

Public

Meeting: **April 20, 2021**

Agenda Item: **Summary of the Strategic Planning and Policy Committee – March 31, 2021**



Background

Present:

Mr. Garry Cubitt, Chair
Ms. Bobbie Drew, Member
Ms. Karen Fisher, Member
Mr. John Henry, Member
Ms. Patrice Barnes
Chief Rollauer
Deputy Chief Bertrim
Deputy Chief Maiorano
CAO Stan MacLellan
Bill Clancy, Executive Director

Summary of Meeting

1. Election of Chair

The following motion was put forward by Ms. Bobbie Drew and seconded by Mr. John Henry:

“That Mr. Garry Cubitt be elected Chair of the Committee for 2021.”

The motion carried.

2. Action Plan to Enhance Trust and Confidence in the DRPS

Mr. Clancy gave an overview of the background on the draft Plan and the feedback received. Five themes were identified from the input received from the community and members of the DRPS: transparency, accountability, communication, continuous engagement, and visibility. The next step in the process is to finalize the Plan and take steps to ensure successful implementation.

Committee and Command members expressed the following:

- There is disparity in the views of the public and the members of the DRPS with respect to perceptions of the DRPS, and it is important that members of the DRPS understand the meaning and effects of systemic racism;
- The public perception of the police in the broader context can impact how the DRPS is perceived – for example, the SIU investigation relating to the death of the child in the Kawarthas affects how the public thinks about all police organizations and their oversight bodies;
- The distinction between the Region and the DRPS is not clear to the public and messaging should be consistent; there is an opportunity for greater partnership on diversity, equity and inclusion initiatives, recognizing the DRPS must retain its independence;
- Integration between the Action Plan, and other organizational plans including the Business Plan, the Equity and Inclusion Plan and the budget, should be considered during implementation;
- Operationalizing the Plan will be critical and measurement will be essential to understand if the initiatives are effective and to be accountable for the Plan's commitments;
- De-escalation should be a prominent component of the priority with respect to mental health calls;
- The public expects to have access to information relating to disciplinary action though internal resistance can be expected;
- The membership understandably has concerns about public involvement in the promotional and recruitment processes and these should be recognized and addressed; one possibility would be to include the public in defining the position requirements and not in the actual selection;
- Reporting should be more frequent than quarterly;
- Transparency with respect to the budget could signal a willingness to consider defunding;
- Expectations should be clearly articulated and definitions around success should be communicated.

Chief Rollauer indicated that he would provide additional written commentary on the draft Plan. It was agreed that the Plan would be amended and presented to the Board at the April Board meeting.

The meeting was adjourned.

Approved by:

Garry Cubitt
Chair
Strategic Planning and Policy Committee