



**BOARD OF POLICE COMMISSIONERS
MINUTES
October 21, 2019**

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

STAFF: Jacques Dubé, Chief Administrative Officer
Chief Dan Kinsella, HRP
Chief Superintendent Janis Gray, Halifax District Detachment, RCMP
Superintendent Don MacLean, HRP
Sergeant Chris Romanchych, RCMP
Craig Horton, Financial Coordinator, HRP
Inspector Erin Pepper, Halifax District Detachment, RCMP
Amy Siciliano, HRM Public Safety Advisor
Martin Ward, Solicitor
Kevin Arjoon, Municipal Clerk
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 12:33 p.m. and moved In Camera (In Private) at 2:41 p.m. The Board reconvened in public session at 3:11 p.m. and adjourned at 3:12 p.m.

1. CALL TO ORDER

The Chair called the meeting to order at 12:33 p.m., in Halifax Hall, 2nd Floor, 1841 Argyle Street, Halifax.

1.1 Swearing in of Councillor Lisa Blackburn

Lisa Blackburn was sworn-in as Commissioner of the Halifax Board of Police Commissioners

2. APPROVAL OF MINUTES – September 16, 2019

MOVED by Commissioner Smith, seconded by Commissioner Thomas

THAT the minutes of September 16, 2019 be approved as presented.

MOTION PUT AND PASSED.

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

Chair Borden requested that item 7.3.1 be dealt with as the first item on the agenda

MOVED by Commissioner Borden, seconded by Commissioner Smith

THAT the agenda be approved as amended.

Two-thirds vote required.

MOTION PUT AND PASSED.

4. BUSINESS ARISING OUT OF THE MINUTES – NONE

5. CALL FOR DECLARATION OF CONFLICT OF INTERESTS – NONE

6. CONSIDERATION OF DEFERRED BUSINESS

6.1 Police Complaints Communication & Public Education Plan – Update

The following was before the Board of Police Commissioners:

- **A presentation entitled “Police Complaints – Public Education”**

Chief Dan Kinsella and Chief Superintendent Janis Gray provided an update on the police complaint process, including short- and long-term goals (increase awareness, increase uptake for the process, and increase trust and confidence in the police). They also noted their main objectives:

1. Increase public awareness of how to file a police complaint and the police complaints processes through public communication.
2. Increase citizens’ ability to file a police complaint through partnerships with community agencies.
3. Increase the Board of Police Commissioners’ understanding of Halifax Regional Police (HRP) and Royal Canadian Mounted Police (RCMP) complaints

Chief Superintendent Janis Gray gave an overview of the RCMP and HRP’s communication efforts to date, including social media posts and rack cards (information cards explaining the complaint process). Chief Dan Kinsella discussed internal communications and education such as block training. In terms of external communication, it was noted that Officers should be leaving information behind to provide

individuals a conduit for reporting complaints and engaging with the public at the time of the incident (before it becomes a public complaint).

6.2 HRP 2019/2020 Fiscal Year 1st Quarter Financial Report – Presentation

The following was before the Board of Police Commissioners:

- **A presentation entitled “2019/20 Halifax Regional Police 1st Quarter Operating Financials”**

Craig Horton gave a presentation on HRP’s first quarter operating financials and responded to questions from the Commissioners. The Board asked if the 23 new recruits will make an impact on the budget with respect to overtime. Chief Dan Kinsella noted that it would likely make an impact but that the 23 new recruits were hired to replace other employees, meaning the impact would not be significant.

7. CORRESPONDENCE, PETITIONS & DELEGATIONS

7.1 Correspondence

7.1.1 Correspondence from Bradley Clark dated October 15, 2019

The following was before the Board of Police Commissioners:

- **Correspondence from Bradley Clark dated October 15, 2019**

The Legislative Assistant noted that the Municipal Clerk’s Office received correspondence submitted by Bradley Clark, dated October 15, 2019. This correspondence was circulated to the Board.

7.2 Petitions – None

7.3 Presentations

7.3.1 Nova Scotia Human Rights Commission – Independent Legal Opinion on Street Checks

The following was before the Board of Police Commissioners:

- **A presentation entitled “Independent Legal Opinion on Street Checks”**

Kymerly Franklin, Counsel, Nova Scotia Human Rights Commission gave a presentation on the independent legal opinion on the practice of street checks. Franklin provided a brief outline of the scope of the project, including an overview of street checks in general. She noted that no statute authorizes street checks in Nova Scotia.

Franklin responded to questions from the Board about how affected individuals can move forward following inappropriate and arbitrary street checks. Franklin advised that Halifax Regional Police repairing the relationship with the community is most important.

Chief Dan Kinsella responded to questions from the Board. Specifically, Chief Kinsella elaborated on general occurrence reports which are the most fundamental reporting documents that capture everything from a synopsis of what occurred to details on the individuals involved. The Chief also stated that Halifax Regional Police (HRP) has not been conducting street checks since April 17, 2019, and that the overall message to the community is that if they feel they have been inappropriately street checked, they should inform the Chief. Officers will be disciplined should arbitrary street checks occur. A potential challenge for HRP is when individuals within the community do not understand the difference between inappropriate street checks and legal stopping. It is therefore important that the reasons for stopping the individual are communicated immediately. Community education is expected to be a large part of the transition away from street checks.

The Board also questioned what the Chief Administrative Officer (CAO) plans to do in the different business units to ensure that Halifax Regional Municipality (HRM) is combatting racism across the board. Jacques Dubé, Chief Administrative Officer responded that there is a new Anti-Black Racism Program

being implemented within HRM. This program consists of a working group that is developing a strategic action plan, which will be coming forward in the next few months. Furthermore, Dubé mentioned that the Office of Diversity and Inclusion is also working daily across all business units to address anti-black racism.

The Board thanked the Human Rights Commission and Kymberly Franklin specifically for providing the legal opinion and presenting on this matter.

8. INFORMATION ITEMS BROUGHT FORWARD

8.1 Commissioner Smith

Commissioner Smith wanted to thank Chief Superintendent Janis Gray for participating in the Lady Ball, a fundraiser for Ovarian Cancer. The Board went on to thank all those who participated in this event.

9. REPORTS

9.1 STAFF

9.1.1 Halifax District RCMP Vision 150 Program – Presentation

The following was before the Board of Police Commissioners:

- **A presentation entitled “RCMP Vision 150”**

Chief Superintendent Janis Gray provided a presentation on the Halifax District RCMP Vision 150 Program, the RCMP’s plan to modernize the department. It was also noted that Vision 150 is a continuous process to ensure that HRM resources are being used to the best of RCMP’s ability. Chief Superintendent Gray emphasized that all RCMP employees are working under the four pillars: our people, our culture, our stewardship, and our policing services. It was noted that Vision 150 has nine main objectives:

1. Build a diverse and professional workforce
2. Develop their employees throughout their careers
3. Support employee health and wellness
4. Build and maintain the trust and confidence of their employees
5. Make sound decisions
6. Practice sound judgments
7. Embrace modernization
8. Provide leading-edge policing services
9. Enhance the trust and confidence of partners and communities

9.1.2 Halifax Regional Police Cadet Swearing-In Ceremony

Chief Dan Kinsella noted that on October 11, 2019, 23 cadets graduated from the Police Science Program and were sworn-in that same night. These new cadets bring a wealth of experience, enthusiasm for the job, and great diversity. The inaugural Chief’s Pride Award was presented at the ceremony, which recognized four individuals from training branch who made the Police Science Program possible. Commissioner Borden thanked the Chief for including the Board in the ceremony.

9.1.3 Role of Community Response Officers

The following was before the Board of Police Commissioners:

- A presentation from the RCMP entitled “Community Resource Officer (CRO) and School Safety Resource Officer (SSRO) Programs”
- A presentation from HRP entitled “The Role of a Community Response Officer”

Inspector Erin Pepper, RCMP began with an overview of the Community Resource Officer (CRO) and School Safety Resource Officer (SSRO) roles and responsibilities. Inspector Pepper also noted the importance of these roles and the various activities that these employees engage in as part of their daily duties.

Superintendent Don MacLean, HRP also gave a presentation on the role of CROs, including the key goals of the Community Response Model (i.e., reduce violence, increase community safety, improve the quality-of-life for members of the community). Superintendent MacLean discussed the different types of CROs, including Foot Patrol CROs, Flexible Patrol CROs, and School Response Officers (SROs).

Both Inspector Pepper and Superintendent MacLean emphasized that CROs are an integral part of the community and are the backbone of their respective organizations.

9.1.4 HRM Wortley Report Recommendations – Update

Community Engagement

Chief Dan Kinsella stated that there are several recommendations that the RCMP and HRP continue to work on, primarily in the areas of recruitment, testing, and community engagement. In terms of training, Chief Kinsella noted that new cadets receive LGBTQ training, racial bias training, and African-Canadian Experience training.

Data Collection

Chief Kinsella referenced the recommendation in Chapter 3 of the Wortley Report concerning data collection in police contacts. Chief Kinsella specifically noted that one of the main drivers within the recommendation was to form a committee consisting of individuals from within the HRP, the community, and academics. It was noted that individuals from within the RCMP and the HRP have been identified to sit on the committee and that the initial recruitment for academics has begun.

Commissioner Borden thanked Chief Dan Kinsella and Chief Superintendent Janis Gray for their work on this project.

9.2 MEMBERS OF BOARD OF POLICE COMMISSIONERS

9.3 COMMISSIONER UPDATES

9.3.1 Management Employee Relations Committee - Update

The Board of Police Commissioners agreed by consensus to defer this update to the next Board of Police Commissioners meeting.

9.3.2 Canadian Association of Police Governance Board – Update

The Board of Police Commissioners agreed by consensus to defer this update to the next Board of Police Commissioners meeting.

9.3.3 Nova Scotia Association of Police Governance Board – Update

The Board of Police Commissioners agreed by consensus to defer this update to the next Board of Police Commissioners meeting.

9.3.4 Board of Police Commissioners Annual Work Plan Session – Update

The Board noted that the Annual Work Plan Session is scheduled for November 5th, 2019.

9.4 HRP/RCMP CHIEF UPDATES

HRP

Chief Dan Kinsella provided the Board with a number of updates on HRP activities. Specifically, Chief Kinsella noted that there was an incident that occurred on MacDonald bridge on October 20, 2019. This incident is being handled by the Serious Incident Response Team. Additionally, Chief Kinsella stated that on October 10, 2019 an Officer was assaulted in the Courthouse. This Officer is at home resting and is well on his way to recovery.

Furthermore, Chief Kinsella announced that a formal apology to the African Nova Scotian community in response to the generations of inequity and inappropriate street checks is forthcoming. Additionally, Chief Kinsella stated that a robust action plan will be accompanying this apology. The apology is expected to be delivered at the end of November 2019.

Commissioner Borden thanked Chief Kinsella on behalf of the Board and the community for the updates.

RCMP

Chief Superintendent Janis Gray addressed the Board and stated that the RCMP recognizes the need to build trust and accountability within the community. Chief Superintendent Gray noted that since the RCMP is part of the national policing organization, their work extends beyond HRM. Therefore, any consideration for an apology will need be consulted nationally. Chief Superintendent Gray stated that the Board would be updated on any final decisions that are made.

10. ADDED ITEMS

11. ITEMS FOR FUTURE CONSIDERATION

12. IN CAMERA (In Private)

MOVED by Commissioner Mancini, seconded by Commissioner Beals

THAT the Board of Police Commissioners convene in camera to discuss the In Camera (In Private) items.

MOTION PUT AND PASSED.

12.1 Approval of In Camera (In Private) Minutes – September 16, 2019

This item was dealt with by the Board In Camera (In Private), and the following was ratified during public session:

MOVED by Commissioner Mancini, seconded by Commissioner McDougall

THAT the Board of Police Commissioners approve the September 16, 2019 In Camera (In Private) minutes as presented.

MOTION PUT AND PASSED.

12.2 Personnel Matter – *Private and Confidential Report*

This item was dealt with by the Board In Camera (In Private). There was no further action taken.

Private and Confidential Information Items:

- 1. Correspondence regarding September 16, 2019 Personnel Matter**
- 2. Correspondence regarding October 17, 2019 Personnel Matter**

13. NOTICES OF MOTION – NONE

14. DATE OF NEXT MEETING

- November 18, 2019
- December 16, 2019

15. ADJOURNMENT

The meeting adjourned at 3:12 p.m.

Robyn Dean
Legislative Assistant