



## LONDON POLICE SERVICES BOARD

### MINUTES OF THE PUBLIC MEETING

Thursday December 17, 2020

Commencing at 1:01 p.m.

Virtual Meeting, Webex

---

**PRESENT:** J. Sukhera, Chair; S. Toth, Vice Chair; Board Members J. Helmer, J. Lang, 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; Inspector P. Bastien; J. Atchison, LPS Researcher/ Planner/Analyst; K. Leblanc, Manager, Corporate Communications and Media Relations; S. Santos, LPS Executive Assistant; D. Tilley, Zone 6 Ministry Advisor; R. Robson, LPA Executive Director; J. Mockler, LPS Chaplain; J. Foster, Board Administrator; F. Ojo, Board Administrative Assistant; and members of the media.

**REGRETS:** E. Holder, Board Member.

---

Chair Sukhera welcomed everyone to the Board's last public meeting of 2020. He shared the following updates since the last meeting:

- Thoughts and concerns are with all affected by last Friday's building collapse tragedy, and gratitude for all those in our community who came together and the amazing teamwork displayed by London's first responders - Police, Fire, EMS and trauma services. He shared condolences to families who lost loved ones and appreciation to all construction workers. He said he is proud of our community.
- He congratulated:
  - LPS Constable Amanda Corsaut on her John Robinson Award 2020
  - LPS Sergeant Mark McGugan on his 2020 Rob Plunkett Law Enforcement Torch Run Award
- The Board anticipates 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, though recognizes that this is not the ideal meeting structure.
- It is critical to heed public health warnings as our community heads into the holiday season during the Covid-19 pandemic, to avoid unnecessary suffering and death in our community. He asked everyone to do their best to celebrate the holiday season safely and to take care of themselves and each other.

**1. Meeting called to order 1:06 p.m.**

**2. Disclosure of Interest**

Councillor Helmer noted his potential conflict of interest in relation to the Western Award discussion (item #7).

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

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

**“That the Board receive during agenda item #10 a verbal update from Committee Chair Toth relating to the December 15, 2020 Public Governance Committee Meeting.”**

CARRIED

**4. Minutes of the November 19, 2020 Public LPSB meeting**

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

**“That the minutes of the November 19, 2020 Public LPSB meeting be adopted as presented.”**

CARRIED

**5. Public Correspondence**

**MOVED BY:** J. Lang  
Seconded by: C. Wellenreiter

**“That the Board receive for informational purposes three letters of congratulations to LPS members:**

- **LPS Constable Corsaut – John Robinson Award 2020;**
- **LPS Constable Harrison – PAO 2020 Police Hero Award, MP Fragiskatos London North Award, 20 Under 40 award; and**
- **LPS Sergeant Mark McGugan - 2020 Rob Plunkett Law Enforcement Torch Run Award.”**

CARRIED

**6. Code of Conduct and Duty to Intervene and Report Procedure**

Chair asked Chief Williams to provide an overview of his memo. Chief Williams said this procedure is the product of much work over the past year thanks to Deputy Chiefs

Betts and McIntyre, Ms. Malone and the LPA. He intended to have this out sooner but the past year created extenuating challenges and much additional workload. He said the procedure is not new, however now many elements have been combined into one document. The new piece is the obligation of all LPS members to call out unethical behaviour and misconduct when it threatens anyone's safety and wellbeing. This is not easy to do in any environment. Codifying this will be consistent with regulations yet to come under the new Police Services Act. Chief Williams advised that all LPS members are receiving training on the procedure, and the training has begun. He said this is the right direction for policing in 2020.

Vice Chair Toth thanked Chief Williams for the memo, calling it a critically important document for trust of the community, transparency, accountability and the protection and health of LPS members. She asked if he was aware of any other procedures like this at other police services in Ontario. Chief Williams advised that codes of conduct exists within most police services however he doesn't know of any others which include the duty to report and intervene as this one does. Vice Chair Toth said this procedure is forward thinking and it was exemplary of the Chief to create it now ahead of the new provincial regulations. She said she'd like to see it spread through the Ontario Association of Chiefs of Police, and noted we are lucky to have Mr. Tilley present with us today to hear about it. She suggested he share it provincially and include it in Adequacy Standards if possible.

Chief Williams said he has shared this with one other Chief, so it is available and he'd be happy to share it with others. He added that Ms. Malone sits on an advisory committee on this topic.

Mr. Tilley said if Chief Williams and the Board are willing to share the procedure with him, he will share it with Ministry colleagues who will be sitting on the various working groups to develop the new regulations under the new Community Safety and Policing Act. Vice Chair Toth suggested that Chief Williams and Mr. Tilley co-ordinate sharing of this procedure. She asked if we can look for a one year update on this. Chief Williams said he anticipates an annual update for the Board on the progress of the procedure however as it is new, he anticipates some changes might be required to it, with the eventual receipt of the new regulations.

Councillor Helmer said he appreciates the work that has gone into this, the procedure is really promising and he believes that members want to do the right thing. He called it a really good step forward and he shares Vice Chair Toth's enthusiasm for sharing it widely.

Chair role was given to Vice Chair Toth so that Chair Sukhera could share his comments. He commended Chief Williams on this "trauma informed" procedure and his attention to the internal culture of LPS. He said he found himself unexpectedly in this role in a difficult year during which he has been privy to many emotions and heightened sensitivity around policing. During this year he has had the opportunity to engage extensively with members of our community, including structurally marginalized

communities, members of LPS and other police services. He said that what Chief Williams is doing is not only exemplary and leading edge nationally and internationally, and is not only leadership, but is also morale leadership. In case it was not clear in the memo, he highlighted for the public that the Chief's preparation of the procedure involved community leaders in trauma informed research. Chair Sukhera said police work in a "highly charged environment" which makes their work challenging and he is grateful to be part of a community leading this and will look forward to ongoing updates in relation to the procedure.

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

**"That the Board receive for informational purposes Chief Williams' memo titled: Code of Conduct and Duty to Intervene and Report Procedure."**

CARRIED

#### **7. Community Impact Scholarship (Western University) Request from London Police Association (LPA) – Verbal**

Chair Sukhera advised that earlier today the Board was in receipt of this request from the London Police Association (LPA). He invited Mr. Robson, Executive Director, LPA, to speak to this. Mr. Robson provided a brief summary of his memo noting that he brought the initiative to the Board verbally at an earlier meeting, LPA subsequently did the necessary research, met with Stephanie Flynn and Professor Howard Ramos at Western. LPA will support the financial Award to a student from the Indigenous community, \$2,500 per year for next 5 years, related to a Masters Degree in Policing and/or Justice Studies (Department of Sociology) within the Indigenous community. LPA is not involved in the selection of the student nor involved in the direction of studies, but provides financial stability for the Award. Mr. Robson asked the Board to sponsor a similar Award for a Black or Person of Colour student.

Vice Chair Toth thanked Mr. Robson for bringing this "challenge" forward to the Board.

Councillor Cassidy expressed gratitude to LPA for bringing this opportunity forward. She called the LPA, LPS and LPSB progressive-thinking organizations and said it's important that we don't forget this, keep moving forward as organizations and continue to take on new issues and initiatives.

**MOVED BY:** S. Toth  
Seconded by: M. Cassidy

**"That the London Police Services Board matches the London Police Association's Award with Western University Sociology Department for five (5) years at \$2,500 per year, to be directed to a Black or Person of Colour student involved in Masters studies in policing, justice or a related field within their community, with the first installment of the award of \$2,500 to be issued to Western immediately."**

CARRIED

Councillor Helmer abstained from this vote due to his employment with Western University. Motion carried.

## 8. Public Correspondence Regarding LPS Budget

Chair Sukhera introduced his memo titled: Public Correspondence Regarding LPS Budget. He said he has received multiple emails on the topic of defunding the police. London Municipal Council requested the Board provide an update on the Board's response to Black Lives Matters requests. He read his memo aloud and submitted it for consideration of the Board.

**MOVED BY:** J. Lang  
Seconded by: C. Wellenreiter

**“That the Board receive for informational purposes Chair Sukhera’s memo titled: Public Correspondence Regarding LPS Budget.”**

CARRIED

## 9. Advisory Panel Applications – Verbal

Chair Sukhera spoke about the Board's call for Advisory Panel participation via Survey Monkey. He noted that there were many applications though only a fraction of the applicants submitted the required documentation. He reminded interested applicants to be sure to upload their resume and expression of interest if interested in pursuing one of these roles. He said the Board is seeking individuals with lived and living experience and academic and other backgrounds. He asked people to reach out to the Board if they experience any difficulty with the application process.

Councillor Cassidy asked Ms. Foster why there would be so many applicants yet few who submitted a resume or expression of interest. Ms. Foster advised that anyone who enters the survey and chooses to include their name and contact information would have their information captured in the data as being an “applicant”. If any applicants who are interested in viewing the request for applications doesn't wish to apply once they review the survey, Terms of Reference, etc. they might simply then decide not to apply, or not to attach the requested documents. It is likely that a number of people reviewed the survey out of interest for what the Board is doing, but not all would have interest in being on one of the Panels.

Vice Chair Toth noted that the compensation rate for community member Panel participation was approved at an earlier meeting.

Chair Sukhera said the Board is sensitive to those who may be minoritized and racialized and may not be in a position to participate formally. He requested input in any way that works for individuals who might wish to engage with us in this work. He said

he looks forward to receiving more expressions of interest to begin to put the Panels together.

## 10. New Business

Committee Chair Toth provided a verbal update relating to the December 15, 2020 Public Governance Committee meeting, including approval of a new Reduce Impaired Driving Everywhere (R.I.D.E.) funding Agreement, and the following motion to be approved at this meeting. Ms. Foster read the following motion aloud for clarity.

**MOVED BY:** S. Toth  
Seconded by: M. Cassidy

**“That the Board approve the compensation rate of \$30/hour for meeting time and 1 hour of meeting preparation time for Panel chairs as long as the chairs are not members of the London Police Services Board, as well as provide financial compensation for related bus transportation, parking and child care, if required.”**

CARRIED

Chair Sukhera wished everyone a happy holiday season - to those celebrating Christmas, Merry Christmas and those celebrating Hanukkah, happy Hanukkah.

## 11. Adjournment

**MOVED BY:** J. Lang  
Seconded by: J. Helmer

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

CARRIED

Time Noted: 1:43 pm

---

Dr. Javeed Sukhera, Chair  
London Police Services Board  
Approved and signed January 21, 2021