Commissioner Blackburn, seconded by Commissioner Beals

THAT the minutes of December 16, 2019 & January 9, 2020 (Special) be approved as circulated.

MOTION PUT AND PASSED.

4. APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF ADDITIONS AND DELETIONS

MOVED by Commissioner Smith, seconded by Commissioner McDougall

THAT the agenda be approved as presented.

MOTION PUT AND PASSED.

5. BUSINESS ARISING OUT OF THE MINUTES – NONE

6. CALL FOR DECLARATION OF CONFLICT OF INTERESTS – NONE

7. CONSIDERATION OF DEFERRED BUSINESS – NONE

8. CORRESPONDENCE, PETITIONS & DELEGATIONS

8.1 Correspondence

The Legislative Assistant noted that the Board received correspondence in the form of three presentation requests. This correspondence was circulated to the Board under items 8.3.1, 8.3.2, and 8.3.3. It was also noted that one additional piece of general correspondence was received and distributed to the Board.

8.2 Petitions – None

8.3 Presentations

8.3.1 El Jones – Police Budget

The following was before the Board of Police Commissioners:

- Correspondence from El Jones
- A presentation entitled “Police Budget”

El Jones provided a brief presentation on the issues associated with increased police budgets. Specifically, Jones noted that police budgets are increasing across Canada. Jones also speculated that the increased funds allocated to police services are contributing to increased police strategies rather than strength. According to Jones, increased police budgets allow police to expand and shift the grounds of racial profiling. Jones called on the Board to freeze the police budget.

The Board discussed the presentation with Jones responding to questions. The Chief Administrative Officer (CAO) noted that police budgets are increasing at a rate higher than other business units across Canada, Nova Scotia, and HRM (in both dollar figures and percentage points), however it was noted that the Halifax Regional Police (HRP) budget has not seen substantial growth in recent years.

The Board questioned whether there had ever been a budget efficiency study conducted within the municipality. The CAO noted that HRP recently went through a major service review and that Chief Kinsella is engaging with HRP employees daily to look for efficiencies.

The Chair thanked El Jones for the presentation.

8.3.2 Harry Critchley, Vice-Chair, East Coast Prison Justice Society and Chair, Advocacy Committee, Elizabeth Fry Society of Mainland Nova Scotia – Sobering Centres

The following was before the Board of Police Commissioners:

- Correspondence from Harry Critchley
- A presentation entitled “Sobering Centres: Their Use, Efficacy, and Feasibility for the HRM”

Harry Critchley provided a short presentation on sobering centres, including a brief discussion on a number of successful centres across North America. Critchley noted that sobering centres are generally employed by healthcare providers and that these establishments function as a safe place for intoxicated individuals to “sleep it off”. Furthermore, Critchley noted that sobering centres have been quite successful, leading to a decrease in number of police detentions of intoxicated persons in Western Australia from 1991-2005 (declined 84% from 12,346 to 1,972). Critchley called on the Board to request a feasibility study regarding the implementation of a sobering centre and/or a managed alcohol program, including consultation with communities disproportionately affected by alcoholism.

The Board discussed the presentation with Critchley responding to questions. In response to questions about funding, Critchley noted that sobering centres are typically run by non-profit organizations with municipal funding. It was also noted that some sobering centres in British Columbia are partly funded by the provincial health authority. In response to questions about the staffing model at sobering centres, Critchley stated that larger cities employ a greater number of health care professionals, however they also employ individuals from social services (i.e., social workers).

The Chair thanked Harry Critchley for the presentation.

8.3.3 Dr. Leah Genge, Mobile Outreach Street Health (MOSH) – North End Community Health Centre, Direction 180, Spryfield Medical Centre – Managed Alcohol Programs

The following was before the Board of Police Commissioners:

- Correspondence from Dr. Leah Genge
- A presentation entitled “Managed Alcohol Programs”

Dr. Leah Genge provided a brief presentation on managed alcohol programs (MAPs), including a discussion on what they are, their role, and who they aim to help. Dr. Genge explained that MAPs are establishments that provide housing for people with severe alcoholism. At MAPs, employees (often health care workers) provide clients with individualized amounts of alcohol at regularly scheduled intervals. Dr. Genge noted that the objective is to reduce drunk tank placements as well as acute issues on the individual such as injuries and harmful behaviours. It was also noted that MAP development is currently underway. Dr. Genge called on the Board to recommend a Harm Reduction Working Group within the municipality.

The Board discussed the presentation with Dr. Genge responding to questions. Specifically, the Board was interested in how MAPs have dealt with public opinion on facilities providing alcohol to those with substance abuse issues. Dr. Genge noted that the communities are often hesitant in the beginning but eventually become quite accepting and realize the importance of the work being done in the program.

9. INFORMATION ITEMS BROUGHT FORWARD – NONE

10. REPORTS/DISCUSSION

10.1 STAFF

10.1.1 HRM Wortley Report Recommendations – Update

- **Community Engagement**
- **Data Collection**
- **Street Check Ban**

Chief Kinsella provided an update on HRP's progress with the HRM Wortley Report recommendations including information relating to community engagement, data collection, and the street check ban. It was noted that HRP continues to do outreach with the community to ensure individuals are aware of the mechanism to approach the department for complaints. Chief Kinsella also noted that data is no longer being collected and that there have been no street checks since April 2019.

Janis Gray, Chief Superintendent, provided an update on the Halifax District RCMP's progress with the HRM Wortley Report recommendations including information relating to community engagement, data collection, and the street check ban. Chief Superintendent Gray noted that in terms of community engagement, the RCMP recently started a program assisting African Canadians to apply to the RCMP. It was also noted that with regard to street checks and data collection, the RCMP is legally required to retain street check data for two years after the ban. Chief Superintendent Gray confirmed that to acquire personal information regarding a street check, individuals may submit an Access to Information & Privacy request to the RCMP.

The Board requested an update on the RCMP's progress with a public apology regarding street checks. Chief Superintendent Gray noted that the national review is still underway and that they anticipate having something in the Spring of 2020.

10.1.2 Diversity Officers – Presentations from HRP & RCMP

(i) Role of HRP's Equity Diversity Officer

(ii) "H" Division RCMP Diversity Policing

The following was before the Board of Police Commissioners:

- A presentation entitled "Role of HRP's Equity Diversity Officer"
- A presentation entitled "'H" Division RCMP Diversity Policing"

Don MacLean, Superintendent, gave a brief presentation on the role of HRP's Equity Diversity Officers. Specifically, Superintendent MacLean noted that the main role of an Equity Diversity Officer is to work with diverse communities and community leaders across HRM to build relationships and foster understanding between diverse communities and the police. Additionally, it was noted that the officer also works with fellow officers across HRM informing training, policies, and practices to ensure fairness and respect for all.

Chief Superintendent Gray provided a presentation on the Diversity Policing Analyst position within the Halifax District of the RCMP. It was noted that the Diversity Policing Analyst has many roles and responsibilities, including but not limited to contributing to the Annual Performance Plan (fostering connections with African-Nova Scotian communities), collaborating with other units, maintaining and fostering a close working relationship with visible minority communities, managing the Black and Racially Visible Advisory Committee, and developing and delivering visible minority information sessions, training programs, and community initiatives.

10.1.3 Employee and Volunteer Support Processes – Presentations from HRP & RCMP

(i) HRP's Employee & Volunteer Support Processes for Critical Incidents

(ii) RCMP Wellness Programs

The following was before the Board of Police Commissioners:

- A presentation entitled "HRP's Employee & Volunteer Support Processes for Critical Incidents"
- A presentation entitled "RCMP Wellness Programs"

Staff Sergeant Anthony McNeil provided a presentation on HRP's Employee & Family Assistance Program (EFAP). Staff Sergeant McNeil explained that EFAP is a voluntary program to assist employees, volunteers, and their immediate family members with personal and work-related issues. It was noted that the program provides peer support and referrals for professional services if required, or an opportunity to confidentially talk with a peer. Staff Sergeant McNeil also noted that the program is supported by management and the union but is confidentially independent. In terms of staffing, Staff Sergeant McNeil noted that EFAP consists of one full-time coordinator and sixteen (16) voluntary peer referral agents. Agents are either current or retired staff and may be either police officers or civilians.

Corporal Deepak Prasad provided a presentation on the Employee & Management Relations Office (EMRO) programs available to regular and civilian members of the RCMP, including a discussion about the Divisional Peer Assistance Cadre and the roles and responsibilities of the Wellness Coordinator. Corporal Prasad explained that under the EMRO, employees have access to occupational health services such as a full-time doctor, periodic health assessments, a divisional Psychologist, Disability Management Advisors, and a Wellness Coordinator. The role of the Wellness Coordinator is to lead the coordination, communication, promotion, and facilitation of the Employee Assistance Program (EAP) within the division, including the support of emergency and/or critical situations. Corporal Prasad noted that the EAP consists of an internal peer-to-peer system, chaplain services, and a professional short-term counselling referral service provided through the Health Canada, Employee Assistance Service. It was further noted that this service is available to the employees as well as their spouses and dependents. Corporal Prasad also noted employees have access to the Occupational Stress Injury Clinics which provide assessment, treatment, prevention, and support to serving and retired RCMP regular and civilian members. Additionally, Corporal Prasad noted the upcoming launch of the Divisional Integrated Wellness Strategy (April 2020) which was developed based on consultation with stakeholders including front-line police officers. The Divisional Integrated Wellness Strategy will aim to create a pathway to teach all employees about personal and workplace resiliency.

10.1.4 Crime Statistics

(i) RCMP HRM Statistical Overview

(ii) RCMP Policing Services – 2018/19 Second Half Comparison

(iii) HRP HRM Statistical Overview

The following was before the Board of Police Commissioners:

- A staff report entitled "RCMP HRM Statistical Overview"
- A staff report entitled "RCMP Policing Services – 2018/19 Second Half Comparison"
- A staff report entitled "HRP HRM Statistical Overview"

The Board discussed the reports with Chief Kinsella and Chief Superintendent Gray responding to questions.

10.1.5 Changes to Police Regulations under the Police Act

The following was before the Board of Police Commissioners:

- A letter from the Chief Executive Officer of the Nova Scotia Federation of Municipalities

10.1.6 Draft Budget – Update

The Chair noted that the budget recommendation will go forward to the Budget Committee on February 5, 2020. The CAO further noted that conversations with the RCMP and the province have taken place. It was also noted that the province has signalled no issue with supporting the recommendation going forward from the Board to the federal government, but that the final decision lies with Public Safety Canada. The CAO confirmed that the decision needs to be ratified in a four-way call between all parties (i.e., BOPC, the municipality, the provincial government, and the federal government).

10.2 MEMBERS OF BOARD OF POLICE COMMISSIONERS

10.3 COMMISSIONER UPDATES

10.3.1 Management Employee Relations Committee - Update

Commissioner Borden noted that there has not been a meeting of the Management Employee Relations Committee since the last update.

10.3.2 Canadian Association of Police Governance Board – Update

The following was before the Board of Police Commissioners:

- A written update from Commissioner McDougall

10.3.3 Nova Scotia Association of Police Governance Board – Update

The following was before the Board of Police Commissioners:

- A written update from Commissioner McDougall

10.4 HRP/RCMP CHIEF UPDATES

The Board agreed by consensus to defer this item.

11. ADDED ITEMS

12. ITEMS FOR FUTURE CONSIDERATION

13. IN CAMERA (In Private)

MOVED by Commissioner Mancini, seconded by Commissioner Beals

TO convene in camera to discuss the Private and Confidential Information Item.

MOTION PUT AND PASSED.

Private and Confidential Information Item

1. Private and Confidential In Camera (In Private) Information Report - re: Public Security Matter

This item was discussed In Camera (In Private). No further action was taken.

14. NOTICES OF MOTION – NONE

15. DATE OF NEXT MEETING

- February 10, 2020 (*a week early due to Heritage Day*)
- March 9, 2020 (*a week early due to March Break*)

16. ADJOURNMENT

The meeting adjourned at 3:15 p.m.

Robyn Dean
Legislative Assistant