

Introduction

The Thunder Bay Police Service has been the focus of much media attention, starting with the Inquest into the death of Seven Indigenous Youth and the OIPRD's Systemic Review of racism in policing, specifically in Thunder Bay and in relation to the Indigenous community.

It has been nearly 2 years since the Inquest and 1.5 years since the beginning of the Systemic Review. Even prior to this the Thunder Bay Police Service recognized a need to make changes and address concerns raised by the Indigenous Community. Thunder Bay Police Service has been, and is continuing to make considerable efforts in addressing the concerns of the Indigenous community with respect to its relationship with the Police.

The Police Service continues to undergo various policy reviews and initiatives to address the issues that exist in Thunder Bay. The Service and its members, sit on over sixty-eight (68) committees that address issues such as missing persons, sudden death reviews, domestic violence, alcohol and drug abuse, diversity issues, and mental health issues and much more. The Service has now formally begun its [organizational change project](#).

In an attempt to be transparent and to engage the community in our effort to be part of the discussion and direction of the Service, the following is an overview of what the Service has been up to while answering over 50,000 calls for Service in 2017 and 47,000 in 2016.

What is going on inside the TBPS:

Internal Units/Programs

The Thunder Bay Police Service has specialized policing units to better assist our community. Some of those units include:

- The Aboriginal Liaison Unit
- School Resource Officers
- BEAT officers
- Community Response Team

Aboriginal Liaison Unit:

The Aboriginal Liaison Unit, comprised of two officers, strives to develop and maintain positive relations between the Police Service and the Indigenous community.

In 2013 a new Executive Committee was created. The Executive Committee on Aboriginal and Diversity Issues has for a mandate to advise the Chief of Police and Deputy Chief of Police on emerging issues or complaints that arise on behalf of community members or organizations. The Committee is to meet four (4) times a year or as required on an ad hoc basis.



In the past year, the Aboriginal Liaison Unit officers have been busy visiting various First Nations and local Indigenous high schools speaking with new and returning students and providing tips on how to stay safe while studying away from home. The officers have also attended a Barbeque held by Matawa Education Centre.

The officers have also attended the Anishnibak Family Care Thanksgiving Dinner, St. Patrick High School's Lunchtime Drum Circle and they joined Westmount Public School to serve lunch at the Shelter House and other events.

Lastly, one of our ALU Officers attended, and acted as a male chaperone, for the Mino Bimaadiziwin Youth Leadership Program's trip to Ottawa. His participation was requested by the participants and organizers of the program and speaks to the relationship of trust that has been established with the students. ALU officers also participated every August in a week long leadership camp called Mino Bimaadiziwin in conjunction with Lakehead Public School Board.

This Unit has been successful in establishing a trusting, and fun, relationship between Indigenous Youth and officers. Currently, The Organizational Change Project is looking at how implementing changes to this Unit could see expansion and more specifically articulated roles and functions.

The Community Services Branch, which encompasses the Aboriginal Liaison Unit, the School Resource Unit, the Community Response Team, Traffic, and BEAT Officers, have, in addition to the above initiatives, been involved in the following:

- Training to Lakehead Social Planning Council on Hate Crime vs. Incidents
- Urban Aboriginal Employment Conference
- NAN Golf Tournament
- Kingfisher Cultural Camp
- Regular visits to Dennis Franklin Cromarty High School
- Confederation College Community Fair
- Lakehead University Campus Safety Fair
- Annual Safe Walk – Kanahichi Treatment Centre
- NAN/SOS Shelter House BBQ Fundraiser
- City Halloween Event
- Provide numerous presentations on social media safety, city living and drugs
- Attend Dilico Open House



- Friendship Bench Presentation for Anti Bullying Day at various schools
- Scrabble Tournament at Intercity Mall
- International Women's Day Walk
- Special Olympics
- Wellness Conference
- Victim and Survivor of Crime Awareness Walk
- PRIDE Event
- Matawa Learning Centre and the Dennis Franklin Cromarty Graduation ceremonies
- Seven Generations Policing and Justice Services Symposium
- Sisters in Spirit Ceremony
- Fort William First Nation Youth Job Fair

During the festive month of December 2017, the following outlines the organizations and events attended by the Police Service to further strengthen community relationships:

- CBC's Sounds of the Season
- ONWA Children's Christmas gathering
- Thunder Bay Regional Health Sciences Centre Pediatrics
- Thunder Bay Regional Health Sciences Centre Youth Mental Health
- Thunder Bay Indigenous Friendship Centre
- Roseview Manor
- Lakehead Manor
- Pinewood Court
- Limbrick Housing Complex
- Dilicio Children's Services
- Children's Aid Society
- Windsor Housing Complex

During the police visit to Limbrick and Windsor housing complexes, Officers handed out stuffed animals and books. The Service received feedback indicating that the children who attended



were thrilled and that both the kids and the families were very appreciative of the gesture. Additionally, the Children's Aid Society invited the Officer's back to play games with the children. *As seen on our social media page:* www.facebook.com/thunderbaypolice

In addition, the Thunder Bay Police Service is also actively engaged in diversifying the art at the Police Station. A poster contest was launched with Fort William First Nation to allow emerging local indigenous artists to display their art at the Station. The results of this contest are [available on our website](#).

A copy of the Robinson-Superior Treaty has been mounted and displayed at the Station outside the main boardroom to acknowledge the territory on which we live, work and play. Pictures are available on [our website](#).

Internal Committees/Initiatives:

Sudden Death Review Committee

The Thunder Bay Police Service implemented a Sudden Death Review Committee in January 2017. It is now a requirement that all sudden deaths be reviewed by a committee of Senior Officers prior to the conclusion of the investigation. This will assist in engaging a level of senior oversight to ensure all necessary investigative steps have been taken.

The Review Committee is comprised of the Deputy Chief of Police, the Criminal Investigations Branch Detective Inspector and Detective Sergeant and one other Inspector from Uniform Patrol, Corporate Services, Court Services or Community Services. The Committee meets monthly to review all outstanding sudden deaths to ensure all investigative requirements have been fulfilled.

Floodway Project

Since the fall of 2016, the Uniform Patrol Branch of the TBPS conducted focused patrols of the city's waterways and recreational trails. These patrols have been successful in intervening in numerous life threatening situations.

In the implementation phase of this Project, a list of high risk areas was prepared in consultation with numerous organizations, including, but not limited to, Shelter House, Nishnawbe Nation Education Council (NNEC), Dennis Franklin Cromarty School (DFC), and the LCBO and management of The Beer Store.

The focused patrols require officers to conduct three foot patrols of high risk areas each day. If, during one of the patrols, the officer encounters a person in an intoxicated state or a person who is consuming alcohol, or otherwise engaged in dangerous activity, appropriate action to be taken consists of: (1) escorting the individual to a home or safe location (Shelter House or detox); (2) confiscating the alcohol; or (3) as a last resort, apprehension if necessary to ensure the safety of the individual.



This Project has been closely tracked. The reporting mechanism has allowed the tracking of the number of calls for service, the area and the number of intoxicated persons found in each area.

The patrols are ongoing. The latest report can be [found on our website](#).

Organizational Change Project:

Since February 2017, the Service has begun its Organizational Change Project, with the help of consultant Dr. Leisa Desmoulins of Lakehead University, Department of Aboriginal Education.

The Change Project includes four (4) areas of change within the organization. Those areas are: Aboriginal Liaison Unit, Recruitment, Communication and Training. The roll out of these initiatives will overlap but will begin with the Aboriginal Liaison Unit. This project was approved by the Police Services Board in October 2017.

In December 2017 the Service asked its employees to complete an internal survey that will serve as the baseline for the project as to the composition and make up of our organization.

Between January 8th and 22nd, 2018, the Service also put out 2 advertisements, internal and external, to have members join the working group to assist in developing and implementing the organizational changes. Selections were completed and the working group is comprised of three (3) community members and four (4) service members. The group is now up and running.

The first meeting was held in April 2018.

Community Initiatives:

1. The Thunder Bay Police Service has also just recently signed a Friendship Agreement with the City of Thunder Bay, North Caribou Lake First Nation and Fort William First Nation. The agreement will see the four parties work together on community development, public safety, anti-racism, education, and social and cultural awareness, specifically aimed at youth.
2. “211 Reporting” is an incident reporting system where members of the city are able to call and report incidents. In September of 2017 the reporting expanded to include incident reporting for hate crimes.
3. Zone Watch 2016 Initiative of the pedestrian safety and winter jacket drive. The Police Service Zone Watch Program held its third annual winter jacket / clothing drive in October 2017. Jackets were being donated and provided to individuals being released from incarceration who were not in possession of a winter coat at the time of arrest. Prior to being given the jacket, the jacket had large reflective strips put on them so that they could easily be seen in the dark for their personal safety;



4. Mino Bimaadiziwin Aboriginal Youth Leadership Camp: This program provides an opportunity for students to foster positive relationships with the police along with other community members. It focuses on developing leadership skills, self-esteem, and cultural teachings. This camp occurs yearly every August.

The Lakehead Public School Board has requested a partnership with the Police Service and the OPP to conduct a week long training session that would enable the officers to teach the Program to youths in the schools. Once the officers are trained they will partner with school staff members who are also trained and provide a 10-week session to the kids once a week.

5. Northwestern Ontario Women's Centre, the Honouring our Stories Project: the Service was invited to participate in an arts-based digital storytelling project where several workshops were held. Stories were created by sexual abuse survivors and officers who investigated incidents of sexual abuse. A final workshop is scheduled for January/February of 2018, at which time there will be a joint story between the survivors and the officers. This story was presented to the public as an art exhibit at the Thunder Bay Art Gallery in April 2018. Visit [this link](#) for more information.
6. Point in Time Count and 20,000 Homes Campaign: The Service sits on the committee and provides statistical information to assist in counting the number of homeless people currently in Thunder Bay. This initiative aims to house all of the homeless people by July of 2018.
7. P.A.R.T.Y. Program (Prevent Alcohol Related Trauma in Youth) & Indigenous P.A.R.T.Y Program: Presentations are provided to grade 11 students at the Thunder Bay Regional Health Science Centre. The presentation provides drug/alcohol related information from a variety of sources within the Service, including, but not limited to, traffic Sergeants, Drug officers and School Resource officers.
8. BeYou Campaign: Campaign to reach out to young girls in Thunder Bay and encourage them to express themselves and reach for the stars. This campaign encourages girls to celebrate their individuality and realize that they do not need to limit their goals. The Service had four (4) female officers talk with young girls at Intercity Mall and also participated in a day long event at Lakehead University.
9. Diversity in Thunder Bay and City of Thunder Bay Anti-Racism and Respect Committees
10. Thunder Bay Crime Prevention Council
11. Orange Day Awareness Walk: This event is to remember the experiences of former students of Residential Schools. It reminds us to commit to ongoing reconciliation and



remember that every child matters. The event took place on September 30, 2017. Acting Chief Hauth attended.

12. The Service's Use of Force Instructor provided a self-defence training session to seven (7) DFC students and one (1) staff member. Our training Sergeant also provided instruction to Bear Clan members.
13. Youth Inclusion Program: This is an evidence based intervention program that aims to connect youth with programming and services to address risk factors of crime and victimization and to increase protective factors. The participants will be between the ages of 12 and 25 and it will have five (5) program sites along with two (2) school sites.

This is a city led initiative that involves the participation of many agencies. The Service is one of the agencies that will be heavily involved. This initiative will create a safe place for youth to go where they can socialize, keep busy and learn various life skills. Police officers will be able to stop by at these sites and provide talks on gangs, drugs, etc or simply just hang out with the youth. Federal funding is pending with a possible launch of three (3) sites will be launched by September of 2018.

Collaboration – TBPS and Community:

14. NorthBEAT Collaborative, working together to address Barriers to Early Assessment and Treatment in Northwestern Ontario;
15. Thunder Bay Hate Crimes Awareness Committee;
16. Community Child and Youth Mental Health Planning Table working on a rapid community response and mobilization model to address urgent mental health situations for youth up to eighteen (18) years old.
17. Safe Arrival Program with all School Boards;
18. Crossover Youth Steering Committee that identified the connection between youths in care and involvement in the criminal justice system. The members of the committee are the Thunder Bay Police Service, the Ontario Court of Justice, the Ministry of the Attorney General, Dilico Family Services, Tikinagan, Thunder Bay Indigenous Friendship Centre, Children's Aid Society, NAN Legal Services and the Thunder Bay Children's Centre;
19. Executive Committee on Aboriginal and Diversity Issues: the main purpose of this executive committee is to advise the Chief of Police of any emerging issues and complaints in a way that is respectful of safety, security and the rights of all people. It also serves to engage the Service and its members with members of the community in a proactive dialogue centered on developing mutual trust. It is a way to share information



and build relationships. The members of the committee are the Thunder Bay Police Service, the Thunder Bay Multicultural Association, NAN, Thunder Bay Indigenous Friendship Centre, the Ontario Provincial Police, Dennis Franklin Cromarty, the City of Thunder Bay, Matawa Learning Centre and the Thunder Bay Anti-Racism Committee

20. S.O.S (Street Outreach Services) Steering Committee: The Thunder Bay Shelter House, as part of their emergency cold weather plan, provides transportation and outreach services through a specialized mobile unit to those who find themselves without shelter in extreme weather. The Service was on the Committee from the beginning and provided input and training to Shelter House staff. This important service is utilized by Thunder Bay Police Service Officers frequently during their time on duty.
21. Centre for Addictions and Mental Health District of Thunder Bay Service Collaborative: This initiative is community led and is made up of service providers from various disciplines in order to effect lasting, positive changes in Northwestern Ontario. This process of implementing change includes regional coordination, information sharing and evaluations and coaching.
22. Joint Mobile Crisis Response Initiative: A community services collaborative to improve the response to those experiencing mental health crisis. This initiative will see officers and crisis response workers teaming up and responding in unison to mental health crisis calls. A memorandum of understanding is being drafted. A recent funding announcement from the Local Health Integration Network (LHIN) will see this initiative begin in July 2018.
23. Human Services and Justice Collaborative Committee and Community Mobilization Situation Tables: This was established in response to a recognized need to coordinate resources and services in the fields of health, criminal justice and development. Additionally, these situation tables will help to establish effective planning for people with diverse needs who are in conflict with the law. The launch of this initiative was in September of 2017.
24. Thunder Bay Drug Strategy Committee and related working groups and sub-groups:
 - a. Drug Awareness Committee
 - b. Harm Reduction Working Group
 - c. Alcohol Working Group
 - i. Safer Drinking Environments Working Group
 - d. Opioid Task Force



25. SIS (Supervised Injection Services) Feasibility Study Committee: The Service has been an active member of this committee since its inception. The Service provides input and statistical information. It has also completed the Community Stakeholder Survey.
26. Ontario Native Women's Association: The Aboriginal Liaison Unit officers provide advise and presentations to ONWA clients. The Service also provided feedback on the Urban Indigenous Action Plan Discussion Paper prepared by ONWA. In addition, the Service is working closely with ONWA with respect to the MMIWG Inquiry and also in relation to the issue of Human Trafficking. They are jointly working on a grant to address the rising issue of human trafficking in Thunder Bay.
27. Partnership with Canadian Centre for Child Protection Inc: Memorandum of Understanding is being drafted.

TBPS Media / Social Media:

The TBPS public information entered a new age in 2012 with the launch of several social media and web platforms. Our ability to share and converse with the public has grown since that time.

The following is a snapshot of the Service's publications on their Twitter, Instagram, YouTube, Snapchat and Facebook accounts.

- Facebook page ([/thunderbaypolice](#))
- Twitter ([@TBPSmedia](#))
- Instagram ([/thunderbaypoliceservice](#))
- Snapchat ([TBPolice](#))
- Youtube ([ThunderBayPolice](#))

Coverage Highlights:

June 2017

- The Service promoted the Community Prayer Walk, which served as a memorial to Tammy Keeash, Josiah Begg, and other Indigenous youths who have lost their lives in Thunder Bay. A video of this event was produced by the service.
- National Aboriginal Day, video produced to encouraged residents to attend the festivities at Prince Arthur's Landing in Thunder Bay.
- The Service assisted the City in promoting the Anti-Racism and Respect Committee's incident reporting tool.
- The Service nominated the Ontario Native Women's Association for the Hometown Heroes award to be recognized as an organization that makes a significant impact in the community.



August 2017

- The Third Annual Mino Bimaadiziwin Youth Leadership Program, including a posted video of the Service's participating officers hosting an archery workshop for the youth.
- Officers visited two First Nation communities (Keewaywin and Deer Lake First Nation) as part of the Keewaytinook Okimakanak Secondary School Services (KOSSS) annual orientation.
- Aboriginal Youth Designing a Better Justice System: Our members participated in a listening table.
- Officers highlighted their visits to Northern First Nation Communities.
- The Service's Aboriginal Liaison Unit officers participated in a sunrise ceremony in Thunder Bay

September 2017

- A/Chief Sylvie Hauth and other members attended, and spoke at, the Full Moon Memory Walk.
- The Service reposted a video it previously produced about the unsolved murder of Sandra Johnson to help raise awareness and also in hopes of receiving helpful information to solve the case.
- Aboriginal Liaison Unit officers attended NAN's student orientation in Thunder Bay.
- September 30: The Service promoted and attended the Orange Shirt Day: Every Child Matters event on the city's South side.

October 2017

- The Service's Community Response Team members hosted a recruitment booth at the justice symposium in Kenora.
- The Bear Clan in Thunder Bay made an appeal on social media for more volunteers. The Service assisted in using its own social media accounts to echo that appeal for volunteers.
- As a follow up to the October 6th post regarding the Bear Clan, the Service shared a NAN created promotional graphic through its social media platforms to assist in finding volunteers.

November 2017

- The Service promoted via social media, and attended a memorial for the seven youths who were subjects of the Inquest. The event was hosted by the author of Seven Fallen Feathers, Tanya Talaga.

As you can see from the above sample of posts, the Service's social media presence continues to rise. The focus is on positive interactions with the community, specifically the Indigenous communities, of Thunder Bay. It is the hope of the Service that through awareness and



promotion, it can begin to build a lasting relationship with the Indigenous community, one that is centred on trust and reconciliation.

The Thunder Bay Police Service will continue to adapt, evolve, and move toward an all-inclusive, bias free policing model.

