



# **LONDON POLICE SERVICES BOARD**

## **Public Agenda**

### **LPSB Public Agenda**

**Meeting: Thursday December 17, 2020**

**Web-Ex Virtual Meeting – 1:00 p.m.**

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| <b>1. Call Meeting to Order</b>  | Chair |
| <b>2. Disclosure of Interest</b>   | Chair |
| <b>3. Introduction of Addendum Items and New Business</b>                                | Chair |
| <b>4. Minutes of the November 19, 2020 Public LPSB meeting</b>                           | Chair |
| <b>5. Public Correspondence</b>  | Chair |
| <b>6. Code of Conduct and Duty to Intervene and Report Procedure</b>                     | Chief |
| <b>7. Community Impact Scholarship (Western University) Request from LPA</b><br>- Verbal | Chair |
| <b>8. Public Correspondence Regarding LPS Budget</b>                                     | Chair |
| <b>9. Advisory Panel Applications – Verbal</b>   | Chair |
| <b>10. New Business</b>  | Chair |
| <b>11. Adjournment</b>   | Chair |



## **LONDON POLICE SERVICES BOARD**

### **MINUTES OF THE PUBLIC MEETING**

Thursday November 19, 2020

Commencing at 1:00 p.m.

Virtual Meeting, Webex

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**PRESENT:** J. Sukhera, Chair; Board Members J. Helmer, J. Lang, E. Holder, M. Cassidy and C. Wellenreiter; S. Williams, Chief of Police; T. McIntyre, Deputy Chief of Police, Operations; S. Betts, Deputy Chief of Police, Administration; P. Malone, Director of Legal Services; J. Atchison, LPS Researcher/Planner/Analyst; D. Tilley, Zone 6 Ministry Advisor; R. Robson, LPA Executive Director; J. Foster, Board Administrator; F. Ojo, Board Administrative Assistant; and two members of the media.

**REGRETS:** S. Toth, Vice Chair.

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Chair Sukhera provided updates since the last LPSB meeting October 15, 2020:

- We're two months into the new Board meeting structure.
- The Board's first Finance and Administration Committee meetings, in camera and public, occurred this morning chaired by Board Member, Jeff Lang.
- We expect a continuation of virtual LPSB meetings for the foreseeable future due to the state of the COVID-19 pandemic and its continuing impact in London. It will be a long winter and we all need to play our part to keep the community safe and healthy.
- Congratulations to Vice Chair Toth on being named to MP Peter Fragiskatos Honour Roll, announced October 30 2020.

Congratulations also to LPS Constable Evan Harrison, also an Honour Roll recipient, and was also named today to London's "Top 20 under 40".

The Honour Roll pays tribute to significant contributions made by citizens who live, work or volunteer in MP Fragiskatos' London North riding. Nominations are submitted by members of the public.

1. **Meeting called to order.**
2. **Disclosures of Interest – None**

### 3. Introduction of Addendum Items and New Business

- Special Investigations Unit (S.I.U.) Reports (2) - initially received at the Governance Committee meeting November 17<sup>th</sup>, shared as public information today.

**MOVED BY:** J. Lang  
Seconded by: M. Cassidy

**“That the Board receives a verbal report related to Special Investigations Unit Reports (initially received at the Governance Committee meeting November 17<sup>th</sup>) – for the information of the public during item #7.”**

CARRIED

### 4. Minutes of the October 15, 2020 Public LPSB meeting

**MOVED BY:** E. Holder  
Seconded by: C. Wellenreiter

**“That the minutes of the October 15, 2020 Public LPSB meeting be adopted as presented.”**

CARRIED

### 5. Updates from the November 17<sup>th</sup> Governance Committee Meeting and November 19<sup>th</sup> Finance and Administration Committee Meeting

Mr. Lang shared an update regarding the Board’s inaugural Finance and Administration Committee meeting held this morning prior to the LPSB meetings. During this meeting, the Committee worked out logistics and timing related to their quarterly meetings, the template for reports to be received at this meeting (Operating Budget Review Report to be received quarterly and Capital Budget Review Report to be received semi-annually). It was agreed that any discrepancies or more urgent financial matters will be brought to the attention of the committee by staff on a timely basis, as needed.

Chair Sukhera provided an update related to the Governance Committee meeting, that several regular business items were reviewed and time was spent discussing the Terms of Reference of the Board’s Anti-Racism and Mental Health and Addictions Advisory Panels. He said there will be further discussion about these Terms later in this meeting. Chair Sukhera added that along with in camera, both Committees hold public meetings in an effort to increase transparency.

**MOVED BY:** E. Holder  
Seconded by: M. Cassidy

**“That the Board receive their Committee updates.”**

CARRIED

**6. Revised Advisory Panel Terms of Reference – Anti-Racism and Mental Health and Addictions Advisory Panels**

Chair Sukhera advised that the Terms of Reference are the result of extensive public engagement which garnered a considerable amount of feedback. He led the Board in discussion of the revised Terms, continuing the conversation from Tuesday’s Governance Committee meeting. He said the Board will move to the next step of seeking individuals to fill the community spots on the Panels.

**7. New Business**

Chief Williams introduced Kathy Leblanc, new LPS Corporate Communications Manager, and said LPS is excited for this position to be filled and that the Board will be seeing a lot more of Ms. Leblanc moving forward. Chair Sukhera said he is looking forward to working with Ms. Leblanc.

Deputy Chief McIntyre provided summaries of two Special Investigations Unit (S.I.U.) reports received at Tuesday’s Governance Committee meeting.

The first report related to an incident involving a motor vehicle collision with a police cruiser. The woman suffered a fracture to her arm. The investigation concluded that the officer was not at fault and LPS’s subsequent code of conduct parallel investigation concluded the officer did not violate any LPS procedures. The officer was cleared of any wrong-doing.

**MOVED BY:** J. Lang  
Seconded by: M. Cassidy

**“That the Board receive for informational purposes Deputy Chief McIntyre’s summary of the Special Investigations Unit report.”**

CARRIED

The second report involved an incident where a 34 year old male was observed by the police and was wanted on outstanding warrants including possession of a firearm. Officers saw the male enter an apartment. A Feeney Warrant was obtained to allow the officers entry into the apartment. When Emergency Response Unit (ERU) officers entered the apartment the male was non-compliant, would not show the officers his hands and kept putting his hands in and out of his pockets. Officers used knee strengths and their conductive energy weapons to take him to the ground. Eventually they were able to effect the arrest, however in doing so, the male was diagnosed with broken hands, possible broken ribs and a collapsed lung. Despite the multiple injuries, it was determined

the force used was commensurate with the male's actions and no charges were laid.

**MOVED BY:** M. Cassidy  
Seconded by: E. Holder

**“That the Board receive for informational purposes Deputy Chief McIntyre’s summary of the Special Investigations Unit report.”**

CARRIED

Chair Sukhera noted the brevity of today’s meeting was due to the meeting and reporting cycle, and November is a quieter month for the various reports, statistics and other, which the Board receives on a regular basis. He also reminded that the call for community Anti-Racism and Mental Health and Addictions Advisory Panel members will be coming out soon.

## 8. Adjournment

**MOVED BY:** M. Cassidy  
Seconded by: C. Wellenreiter

**“That the Board adjourn the Public meeting.”**

CARRIED

Time Noted: 1:06 p.m.

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Dr. Javeed Sukhera, Chair  
London Police Services Board  
Approved and signed December 17, 2020



## **MEMORANDUM – 20-70**

**London Police Services Board**

**December, 2020 – Public Correspondence Items**

**TO:** Chair and Members, London Police Services Board

**FROM:** J. Foster, Administrator

**DATE ISSUED:** December 10, 2020

**DATE EFFECTIVE:** December 10, 2020

Included for Board member review are the following items of public correspondence:

Letters of congratulations:

- Constable Corsaut – John Robinson Award 2020
- Constable Harrison – PAO 2020 Police Hero Award, MP Fragiskatos London North Award, 20 Under 40 award
- Sergeant Mark McGugan - 2020 Rob Plunkett LETR Award

Motion:

**“That the Board receives for informational purposes letters of congratulations to three LPS members as December, 2020 public correspondence.”**



# LONDON POLICE SERVICES BOARD

**BOARD MEMBERS**

J. SUKHERA, CHAIR  
S. TOTH, VICE CHAIR  
COUNCILLOR M. CASSIDY, MEMBER  
COUNCILLOR J. HELMER, MEMBER  
MAYOR E. HOLDER, MEMBER  
J. LANG, MEMBER  
C. WELLENREITER, MEMBER

December 2, 2020

Constable Amanda Corsaut  
Intimate Partner Violence Unit, London Police Service  
601 Dundas Street  
London, Ontario N6A 4K9

Dear Constable Corsaut:

The London Police Services Board extends their congratulations to you following your receipt of the John Robinson Award from the London Coordinating Committee to End Woman Abuse.

John Robinson, a retired Inspector of the London Police Service, was a visionary, a tireless advocate and catalyst for change in the way domestic violence matters are handled and victims supported. You are carrying on his important legacy.

Your support to victims and their families, as well as to your fellow officers attending calls of this nature, providing advice and guidance, is tangible and valued. This support aids victims' healing and empowerment and helps to make our community a stronger, healthier place for all.

The London Police Services Board is proud of your achievement and is grateful for your dedication to furthering the vision of a community free of domestic violence.

Congratulations and thank you, Constable Corsaut!

Dr. Javeed Sukhera  
Chair, London Police Services Board  
Cc: Trish McIntyre, Deputy Chief, London Police Service  
Bill Merrylees, Superintendent, London Police Service  
Bill Berg, London Police Service



# LONDON POLICE SERVICES BOARD

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COUNCILLOR J. HELMER, MEMBER  
MAYOR E. HOLDER, MEMBER  
J. LANG, MEMBER  
C. WELLENREITER, MEMBER

December 2, 2020

Constable Evan Harrison

Community Services Unit, London Police Service

601 Dundas Street

London, Ontario N6A 4K9

Dear Constable Harrison:

The London Police Services Board congratulates you on being named the Police Association of Ontario's Police Services Hero of the Year, 2020 earlier this year for your positive impact as a London Police Service School Resource Officer and your volunteer work with children in the London community, notably at The Children's Hospital and as a non-parent coach in a local minor hockey league.

We also extend our congratulations on being named to MP Peter Fragiskatos Honour Roll for your significant volunteer contributions made in MP Fragiskatos' London North riding.

Both of the above awards are based on community nominations, which in our opinion, makes them even more remarkable and meaningful. These awards honour the outstanding commitment you make to our community through many initiatives both within and outside of your role as a London Police Service Officer.

And if those two awards were not enough, we salute you on being named to the 20 Under 40 Class of 2020 by London Inc. in partnership with the 20 Under 40 Foundation, for your contributions to making our city a better place.

In a year that has been marked with significant challenges due to Covid-19, you continue to find ways to leave a positive mark on our community at a time when it is most needed.

Congratulations on these well-deserved honours, Constable Harrison, and thank you for the time, passion and dedication you give to our community and the positive and tangible impact you bring to many lives.

Dr. Javeed Sukhera

Chair, London Police Services Board

601 Dundas Street, P.O. Box 3415, London, Ontario, N6A 4K9

Tel: 519-661-5646

Email: [lpsb@londonpolice.ca](mailto:lpsb@londonpolice.ca)





# LONDON POLICE SERVICES BOARD

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J. SUKHERA, CHAIR  
S. TOTH, VICE CHAIR  
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MAYOR E. HOLDER, MEMBER  
J. LANG, MEMBER  
C. WELLENREITER, MEMBER

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Cc: Trish McIntyre, Deputy Chief, London Police Service

Bill Merrylees, Superintendent, London Police Service

Chris Churney, Inspector, London Police Service

601 Dundas Street, P.O. Box 3415, London, Ontario, N6A 4K9

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# LONDON POLICE SERVICES BOARD

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MAYOR E. HOLDER, MEMBER  
J. LANG, MEMBER  
C. WELLENREITER, MEMBER

December 7, 2020

Sergeant Mark McGugan

Three Section, Community Crisis Response, London Police Service

601 Dundas Street

London, Ontario N6A 4K9

Dear Sergeant McGugan:

The London Police Services Board extends their congratulations to you as the recipient of the 2020 Rob Plunkett National Law Enforcement Torch Run (LETR) Award.

Your longstanding commitment to LETR, which began at the start of your policing career, and having held a number of progressively responsible positions within LETR during those 32 years, is a remarkable testament to your generosity of time and spirit and the passion and care you have for your community.

We know that this organization, its Olympians and their families, as well as our community as a whole, benefit significantly from and are deeply grateful for, your involvement and leadership. We thank you for making such a positive, tangible and possibly life-altering contribution to the lives of individuals in our community. Congratulations and thank you, Sergeant McGugan!

Dr. Javeed Sukhera

Chair, London Police Services Board

Cc: Trish McIntyre, Deputy Chief, London Police Service

Bill Merrylees, Superintendent, London Police Service

Chris Churney, Inspector, London Police Service

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# LONDON POLICE SERVICES BOARD

“Deeds Not Words”

Report #: 20-104

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**To:** Chair and Members of the London Police Services Board

**Date:** December 7, 2020

**Subject:** **Code of Conduct and Duty to Intervene and Report Procedure**

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**Board Action:**

- Update / Information Purposes Only
- Seeking Input
- Seeking Decision
- Evaluation

**Synopsis:**

Earning and maintaining the trust and confidence of citizens is crucial to the London Police Service’s ability to deliver upon our public safety mandate. Accountability and transparency are key to building positive relationships and delivering effective and professional services with respect for the dignity, rights and safety of all citizens. Equally important is the health and safety of all London Police Service members and related accountability and transparency within our organization. Striving to be an employer of choice, the London Police Service is committed to maintaining a healthy and supported workforce where all individuals are valued, afforded dignity and respected for their differences. Based on these principles, the LPS has implemented a comprehensive Code of Conduct and Duty to Intervene and Report Procedure. The following are highlights of this operational procedure:

- The Code of Conduct and Duty to Intervene and Report Procedure applies to all members of the London Police Service, both sworn and civilian;
- The procedure encapsulates, in one place, codes of conduct and expectations of behaviour found elsewhere in other LPS Procedures, the Police Services Act, Employment Standards Act, Position Descriptions and other documents;
- Consistent with anticipated regulations within the Community Safety and Policing Act, 2019 (CPSA), the procedure sets out an obligation and process for members to intervene and report misconduct including, but not limited to, assault or physical abuse (ie. excessive use of force) involving any person;
- The procedure sets out a process for members to report misconduct and offers support and protections to guard against actual or perceived reprisal;

- Violations of the procedure, including the duty to intervene and report, and acts of reprisal, are subject to discipline pursuant to the existing regulatory framework and collective bargaining agreements;
- The procedure does not intend to facilitate the reporting of misconduct that is knowingly false, made in bad faith, or is frivolous or vexatious;
- The procedure continues to recognize the organization's desire to resolve misconduct that is less serious in nature through informal discipline pursuant to the Police Services Act and collective bargaining agreements, as well as workplace conflicts that may not constitute misconduct through other mechanisms when appropriate;
- All members will receive orientation and education about the new procedure commencing December 2020; and
- Principles upon which the procedure is based, including accountabilities, will form part of the annual performance appraisal process and promotional processes at all levels.

To augment training and education relative to expectations of behavior and organizational culture, all members in a supervisory capacity including senior management are attending awareness/capacity-building sessions on Emotional Intelligence, Diversity and Anti-Racism which commenced in November 2020, and training on Trauma-Informed Care commencing in early 2021 delivered by external parties.

An updated bias-free policing procedure is in early stages of development with plans for implementation in the first half of 2021. This plan will be informed, in part, from the work of the London Police Services Board's Anti-Racism Advisory Panel and Mental Health and Addictions Advisory Panel.

Additionally, we are in the midst of restructuring our Human Resources Branch which will include the recruitment of a human resources professional. The addition of this senior position will assist in building greater capacity for organization-wide skills development and training and all levels.

Allegations of violations of the Code of Conduct and Duty to Intervene and Report Procedure will be tracked by the Professional Standards Branch and form part of annual reporting to the London Police Services Board.

The Procedure will be updated or amended as part of a regular cycle of review.

SUBMITTED BY: Stephen Williams, Chief



## **MEMORANDUM – 20-72**

**London Police Services Board**

**Public Correspondence: LPS Budget**

**TO:** Members, London Police Services Board

**FROM:** Chair, London Police Services Board

**DATE ISSUED:** December 10, 2020

**DATE EFFECTIVE:** December 10, 2020

Dear Board Members,

The LPSB has a mandate to provide adequate and effective policing for our community. We held a public engagement process for the budget we submitted to London City Council in early 2020. This budget was passed by City Council unanimously earlier this year.

The city has committed to a 4 year budget cycle. The next LPS budget will be prepared in 2022 which means that further engagement regarding the next 4 year budget will begin in the next calendar year. We will invite all members of our community to engage with us as we develop the next budget.

During this challenging year we also began a fulsome process to address racism within the scope, jurisdiction, and mandate of our Board. We have attempted to engage the public in this process and remain committed to doing so into the future.

We also agree about the need for more funding to address mental health, addictions, poverty, and housing in our community. We are committed to collectively advocating for these resources for London.

As a Board we should affirm that systemic racism must be addressed in an authentic and effective way. We know that solutions will not be easy and require different jurisdictions and communities to work together. I believe that a Board of 7 individuals cannot do this alone. That is why we have opened up a call for citizen participation in 2 new LPSB advisory panels. We encourage those in our community who are committed to meaningful change to join us to work towards something better.

Dr. Javeed Sukhera, Chair  
London Police Services Board