

HAMILTON POLICE SERVICES BOARD - INFORMATION -

DATE: 2018 November 8
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Lois Morin
Administrator
SUBJECT: *Board Member Travel and Expense Reimbursement Report*
PSB 18-090(c)

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 International Association of Chiefs of Police was approved by the Board at its meeting of July 26, 2018. Member Patricia Mandy attended the Conference which was held at the in Orlando Florida, from Friday, October 5 to Wednesday, October 9, 2018. Information sessions covered a number of topics which are included in the Conference Findings Report attached as Appendix A.



Lois Morin
Administrator

LM/lm

Attachment: Appendix A- Conference Findings

Conference Findings

Board Member: Pat Mandy

Event (and dates attended): October 5 - 9, 2018

Location: Orlando Florida

Total Cost: \$14,700.⁹⁴/_{xx}

Describe in one or two paragraphs (or in point form) one or more findings from your attendance at this event that should be shared with the Board.

I attended over ten sessions on topics that included Opioids and the Law Enforcement Response, Body Worn Cameras, Bias Awareness, Keeping Protests Peaceful, Emerging Issues and the Impact of Reform on Policing. There were common themes across the sessions. Strong leadership, role modelling and building and maintaining trust are essential in building relationships internally and externally to the service. Projects, policy and directions should always start with the "why" rather than the "what and how" to facilitate implementation and buy in from Officers and Public. Police reform, or better called evolution requires data driven management and decision making. Internal and external engagement in sharing knowledge and implementing programs are the key to success. We need to hear directly from communities to hear their suggestions for ways police services can make a difference. Every person holds attitudes and beliefs (Bias) that can influence their perceptions of others and influence their interaction with others. This might be with employer/employee relationships, relationships with the public and with colleagues. Cultural competencies are essential and each of us must have an understanding of our own cultural concepts that impact our world view. In summary the main themes in most session included the importance of data, leadership, trust, engagement and cultural competency. One big take away for me was the statement that the Police Service is the social safety net. When things fall through the cracks the Police end up dealing with it. We need to work with partners to intervene and break the cycles that lead to crime.

I also attended several networking sessions and met and talked with attendees from other countries and across Canada. Many issues are similar and are in different stages of being addressed. The Exhibits and those working in the area provided much information on equipment technology and best practice.

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

I don't know how long I can say that I am new. I am still learning some of the fundamentals of Policing and the organizational challenges, However, I did learn about critical issues facing Police Services. Key messages to me were the importance of ethical behaviour and decision making by the leadership (Board), the idea of being the social safety net and understanding culture and bias in all relationships.

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

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

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