

Ontario's First Inspectorate of Policing: Working Together to Improve Performance and Confidence in Policing

Joint Zone 5 OACP/OAPSB Meeting

September 12, 2023



The public has every interest in police services, police services boards, and other policing organizations succeeding in their important goal of keeping everyone safe.

The Inspectorate of Policing (Inspectorate) is the first of its kind in Canada. It will drive improvements in policing performance through a robust system of advising, monitoring, inspecting, and investigating supported by data collection, analysis and interpretation.

We will work with you to ask the questions the public deserves to have answered, apply our expertise to the evidence, and, where necessary, use the tools in our toolbox to improve our policing system.

Policing partners play a crucial role in bringing the mandate of the Inspectorate to life.

We are taking the first steps on this journey together.

Policing Modernization

- The *Community Safety and Policing Act, 2019* (CSPA) brings transformative change to Ontario's policing landscape, including the:
 - Creation of the Inspector General of Policing of Ontario; and,
 - Dissolution of the Ontario Civilian Police Commission with certain functions moving to the Inspector General.
- Currently, several regulations related to the CSPA are available on the Ontario Regulatory Registry for comment and feedback.
 - Further regulations will be posted on the registry over the coming months.
- The ministry is working to bring the CSPA into force in **spring 2024**.

Our Mandate

- Support the delivery of the Inspector General's duties and authorities to:
 - Assess and monitor policing entities;
 - Provide advice/support to policing entities;
 - Conduct inspections to ensure compliance with the CSPA and its regulations;
 - Investigate complaints about the delivery of policing services and the conduct of board members; and,
- Publicly report on the activities of the Inspector General.

Our Vision

- The Inspector General and the Inspectorate will improve performance in policing and make everyone in Ontario safer by:
 - Examining performance through inspections, investigations, and research, data and analytics to drive evidence-based actions;
 - Identifying effective performance and where improvements are needed, supporting the sector's continuous development, and,
 - Ensuring that the policing sector is responsive to the diverse communities it serves.



Our Commitment

- Partnership and collaboration to ensure the sector's success.
- Taking a fair approach.
- Prioritizing transparency, accountability, and legitimacy in policing.
- Using data and analytics and our expertise to power insights and support the sector forward.
- Advancing our work based on a foundation that values diversity, inclusion, accessibility, and anti-racism.

Inspector General's Authorities

- The Inspector General can **issue directions** to ensure compliance with the CSPA and its regulations and impose measures if there is a failure to comply.
- The Inspector General may make **an order** requiring a police services board to provide policing in an area deemed to be inadequately served or in an emergency.
- If there is evidence that a board member has committed **misconduct**, the Inspector General may reprimand, suspend, or remove the member from the board.
- If there is evidence of CSPA non-compliance, the Inspector General may issue **directions** and impose **measures** to prevent or remedy non-compliance.
- The CSPA outlines the **process** the Inspector General will need to follow **before imposing** measures, and they would only be imposed after the entity fails to comply:
 - **Fair approach** that includes appropriate procedural fairness safeguards.

Role of the Inspector General

- The Inspector General is an Order-in-Council five-year appointment, renewable for an additional term.
- The Minister cannot direct the Inspector General or any inspectors with respect to the performance of the Inspector General's functions under the CSPA. Activities and decisions related to the Inspector General's functions will be:
 - Managed within the Inspectorate to ensure confidentiality; and,
 - Supported by future independent legal counsel and communications ability.
- This relationship between police oversight bodies and the government is not new to Ontario.

Our Structure

Office of the Inspector General

- Decision-making supported by legal counsel and communications.

Investigations, Inspections and Liaison Branch

- Relationship-focused, liaison and advice to help navigate issues and provide compliance advice to support success.
- Advice and support for First Nations services and boards that opt into the CSPA.
- Monitor and conduct inspections of police services to ensure compliance with the CSPA and its regulations.
- Investigate complaints concerning the delivery of policing services and the conduct of police board members.

Centre of Data Intelligence and Innovation

- First of its kind data powerhouse to help the sector identify effective performance, and support continuous development and evidence-based decision-making.

We are taking the first steps on this journey together

- We are committed to supporting your readiness and transition to the CSPA:
 - Our Police Liaison Advisors will continue to:
 - Share information and engage with you;
 - Help navigate local issues and provide support in taking steps to comply; and,
 - Build our relationships with you and support your success.
 - Our Inspections Unit is currently conducting an inspection on Public Order Units under the PSA and the O.Reg. 3/99 Adequacy and Effectiveness of Police Services.
 - Our Centre of Data Intelligence and Innovation will engage with policing entities to establish the type of information we will be collecting from the sector.

Supporting your readiness and transition to the CSPA

- We encourage you to:
 - Review the CSPA framework;
 - Review the regulations posted on the Ontario Regulatory Registry and provide feedback;
 - Identify a lead within your organizations;
 - Seek information and support from your Police Liaison Advisor, ask questions;
 - Work together with your board, the OACP and OAPSB to raise questions and share perspectives; and,
 - Engage with your legal counsel to ensure understanding.



Working together to improve performance and confidence in policing in Ontario.