

## HAMILTON POLICE SERVICES BOARD - INFORMATION -

**DATE:** 2018 September 13  
**REPORT TO:** Chair and Members  
Hamilton Police Services Board  
**FROM:** Lois Morin  
Administrator  
**SUBJECT:** *Board Member Travel and Expense Reimbursement Report*  
*PSB 18-090(a)*

### **BACKGROUND:**

The Hamilton Police Service at its meeting of October 19, 2017, approved the Board Member Travel and Expense Reimbursement Policy which provides the guidelines for attendance, travel, eligible expenses and reimbursement of expenses for Board Members who attend various conferences, seminars and other meetings related to their duties with the Board. The policy further outlines that the Administrator will provide a written report which will include the members that attended and a brief synopsis of the conference.

Attendance at the Canadian Association of Police Governance (CAPG) Conference and First Nations Police Governance Council (FNPGC) Conference was approved by the Board at its meeting of April 19, 2018. Member Madeleine Levy attended the CAPG and FNPGC Conferences which were held at the in Winnipeg, Manitoba from August 7 - 11, 2018. Information sessions covered a number of topics including Justice and Self-Governance in Canada, Learning from Our Friends – A Tribal Justice Model, The use of culture and healing to support Restorative Justice, Innovations in Community Justice and Public Safety, Strategic Planning, Unfounded Sexual Assaults and the Role of Police Governance, Embedding an Ethical Framework into the Culture of Police Organizations, Politics and Police Governance, Evaluating your Chief of Police, Developing and Measuring Strategic Plans and Best Practices Policies for Return to Work / Stay at Work for Workers for Mental Health Conditions.



Lois Morin  
Administrator

Attachment: Appendix "A" Conference Findings Report from Member Levy

LM/lm

## Conference Findings

**Board Member:** Madeleine Levy

**Event and dates attended:** Canadian Association of Police Governance August 7-11 2018

**Location:** Winnipeg, Manitoba

**Total Cost:** \$2428.22

***Describe in one or two paragraphs one or more findings from your attendance at this event that should be shared with the Board. Consider how it may improve the job performance of others, or result in improved public/service delivery and customer service, or contribute to improved budgetary performance by the Board. Include networking opportunities or learning experiences that resulted by your attendance.***

We received an update from the Minister Goodale, Public Safety & Emergency Preparedness on current initiatives and priorities in his portfolio including legalization of cannabis. Gun violence - firearms, homicides, gang related homicides and break-ins from 2013-2016 have increased over 30%.

Current numbers (2017-2018) are trending significantly higher. Feds will be investing in guns and gangs strategies from provincial and municipal proposals, Federal Grants will be available for innovation in these areas as well:

Federal initiatives include, FN Police (infrastructure & Governance), Mental Health & PTSD, National Cyber Crime with RCMP, Missing Person Data Program, and Canada Centre Radicalisation Prevention. Another Guns and Gangs Summit in Ottawa. Feds will also be addressing root causes, the social determinants of crime, poverty, homelessness and marginalization and Combatting Human Trafficking, sex trade and Supporting Victims

Bill C71 enhanced existing background checks for those seeking a firearms license.

### **Cannabis**

Prohibition never worked. Bill C 45 amends the provisions of the Criminal Code that deal with offences and procedures relating to drug-impaired driving. Impaired driving leading cause for death and drug related impaired driving deaths higher than alcohol. Frontline officers are dealing with a growing number of people who drive high

Approved screening devices will be available to Police Services with federal funding.

Concerns about effectiveness of roadside devices; about readiness with the training and roll out resources, and concerns about budgeting for enforcement. Feds will decrease the 50/50 share of their revenue from cannabis sales to 25% with the intent funds to go to province to be earmarked for municipal policing.

### **Best Practice Policies for Return to Work/ Stay at Work for Workers with Mental Health Conditions, Occupational Trauma and Operational Stress Injuries**

Dr. Katy Kamkar, Ph.D., C. Psych, was the keynote presenter for this workshop. She is a Clinical Psychologist at the Centre for Addiction and Mental Health (CAMH). She is an Assistant Professor within the Department of Psychiatry, University of Toronto. Dr. Kamkar is a Member of the Collaborative Centre for Justice and Safety (CCJS) Advisory Council. Dr. Kamkar serves on the Canadian Institute for Public Safety Research & Treatment (CIPSRT) National Policing Research Committee. CIPSRT is a National Action Plan to address Operational Stress Injuries among Public Safety Personnel (PSP) in Canada

She also provides Education and Workshops to Ministries and Organizations (Local and National) including First Responder Organizations on Workplace Mental Health, Resiliency and Occupational Disability; Evidence-Based Best Practice Guidelines/Policies for Return To Work / Stay At Work for Workers with Mental Health Conditions; and on Occupational Trauma, Operational Stress Injuries and Resiliency. She has also been part of building the Toronto Police Service Competencies for Front Line and Leadership to achieve modernization efforts and strive towards a culture of excellence.

Dr. Kamkar led a session on workplace mental health, resiliency and occupational disability for police personnel. Through her research, Dr. Kamkar developed some evidence-based practice guidelines and policies on return to work/stay at work for workers with mental health conditions and on occupational trauma, operational stress injuries, and resiliency.

I found her approaches extremely informative, engaging, non-judgemental and rooted in evidence based research.

She could be a great resource for HPS Service as they look to improve their present Mental Health/Well being strategies.

Our people are our strength and greatest asset. Board Business plan needs to support our people by fostering a culture of employee engagement and effective communication and by promoting a healthy work environment as a pillar

Board education would also be of benefit.

## **Unfounded Sexual Assaults & The Role of Police Governance**

We heard from three outstanding speakers on this topic. Stephen McCammon, Legal Counsel, Office of the Privacy & Information Commissioner, Ontario Government, Dr. Holly Johnson, University of Ottawa and Sunny Mariner, Executive Director, Ottawa Rape Crisis Centre

Background: When a Globe & Mail report was published indicating that 1 in 5 sexual assault claims were being dismissed by police as 'baseless' it brought to the issue to forefront of Canadians. In February 2017, Public Safety Minister Ralph Goodale called for a review of sexual-assault cases across Canada and called on police investigators and Crown prosecutors "to re-examine all of their approaches, all of their procedures, all of the ways that cases are managed, that investigations are conducted to make sure that we fix this problem and that our criminal justice system is delivering justice to those who in these circumstances have been so brutally victimized."

The HPS Board directed the Chief to do a complete review of all cases implementing a model like the Philadelphia Model.

Many police services in Canada committed to a complete review of closed files and others looked at other jurisdictions to see how sexual assaults were investigated. The issue is not new to police but it is a wake-up call for police governance bodies. Police across the country are now exploring specialized training in investigating sexual-assault cases and many are looking to the Philadelphia Model where police share their sexual assault files with advocates who work in the area of violence against women (VAW) for their input and review. (Slides)

- In the spring, HPS made a presentation to the board of the model they will follow to review the Unfounded Sexual Assault cases. 700 cases identified as unfounded.
- Team of subject matter experts selected and designated to do the work with HPS. A Memorandum of Understanding and Confidentiality Agreement was signed. Reviewer agencies appointed as agents. Agents need the records in the performance of their duties and disclosure is necessary and proper in the discharge of the institution's functions. MOU and confidentiality agreement critical to privacy protection and governance

### ***Will this information help the Board achieve their goals, and if so, which goals in particular?***

The information acquired at the conference is very helpful for Police Service Boards for governance oversight, policy development, fiscal responsibility, mental health and well being of our service and enhanced public trust. Very timely topics, as we are presently dealing with the Cannabis legalization - legislation, regulation and enforcement as well as: Specialized training, testing devices and budgetary issues, deployment of resources and personnel of great concern as well as ensuring that Police Services have the role of law enforcement and not product regulation. Unfounded Sexual Assaults review of cases and protocols

## **Recommendations:**

Feds will decrease the 50/50 share of their revenue from cannabis sales to 25% with the intent funds to go to province to be earmarked for municipal policing. It's important that our City Councillors (and our Clr. board members) and their work with AMO hold the Province to directing these funds to Policing.

Further, it was announced that new innovation grants will be available and HPS should take advantage of these opportunities.

The fact that the number of fatalities involving drugs alone is double those involving alcohol alone reflects the growing incidence of driving after drug use. Cannabis, the most commonly-found drug, is present in almost half of the drug-positive fatal crashes.

Not sure what impact the legalization will have on increased deaths and impaired drivers. HPS is already addressing road safety and testing. Boards have to assess budgetary requests carefully for increased officers and resources. Very complex issue.

**With respect to Unfounded Sexual Assaults & The Role of Police Governance, the information was also very important and timely as our board launched a review of unfounded cases with community experts. We will be updated on this work shortly.**

Many Police Services have completed their work and have implemented the Philadelphia Model as Standard Operating Practice moving forward to assist police with the review of cases.

For Boards this is **important oversight** for ensuring improved accountability in institutional responses to VAW: Required: Investigations are done well. Specialized training is needed to ensure this **Vital** public service is delivered better. Stronger cases moving forward to Crown. Enhanced Public Trust and Public Confidence. Procedural Justice for victims.

In conversation with one of the Panelists, Sunny Marriner, she praised the work of the Hamilton Police Service and the team of subject of matter experts. She highlighted, excellent teamwork leadership, Dedication of time from the review team, transparency and integrity of HPS and reviewers.

## **Recommendations:**

1. **Implementation:** Hamilton Model becomes standard operating procedure for sexual assault
2. **Frequency:** Review on an ongoing basis Quarterly – reviewing cases not cleared by charge in previous quarter
3. **Feedback;** Reviewers highlight individual cases with issues & trends observed
4. **Outcome:** Operational feedback, rectification of problems early
5. **Honourarium** to be given yearly to the members of the expert review team. This is a designated hub model **Reviewer agencies appointed as agents** not a volunteer team. Suggestion: \$1000 per organization.

**Best Practice Policies for Return to Work/ Stay at Work for Workers with Mental Health Conditions, Occupational Trauma and Operational Stress Injuries**

**Recommendation:**

Review the work of Dr. Kamkar and see if she is a good fit to assist HPS on these issues. Burgeoning issue of PTSD will impact Board and Service. She takes a holistic approach on prevention as well as strategies for mental health and improving culture.

Good resource for Board and community engagement education

Many Police Services are re-evaluating and revamping their Wellness Programs and evidence based strategies. Dr. Kamkar would be of great help to HPS.

***Please rate the Conference (1 is very poor, 10 is excellent)***

Value for money spent	1	2	3	4	5	6	7	8	9	10
Conference content	1	2	3	4	5	6	7	8	9	10

Recommended future attendance by self or others	<b>YES</b>	<b>NO</b>
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**Please fill out this form to evaluate business travel when overnight accommodation is required.**

# Why is Philly Unique Among Case Reviews?

## 1. RIGHT MATERIAL TO REVIEW

Reliable outcomes require review of the same information the officer evaluated when they made their RPG decision

- Unredacted
- All victim/witness statements
- Officer Will Says/Occurrence Reports

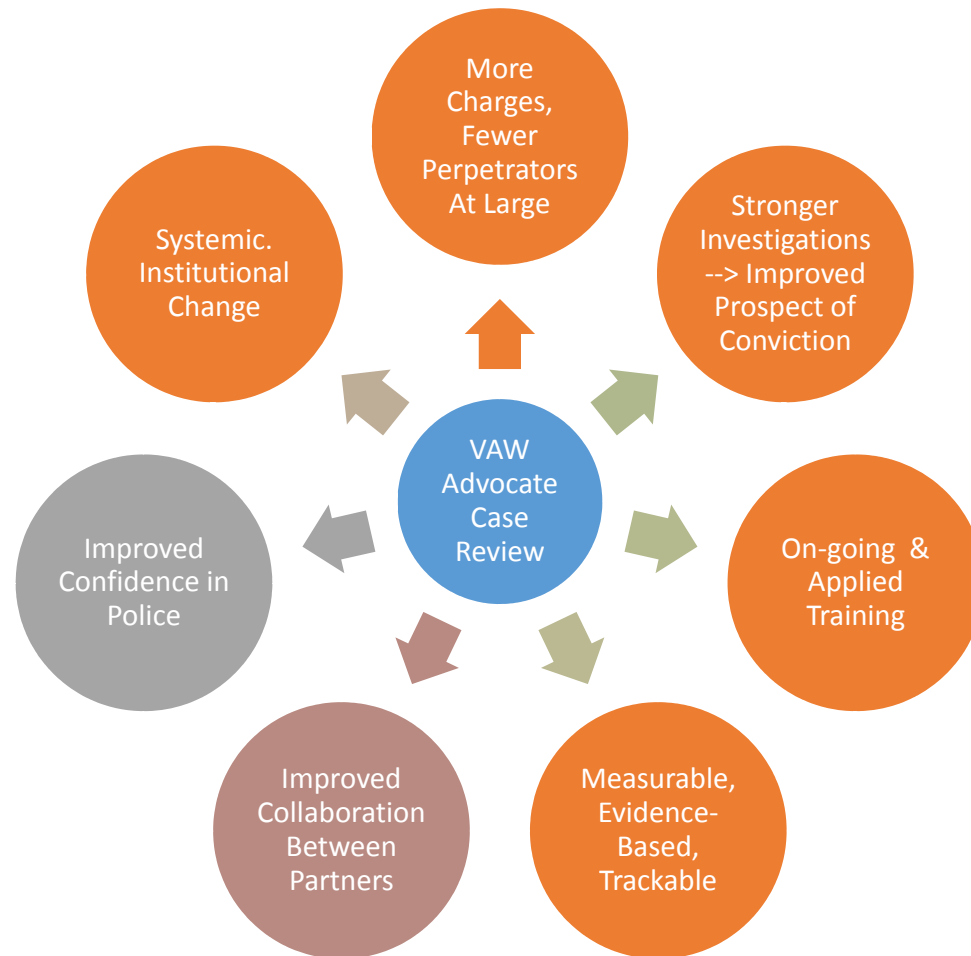
## 2. RIGHT PEOPLE TO REVIEW IT

**VAW subject matter experts** from the home community who work directly with survivors

- Independent
- Non-institutional (advocate as well as service)
- Accountable directly to survivors

## 3. REVIEW IS ON-GOING (E.G. ANNUAL, QUARTERLY, BI-MONTHLY...)

# VAW ADVOCATE CASE REVIEW (VACR): The Benefit Cycle





# PILOT SITES....(so far...!)



Stratford,  
ON



London,  
ON



Barrie,  
ON



Kingston,  
ON



Timmins,  
ON



Halton,  
ON



Ottawa,  
ON



Peterborough,  
ON



Calgary,  
AB

# Communities on the way...

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Regina,  
SASK



North  
Bay, ON



Hamilton,  
ON



Brantford,  
ON



Community  
Y, YT



Sudbury,  
ON



Community  
X, SASK