

The Regional Municipality of York Police Services Board

Public Board Meeting
May 17, 2022

Report of the Executive Director

Board Strategic Planning Session Services of External Facilitator

1. Recommendation

That the Board hire an external facilitator to assist with its strategic planning session in September.

2. Board Responsibility

One of the most important governance functions of the police services board is the development of the goals and priorities for its police service. The current *Police Services Act, 1990* requires boards to prepare a business plan for its police service at least once every three years. The *Community Safety and Policing Act, 2019*, once in force, will require boards to move away from a business plan, and, instead, develop a strategic plan that will be subject to review at least once every four years. The Board sets the goals and priorities for the police service following consultation with the Chief of Police. The 2020-2022 Business Plan for York Regional Police is in its final year, and the process for the development of the 2023-2025 Business Plan is well underway.

3. Strategic Planning Session

In keeping with its governance and legislated responsibility, the Board will hold a strategic planning consultation session with the YRP Executive Command Team in September to determine the priorities for the next three years, priorities that are aligned with the needs of the community and other stakeholders. In November 2021, the Board received a report from the Chief which outlined the consultation strategy for the 2023-2025 Business Plan. YRP Planning staff will present findings from the Environmental Scan, surveys and consultations sessions to inform the development of the priorities and goals for York Regional Police in advance of the September session.

4. Services of External Facilitator

The recommendation in this report is that the Board consider hiring an external facilitator to assist with its September strategic planning session.

While the Board recognizes that YRP staff or Board staff can support or facilitate a strategic planning session, there are advantages to bringing in an external facilitator who is experienced with team dynamics and with optimizing the outcomes of these sessions. Some of those benefits include:

- A trained and experienced facilitator will plan, guide and manage the session to ensure that the goals of the meeting are met effectively and with fairness and inclusion, with peak participation levels and with buy-in from everyone involved.
- The independence and impartiality of an external facilitator will be important to support the sharing and discussion of ideas including perhaps some which may be sensitive, unspoken or even difficult to broach.
- An external professional comes with the 'permission' to encourage fresh thinking and will incorporate their many years of experience thereby bringing in perspectives from across many sectors and previous assignments to enrich the discussions at the strategy session.
- The external facilitator will be pulling together relevant strategic data and carry out detailed prep work before the actual day. A professional strategy facilitator will have the expertise, time and skill to help plan for a successful session and will support the work already being done by internal staff on the strategic planning process.

5. Financial

The cost of hiring an external facilitator is approximately \$2,500 - \$3,500 + HST.

6. Conclusion

The recommendation in this report is that the Board consider hiring an external facilitator to support the Board and the Executive Command Team at the strategic planning session.

Approved for Submission: Mafalda Avellino
Executive Director