



**Halifax Board of Police
Commissioners – Work Plan
Review – December 4, 2021**

Invitation to Engage

- Focus on what matters
- Speak with intention
- Listen with attention – to understand and connect ideas
- Contribute what you know from the head and the heart
- Ensure everyone contributes
- Be respectful – to each other and ideas
- We are each responsible for the well-being of the group

Purpose of this Day

- Establish BOPC priorities for 2022
- Review and revise the work plan to reflect the priorities
- Draft values and determine next steps
- Establish how the priorities will be attended to in 2022

Hoped For Outcomes

- Get to know each other
- Clear goals to guide (a few) priorities, to be more strategically focused and improve board efficiencies
- Agree in principle to priorities and work plan outcomes
- Draft values
- Revisit workplan commitments – what needs more attention, what needs to be removed and where are the gaps?
- Clearly articulate to the Chiefs what our priorities are
- Establish direction for 2022 and identify needed conversations for progress

Discussion for today

- Board member introductions
- Values discussion/draft values
- 2022 Priorities
- Review of 2020 Work Plan
- Update/revision of the Work Plan
- Discussion points/questions for the Chiefs
- Meeting with the Chiefs
- Next steps (might include timelines for 2022 workplan)
- Adjournment

Introductions

- Name, Time on the Board
- Background (including skills you bring to this Board)
- Why you agreed to serve on this Board?
- What you hope the Board accomplishes in your tenure?

Priorities for Board Consideration

- Solid understanding of the Police Act and role and responsibility of the Board
- What is the Board supposed to do, what does it do?
- Improve governance and support for the Board including establishing a committee structure
- More time spent strategically; understand why we have a police commission and the role of and relationship to police
- Strengthen our position with communities
- If there is a conflict, understanding our role – support the police or bring community voice?
- Be attentive to upcoming reports (Defund the Police) and discuss how this impacts the Board priorities and workplan

2020 Work Plan Objectives

For Review

Objective 1

Action Plan on Wortley Report Recommendations

- Develop and document an action plan with the RCMP and HRP
- Monitor and plan on a regular basis
- Collaborate with other stakeholders as required

Objective 2

Review the BOPC Governance Roles and Responsibilities to Identify Opportunities

- 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 committees managed by the Clerk's office and what the impacts are

Objective 3

Explore increasing public participation in meetings

- 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 (Dec 16, 2019)
- Look at opportunities for external BOPC advisory input

Objective 4

Engage with the Foundation

- Assist with member recruitment
- Recommend grant recipients
- Promote the work of the Foundation
- BOPC representative participates in Foundation meetings

Objective 5

Provide training for BOPC members

- Media training
- Financial literacy
- RCMP African Nova Scotian Experience
- Bias Awareness Training

Objective 6

Determine evaluation process for objectives

- Establish measurements for:
 - Transparency
 - Trust
 - BOPC function
 - Public education and awareness

Objective 7

Ongoing support for Commissioners

- Review the BOPC Policy Framework
- Establish exit interviews
- Implement a transition period for members (ie mentorship)

Objective 8

Awareness of BOPC and its role

- 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