

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

**Ontario Association of Police Services Boards  
Spring Conference**

**May 31, 2023**

**Ryan Teschner, Inspector General of Policing of Ontario**



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

The Inspectorate of Policing (IOP) is the first of its kind in Canada – and will stand as an example of how to improve performance and enhance the effective delivery of public safety services, modernize police governance, and ultimately, improve confidence in the public safety sector.

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 public safety system.

Public safety partners, including police services boards, play a crucial role in bringing the mandate of the IOP to life.

**We are all taking the first steps on this journey together.**

# Public Safety Modernization

- The *Community Safety and Policing Act, 2019* (CSPA) brings transformative change to Ontario's public safety landscape, including:
  - Creation of the Inspector General of Policing of Ontario;
  - Dissolution of the Ontario Civilian Police Commission with certain functions moving to the Inspector General;
  - Modernized approach to the responsibilities of police services boards;
  - New requirements for police chiefs, police services and police services boards;
  - New statutory framework for First Nations policing; and,
  - The Office of the Independent Police Review Director to become the Law Enforcement Complaints Agency.

# New CSPA Requirements for Boards

- New training requirements and code of conduct for police services board members.
- Ability for First Nations communities to opt-into the CSPA.
- New requirement for police services boards to develop a Strategic Plan every four years.
- Requirements for board policies and directions to the police chief, with clarity to scope.
- Requirement for open and closed board meetings to be used only in certain circumstances.
- New requirements for OPP governance.
- Continuation of Community Safety and Well-Being planning.

# Our Mandate

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

# Our Vision

- The Inspector General and the supporting IOP will improve performance in public safety 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 public safety sector is responsive to the diverse communities it serves.

# Our Commitment

- Partnership and collaboration to ensure the sector's success.
- Taking a fair approach.
- Operating at arm's-length.
- Prioritizing transparency, accountability and legitimacy in public safety.
- 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.

# Independence of the Inspector General

- The Inspector General is an Order-in-Council five-year appointment, renewable for an additional term.
- All legislated activities and decisions related to the Inspector General's mandate will be made at arm's-length without political or government influence:
  - Managed within the IOP to ensure confidentiality and independence; and,
  - Independent legal counsel and communications capacity.
- This arm's-length relationship between police oversight bodies and the government is not new to Ontario.



# Inspector General's New Authorities

- The Inspector General may make an **order** requiring a police services board to provide policing in an area deemed to be inadequately served.
- 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.

# Our Structure

## Office of the Inspector General

- Arm's-length decision-making supported by independent 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.
- Investigations, inspections and monitoring.

## 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 advice to support you in taking steps to comply; and,
    - Focus on our relationships with you and support your success.
  - Our Inspections Unit is piloting our inspections process with York and Peel Regional police services, which is providing us with integral input and feedback.
  - Our Centre of Data Intelligence and Innovation will be engaging 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;
  - Identify a lead within your organizations;
  - Seek information, ask questions and support from your Police Liaison Advisor;
  - Work through the OAPSB to raise questions and share perspectives; and,
  - Engage with your legal counsel to ensure understanding.



***Working together to improve performance and confidence in public safety in Ontario.***