



## Barrie Police Services Board Meeting

**OPEN**

**Thursday, February 22, 2024**

**9:00 a.m.**

**Command Board Room**

YouTube Live

Item	Topic	Lead	Time
1.	Call to Order	Chair	1 Min
2.	Land Acknowledgement		
<b>Meeting Opening:</b>			
3.	Motion to Approve the Agenda	Chair	2 Min
<i>Motion to approve the agenda for the February 22, 2024, open board meeting</i>			
4.	Declaration of Conflict of Interest with Respect to the Agenda		
5.	Approval of Minutes		
<i>Motion to approve the minutes from the January 18, 2024, open meeting</i>			
<b>Introduction:</b>			
6.	Newly Promoted Inspector	Chief	5 Min
<b>Consent Agenda:</b>			
7.	Staff Acknowledgements	Chair	5 Min
8.	Public Complaints		
9.	Equity Diversity and Inclusion (EDI) Committee Update		
<i>Motion to receive the consent agenda items</i>			
<b>Presentations:</b>			
10.	Treaty 3 Update	Sergeant Stephanie McKibbon, Executive Officer	20 Min
11.	Chief's Update	Chief	10 Min
<b>Meeting Closing:</b>			
12.	Next Board Meeting – Thursday, March 21, 2024	Chair	2 Min
13.	Adjournment		
<i>Motion to adjourn the February 22, 2024, open board meeting</i>			



## **BARRIE POLICE SERVICES BOARD MEETING**

### **OPEN SESSION MINUTES**

**Thursday, January 18, 2024  
Command Boardroom and YOUTUBE LIVE**

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**PRESENT:**

Mr. Greg Ferguson, Chair  
Deputy Mayor Robert Thomson, Vice Chair  
Mayor Alex Nuttall  
Ms. Lynn Strachan  
Mr. Arif Khan  
Chief Rich Johnston  
Deputy Chief R. Wyllie Allan  
Sergeant Stephanie McKibbon  
Ms. Sarah Young, Board Administrator

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**MEETING OPENING**

1. The meeting called to order at 9:58 a.m.
2. Chair Ferguson acknowledged the land.
3. Release of Chair
4. Election of Chair and Vice Chair for 2024

**MOTION #2024-004**

**On nomination of Arif Khan, Greg Ferguson was elected Chair of the Board for 2024.**

**CARRIED**

**MOTION #2024-005**

**On nomination of Mayor Nuttall, Deputy Mayor Robert Thomson was elected Vice Chair of the Board for 2024.**

**CARRIED**

5. Election of Sub Committee Members

- a. Budget Sub committee

**MOTION #2024-006**

**On nomination of Arif Khan, Lynn Strachan was elected to the Budget Sub Committee for 2024.**

**CARRIED**

b. Policy and Bylaw Sub Committee

**MOTION #2024-007**

**On nomination of Lynn Strachan, Arif Khan was elected to the Policy and By-Law Sub Committee for 2024.**

5. Motion to approve the Agenda

**MOTION #2024-008**

**On motion of Lynn Strachan, seconded by Arif Khan, the January 18, 2024, open agenda was approved. CARRIED**

6. Declaration of Conflict of Interest with Respect to the Agenda

None were declared.

7. Approval of Minutes

**MOTION #2024-009**

**On motion of Lynn Strachan, seconded by Arif Khan, the minutes from the December 14, 2023, open meeting were approved. CARRIED**

**CONSENT AGENDA**

8. Staff Acknowledgements

9. Public Complaints

**MOTION #2024-010**

**On motion of Deputy Mayor Thomson, seconded by Arif Khan the consent agenda items were received. CARRIED**

**Presentations:**

10. Statistical Update

Members of the Organizational Planning, Research & Analysis Unit provided a statistical overview of 2023 up to December 21, 2023. Slides included the following;

- Measurement of Police Activity
- Computed Aided Dispatch (CAD) created events
- CAD Priorities defined
- Most frequent CAD created events
- CAD reporting methods
- 2023 Online reporting types
- Weighted crime harm
- Crime count
- Crime harm
- Harm trends by type
- Community reported harm drivers
- Proactive harm drivers

- Commercially detected harm drivers
- Harm concentration
- Harm vs. volume
- Pre/Post Harm spot deployment
- Traffic hot spot update
- EBP conference

Deputy Mayor Thomson inquired if the call volume map is available on the Barrie Police Service website and if it is interactive to zoom into general areas. The service does have the crime map on the website, and we are looking at implementing an interactive mapping software in the future.

The board requested advocacy be developed on 911 hangups to attempt to reduce the amount the service gets. The service was asked to review what other services are doing to combat this ongoing problem.

Mayor Nuttall left the meeting at 10:47 am

#### 11. Chief's Update

Chief Johnston provided a presentation which included the following updates.

- **Community Connections**
  - Toy mountain
  - McDonalds reopening event
- **Community Connections**
  - Mitten Tree
  - Bama holiday bash
- **Member highlights**
  - Holiday Lunch for BPS service members
- **Recruits to Sworn Members**
  - Run with the Chief
  - Recruit Graduation
- **Community events**
  - Big puck drop
  - Polar Plunge
- **RIDE events**
- **Solicitor General Announcement**
  - Grant funding awarded – bail compliance.
- **Highlighted investigations**
  - Technology responsible for recent arrests
  - Road rage incident ends in arrest.

#### MEETING CLOSING

12. Next Regular Board Meeting -Thursday, February 22, 2024

13. Adjournment

**MOTION #2024-011**

**On motion of Arif Khan, the Barrie Police Services open board meeting was adjourned at 10:57 a.m. a.m.**

**CARRIED**

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**Chair**

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**Board Administrator**



**BARRIE POLICE SERVICES BOARD REPORT  
FEBRUARY 2024  
OPEN**

**TO:** Barrie Police Services Board

**FROM :** Chief Rich Johnston

**DATE:** February 15, 2024

**SUBJECT:** Staff Acknowledgements

**Background**

Staff Acknowledgements received for the month of January 2024.

EMPLOYEE	FROM WHOM	COMMENTS
Constable Kevin Barkley Detective Constable Deb Howe Sergeant Toni Talarico	Sergeant Blair King	Members from the Barrie Police Service were commended for their compassion in negotiating with a male in distress which led to a positive outcome.
Detective Constable Kody Groh	Sergeant Steve Cates, Toronto Police Service	An email was received acknowledging a job well done by Detective Constable Groh in a joint forces investigation. "DC Kody Groh was instrumental in this investigation. His work ethic, investigative skills, teamwork ability and dedication helped lead the investigative team to a successful conclusion."
Constable Matt Salmon Constable Stephanie Halkidis Constable Lucas Colameco Constable Ferraz-Torres	Staff Sergeant John Brooks	Constables Salmon, Halkidis, Colameco and Ferraz-Torres were recognized for proactively stopping a suspicious vehicle on January 20 <sup>th</sup> , which led to the seizure of a handgun and drugs.

**Recommendation**

The Board receive this report for information.

**Prepared by:**

Sarah Young (9049)  
Executive Assistant



**BARRIE POLICE SERVICES BOARD REPORT  
FEBRUARY 2024  
OPEN**

**TO:** Barrie Police Services Board

**FROM :** Inspector Robert Burke

**DATE:** February 9, 2024

**SUBJECT:** Professional Standards Monthly Board Report

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The following is the Open Professional Standards Report covering January, 2024 which includes Public Complaints.

**Action Required**

Please review for your information.

**Financial Impact**

No immediate impact.



## 1. Public Complaint Summary:

Complaint Number:	PC 2023-03
Date Filed to OIPRD:	January 3, 2023
Received by PSB:	January 20, 2023
Conduct Complaint:	Discreditable Conduct Neglect of Duty
Allegation Date:	January 2, 2023
Investigation Update:	The officer is currently off on leave, the OIPRD advised that they will suspend the investigation pending the officers return to work.
Initial Complaint Summary:	The Complainant alleges that the officer left a disparaging comment on her webpage fundraiser. She further advised that on a separate occasion, while off duty, the officer saw the Complainant's daughter at a social setting and said very negative and hurtful things about her and her husband (who is also a member of the Barrie Police Service).
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	1 year, 11 days - Open investigation (On hold)

Complaint Number:	PC 2023-53
Date Filed to OIPRD:	September 15, 2023
Received by PSB:	October 5, 2023
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on December 29, 2023.
Initial Complaint Summary:	The Complainant advises that while at the hospital he was assaulted by security. He states that when the police arrived, they did not conduct a proper investigation and did not lay charges against the security officers.
Disposition:	Conclusion pending OIPRD disposition
Date Closed:	N/A
Complaint Timeline:	Three months, 26 days. Professional Standards investigation completed in two months, 24 days.

Complaint Number:	PC 2023-56
Date Filed to OIPRD:	October 11, 2023
Received by PSB:	November 6, 2023
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on December 29, 2023.
Initial Complaint Summary:	The Complainant advises that he spoke with a Communicator and advised that he was being threatened by an unknown male while sitting in a parking lot. He states that the Communicator refused to identify herself and would not allow him to speak with a supervisor.
Disposition:	Conclusion pending OIPRD disposition
Date Closed:	N/A
Complaint Timeline:	Two months, 25 days. Professional Standards investigation completed in one month, 23 days.

Complaint Number:	PC 2023-57
Date Filed to OIPRD:	October 11, 2023
Received by PSB:	November 6, 2023
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on December 29, 2023.
Initial Complaint Summary:	The Complainant advises that he contacted police as he was being threatened in a parking lot. (See PC 2023-56) He met with the officer and explained the incident, the Complainant states that he had no further contact with the officer and that he left three voice messages with no return phone call.
Disposition:	Concluded - File closed by the OIPRD
Date Closed:	February 12, 2024
Complaint Timeline:	Two months, 25 days. Professional Standards investigation completed in one month, 23 days.

Complaint Number:	PC 2023-61
Date Filed to OIPRD:	November 26, 2023
Received by PSB:	December 22, 2023
Investigation Update:	Resolved - Via Withdrawal on January 2, 2024. The Investigator spoke with the Complainant and agreed that more information should have been taken at the time of the report. A supplementary report has been submitted by the officer and he was counseled regarding the incident. At the outcome the Complainant was satisfied and wished to withdraw the complaint.
Initial Complaint Summary:	The Complainant advises her vehicle was broken into and damage was caused. She states she spoke with an officer and was "frustrated by the lack of severity" how her incident was being handled.
Disposition:	Concluded - File closed by the OIPRD
Date Closed:	January 11, 2024
Complaint Timeline:	20 days. Professional Standards investigation completed in 11 days.

Complaint Number:	PC 2023-62
Date Filed to OIPRD:	November 28, 2023
Received by PSB:	December 23, 2023
Investigation Update:	Resolved - Via Informal Resolution on January 19, 2024. The Investigator spoke with the officer and advised him of the Complainant's concerns regarding his demeanour. The officer acknowledged her concerns and was advised how he could handle the situation better. At the outcome both parties were satisfied with the Resolution.
Initial Complaint Summary:	The Complainant advises that she contacted police on November 24, 2023, stating that she is being harassed by her ex-husband. The officer advised he would investigate the matter. She advises that she did not hear back from the officer and contacted police on November 28, 2023. She spoke with a different officer and advised that he was rude and defensive.
Disposition:	Concluded - File closed by the OIPRD
Date Closed:	February 9, 2024
Complaint Timeline:	One month, 8 days. Professional Standards investigation completed in 27 days.

Complaint Number:	PC 2024-01
Date Filed to OIPRD:	January 1, 2024
Received by PSB:	January 19, 2024
Investigation Update:	Resolved - Via Withdrawal on January 22, 2024. The Investigator spoke with the Complainant at length regarding each call that he had placed. He was advised of the call priority system and that in one instance By-Law officers attended and cautioned his neighbour. The Complainant was satisfied and wished to withdraw the complaint.
Initial Complaint Summary:	The Complainant advises that his neighbours play their music loud and leave it on into all hours of the night. He states that when he contacts police no one attends his residence.
Disposition:	Conclusion pending OIPRD disposition
Date Closed:	N/A
Complaint Timeline:	12 days. Professional Standards investigation completed in 3 days.

Complaint Number:	PC 2024-02
Date Filed to OIPRD:	January 3, 2024
Received by PSB:	January 22, 2024
Investigation Update:	Opening stages of investigation
Initial Complaint Summary:	The Complainant advises that her family has had numerous dealings with the police and in each instance, she feels that the police are not on their side and do not conduct proper investigations.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	Nine days - Open investigation

Complaint Number:	PC 2024-04
Date Filed to OIPRD:	January 3, 2024
Received by PSB:	January 25, 2024
Investigation Update:	Opening stages of investigation.
Initial Complaint Summary:	The Complainant advises that she contacted police to conduct a well being check on her brother. She advises that the officer "pocket dialed" her while speaking to her brother and she heard him, yelling, swearing and making inappropriate comments regarding his gender.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	Six days - Open investigation



BARRIE POLICE SERVICES BOARD REPORT  
FEBRUARY 2024  
OPEN

**TO:** Barrie Police Services Board  
**FROM:** Chief Rich Johnston  
**DATE:** February 22, 2024

**SUBJECT:** Equity, Diversity, and Inclusion Committee Update - Open

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**Background**

The Barrie Police Service (BPS) Equity, Diversity, and Inclusion (EDI) Committee is an internal volunteer-led group, working to embed service-wide EDI practices in alignment with the 2023-2025 BPS Strategic Plan. Committee members encourage thoughtful conversation and serve the BPS members as a resource in policy, communication, training, outreach, and community engagement strategies related to EDI initiatives. Working collectively with community partners, the group works to identify, understand, and address EDI concerns, challenges, and opportunities for growth as the Service and population of Barrie continues to grow.

The Committee focuses on enhancing BPS member knowledge specific to EDI, accountability, as well as community engagement and inclusion. Members are guided by the vision, mandate, and goal outlined below:

- Vision:** To build an authentically inclusive organization.
- Mandate:** Enhance inclusivity and diversity by engaging our members and our community through strengthened partnerships.
- Goal:** Through policing excellence, we strive to create an equitable, inclusive, and diverse service, utilizing partnerships and practices within the community.

**Detailed Overview of EDI Committee Priorities, Goals and Action Items**

With the introduction of the BPS 2023-2025 Strategic Plan, strengthening organizational culture through continued embedding of EDI practices is specified under Priority Three: Build a Resilient Organization – Objective 2 Progressive Human Resource Strategies. The EDI Committee remains aligned with the BPS 2023-2025 Strategic Plan and concentrate efforts on three specific areas to support the Service and its Strategic Plan. Those include:

- Barrie Police Service Member Knowledge of Equity Diversity and Inclusion
- Community Engagement and Inclusion
- Accountability

The following charts break down each priority into specific goals and actions over the year 2023 towards continued growth and strengthening understanding, awareness, and accountability of EDI principles throughout the Service. Some of the deliverables are beyond the actions of the Committee, as EDI organically deepens its roots and is embedded in the organizational culture.

**Priority: *Barrie Police Service Member Knowledge of Equity Diversity & Inclusion***

<b>Goals</b>	- Understand membership composition.
	- Offer support for diversification in member recruitment & retention initiatives.
	- Equip members with EDI knowledge and skills.

Understanding the BPS member demographics, and knowledge regarding EDI principles provides the Committee with an understanding on where to focus efforts for strengthened EDI resources. The following actions were completed in 2023 including:

- Internal member survey was conducted in quarter four (Q4) of 2023, which included questions specific to the assessment of BPS member understanding and engagement regarding EDI. This survey received 300 member responses. It is a 112% increase from the 2022 quarter-one (Q1) member survey response volume, which set initial measures guidance for the EDI Committee.

Findings identified an increase in member awareness of the BPS EDI Committee and opportunities offered. Moreover, members expressed they hold a strong understanding of the terms equity, diversity, and inclusion; however, data further identified a continued need for bridging EDI resources with the daily duties of officers. Participants emphasized the imperative of creating an inclusive and respectful work environment and expressed a need for improved mentorship opportunities and diversification in recruitment efforts.

- Support in diversification of recruitment initiatives including active outreach through community events, and women in policing employment information sessions.
- The BPS is an employee partner of the Canadian Centre for Diversity and Inclusion (CCDI). The CCDI is a nationally recognized and trusted advisor for workplace EDI across Canada, offering sustainable solutions that help organizations shift towards a culture of true equity and inclusion. Access to this resource provides all BPS members EDI focused reading material, webinars, and training.
- The EDI Committee brought forward CCDI resources and community partners to expand cross-cultural awareness and professional development opportunities through topics including means of understanding and confronting bias, and multi-cultural as well as multi-ethnic awareness.
- The BPS Training Unit and new recruits are involved in an academic study to identify and address any training gaps by examining race relations training. Through a longitudinal multi-method research design, the study explores if participation in the training increases newly recruited police officers' understanding of the historical impact of race and racism in policing and their insight into the racialized communities they serve. This study will also add to the growing body of Canadian research that addresses issues of racial bias in the criminal justice system and help increase knowledge about what can be done to mitigate the harms of racial bias within policing. The study commenced in December 2022 with findings anticipated in 2024.

**Priority: Community Engagement & Inclusion**

<b>Goals</b>	- Increased officer visibility that aligns with the EDI mandate.
	- Build upon existing partnerships & seek new ones.

Collaboration and participation with community partners to support and advance EDI specific initiatives and events throughout 2023 included but were not limited to:

- Recognition of holidays, holy days, and days/months of observance through internal and external communications as well as participation in local events, including:
  - Making Change, Mosaic of Black Culture Family Event at the Maclaren Art Centre where members attended and volunteered at the event.
  - Festival of India and Festival of Joy with ISKCON Barrie
  - Tree of Hope Ceremony, held in partnership with Barrie Native Friendship Centre.
  - Pride Flag raising, participation in the Barrie Pride Parade, and hosting a BPS member lemonade stand with proceeds going to Barrie PRIDE.
  - Active participant in the Simcoe County #ITStarts public awareness campaign through the month of March. This initiative is designed to take proactive steps towards addressing racism and discrimination in Simcoe County. The BPS coordinated efforts with Barrie Fire and Emergency Services, Simcoe County Paramedic Services, the City of Barrie, members of Simcoe County and the County of Simcoe Warden, to collectively bring awareness to this campaign.
- Active involvement in the County of Simcoe Local Immigration Partnership (SCLIP) Council, with recent launch of the 2023 Community Settlement Strategy; focused on a 10-year strategy to improve the experience, supports and resources of newcomers living, working, and belonging in Barrie and Simcoe County.
- The BPS partnered with YMCA of Simcoe/Muskoka and the Barrie Public Library to host a series of free Community Connections events. These events were designed to introduce and familiarize newcomers to Barrie with emergency and community services. A session was held at each partner location for all ages, with core themes of love, community, and helping. This initiative expanded to a BPS-led fraud prevention and reporting information session for ESL classes in partnership with Barrie YMCA newcomer services.
- Participation in the Simcoe-Muskoka Black Community Development Council, and Georgian College International Students Association initiatives.
- In partnership with Treaty Three Police Service (T3PS) the BPS placed Missing and Murdered Indigenous Women and Girls (MMIWG) decal on police vehicles as an effort to support and encourage awareness, and dialogue on this important matter. Building further on this partnership, some members of the BPS participated in a T3PS Ride Along Program allowing members to learn about policing within an Indigenous community and be immersed in traditional cultures and practices.

**Priority: Accountability**

<b>Goals</b>	- To be transparent to members and the community in the efforts the EDI Committee administers to achieve its mandate.
	- Support continued growth and awareness of EDI throughout the BPS.

The EDI Committee is accountable to BPS members to uphold the vision, mandate, priorities, goals, and BPS Strategic Plan. Efforts demonstrating this commitment include:

- Strengthened internal committee and member specific EDI communications regarding professional development opportunities, community engagement and resources.
- Ongoing monthly EDI meetings with an annual EDI progress update for BPS Leadership and the BPS Board.
- Exploring strengthened methods for two-way communication between EDI members and the BPS members regarding EDI concerns or questions.
- Active participation through the Ontario Association of Chiefs of Police (OACP) EDI Executive Committee which allows for understanding and involvement of provincial EDI work specific to policing.
- Continued strengthening of the BPS organizational culture by further embedding EDI practices in the BPS 2023-2025 Strategic Plan.

**Conclusion**

The data collected throughout 2023 highlights the importance of continuing to address EDI knowledgeability, promoting equitable opportunities, and fostering diversity within the police service. Efforts to enhance workplace culture, provide equitable mentorship, and tackle any challenges through research and data-informed decisions are essential for ensuring a fair, inclusive, and supportive environment for all members. Findings from 2023 inform the EDI Committee’s direction and focus for 2024, including expansion of internal communication efforts, community partnerships, academic research, and professional development.

**Recommendation**

The Barrie Police Services Board receive this report for information.

**Prepared By:**

Viktoria Tumilowicz Business Planner/Analyst #10908 Executive Services	Mel Turner Constable #6379 Human Resources & Employment	Shannon Calladine Special Constable #9428 Operational Support
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**Approved by:**

Jennett Mays Supervisor #10194 Executive Services	Rob Burke Deputy Chief of Police #3367
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