

# REPORT TO THE POLICE SERVICE BOARD

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## Review of Board Policies – December 2024

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Type of Report: Public

### Background

The Board has made substantial changes to its policies over that last few years, most recently as a result of the implementation of the *Community Safety and Policing Act* (CSPA) on April 1, 2024. The one group of policies that has not been reviewed in some time is the “Ends” policies, which define organizational objectives. The five policies are the following:

- Community Safety
- Community Diversity
- Community Policing
- Cost of Police Services
- Assistance to Victims

### Discussion

The Board’s ends policies have historically been aligned to the principles of policing in the *Police Services Act* (PSA) (with the exception of the Cost of Policing Services Policy). A review of the PSA began in 2016, but its successor legislation did not come into force until this year. A similar, but expanded, set of principles was adopted in the CSPA. These principles are the following:

1. The need to ensure the safety and security of all persons and property in Ontario, including on First Nation reserves.
2. The importance of safeguarding the fundamental rights and freedoms guaranteed by the *Canadian Charter of Rights and Freedoms* and the *Human Rights Code*.
3. The need for co-operation between policing providers and the communities they serve.
4. The importance of respect for victims of crime and understanding of their needs.
5. The need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario society.
6. The need to be responsive to the unique histories and cultures of First Nation, Inuit and Métis communities.
7. The need to ensure that police services and police service boards are representative of the communities they serve.
8. The need to ensure that all parts of Ontario, including First Nation reserves, receive equitable levels of policing.

The Board's Ends policies are intended to express and expand upon these foundational statements. The existing policies still generally maintain compatibility with the principles, though some refinement and elaboration to the policies would be timely. Changes to the policies could strengthen their alignment to these principles in the Act, and ensure that they more directly reflect the current policing context in Durham Region. In particular, the policy on Community Diversity could articulate more thoroughly the Board's commitment and expectations related to equity and inclusion. As the Board is aware, the DRPS has been undergoing a significant review of its efforts in this area, and the report from the consultant will be instructive to future goals and methods to achieve them. Any changes to the Board's policy in this area would be well-informed by the consultant's work.

A revision to the Board's policy entitled "Board Member Expenses" is also presented for the Board's consideration, based on feedback received. The policy change would ensure, in circumstances where the cost of meals exceeds the established per diem rate, that Board members would be reimbursed for the full cost, subject to reasonable limits and with the provision of receipts.

The Board's policies are a key mechanisms through which the Board exercises its governance role. Should the Board wish for specific content to be included in any of the revised policies, these changes will be brought forward in the amended versions.

### **Recommendation**

It is recommended that:

- the Executive Director, based on direction from the Board and input from the Diversity Advisory Committee and any other appropriate community group, propose a new policy on diversity, equity and inclusion, taking into account the review being conducted by the consultant; and
- the Executive Director, based on direction from the Board, propose revisions to the remaining Ends policies, to ensure consistency with the principles of policing in the CSPA and the expectations of the Board for the DRPS; and
- The Board revise the Board member expense policy to allow for the reimbursement of meals at cost when necessary and within reason.



Bill Clancy  
Executive Director

Attachments: Community Safety Policy  
Community Diversity Policy  
Community Policing Policy  
Cost of Police Services Policy  
Assistance to Victims Policy  
Board Member Expenses Policy