

Halifax Board of Police Commissioners Work Plan - 2020

Action Items				
Objective	Planned Action	Responsible Lead	Timeframe/Update	
1	Action Plan on Wortley Report Recommendations	<ul style="list-style-type: none"> • Develop and document an action plan with RCMP and HRP • Monitor plan on a regular basis • Collaborate with other stakeholders as required 	<p>Commissioner Borden, Commissioner Smith</p> <p>Assisted by: Commissioner McDougall</p>	<p>Meetings were held with the Chair, Chief Superintendent Grey and Chief Kinsella to develop a tracking document showing progress of recommendations. The document was added to the monthly board agenda.</p> <p>September 2021: Two year update was completed with submissions from HRP, RCMP, DOJ, HRC, and DPAD. The BOPC decided to have updates presented quarterly in 2022.</p>
2	Review BOPC Governance, Roles and Responsibilities to identify opportunities	<ul style="list-style-type: none"> • Review Staff Report resulting from Governance Review • Review BOPC handbook • Review the Police Act and By-Laws • Review the BOPC budget to determine potential for additional resources/support • Could external committees or advice support the BOPC work? • Determine if the BOPC differs from other HRM council committees managed by the Clerk's office and what the impacts are (e.g., member recruitment). 	<p>CAO and staff</p> <p>Assisted by: Commissioner McDougall</p>	<p>Item was delayed due to pandemic changes and impact on HRM committees.</p>

3	Explore increasing public participation in meetings	<ul style="list-style-type: none"> • Board review of public participation • Distribute report regarding regional processes for public participation • Conduct more meetings in the community • Develop recommendations for BOPC review • Manage public expectations for off-site meetings (December 16, 2019) • Look at opportunities for external BOPC advisory input 	Commissioner Smith	The first meeting in the community took place on Dec. 16, 2019 at the Mi'kmaq Friendship Center and plans were underway to expand in 2020.
4	Engage with the Foundation	<ul style="list-style-type: none"> • Assist with member recruitment • Recommend grant recipients • Promote the work of the foundation • BOPC representative participates in Foundation meetings 	Commissioner Borden	Chair was appointed to HRP Foundation. In early 2021, new Chair was appointed although the work of the Foundation has been halted during the pandemic.
5	Provide training for BOPC members:	<ul style="list-style-type: none"> • Media training • Financial literacy • RCMP African Nova Scotian Experience • Bias Awareness Training 	Commissioner Blackburn	Progress limited by pandemic
6	Determine Evaluation Process for Objectives	<p>Establish a measurement for</p> <ul style="list-style-type: none"> • Transparency • Trust • BOPC function • Public education and awareness 		
7	Ongoing support for Commissioners	<ul style="list-style-type: none"> • Review the BOPC Policy Framework • Establish exit interviews • Implement a transition period for members (i.e., mentorship) 	Commissioner McDougall	<p>BOPC policy manual was reviewed and updated. Three new policies were added in 2021.</p> <p>Orientation was developed for new members.</p>

8	Awareness of BOPC and its role	<ul style="list-style-type: none"> • Develop a Communications Plan for the BOPC • Define collaboration with HRP and RCMP in communications • Public education on and awareness of the role of the BOPC 	Assisted by: Commissioner McDougall	Informal conversations were held with HRP and RCMP communications leaders to gain a better understanding of communications/social media planning within both services.
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Questions	
Question	Response
1 Can BOPC meet in sessions other than the monthly meetings? Are all meetings required to be accessible to the public unless the topics are In Camera?	<ul style="list-style-type: none"> • The BOPC can arrange special meetings if necessary • The BOPC can meet privately if quorum is not reached
2 How do we keep the communication link with Regional Council when the BOPC Chair is not a Councillor?	<ul style="list-style-type: none"> • The Legislative Assistant will be updated by the Council Coordinator if/when items relevant to the BOPC are discussed at Council, the Legislative Assistant will then pass that information forward to the BOPC
3 How do we ensure continuity/institutional memory when there is staff turnover in the Clerk's office?	<ul style="list-style-type: none"> • The Clerk's Office has an instructional guide prepared for the Legislative Assistant assigned to the BOPC should there be any staff turnover