



P.O. Box 1749
Halifax, Nova Scotia
B3J 3A5 Canada

Item No. 1
Halifax Regional Council
August 17, 2021

TO: Mayor Savage and Members of Halifax Regional Council

SUBMITTED BY: ORIGINAL SIGNED

Commissioner Lindell Smith, Chair, Board of Police Commissioners

DATE: July 20, 2021

SUBJECT: Board of Police Commissioners Annual Report – 2020

INFORMATION REPORT

ORIGIN

A motion passed by Halifax Regional Council on June 13, 2017:

THAT Halifax Regional Council:

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f. Require the Board of Police Commissioners to provide an annual report to Council outlining its achievements in the past year and work plan for the coming year.

The Board of Police Commissioners requested that the Legislative Assistant maintain a record of the Board's business annually thereafter.

BACKGROUND

The Board of Police Commissioners is a municipal body required by provincial statute (*Police Act*, S.N.S. 2004, c. 31) for any municipality in Nova Scotia that establishes a municipal police department. The Board gets its mandate from the *Police Act* (s. 55(1)) and is responsible for providing civilian governance and oversight on behalf of Halifax Regional Council. This civilian governance extends to the enforcement of the law; the maintenance of law and order; and the administrative direction, organization and policy development required to maintain an adequate, effective, and efficient police service delivery reflecting the needs and values of the community.

Although the Board is responsible for the creation of the budget for the Halifax Regional Police (HRP), it has no power to raise revenue on its own behalf, and the final budget must be approved by Regional Council (*Police Act*, S.N.S. 2004, c. 31, s. 53).

In the case of HRM, since Regional Council has elected to share the responsibility for policing within the Municipality between HRP and the Royal Canadian Mounted Police (RCMP), the Board has a dual role. First, it acts as a governing board for HRP (the municipal police department) on behalf of Regional Council. Secondly, it acts as an advisory board to the RCMP, Halifax District Detachment (*Police Act*, S.N.S. 2004, c. 31, s. 57(1)). As the RCMP is federally regulated, it is not subject to the jurisdiction of HRM and is not subject to civilian governance as provided for through the municipal government.

There are seven (7) members on the Board of Police Commissioners: six (6) are appointed by Regional Council and one (1) is appointed by the Nova Scotia Minister of Justice. Of the six (6) appointed by Regional Council, three (3) are Councillors and three (3) are community members. Through this composition, the Board seeks to act as the link between the community and police services in the Municipality. The Board designates a representative to sit on the Nova Scotia Association of Police Governance and a commissioner also represents Nova Scotia on the board of directors of the Canadian Association of Police Governance.

Please refer to Attachment 1 for jurisdictional maps of the areas policed by HRP as well as the RCMP, Halifax District Detachment.

please refer to Attachment 2 for further information on the legislative authority of the Halifax Board of Police Commissioners.

DISCUSSION

In 2020 and January 2021 the Board experienced a change in membership. In December 2020 Commissioner Becky Kent replaced Councillor Tony Mancini as one of the three Councillors who serve as Commissioners on the Board of Police Commissioners. Commissioner Natalie Borden resigned as chair due to the upcoming expiration of their term at the end of March 2021. A new chair, Councillor Lindell Smith, was appointed in January 2021. Councillor Smith is the second African Nova Scotian chair in the history of the Board. The diversity of the current board reflects the population of HRM, with representation from women, African Nova Scotian and First Nations communities.

The ability of the Board to meet in person after its March 9, 2020 meeting was severely impacted by the COVID 19 pandemic as all in person meetings were prohibited by provincial public health orders. Prior to COVID 19 the Board met five (5) times. Direction from the Minister of Municipal Affairs and Housing under section 14 of the *Emergency Management Act* (S.N.S. 1990, c. 8) allowed the Board to hold special meetings virtually via Microsoft Teams. These virtual meetings were also live webcasted on Halifax.ca. The COVID 19 pandemic also meant that the Board was called upon to review and consider a revised 2020/2021 HRP Operating budget. The Board met virtually nine (9) times in 2020.

In late May 2020 the death of George Floyd resulted in public demonstrations calling upon all levels of government to address anti-black racism by police and within our larger society. In recognition of the seriousness of these protests and to address the numerous requests which the Board received from HRM citizens to defund the police the Board began to investigate how to define defunding the police.

During 2020, the Board of Police Commissioners met 14 times between January 9, 2020 and December 14, 2020, and the major topics under consideration are outlined below. Additional information on the matters dealt with by the Board of Police Commissioners during 2020, as well as the minutes of Board meetings, can be viewed online at: <https://www.halifax.ca/city-hall/agendas-meetings-reports>.

2020/2021 HRP Operating Budget

In accordance with the Board's mandate under Sections 53 and 55 of the *Police Act*, as well as Section 8 (2)(e) of *By-law P-100 Respecting the Board of Commissioners for the Halifax Regional Municipality*, the Board of Police Commissioners worked with Chief Kinsella to oversee the development of the 2020/2021

operating budget for HRP. In February 2020 the Board approved a proposed net operating budget for 2020/2021 in the amount of \$89,776,000 to be forwarded to Regional Council for final approval.

However, the COVID 19 pandemic prompted Regional Council to request that all HRM business units, including HRP, recast their operating budgets due to the potential negative financial impacts that COVID 19. The Board held three (3) special meetings in May 2020 to oversee the development of the revised 2020/2021 operating budget for the Halifax Regional Police. The Board approved a reduction to the operating budget for 2020/2021 to be forwarded to Regional Council for final approval. Regional Council approved a \$3.5 million reduction to the 2020/2021 operating budget, for a 2020/2021 net operating budget of \$86,276,000.

Subcommittee to Define Defunding the Police

On July 9, 2020 the Board received a staff presentation from Amy Siciliano, HRM Public Safety Advisor, and DeRico Symonds former Manager of HRM's Youth Advocate Program entitled "Reimagine Public Safety", see Attachment 3. The Board requested this presentation to gain a better understanding of the calls from HRM citizens to defund the police because of the public engagement and demonstrations that followed the death of George Floyd. During the Board's discussion of the presentation it was noted that defunding the police needs to be adequately defined to provide a basis for the Board to make decisions relating to policing functions and the reallocation of resources for community supports.

At its August 17, 2020 meeting the Board approved the appointment of a Community Advisory Committee to assist in adopting a definition of defunding the police. The Board indicated that the definition of defunding the police should be based on the following:

- Police performing core policing functions;
- Allocating appropriate resources to perform non-police functions; and,
- Investing in resources that have been proven to support community risks and promote crime prevention.

On September 21, 2020 the Board appointed El Jones to develop a proposal for the development of this Community Advisory Committee. On November 16, 2020 the Board received a presentation from El Jones entitled "Halifax Board of Police Commissioners 'Defunding Committee' – Terms of Reference", see Attachment 4. The Board adopted the proposed Committee in principle and struck a working group comprised of Commissioners Carole McDougall and Councillor Lisa Blackburn to address specific issues such as the proposed Committee's budget and Terms of Reference.

On December 14, 2020 the Board allocated up to \$9,000 from the Board's budget to fund the formation of the proposed Committee. On March 8, 2021 the Board established the Board of Police Commissioners – Subcommittee to Define Defunding the Police and approved the Subcommittee's terms of reference. The Subcommittee will submit a written report to the Board in summer 2021 that includes a review of relevant research and a summary of community engagements regarding the definition of defunding the police.

Wortley Report Tracking Document

In 2019 Dr. Scott Wortley, University of Toronto Centre for Criminology & Sociolegal Studies, submitted a report examining the relationship between race and police street checks in HRM to the Nova Scotia Human Rights Commission (HRC). This report is commonly known as "The Wortley Report" and included an examination of 12 years' worth of data from HRP and RCMP on street checks in HRM.

On November 29, 2019, Chief Kinsella apologized to the African Nova Scotian community for generations of negative experiences with the police and the practice of street checks. After Chief Kinsella's 2019 apology HRP and RCMP, Halifax District Detachment continued work on completing 17 of the 29 remaining Wortley Report recommendations that are led by HRP and RCMP. The remaining 12 recommendations are led by the provincial Department of Justice (DoJ).

Over 2020, Commissioner Borden, as Chair of the Board, developed a HRM Wortley Report Recommendations Tracking Document with Chief Dan Kinsella, HRP and Chief Superintendent Janis Gray, RCMP, Halifax District Detachment.

The purpose of the Tracking Document was to provide a written record of the progress of HRP and RCMP are making in the completion of their Wortley Report recommendations, in the following categories:

- Street Check Ban;
- Data Collection; and
- Police Community Relations.

The Tracking Document is shared with the Board and with the public as it is posted on the Board's monthly agenda webpage when the Tracking Document is submitted for Board review, and can be viewed online at: <https://www.halifax.ca/city-hall/agendas-meetings-reports>.

The Tracking Document lists which organization possesses responsibility for each Wortley Report recommendation (HRP, RCMP, DoJ, HRC, HRM Public or HRM Safety Office) and tracks the progress of each recommendation as "Not Started", "In Progress" or "Completed". The Tracking Document was first submitted to the Board at their August 17, 2020 meeting. The last 2020 Tracking Document update was submitted at the Board's November 16, 2020 meeting indicating that three (3) recommendations have been completed and 14 are in progress, see Attachment 5.

Board of Police Commissioners Policy Manual

The legislated mandate and responsibilities of the Board of Police Commissioners is established by the Province and set out in the *Police Act* (S.N.S. 2004, c. 31). The Board of Police Commissioners Policy Manual provides the foundation for fulfilling the Board's mandate to provide civilian governance and oversight of police services provided within HRM.

In 2020 the Board developed and approved the addition of four (4) new policies to be included as part of the [Board of Police Commissioners Policy Manual](#):

- Community Survey to Measure Trust and Confidence Policy
- Extra-Duty and Off-Duty Employment Policy
- Board Self-Evaluation Policy
- Complaints Against HRP Chief of Police Policy

Recurring Agenda Item List

In March 2020 staff worked with Commissioner Borden, former Chair of the Board, to develop a list of recurring agenda items which was intended to assist with agenda and material preparation for future meetings. This list includes the following regularly occurring agenda items:

- HRP and RCMP crime statistics
- BOPC Work Plan and annual work planning session
- HRP and RCMP financial reporting
- HRP and RCMP quarterly business plans
- HRP and RCMP budget planning
- BOPC Annual Report

Please refer to Attachment 6 for the Board of Police Commissioners' Recurring Agenda Items (2020).

2019/2020 Work Plan Deliverables

The Board reviewed the progress of the 2019/2020 Work Plan during their February and July meetings. The annual review of the work plan typically scheduled for November was delayed until the appointment of new Commissioners in 2021 as the terms for two (2) members of the Board are due to expire at the

end of March 2021. Continuing to progress on the action items requires commitment and engagement from each Commissioner to be successful.

In 2020 the Board was able to complete several Work Plan (Attachment 7) items. The development of the Wortley Report tracking document provides for regular monitoring of the progression of HRP and RCMP achievement of the Wortley Report action plan. The Board also approved four (4) new policies for the Board policy manual (extra duty and off duty employment for serving officers, board self-evaluation, frequency of community surveys to measure trust and confidence and the filing a complaint against the Chief of HRP).

FINANCIAL IMPLICATIONS

There are no financial implications associated with this report.

RISK CONSIDERATION

There are no risk considerations associated with this report.

COMMUNITY ENGAGEMENT

Section 14 of the *Emergency Management Act* (S.N.S. 1990, c. 8) was implemented by the Minister of Municipal Affairs and Housing on March 22, 2020.

In accordance with the July 29, 2020 direction of the Minister of Municipal Affairs and Housing under section 14 of the *Emergency Management Act* (S.N.S. 1990, c. 8), Board of Police Commissioner meetings are being held virtually.

Board of Police Commissioners virtual meetings held during 2020 were live streamed and video recordings are available at Halifax.ca.

The agenda and reports of the Board of Police Commissioners are posted on Halifax.ca, and draft minutes of the meeting will be made available on Halifax.ca.

ENVIRONMENTAL IMPLICATIONS

There are no environmental implications associated with this report.

ALTERNATIVES

Not applicable.

ATTACHMENTS

Attachment 1 – HRM Policing Jurisdictional Maps – HRP – RCMP

Attachment 2 – Board of Police Commissioners Legislative Authority Overview

Attachment 3 - “Reimagine Public Safety” presentation dated July 9, 2020

Attachment 4 - “Halifax Board of Police Commissioners ‘Defunding Committee’ – Terms of Reference” presentation dated November 16, 2020

Attachment 5 – Wortley Report Tracking Document

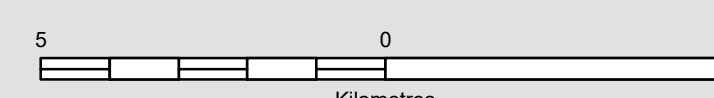
Attachment 6 - Recurring Agenda Items (2020)

Attachment 7 - Board of Police Commissioners' Work Plan – 2019/2020

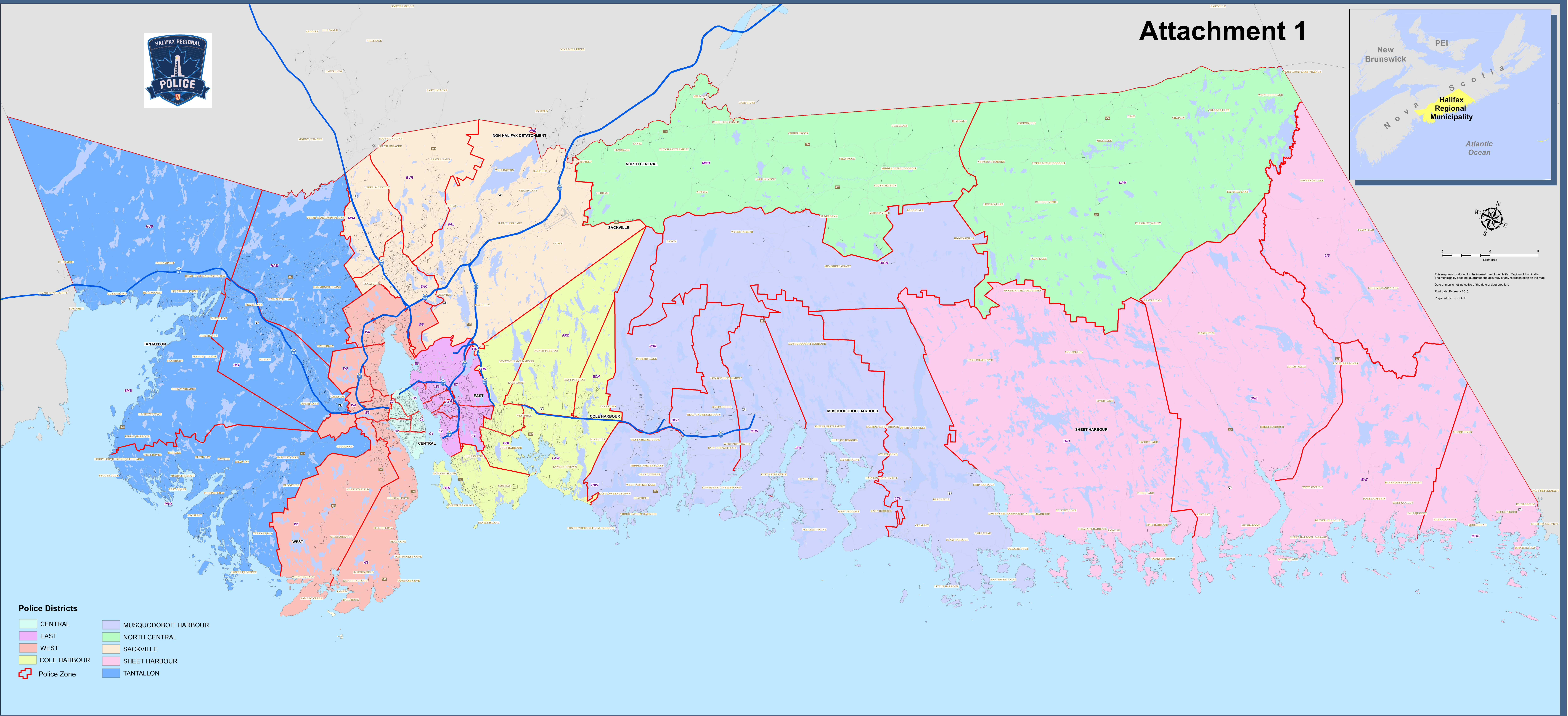
A copy of this report can be obtained online at <https://www.halifax.ca/city-hall/agendas-meetings-reports> then choose the appropriate meeting date, or by contacting the Office of the Municipal Clerk at 902.490.4210, or Fax 902.490.4208.

Report Prepared by: Andrea Lovasi-Wood, Legislative Assistant, 902.490.6732

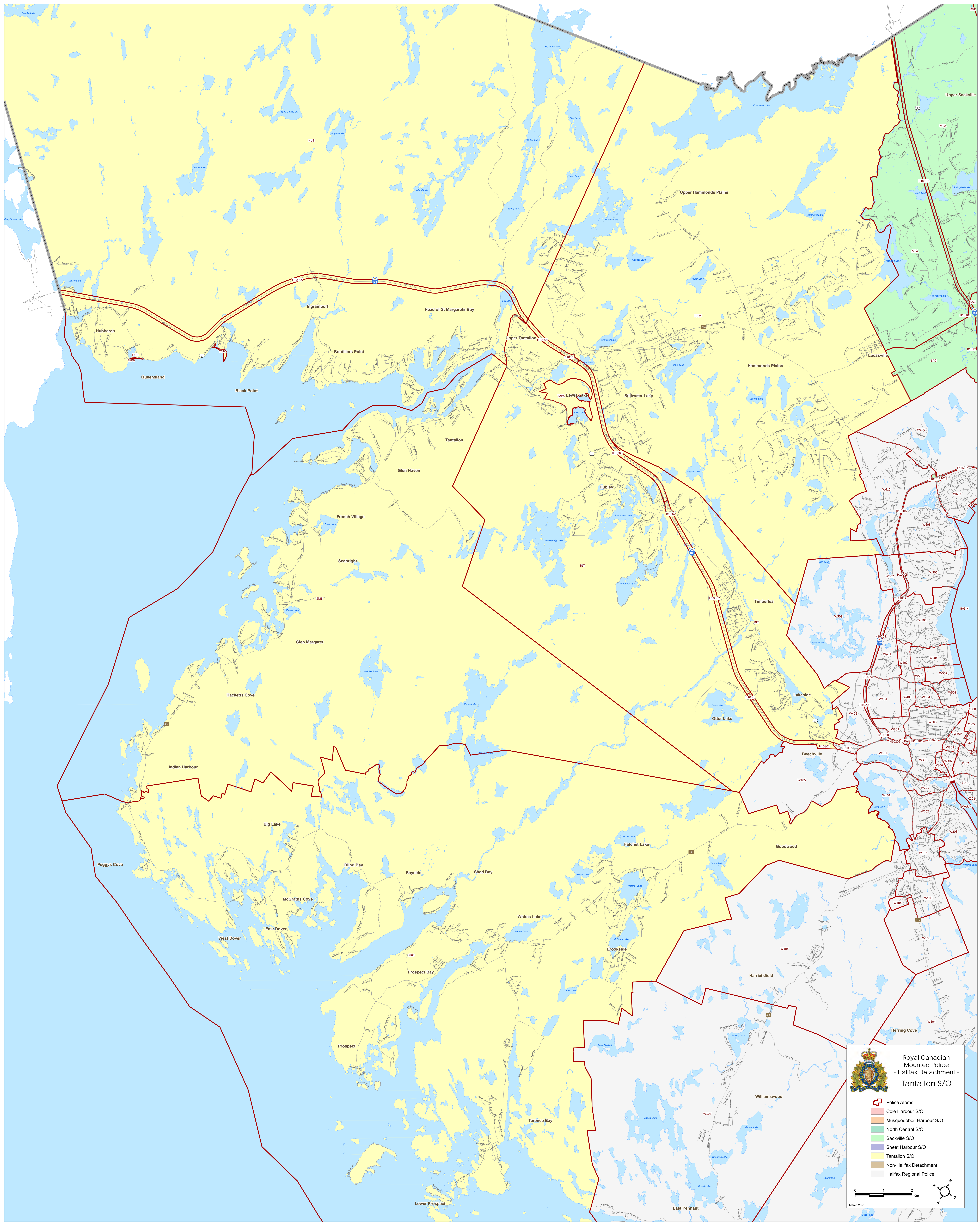
Attachment 1



This map was produced for the internal use of the Halifax Regional Municipality. The municipality does not guarantee the accuracy of any representation on the map.
Date of map is not indicative of the date of data creation.
Print date: February 2015
Prepared by: BIDS, GIS

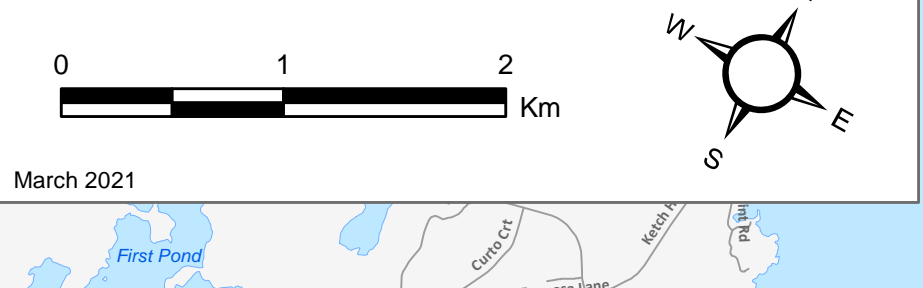


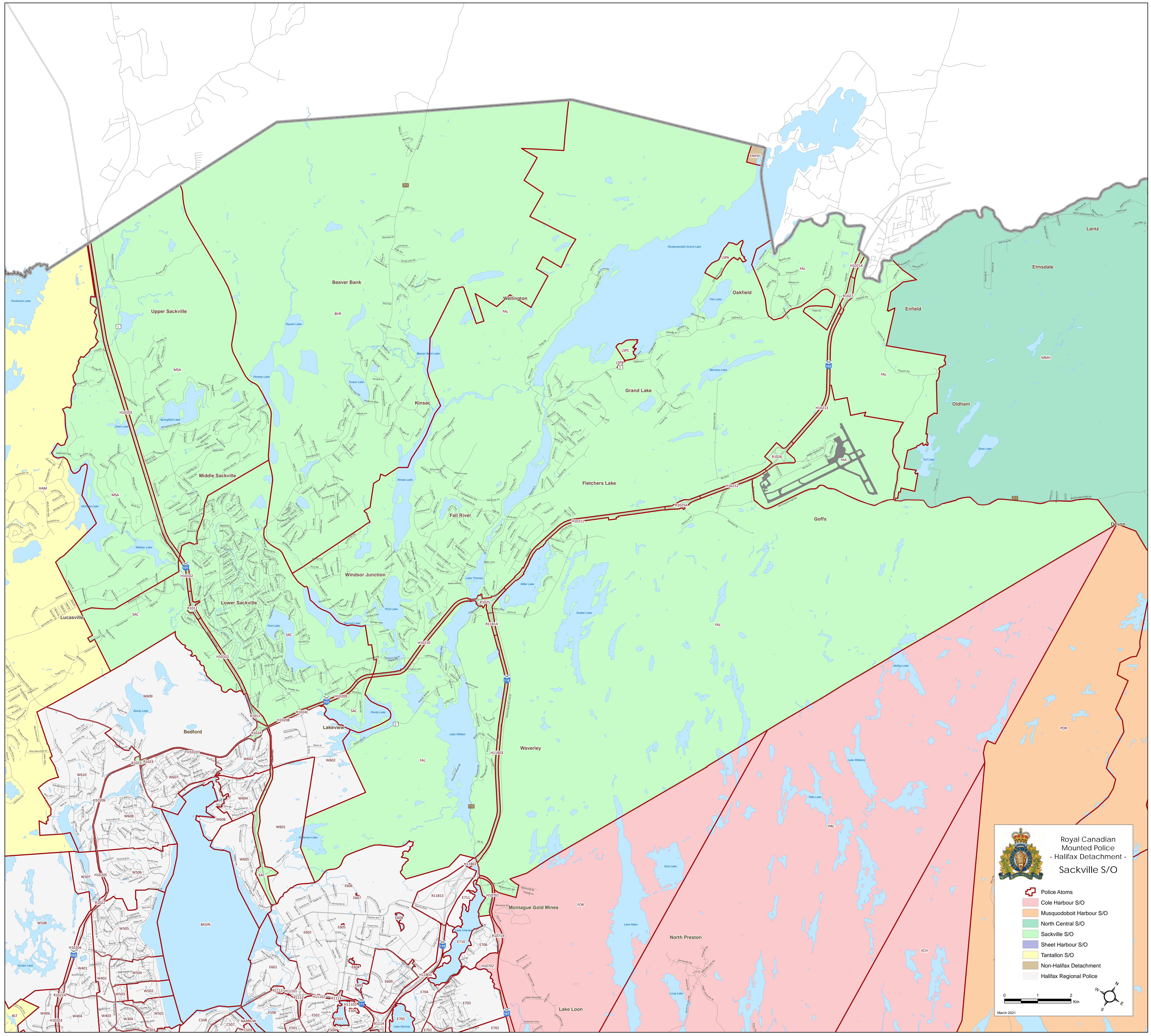
- Police Districts**
- CENTRAL
 - EAST
 - WEST
 - COLE HARBOUR
 - MUSQUODOBOIT HARBOUR
 - NORTH CENTRAL
 - SACKVILLE
 - SHEET HARBOUR
 - Police Zone
 - TANTALLON





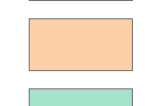
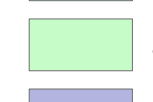

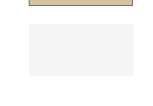
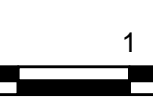


Royal Canadian Mounted Police
- Halifax Detachment -
Tarrant S/O

- Police Atoms
- Cole Harbour S/O
- Musquodoboit Harbour S/O
- North Central S/O
- Sackville S/O
- Sheet Harbour S/O
- Tarrant S/O
- Non-Halifax Detachment
- Halifax Regional Police

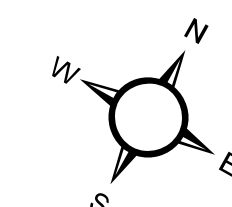




 Royal Canadian Mounted Police
- Halifax Detachment -
Sackville S/O







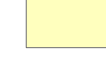

-  Police Atoms
-  Cole Harbour S/O
-  Musquodoboit Harbour S/O
-  North Central S/O
-  Sackville S/O
-  Sheet Harbour S/O
-  Tantallon S/O
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- Halifax Regional Police

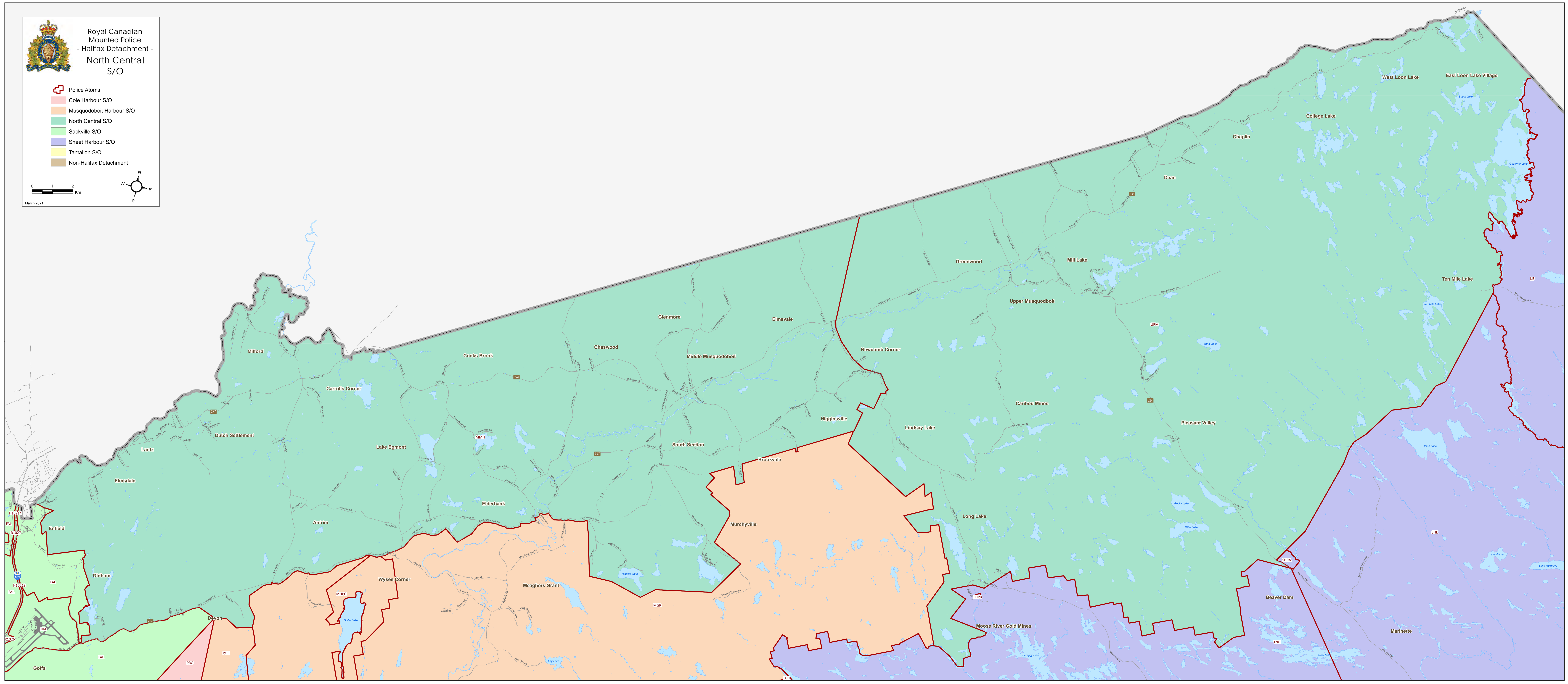
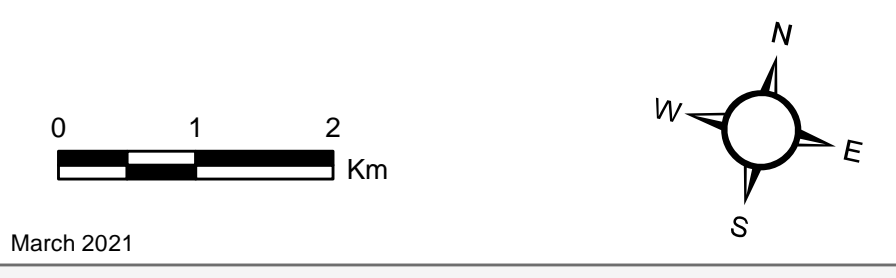
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March 2021



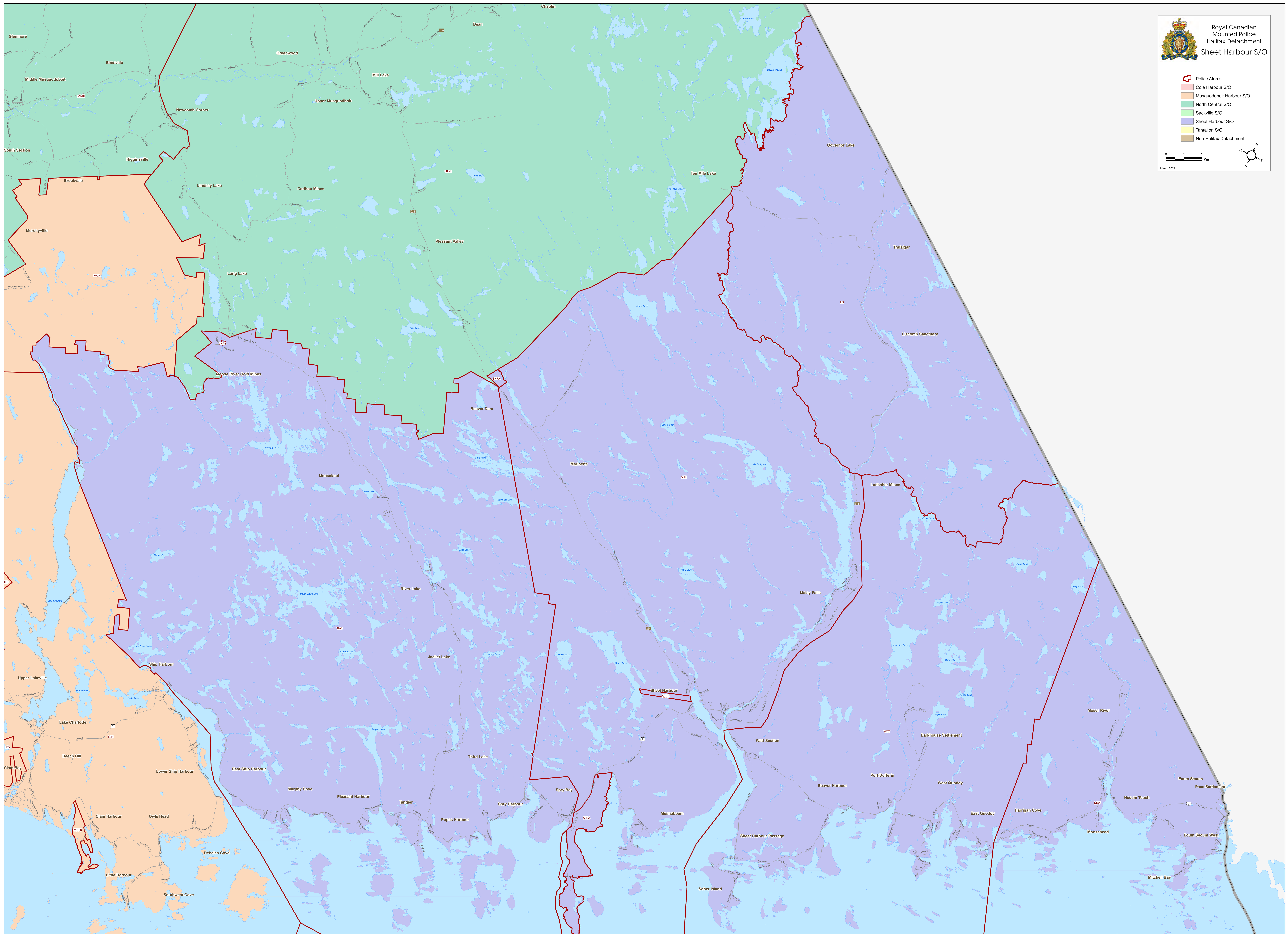
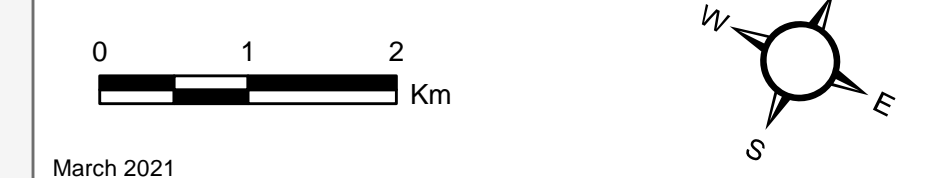


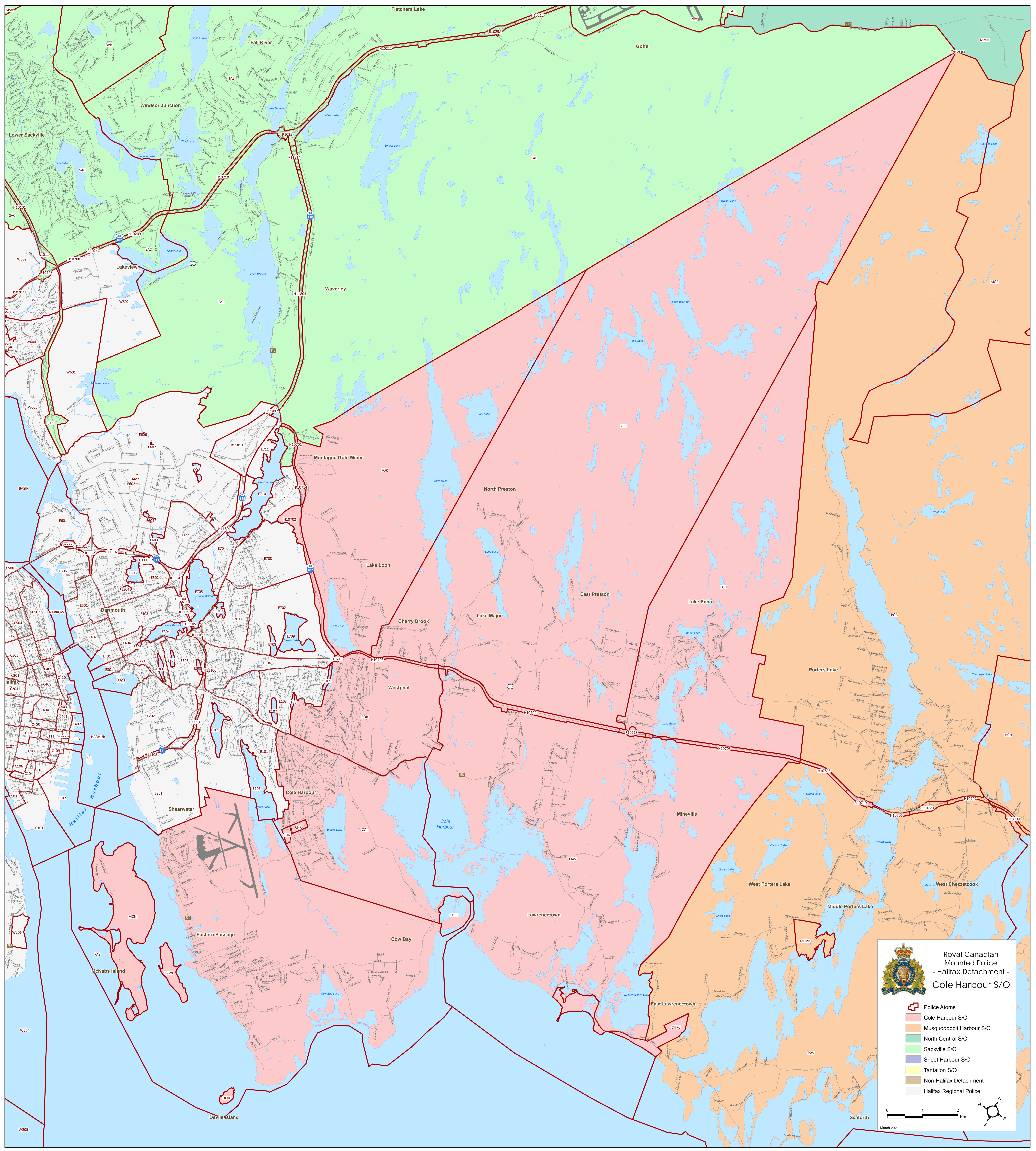
Royal Canadian Mounted Police
- Halifax Detachment -
North Central
S/O


-  Police Atoms
-  Cole Harbour S/O
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-  North Central S/O
-  Sackville S/O
-  Sheet Harbour S/O
-  Tantallon S/O
-  Non-Halifax Detachment



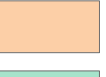

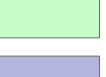
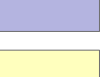

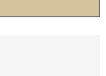



- Police Atoms
- Cole Harbour S/O
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- Tantallon S/O
- Non-Halifax Detachment



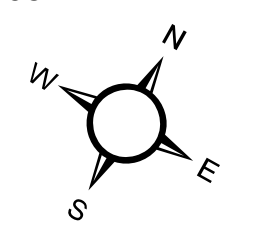


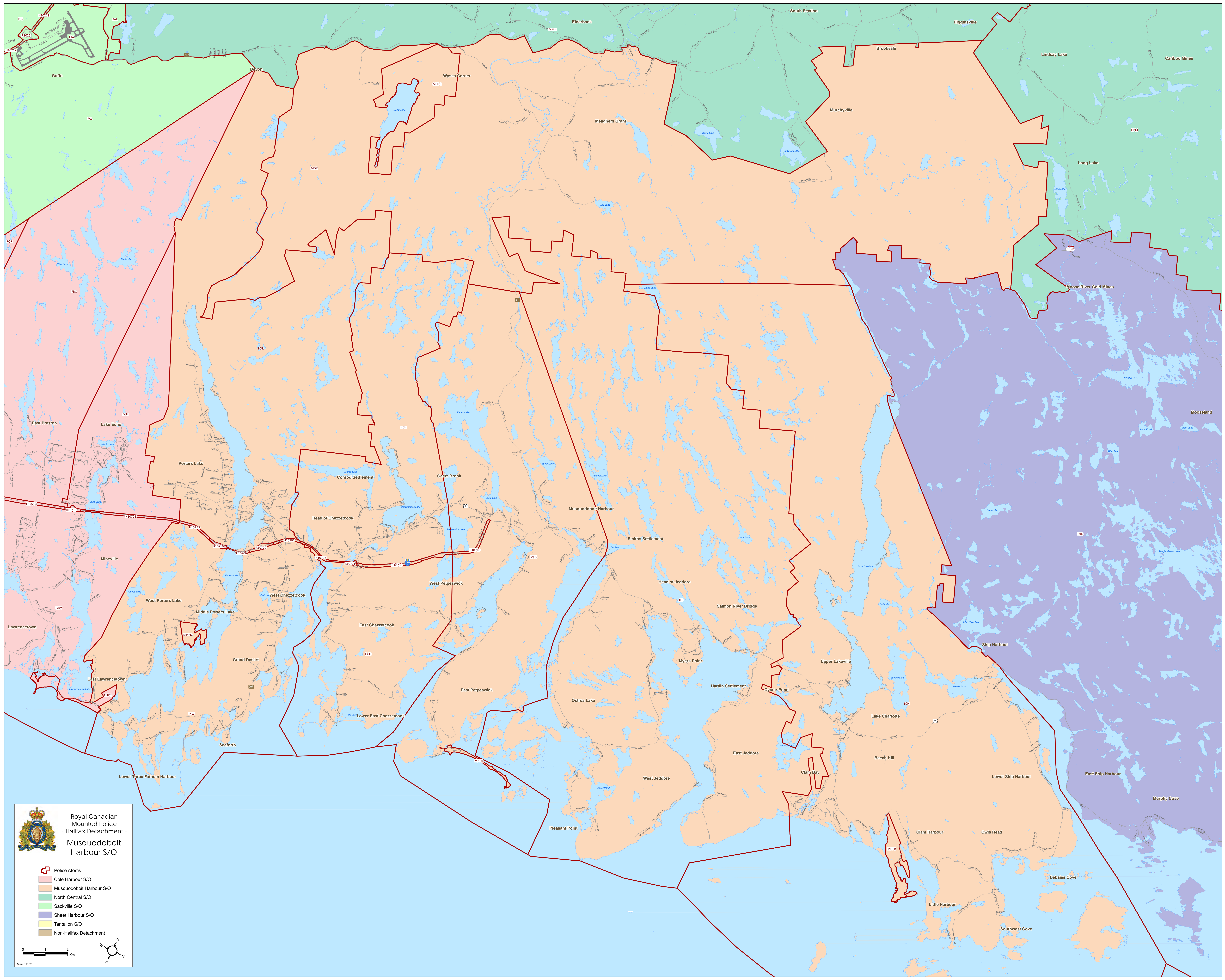
 **Royal Canadian Mounted Police**
- Halifax Detachment -
Cole Harbour S/O


-  Police Atoms
-  Cole Harbour S/O
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-  Halifax Regional Police



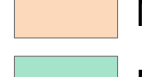

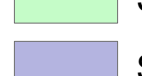


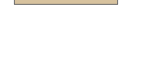
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March 2021



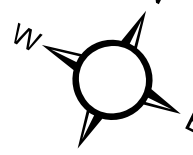


 Royal Canadian Mounted Police
- Halifax Detachment -
Musquodoboit Harbour S/O

-  Police Atoms
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-  Non-Halifax Detachment

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March 2021



Halifax Board of Police Commissioners Legislative Authority

The following is an overview of the legislative authority for the Halifax Board of Police Commissioners.

1. Police Act, 2004, c. 31, s. 1.

Requirement for board of police commissioners

44 (1) Every municipality that establishes a municipal police department pursuant to Section 36, 84 or 85 shall, by by-law, provide for a board of police commissioners.

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Function of board

55 (1) The function of a board is to provide

(a) civilian governance on behalf of the council in relation to the enforcement of law, the maintenance of law and order and the prevention of crime in the municipality; and

(b) the administrative direction, organization and policy required to maintain an adequate, effective and efficient police department,

but the board shall not exercise jurisdiction relating to

(c) complaints, discipline or personnel conduct except in respect of the chief officer of the municipal police department;

(d) a specific prosecution or investigation; or

(e) the actual day-to-day direction of the police department.

(2) With the approval of the Minister, the council, by by-law, may prescribe

(a) the additional or more specific roles and responsibilities of a board; and

(b) the rules and regulations governing proceedings of a board, and the board has sole jurisdiction over the matters so delegated to it.

(3) Without limiting the generality of subsection (1), a board shall

(a) determine, in consultation with the chief officer, priorities, objectives and goals respecting police services in the community;

(b) ensure the chief officer establishes programs and strategies to implement the priorities, objectives and goals respecting police services;

(c) ensure that community needs and values are reflected in policing priorities, objectives, goals, programs and strategies;

(d) ensure that police services are delivered in a manner consistent with community values, needs and expectations;

(e) act as a conduit between the community and the police service providers;

- (f) recommend policies, administrative and organizational direction for the effective management of the police department;
- (g) review with the chief officer information provided by the chief officer respecting complaints and internal discipline;
- (h) ensure a strategic plan and business plan is in place; and
- (i) ensure the department is managed by the chief officer according to best practices and operates effectively and efficiently. 2004, c. 31, s. 55.

2. Halifax Regional Municipality Charter, 2008, c. 39, s. 1.

Police services

68 (1) The Council may provide police services in the Municipality by a combination of methods authorized pursuant to the *Police Act* and the board of police commissioners of the Municipality has jurisdiction over the provision of the police services, notwithstanding that they are provided by a combination of methods.

(2) The Municipality may contract with the Royal Canadian Mounted Police, the Minister of Justice or another municipality to provide police services. 2008, c. 39, s. 68.

3. By-Law Number P-100: Respecting the Board of Police Commissioners for the Halifax Regional Municipality

Power

8. (1) The Board shall provide civilian governance in regards to strategic policy planning and policy driven budget planning for police service delivery within the communities serviced by the Halifax Regional Police and shall carry out an advisory role in respect of police matters within the communities serviced by the Provincial Police Service.

(2) The Board in accordance with the *Police Act* and HRM Bylaws may carry out any of the following roles and responsibilities:

- (a) co-ordinate public planning process as it relates to community oriented police response to community issues;
- (b) provide civilian governance on behalf of the Council in relation to enforcement of the law, the maintenance of law and order and the prevention of crime within the municipality;
- (c) in consultation with the Chief of Police, review priorities, goals and objectives of the municipal police service;
- (d) over see and ensure the provisioning of the Halifax Regional Police in the areas of accommodation and material as deemed necessary;
- (e) prepare and submit in consultation with the Chief of Police and the Chief Administrative Officer or delegate, to Council an annual budget for the municipal police service. The municipal council shall only exercise global budget approval and shall only accept the police service budget submitted to it by the board or refer back to the board with instructions that it be altered upward or downward by a specific dollar amount or percentage;

- (f) ensure compliance with Nova Scotia Police Act code of conduct;
- (g) make rules respecting standards, guidelines and policies for the administration of the police service and for the efficient discharge of duties by the employees;
- (h) carry out any studies or investigations respecting its civilian governance responsibilities;
- (i) monitor gender, ethnic and minority group issues and making recommendations concerning these matters to the Chief of Police;
- (j) ensure that community needs and values are reflected in policing goals and methods;
- (k) act as a conduit between the community and the police service providers.

(3) The Board in accordance with the *Police Act* and HRM Bylaws may carry out any of the following roles and responsibilities as they relate to the Provincial Police Service:

- (a) by consulting with the Officer in Charge to develop and implement the policing objectives, priorities and goals;
- (b) requiring the Officer in Charge to attend all meetings of the Board, and other meetings as required by the Board, in order to provide information pertaining to operational and administrative status of the Halifax Detachment; such consultation shall occur as and when required but not less than quarterly;
- (c) requiring the Officer in Charge to provide an annual report, by March 31 of each year, on the status of the implementation of HRM's objectives, priorities and goals relating to the Halifax Detachment's policing responsibilities within its prescribed territorial boundaries in the municipality during the previous fiscal year.
- (d) requiring the Officer in Charge to provide monthly or more frequently if deemed necessary to provide the Board the details of any new or outstanding internal disciplinary matters in respect of those members of the RCMP who carry out policing functions with Halifax Detachment;
- (e) by requesting as required information relating to any policies, directives or practices of the RCMP on matters such as information on organizational initiatives within the RCMP, the public complaint process, the processes dealing with discipline and poor performance of members of the RCMP, recruiting processes in general and as they relate specifically to visible minorities; transfer policies for RCMP members and any other programs that from time to time may be of interest to the Board;
- (f) in consultation or with their delegate consult with the Officer in Charge or his or her delegate, the Attorney General or his or her delegate meet in respect to financial planning having regard to the number of members and support staff required for the Halifax Detachment for the following fiscal year or five year plan.

Complete versions of the above referenced statutes and by-laws can be found at the following links:

Police Act: <https://nslegislature.ca/sites/default/files/legc/statutes/police.pdf>

Halifax Regional Municipality Charter:

<https://nslegislature.ca/sites/default/files/legc/statutes/halifax%20regional%20municipality%20charter.pdf>

By-Law Number P-100: <https://www.halifax.ca/sites/default/files/documents/city-hall/legislation-by-laws/By-lawP-100.pdf>

Reimagine Public Safety

Presentation to Board of Police
Commissioners

July 9 2020

Introduction

- Dr Amy Siciliano – HRM Public Safety Advisor, Office of the CAO, Government Relations and External Affairs Division
- DeRico Symonds – Manager, Youth Advocate Program, Parks and Recreation, Youth Division

Reimagine Public Safety

Defunding the Police

Defunding the police has been a popular term that has been at the forefront of public thought in recent months. These terms are not new, but have garnered local and global attention after the tragic death of an African American man name George Floyd who was killed by Minneapolis Police.

Defunding has taken root in the tragedy of George Floyd but also has a local context. The Halifax community has raised questions around responses to recent issues involving police and marginalized groups.

We've heard community asks for public safety to be reimaged, reevaluated and reinvested.

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“Defunding”

“What does it mean to Defund the Police?”: Reallocating money from Police and reinvesting into: Mental health supports, education, social services, housing, prevention programming, anti-racist education, food security and alternatives to policing.

Calls for investment that address the root causes of crime and victimization.

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Individuals in precarious, challenging and uncertain living situations do not have the same *protective factors* as someone who does not encounter those same challenges.



Protective factors

- Two parents in the home
- Food secure family
- Stable income and living environment



Risk Factors

- One parent in the home
- Food insecure family
- Unstable income and living environment

Prevention

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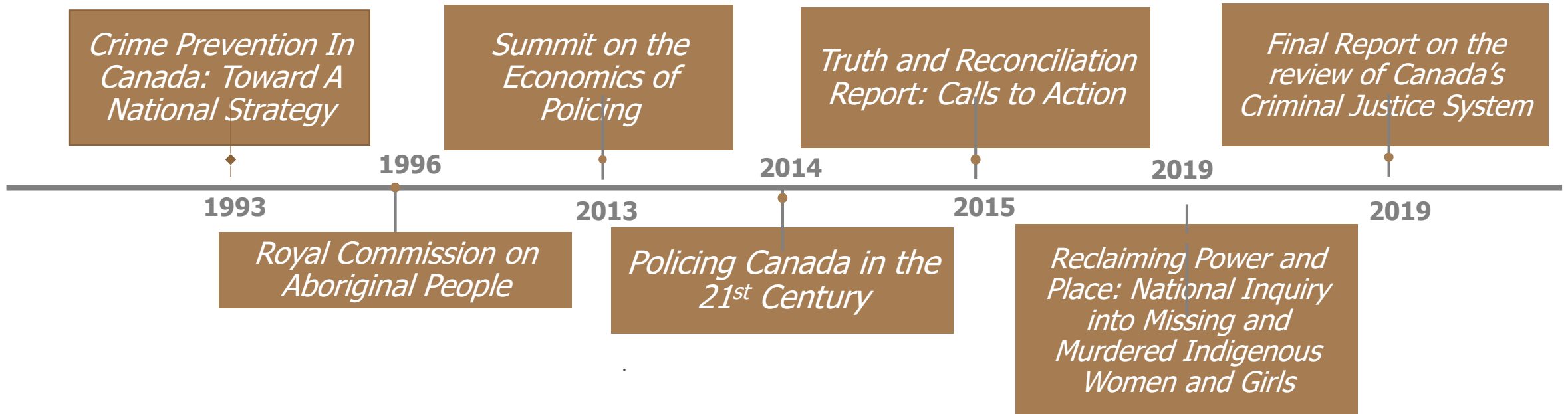
A Broader Conversation

- **June 10th** – HRM Council votes to cancel police armored vehicle. \$36,000 to Public Safety Office, \$53,000 to DNI and \$300,000 to fight Black Anti-Racism
- **June 15th** – Baltimore Council approves 22.4 million budget cut to Police
- **June 17th** – The Portland City Council 15 million from its police budget. \$5 million of that would be put toward a new program that sends unarmed first responders to answer homelessness calls.
- **June 18th**- Philadelphia cancelled a planned \$19 million increase for the police department and shifted \$14 million of the police budget elsewhere — including affordable housing.
- **June 26th** – Minneapolis Council move to defund police and establish a new department on Community Safety and Violence Prevention.
- **June 29th** – Toronto City Council debates a motion to defund police to 10%

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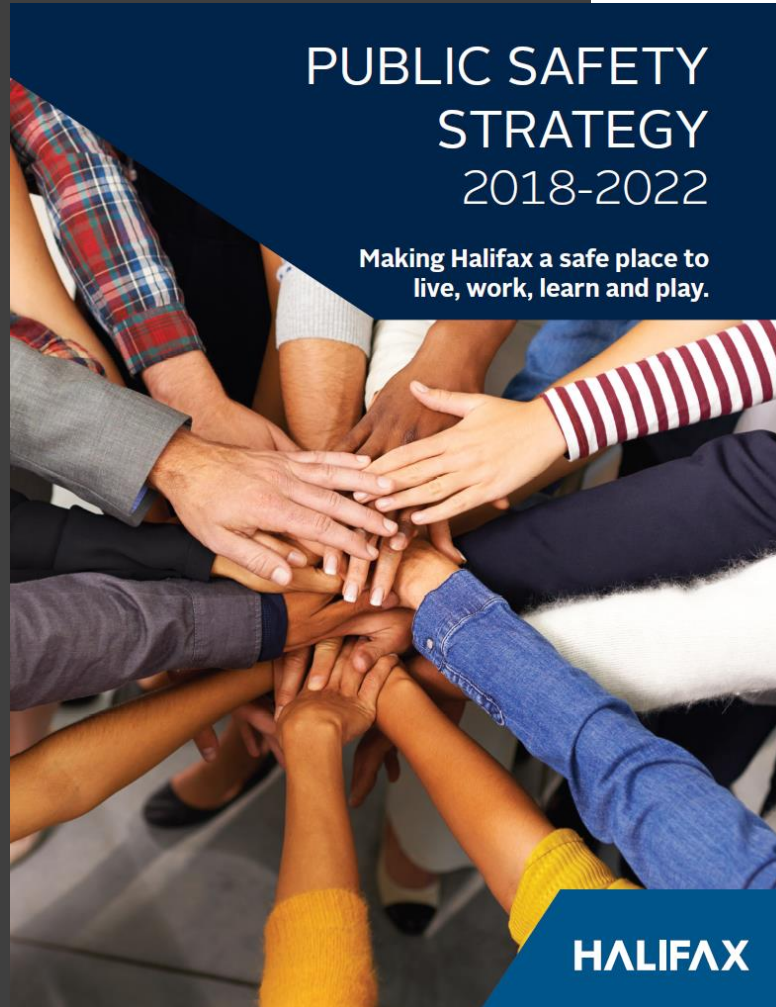
Why now?

A timeline of calls for prevention, reallocation, and culture shifts



*"Governments must...take into consideration how the criminal justice system relates to other critical support systems in our society, such as housing, health care, education, employment, training and child protection. They must strive to better understand the root causes of crime – and ensure that Canada is not using instruments of criminal justice to address social problems".
Department of Justice, 2019.*

PUBLIC SAFETY STRATEGY



- Unanimously adopted by Regional Council: Fall 2017
- Grounded in research from Clairemont's Roundtable Report and Review
- Promotes 'upstream' intervention: focus on a proactive approach to addressing community safety & wellbeing
- Focus on enhancing our **social infrastructure**

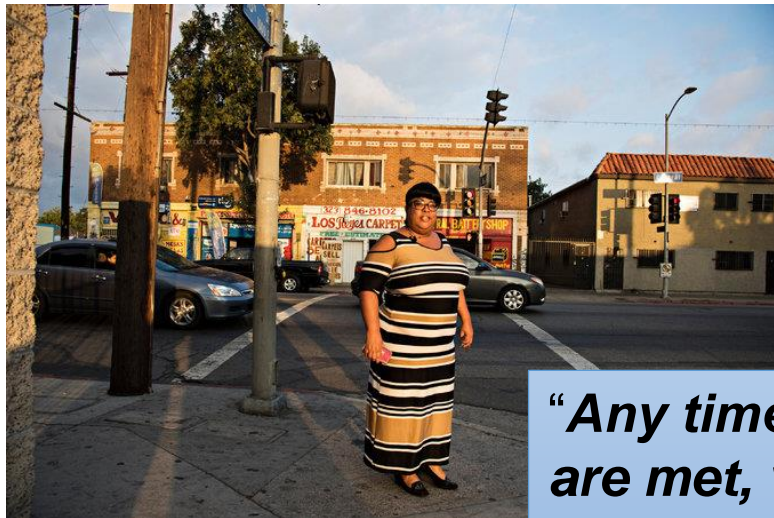
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TheUpshot

The Unsung Role That Ordinary Citizens Played in the Great Crime Decline



Emily Badger @emilymbadger NOV. 9, 2017



“Any time people’s basic needs are met, violence goes down ...” Noreen McClendon, Executive Director of Concerned Citizens of South Central LA.

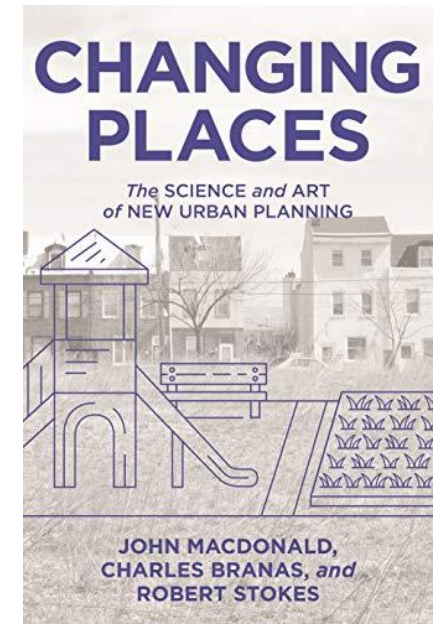
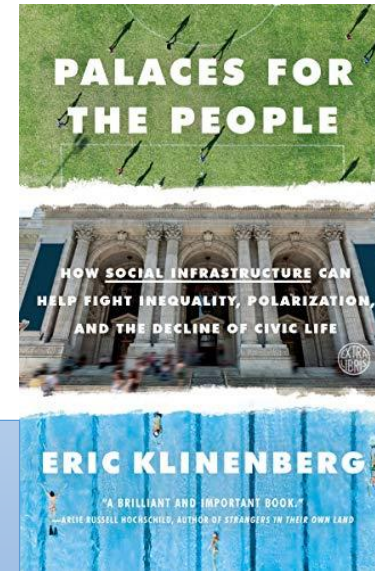
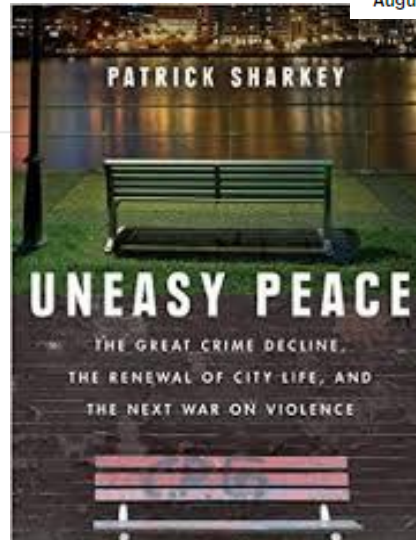
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THE OTHER SIDE OF “BROKEN WINDOWS”

What if vacant property received the attention that, for decades, has been showered on petty crime?

By Eric Klinenberg

August 23, 2018



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Strategic Priorities

- 4 Priority Areas
- 76 Actions

www.halifax.ca/about-halifax/regional-community-planning/public-safety



BUILD RESIDENT RESILIENCE: Help people to reduce their sense of isolation, build resilience and improve their quality of life.



ENSURE SAFE PLACES: Reduce the opportunities for crime and social disorder at places where people live, work and play.



STRENGTHEN COMMUNITIES: Increase local participation and social interaction, and develop ways to deal with conflict in non-violent ways.



PREVENT AND REDUCE CRIME: Protect citizens, organizations, and institutions against threats to their well-being and prosperity.

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Our Programs

Youth Advocate Program – Community Based crime prevention program, operating in 14 communities in HRM. Serving youth ages 9-15 years old as well as working with their families. We operate with 45 youth in our program at any given time. This is an evidenced based program and has been evaluated by Dalhousie Resiliency Research Centre.

Youth Live -- for youth, aged 16-24, facing significant employment barriers. It provides employment and life skills training.

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Our Programs

Girls United – Girls United is a community based crime prevention program for young women ages 12-15. Girls United is peer centered, and peer led with a focus on building strong positive relationships.

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Our Programs

Multi-service youth centers (MSYC)

- offer a safe space to hangout, receive mental health supports, and access to food and housing support.
- provide resources and supports to youth that normally don't have access to and often directly correlate to reducing youth crime rates.
- Currently, the pilot project was completed in Sackville, with the MSYC named "The Den".
- **2018-2019:** 161 unique regular participants at the center; average drop in rate per day of 35.
- Currently, no funding is available to help staff this project, or to expand the project beyond the Sackville location. Annual casual staff wages for each multi-service youth center is approx \$75,000.

UN Women Safe Cities and Safe Public Spaces for Women and Girls programme

Theory of Change:

- Take a locally informed approach: undertake a scoping study to understand the nature of the issues and what works to address them.
- Develop and implement laws and policies to prevent and respond to sexual violence
- Develop an expanded view of safety by supporting a gender approach across all municipal departments.
- Be a leader in supporting the conditions for social norms change to promote women's and girls' rights to enjoy public spaces free from violence.

Piloting the
Women's
Safety Audit
tool



Participants
plan their
audit



Participants of
the Train the
Trainer
Women's
Safety Audit
workshop

Halifax Board of Police Commissioners “Defunding” Committee

Terms of Reference

Background

- Following the death of George Floyd in Minneapolis, a global movement re-ignited demanding the rethinking and reconstitution of policing and punishment.
- Black communities and Indigenous communities across Canada addressed the role of colonization, racism, and criminalization upon Indigenous people as experienced through policing and incarceration.
- Ideas of defunding and abolition which had previously been consigned to the margins became the topic of widespread discussion. For many people in Halifax and across Nova Scotia, as for people across the world, these concepts are new and are the site of much questioning and conversation.

Examples of Defunding

- At the January 20, 2020 Board of Police Commissioners meeting, presentations by Harry Critchley (Co-Chair, East Coast Prison Justice Society) and Dr. Leah Genge proposed that the city institute “sobering centres” staffed by health workers rather than arresting and detaining intoxicated people.
- This is a clear example of what defunding looks like: the disinvestment from reliance on police to deal with social and health issues for which they are not equipped, and instead shifting resources to community services.
- In one example, Yellowknife opened a new sobering centre in April and is developing Indigenous-led healing programs as part of a new alcohol strategy.

What is defunding?

“We can and should have an emergency service that people can call if they are experiencing mental distress.

We can and should disarm police, like the United Kingdom does, and like Oakland has just committed to do.

We can and should invest in shelters for people who are experiencing gender-based violence, so that the 300 women who are turned away from shelters each night in Canada have a place to go.

We can and should create an emergency service for survivors and victims of sexual assault that will actually support them, instead of relying on the police forces in this country who have been routinely accused of sexual misconduct.” – blacklivesmatter.ca/defund-the-police

- We can and should provide nurturing educational environments, free of police interacting with our children without parental supervision.
- We can and should decriminalize drug use, and take a public health approach to providing support for those who need it.
- We can and should stop policing poverty, and reinvest funding into social housing, free transit, and food security.
- We can and should create a world where we all feel safe, and we all get what we need to live a life of dignity. And we can start that process by taking the funding that we currently waste on policing, and reinvest it in creating the safety and security we all need.

A definition

On July 9, 2020, a staff motion at the Board of Police Commissioners proposed the following definition of defunding the police:

That the Halifax Board of Police Commissioners adopt a definition of defunding the police that supports a role for policing in HRM that includes:

- Police performing policing functions
- Appropriate resources to perform non-police functions
- Investment in resources that have been proven to support community risks and promote crime prevention.

Some examples of definitions

Robyn Maynard, author of the bestselling book *Policing Black Lives* (Fernwood Press, 2017), Vanier Scholar, and PhD candidate at the University of Toronto defines defunding as:

“Removing funds, services, scope and equipment from police departments and investing in real and non-carceral alternatives to provide community safety.”

Dr. OmiSoore Dryden, the James Robinson Johnston Chair in Black Canadian Studies at the Faculty of Medicine at Dalhousie University, whose work examines the impact of anti-Black racism on health, defines defunding as:

“Defunding the police means acknowledging that police do not in fact keep us safe. And for this reason, the money put towards the systems of policing needs to cease. Money must no longer be provided to fund police or policing systems.” (Personal communication)

But what does that look like?

- Questions around why we turn to punishment, why we believe our safety depends on policing, misconceptions around crime rates, disproportionate media coverage of violent crime, historical racial ideologies of criminalization persisting from enslavement and colonization, etc. all influence cultural and social ideas around policing. Furthermore, we are not always aware of the resources that already exist within our communities.
- For example, early in the COVID-19 pandemic Nova Scotia was able to release 41% of provincially incarcerated people and provide supportive housing in community at around half the cost of incarceration.
- These releases point towards the possibility of divesting from punishment. Defunding/divestment is already taking place in our communities where (under-resourced) structures already exist.

Committee

- In accordance with the [Halifax Regional Municipality Community and Race Relations Policy](#), this work will operate within the context of understanding the impacts of Anti-Black racism and colonization. It is crucial to centre the voices, knowledge, and experience of the Mi'kmaq and African Nova Scotians in this process.
- A definition is only meaningful if it is accompanied by a process that explains and explores how defunding can be put into practice, both at the level of the Police Board (and other government authorities) and in terms of community understanding of and engagement with the idea.

Role of the committee

- The role of the committee will be to collaborate on research and reporting, and to facilitate the process of convening community hearings. The committee will also be comprised of experts (including those with lived experience) from groups impacted by policing, with an emphasis on organizations that provide community-based services.
- I envision the role of the committee as:
 - connecting to impacted communities and facilitating communication with and participation from communities and organizations;
 - collaboratively reviewing and presenting research relevant to policing and Board policy, other municipal precedents, and current literature on the topic; and
 - designing and facilitating public hearings.

Proposed Committee Composition

Dr. OmiSoore Dryden: as the JRJ Chair in Black Canadian Studies, her position is a national chair in Black Studies. She also provides a lens of the histories of anti-Blackness and the intersections of policing with race, queerness, and gender.

Dr. Leah Genge: her practice as a doctor in areas of mental health, addiction, incarceration, etc. provides a valuable lens for understanding the health impacts of policing, and a strong expertise in the impact of policing on marginalized communities.

Decade of People of African Descent Coalition: A representative to be chosen by DPAD. This coalition has long experience working on issues of justice and has proposed the African Nova Scotian Justice Institute and African Nova Scotian Policing Strategy, both of which engage key ideas.

Nova Scotia Policing Policy Working Group: One representative to be chosen by the NS PPWG's constituent organizations (East Coast Prison Justice Society; Elizabeth Fry Society of Mainland Nova Scotia; Women's Wellness Within).

Representatives chosen by members of their community from organizations/individuals with experience working and thinking about justice and policing:

Mi'kmaw community

LGBTQ2S+ community

Disability advocacy community

Housing and Homelessness

Youth

Gender-based and intimate partner violence.

Newcomer/refugee community

Additional Supports

- The research work of the committee will be supported by students from Dr. Rachel Zellars' class on Community Organizing at Saint Mary's University who can perform background research and other crucial tasks to facilitate the research being completed in a timely manner.
- Research support will also be provided by law students at the Schulich School of Law at Dalhousie University through Pro Bono Students Canada.
- This participation also builds the capacity of young people to engage in policy work and community engagement.

Public Hearings

- Following models accomplished in Edmonton and Toronto among other cities, the Board of Police Commissioners in concert with the Defunding Committee, should convene public hearings focused on presentations by those in community who provide services. The purpose of these hearings is to:
 - Learn about what resources exist in our communities and what kind of services provide alternatives to police.
 - Build public understanding of what defunding entails and what it looks like in practice.
 - Involve community collaboration in engagement with the Board and in the process of defunding.
 - Contribute to the Board's 2020 [workplan deliverable](#) of increasing public participation in meetings.

Public Input

- We propose that the Committee proactively reach out to community groups to request presentations of 10-15 minutes, and that we create a call for public submissions. Written submissions would also be acceptable. Based on the responses from community organizations and members, we would then set aside the required time for hearings, likely online.
- These hearings will be open and accessible to the public. I request that resources be provided for captions/ASL translation in order to facilitate this engagement for all community members.

Report

- Following the conclusion of public hearings, the committee will submit a report to the Board:
 - Providing a definition of defunding
 - Providing an overview of the major research, history of discourse on defunding, and current debate around defunding and abolition
 - Reviewing practices in other municipalities
 - Addressing relevant Board/municipal policies or policy proposals that could facilitate defunding
 - Summarizing and drawing from the community hearings
 - Articulating what defunding would look like in policy and practice in the Halifax Regional Municipality.

Timeline

- The originally proposed timeline suggested a November start date for public hearings.
- While research work can be done by the committee immediately upon its formation, it is unlikely that public hearings will take place before the new year.
- I propose hearings take place in early January.
- The report will be completed by Spring (March/April.)
- Before the final report is accepted by the Board, I propose a community presentation and period of engagement where community can read, listen to, engage with and comment on the report.

Note: Progress is reported for recommendations which are the responsibility of HRP and RCMP

Recommendation #	Description	Responsibility	Not Started	In Progress	Completed
1.1	Recommendation : If a decision is made to formally ban street checks, all police officials should be ordered to immediately cease the recording of civilian information for “street check” purposes.	HRP RCMP			X
	Furthermore, the street check field within the Versadex data management system should be immediately disabled;	HRP			X
1.2	Officers on patrol should no longer have immediate access to historical street check data pertaining to the civilians they interact with in the community.	HRP RCMP			X
	Access to historical street check data should be restricted to investigators, supervisors and crime analysts. This practice will ensure that police decision-making is not unduly influenced by the often-times subjective information present in the historical street check dataset;				
1.3	So as not to interrupt or impede current criminal cases or investigations, historical street check data should remain available to police investigators -- for a one-year period -- following the formal street check ban. After this one-year grace period, all street check data containing personal information should be purged;	HRP RCMP		X	
1.4	During the one-year grace period, prior to the destruction of personalized street check data, civilians should be informed of their right to order, retrieve and review their own street check record. Civilians should also be given written documentation about how their personal information was used by the police and whether it was shared with third parties. This will inform civilians about the types of information the police have collected on them in the past and give them a chance to dispute the accuracy of that information. This gesture will also increase the transparency of the police service and could thus serve as a step towards improving community trust;	HRP RCMP		X	

1.5	<p>All historical street check data should eventually be de-identified and retained for future research purposes. De-identification should include the removal of names, addresses, birth dates or any other information that could be used to identify specific individuals. However, information on general demographic characteristics -- including race, age and gender – should be retained for aggregate-level analyses.</p> <p>The retention of a historical street check dataset may assist researchers in further addressing issues of racial bias, the impact of street checks on individuals and communities and the effect of the street check ban on subsequent crime patterns and trends;</p>	HRP RCMP		X	
1.6	<p>A committee, consisting of both police officials and community members, should be formed to assess the impact of the street check ban on police-community relations and public safety. This committee should also explore the possible re-branding or re-naming of street checks or the shifting of street check information into other data fields (i.e., general occurrence reports);</p>	DOJ HRP RCMP HRM Public Safety Office			
1.7	<p>In the absence of street checks, the police should be mandated to collect and disseminate information on the personal characteristics – including racial background -- of all civilians subject to police stops and other investigative detentions. This will ensure transparency and the continued monitoring of police services for evidence of possible racial bias or profiling.</p>	DOJ HRP RCMP			

Data Collection

Note: Progress is reported for recommendations which are the responsibility of HRP and RCMP

Recommendation #	Description	Responsibility	Not Started	In Progress	Completed
3.1	A research committee should be formed to explore the feasibility of gathering data on police stops in addition to information on street checks. This committee would be responsible for the development and implementation of the research and evaluation plan. This committee should consist of police personnel, community representatives and academic researchers. It is important that researchers be involved from the beginning of the research process as they should have the methodological training to ensure the development of a sound methodological strategy. The selection of the researchers is an important step. Ideally, researchers should be approved or accepted by both the police and community representatives.	DoJ HRC HRP RCMP			
3.2	Halifax region police services should establish a permanent data collection system to record information on all stops of civilians. This data system should record information on both traffic stops and stops involving pedestrians. The information to be collected on each stop should include: the date of the stop, the time of the stop, the location of the stop, the reason for the stop and the outcome of the stop (no action, warning, ticket, summons, arrest, etc.). Whether the person or vehicle was searched by the police should also be recorded. It is also important to distinguish between consent searches, investigative searches and searches that take place after arrest. The age, gender and racial background of the person stopped should also be recorded. Ideally the data collection procedure would also record the full name and home address of the individuals stopped. This would help the research team identify individuals who are stopped multiple times in a given time period as well as individuals who reside outside of the study 175 jurisdiction. Such information would also help researchers determine if people are more likely to be stopped in their own neighborhoods or when they travel to other areas of the city	DoJ HRC HRP RCMP			
3.3	The collection of official police data should be supplemented with periodic surveys of the general public. General population surveys should collect information on self reported contacts with the police as well as respondent attitudes and perceptions of the police and wider criminal justice system.	HRP RCMP		X	
	Survey data on self-reported stops could be compared with official stop data in order to identify significant commonalities or differences.	DoJ HRP RCMP			
	Surveys could also be used to conduct multivariate analyses and determine whether racial differences in stop and search activities can be explained by other factors including age, area of residence, local crime rates, driving habits, use of public spaces, self-reported drug and alcohol use and self-reported involvement in criminal activity.	DoJ HRP RCMP			

Recommendation #	Description	Responsibility	Not Started	In Progress	Completed
	Importantly, if such surveys are conducted on a periodic basis (every 2-5 years), the data could be used to determine if racial differences in stop and search activities are declining or increasing and if attitudes towards the police are improving or getting worse. In other words, survey research data over time could be used to evaluate the effectiveness of anti-racism and anti-profiling policies.	DoJ HRP RCMP			
3.4	Periodic surveys should also be conducted on the police themselves. Such surveys could be used to measure the impact of data collection on officer morale and job satisfaction, officer attitudes towards anti-racism programs or policies, and officer decision making with respect to stop and search tactics.	HRP RCMP		X	
	Such surveys could be expanded to measure prejudice and stereotyping, attitudes towards specific minority groups and minority crime and opinions about the effectiveness of various anti-racism policies.	HRP RCMP	X		
	These surveys could address any other topics of interest to the research team or police managers.	HRP RCMP	X		
	It is suggested that such officer surveys be conducted every 2-5 years to better facilitate the evaluation of anti-racism initiatives.	HRP RCMP	X		
3.5	It is proposed that reports documenting the results of all data collection and research activities be released to the public on an annual or biannual basis. The dissemination of these reports will increase both transparency and police accountability.	DOJ HRP RCMP			

Police Community Relations

Note: Progress is reported for recommendations which are the responsibility of HRP and RCMP

Recommendation #	Description	Responsibility	Not Started	In Progress	Completed
4.1	The HRP and RCMP should develop a protocol that will screen new recruits for both cultural competency and racial bias. The importance of this recommendation is reinforced by new research which suggests links between right-wing extremist groups and law enforcement and the possible infiltration of White supremacists into both policing and the military	HRP RCMP		X	
4.2	The HRP and RCMP should continue to develop and implement mandatory anti-bias, cultural competency and race relations training.	HRP RCMP		X	
4.3	The HRP and RCMP should continue to develop and implement training modules designed to educate police officials about local Black history and the contemporary social and law enforcement concerns of the Black community. These modules should be delivered, onsite, by Black community members. Such efforts will give members of the Black Nova Scotian community a stake in police training strategies and could help build mutual understanding, empathy and compassion.	HRP RCMP		X	
4.4	Although mandatory, a potential weakness with current anti-bias training strategies is the lack of officer performance evaluation. In other words, officers only have to “take” these training courses, they do not have to “pass” them. Anti-bias training can, therefore, be viewed as a box that must be ticked rather than a skill-set or knowledge-base that must be learned. Thus, it recommended that the HRP and RCMP develop a testing or evaluation strategy for all anti-bias, cultural competency or race relations courses. Such a testing strategy will ensure that officers take these training opportunities seriously and increase the likelihood that teaching objectives will be met.	HRP RCMP		X	
4.5	It is recommended that both the HRP and RCMP continue to hire police officers from diverse backgrounds and that police services continue to reflect the racial/ethnic makeup of the communities they serve. It is recognized that the Halifax Regional Police is already more racially diverse than the population it serves. This trend should be both celebrated and continued.	HRP RCMP		X	
4.6	It is recommended that Black and other minority officers be promoted to positions of upper management within both the HRP and Halifax region RCMP. Both community members and police participants maintained that minority officers must be promoted to upper management before they can have a positive impact on police culture and police practices. It was suggested that appointments to the police executive would also have great symbolic value and could contribute to an improve police-community relationship	HRP RCMP		X	

Recommendation #	Description	Responsibility	Not Started	In Progress	Completed
4.7	It is recommended that both the HRP and RCMP devote more time and resources to community policing efforts. Both community members and police officials stressed that the police should get to know better the people they are policing, and that the community should get the chance to know the police. It was stressed that this could be accomplished if officers were stationed in the same communities for sustained periods of time (i.e., several years). It is also recommended that the police, in conjunction with community leaders, organize more social opportunities in which community members and police officers can interact and learn about each other. Individual police officers are also encouraged to participate, off duty, in community activities (i.e., church, sports events, festivals, etc.) so that they could develop relationships with community members. Such participation will likely send a positive message to community members and “humanize” the police profession.	HRP RCMP		X	
4.8	It recommended that the police establish more community-level detachments like the one recently developed in North Preston. Such local detachments should operate seven days a week, twenty-four hours a day. In the absence of local detachments, it is recommended that both the HRP and RCMP deploy more community liaison officers to cultivate local relationships, develop local knowledge and act as mediators between the community and regular patrol officers	DOJ HRP RCMP			
4.9	It is recommended that the HRP and RCMP devote more time and resources to the development and implementation of youth-based sports, recreational and mentorship programs. Both community members and police officials maintained that such programs create opportunities for positive interactions with the police. These positive interactions can break down mutual stereotypes, foster relationships and increase trust. It is further recommended that, to be effective, youth programs must receive sustained funding so that they can become permanent fixtures within disadvantaged communities. One-time, short-lived programs, while positive, are unlikely to have a lasting impact on police-community relationships.	HRP RCMP		X	
4.10	It is recommended that the HRP and RCMP develop a public education program for Black and minority youth. This program should be delivered by police officials and focus on teaching youth about their rights during police interactions. The program should also teach youth about street checks and the new street check regulation. Such a program could help relieve tensions during police-youth encounters and contribute to an understanding of police powers and limitations. The program could also serve to remind police officers about the Charter rights of civilians and ensure compliance the principles of procedural justice.	DOJ HRP RCMP			

Recommendation #	Description	Responsibility	Not Started	In Progress	Completed
4.11	<p>It is recommended that a committee – consisting of community members, police officials and government stakeholders – be formed to study the strength and integrity of the current police complaints process. Both the HRP (Police Complaints Commission) and the RCMP (Commission for Public Complaints) have independent police complaints bodies.</p> <p>However, during consultations, community members expressed serious doubts about these organizations. Community concerns included:</p> <ul style="list-style-type: none"> A lack of community awareness about how to file a complaint; The inability to file verbal complaints; The inability to file 3rd party complaints; The six-month time period for filing; A lack of independent complaint investigation and adjudication (i.e., the fact that complaints are returned to the police service in question for internal investigation, deliberation and disciplinary decisions); A lack of transparency with respect to the investigative process and the rationale behind complaint decisions; A confusing, convoluted appeals process; <p>Some community members expressed that they had previously filed a complaint against the police and found the process to be confusing, frustrating and unfairly biased in favor of the police. All stated that, as a result, they would never file a complaint against the police again. The proposed committee should examine these issues and make recommendations for improving the current police complaints system and increasing community confidence in the complaints process.</p> <p>As part of the police oversight process, the government should also consider creating and funding an African Nova Scotian Legal Advocate or Legal Clinic. Such an organization would help Black youth and adults negotiate the police complaints process and provide them with legal advice on other criminal justice matters. The creation of such a body might also serve to increase confidence in the overall criminal justice system</p>	DOJ RCMP HRP			
4.12	<p>It is recommended that the HRP and RCMP develop additional training modules that will improve officer adherence to the principles of procedural justice and ensure respect for civil rights during all civilian encounters. Such training should focus on developing officer communication skills and their ability to explain lawful police actions to civilian actors.</p>	DOJ HRP RCMP			

Recommendation #	Description	Responsibility	Not Started	In Progress	Completed
4.13	<p>It is recommended that the HRP and RCMP develop new policies to address the police code of silence and empower officers who challenge the illegal or unprofessional activities of their colleagues. Punishment for the violation of these regulations should be clearly communicated and consistently enforced.</p> <p>Officers should receive continual training with respect for both existing and emerging departmental regulations.</p>	HRP RCMP		X	
4.14	<p>It is recommended that the HRP and RCMP develop a new performance evaluation system that explicitly rewards officers for their community policing efforts, their ability to work effectively with diverse communities and their ability to develop relationships of trust with community members from various backgrounds. Performance indicators should be clearly articulated and communicated to all police officers and further entrenched in the promotion process.</p>	HRP RCMP		X	
4.15	<p>It is recommended that the HRP and RCMP fully engage in efforts to evaluate the effectiveness of all anti-bias initiatives and community building strategies – including anti-bias training and community policing protocols.</p> <p>Evaluation should take the form of continued data collection on street checks and other policing outcomes.</p> <p>Changes with respect to public trust and confidence in the police should be monitored through ongoing community consultations and periodic surveys.</p> <p>The police should engage with objective, outside experts to develop evaluation methodologies and analytic strategies. The results of evaluation projects should be fully disseminated to the public</p>	DOJ HRP RCMP			
4.16	<p>It is recommended that a committee – consisting of community members, police officials and government officials – be formed to monitor progress towards the implementation of the recommendations produced by this report, or additional policy initiatives that emerge post-release.</p> <p>This committee should report to the Police Board of Commissioners by September 2020.</p>	DOJ HRP RCMP BOPC			

Recommendation #	Description	Responsibility	Not Started	In Progress	Completed
4.17	<p>Finally, it recommended that the Government of Nova Scotia, and the Nova Scotia Human Rights Commission, extend their examination of racial bias beyond police street checks to other aspects of policing and the broader criminal justice system. Statistics reveal that Black Nova Scotians are significantly over-represented in both the provincial and federal correctional systems. It is important to determine the extent to which this over-representation reflects possible biases at each stage of the criminal justice process: from police surveillance and charge practices to remand decisions, plea bargaining, conviction rates, sentencing and parole 179 outcomes. A small degree of racial bias at each stage of the criminal justice funnel can result in gross racial disparities within the correctional system. This inquiry could begin by mandating the collection of race-based statistics within policing, the criminal courts and corrections.</p>	DOJ HRC			

Board of Police Commissioners – Recurring Agenda Items (2020)

1. RCMP and HRP Crime Statistics – Bi-annually (January, July)
2. BOPC Work Plan – Bi-monthly (April, June, August, October, December, February)
3. HRP and RCMP Financial Reporting – Quarterly (April, July, October, January)
4. Business Plan (RCMP APP & HRP Strategic Plan) – Quarterly (December 2019, April, July, November)
5. Work Planning Session – Annually (November)
6. RCMP Budget Planning – TBD
7. HRP Budget Planning – Final BOPC approval January
 - a. Initial meeting – November
 - b. Special planning meeting – December
8. BOPC Annual Report – Final to council June
 - a. Draft to BOPC for review – May

Recurring Agenda Items (2020)			
Item	Frequency	Months	Owner
RCMP & HRP Crime Statistics	Bi-annually	January, July	HRP & RCMP
BOPC 2020 Work Plan	Bi-monthly	April, June, August, October, December, February	Board of Police Commissioners
HRP & RCMP Financial Reporting	Quarterly	April, July, October, January	HRP & RCMP
Business Plan Updates (RCMP APP & HRP Strategic Plan)	Quarterly	April, July, November, February	HRP & RCMP
Work Planning Session	Annually	November	HRP, RCMP, BOPC, & Legislative Assistant
RCMP Budget Planning	Annually	TBD	RCMP
HRP Budget Planning	Annually	Final BOPC approval in January	HRP
<ul style="list-style-type: none"> • Initial meeting • Special planning meeting 		November	HRP
		December	HRP
BOPC Annual Report	Annually	Final to Council in June	Legislative Assistant/BOPC
<ul style="list-style-type: none"> • BOPC Draft Review 		May	Legislative Assistant/BOPC

Halifax Board of Police Commissioners Work Plan - 2020

Action Items				
Objective	Planned Action	Timeframe	Responsible Lead	
1	Action Plan on Wortley Report Recommendations	<ul style="list-style-type: none"> • Develop and document an action plan with RCMP and HRP • Monitor plan on a regular basis • Collaborate with other stakeholders as required 		Commissioner Borden, Commissioner Smith Assisted by: Commissioner McDougall
2	Review BOPC Governance, Roles and Responsibilities to identify opportunities	<ul style="list-style-type: none"> • Review Staff Report resulting from Governance Review • Review the Police Act and By-Laws • Review the BOPC budget to determine potential for additional resources/support • Could external committees or advice support the BOPC work? • Determine if the BOPC differs from other HRM council committees managed by the Clerk's office and what the impacts are (e.g., member recruitment). 		CAO and staff Assisted by: Commissioner McDougall
3	Explore increasing public participation in meetings	<ul style="list-style-type: none"> • Board review of public participation • Distribute report regarding regional processes for public participation • Conduct more meeting in the community • Develop recommendations for BOPC review • Manage public expectations for off-site meetings (December 16, 2019) • Look at opportunities for external BOPC advisory input 		Commissioner Smith Assisted by: Commissioner Mancini
4	Engage with the Foundation	<ul style="list-style-type: none"> • Assist with member recruitment • Recommend grant recipients • Promote the work of the foundation • BOPC representative participates in foundation meetings 		Commissioner Borden
5	Provide training for BOPC members:	<ul style="list-style-type: none"> • Media training • Financial literacy • RCMP African Nova Scotian Experience • Bias Awareness Training 		Commissioner Blackburn

6	Determine Evaluation Process for Objectives	Establish a measurement for <ul style="list-style-type: none"> • Transparency • Trust • BOPC function • Public education and awareness 		
7	Ongoing support for Commissioners	<ul style="list-style-type: none"> • Review the BOPC Policy Framework • Establish exit interviews • Implement a transition period for members (i.e., mentorship) 		Assisted by: Commissioner McDougall
8	Awareness of BOPC and its role	<ul style="list-style-type: none"> • Develop a Communications Plan for the BOPC • Define collaboration with HRP and RCMP in communications • Public education on and awareness of the role of the BOPC 		Assisted by: Commissioner McDougall

Questions		
Question	Response	
1	<p>Can BOPC meet in sessions other than the monthly meetings? Are all meetings required to be accessible to the public unless the topics are In Camera?</p>	<ul style="list-style-type: none"> • The BOPC can arrange special meetings if necessary • The BOPC can meet privately if quorum is not reached
2	<p>How do we keep the communication link with Regional Council when the BOPC Chair is not a Councillor?</p>	<ul style="list-style-type: none"> • The Legislative Assistant will be updated by the Council Coordinator if/when items relevant to the BOPC are discussed at Council, the Legislative Assistant will then pass that information forward to the BOPC
3	<p>How do we ensure continuity/institutional memory when there is staff turnover in the Clerk's office?</p>	<ul style="list-style-type: none"> • The Clerk's Office has an instructional guide prepared for the Legislative Assistant assigned to the BOPC should there be any staff turnover