



The Regional Municipality of York Police Service Board

Public Board Meeting
March 26, 2025
For Information

Report of the Executive Director

Conference Highlights and Participation – June 2024 to February 2025

1. Recommendation

1. That the Board receive this report for information.

2. Purpose

This report provides an overview of the conferences, seminars and police governance related events that the Board has attended in the last seven months.

Key Points:

- Police service boards are members of the Ontario Association of Police Service Boards and the Canadian Association of Police Governance
- Opportunities for learning and collaboration are through these association events
- Participation and engagement by the Board and staff has steadily increased since 2023
- The Board is provided the opportunity to attend events hosted by other police sector organizations
- The Board budgets for attendance at conferences and other events hosted by the association to ensure every member and staff have an opportunity to participate

3. Background

Police board associations are representative of all boards and advocate and collaborate with various community safety entities

Police service boards in Ontario are supported through membership in provincial and national associations that provide information and training to members and their staff on the civilian oversight and governance roles and responsibilities. These associations also facilitate opportunities for police service boards to network, collaborate, and exchange ideas and

practices with respect to police governance and collectively advocate for policy and initiatives that improve community safety.

ONTARIO ASSOCIATION OF POLICE GOVERNANCE

At the provincial level the Board is a member of the [Ontario Association of Police Service Boards](#) (OAPSB). The OAPSB is the leading voice of police governance in Ontario. The OAPSB helps the board fulfil its legislated responsibilities by providing training and networking opportunities and facilitating the transfer of knowledge and advocating for improvement in public safety laws, regulations, practices and funding mechanisms.

Each year the OAPSB hosts its AGM and annual conference in the spring and a labour conference in the fall. Both of these events bring together municipal, First Nations and OPP detachment boards from across Ontario, representatives from the Ministries of the Solicitor General and the Attorney General, the Inspectorate of Policing, Law Enforcement Complaints Agency (LECA), police service leadership and a variety of academic and professionals to share information and bring forward discussions on governance and policing.

CANADIAN ASSOCIATION OF POLICE GOVERNANCE

The [Canadian Association of Police Governance](#) (CAPG) is the national organization dedicated to police governance in Canada representing 80% of municipal police service oversight bodies. CAPG supports police governance boards by ensuring members have access to independent information and insights, facilitate knowledge sharing, and advocate for change as a common national voice on priority issues in police governance and community safety.

Each year CAPG hosts its AGM and annual conference in the summer, an annual summit at the beginning of the calendar year, and monthly webinars on issues affecting the policing sector and topics that address police board governance and oversight responsibilities. The conference and summit are hosted in person with the option of virtual attendance with the host location moving each year. CAPG provides a unique opportunity, at the national level, for the Board to meet and learn from board and police members, academics, and professionals working in the public safety and police governance space and bring those practices and ideas back to York Region.

The Board also has the opportunity to further enhance its knowledge by attending conferences hosted by other police sector organizations

The Board and its staff have taken the opportunity to attend employment conferences hosted by the Police Association of Ontario (PAO) and the Law in Policing conference hosted by the Canadian Institute.

4. Analysis

Board participation has increased since 2023

In August 2023 the Board began increasing its participation in these conferences by first sending three Board members and two staff to the 2023 CAPG. Prior to this, these events were primarily attended by the Board Chair and the Board's Executive Director.

These conferences provide boards the opportunity to put forth resolutions to advocate for changes that will improve community safety

The OAPSB and CAPG are to police service Boards what AMO and FCM are to municipalities. Each year the Board has the opportunity to put forth its own resolutions for advocacy by these associations.

It is important for both Board members and Board staff to engage in these events to ensure the Board is keeping pace with change in the sector, improving its police governance practices, and developing a firm knowledge of the challenges in the policing sector and changes that directly affect the work of the Boards.

CONFERENCES

Table 1 provides an attendance summary of the conferences the Board has attended in the period from June 1, 2024 and February 28, 2025.

Table 1
Conference Attendance Summary June 2024 – February 2025

| Dates | Conference | Board Attendees |
|-------------------------|---|---|
| June 3 – 5, 2024 | OAPSB Spring Conference and Annual General Meeting Collingwood, ON | Board Chair 2 Board Members Executive Director 1 Board Staff |
| August 8 – 11, 2024 | CAPG Annual Conference and Annual General Meeting Halifax, ON | Board Chair Vice Chair 3 Board Members Executive Director 1 Board Staff |
| September 23 – 24, 2025 | Hosted - CAPG Board Capacity Building Workshop Aurora, ON | Board Chair 1 Board Member Executive Director 2 Board staff |

| Dates | Conference | Board Attendees |
|------------------------|---|---|
| November 26, 2024 | OAPSB Labour Conference Mississauga, ON | 1 Board Member Executive Director |
| January 6 – 7, 2025 | CAPG Winter Governance Summit Ottawa, ON | Vice Chair Executive Director |
| February 19 – 20, 2025 | Empowering First Nations Police Governance Conference Tsuut'ina Nation, Calgary, AB | Vice Chair - in person Executive Director - via zoom |
| February 25 – 26, 2025 | PAO Employment Conference Mississauga, ON | 1 Board staff |

June 2024 – the Board attended the OAPSB Spring Conference and AGM in Collingwood, ON and put forth a resolution to improve first responder communications through the Ontario Building Code and presented on the Board’s diversity plan for the Police Service

The Board was represented by a delegation of three board members and two staff. Attending the Annual General Meeting on the first day, the Board put forward its resolution on [Improving First Responder Communications through the Ontario Building Code](#). The resolution was adopted by the OAPSB.

Day 2 included a presentation on the [YRP Inclusive Policing Action Plan 2023 - 2025](#). This is now a CSPA required Board plan for diversifying the police service. Staff from YRP’s Professionalism, Leadership and Inclusion Office and the Executive Director presented on the decade long journey from the Board’s Equity and Inclusion Policy to YRP’s Inclusive Policing Action Plan. It is important to note, that the Inclusion Policing Action Plan put the Board and YRP ahead of the sector in adopting and implementing a plan that will ensure the police service is reflective of the community it serves.

The conference sessions included:

- A presentation and discussion with the Inspectorate of Policing regarding requests for assistance from one police service to another and new processes set out for managing, documenting, and reporting such requests.
- The Board’s responsibilities, including the professionalization of police governance and ensuring boards have sufficient supports to discharge their duties, evaluating the board and the police service performance, budgeting and governing police operations

August 2024 – the Board attended the CAPG Annual Conference in Halifax, Nova Scotia where one of the Board’s members was appointed to the CAPG Board of Directors

The Board was represented by a delegation of five board members and two staff. Prior to arriving in Halifax, the Board had nominated Vice Chair Linda Jackson to be a Director on CAPG’s Board. Her appointment was confirmed at the CAPG Board Meeting that followed the conference.

This conference provided plenty of opportunity for the Board to meet and interact with peers from across the Canada and learn of what innovative approaches are being implemented to improve community safety and accountability by Boards.

Notable conference sessions included:

- A presentation by the Calgary Police Service and its Police Commission on how they addressed homeless encampments, and their findings on how they worked with their commission and province to implement a centralized hub to provide services to their community.
- Sessions that focused specifically on Boards included: public communications, employee surveys, community safety and well-being planning and board and police association relationships
- Building the capacity of boards to be effective. Dr. Tara Hodgkinson presented her findings on police governance and the challenges board members faced in governing and providing oversight of police services. A call out was made for Boards to host capacity building workshops across the country that would support the development of a nation training curriculum. The Board, through the Executive Director, formally announced it would host the first workshop.

September 2024 – the Board hosted a two-day workshop of municipal and First Nations police service boards to facilitate the development of a national curriculum for police service boards

CAPG and Public Safety Canada provided funding to Dr. Tarah Hodgkinson to consult with various police service boards/commissions in Canada and design a national police board governance strategy and preliminary training program. In June 2024, the Board offered to be the host of the first consultation workshop and proceeded to extend invitations to 15 municipal and First Nation police service boards to attend.

The York Regional Police Association offered to host the workshop in the YRPA building and facilitated the catering and accommodation arrangements for out-of-town attendees.

The workshop was attended by eight boards, including York, and covered the challenges faced by all boards regardless of size or resources, compared training practices, identified information needs and looked at different learning formats.

In January of this year, Dr. Hodgkinson was asked to stop data collection and move towards resource development and expedite training. The 2025 CAPG Conference in Victoria, BC is expected to have a training session for new board members in August.

November 2024 – the Board attended the OAPSB Labour Conference in Mississauga, Ontario where staff presented on workforce planning

The Board was represented by the Executive Director and one board member, both of whom only attended the first day of the conference on November 26 as the Board's regularly scheduled board meeting was on the following day. The Executive Director participated in a session on workforce planning and the work the Board did in determining its own staffing and support needs. The conference also had sessions from the WSIB on Mental Stress Injuries, an Update from the Inspectorate of Policing and labour relations.

January 2025 –CAPG Governance Summit in Ottawa, Ontario

The Board's Vice Chair and the Executive Director attended the summit in Ottawa. The Vice Chair was in attendance ahead of the summit, in her capacity as a Director on CAPG's Board. The Inspectorate of Policing gave an update on its own work in Ontario, since the CSPA came into force, and its data collection project and how they Inspectorate will continue to support boards in their governance duties. The other sessions were focused on setting Boards up to plan for the adoption of emerging technologies, the impact of community outreach by the Ottawa Police Service in the Byward Market, and a presentation from Dr. Rick Muir of the UK Police Federation on the lessons learned from 10 years of police austerity measures in the UK.

February 2025 –Empowering First Nations Police Governance in Tsuut'ina Nation, Alberta

The Board's Vice Chair attended this inaugural conference in person, representing the Board and CAPG. Due to the collision at Pearson Airport, the Executive Director was unable to attend in person, but was able to view the conference online. This was the inaugural conference focused on police governance on First Nations. Over the two-day period the conference covered the challenges for First Nations policing, including, recruitment, supporting the mental wellness and women in the police service and on police boards.

February 2025 – Board staff attended an Employment Conference hosted by the Police Association of Ontario

The Board's sent one staff member to the Police Association of Ontario Employment conference in Mississauga, Ontario this past February. This conference took place during the Board's regularly scheduled Board meeting which resulted in no Board members being able to attend. This conference provides the Board with information on employment and labour trends in the policing sector, and is an opportunity for attendees to learn of and prepare for addressing challenges in the workplace ranging from collective bargaining to health and well being.

5. Financial Considerations

The activities set out in this report have been budgeted by the Board.

6. Local Impact

Indirectly, these activities contribute to the Board's knowledge and capacity to be effective in its duties to provide adequate and effective police service and be accountable to the community it serves.

7. Conclusion

Police service boards have few formal learning opportunities to learn and adopt practices that would aid in their governance duties. These conferences provide the necessary forums to learn more broadly about the responsibilities of police service boards, sharing practices and tools for addressing community safety needs and governing police services in an ever-evolving world.

For more information on this report, please contact psb@yrc.ca. Alternative formats or communication supports are available upon request.

Approved for Submission: Anitra Basant Sisavang
Executive Director

March 26, 2025