



Hamilton Police Service Board
Agenda

Friday, January 24, 2025, 10:00 A.M.

Hamilton City Hall - Council Chambers (Second Floor)

You may view the Board's public meeting live-stream at
<https://www.hamiltonpsb.ca/meetings/agendas-and-materials/>

Pages

1. Call to Order
2. Election for the Position of Chair of the Board for 2025
3. Election for the Position of Vice Chair of the Board for 2025
4. Acknowledgements
5. Approval of the Agenda
6. Declarations of Conflicts of Interest
7. Delegations, Presentations and Verbal Updates
 - 7.1 Members of the Month
 - 7.2 Board Chair Verbal Update
 - 7.3 Chief of Police Verbal Update
 - 7.4 Administrative Director Verbal Update
8. Approval of the Minutes
9. Correspondence

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**HAMILTON POLICE SERVICE BOARD
PUBLIC MINUTES**

Tuesday, December 17, 2024
Hybrid Meeting
1:02 P.M.

Present: Chair Elms
Vice Chair Robertson
Member Horwath
Member Menezes
Member Pauls

Absent with regrets: Member Kroetsch

Also Present: Chief Frank Bergen
Deputy Chief Ryan Diodati
Deputy Chief Paul Hamilton
Legal Counsel Marco Visentini
Inspectorate of Policing Advisor – David Tilley
Administrative Director Kirsten Stevenson
Administrative Assistant Lucia Romano

1. Call to Order

The meeting was called to order at 1:02 PM

2. Acknowledgements

Member Pauls provided the land acknowledgement.

3. Approval of the Agenda

The Administrative Director noted the following changes to the agenda:

- Added consent item 8.4 – Auction Account Requests for Funding and Support (PSB 24-038)
- Revised recommendation item 9.1 – 2023 Year End Board Policy Report (PSB 24-037)
- Added correspondence dated December 9 through December 15 to recommendation item 9.3.1 – Public Opinion Submissions Respecting the Proposed 2025 Police Budget Increase of 5.7%
- Added recommendation item 9.4 – Delegation Request from Jelena Vermilion of the Sex Worker’s Action Program (SWAP) Hamilton

- Added closed consent items 3.3, 3.4, and 3.5 related to legal and personal matters about an identifiable individual in accordance with Section 44(1) and (2) of the *Community Safety and Policing Act, 2019*.
- Added closed recommendation item 4.2 related to related to legal and personal matters about an identifiable individual in accordance with Section 44(1) and (2) of the *Community Safety and Policing Act, 2019*.

Added or revised items are noted with an ‘*’.

Resolution Number **241217 - 1**

Moved By: Member Pauls

Seconded By: Member Menezes

That the agenda be approved, as amended.

CARRIED

4. Declarations of Conflicts of Interest

There were no declarations of conflicts of interest.

5. Delegations, Presentations and Verbal Updates

5.1 Members of the Month

Chief Bergen called upon Inspector Carlyne Rashford to present the awards.

St. John's Life Saving Award – Sergeant Kim Walker and Constable James Casselman.

Ontario Women in Law Enforcement (OWLE) 2SLGBTQIA+ Visibility Award – Rebecca Moran (not present)

Chief Bergen called upon Staff Sergeant Ryan Hashimoto to present the following award:

Canadian Association of Chiefs of Police (CACCP)/Axon Equity, Diversity & Inclusion Leadership Award – Inspector Carlyne Rashford

5.2 Board Chair Verbal Update

The Chair provided his update.

Resolution Number **241217 - 2**

Moved By: Member Pauls

Seconded By: Member Menezes

That the Chair's verbal update be received.

CARRIED

5.3 Chief of Police Verbal Update

The Chief provided his update to the Board.

Resolution Number **241217 - 3**

Moved By: Member Menezes

Seconded By: Member Horwath

That the Chief's verbal update be received.

CARRIED

5.4 Administrative Director Verbal Update

The Administrative Director provided her update.

Resolution Number **241217 - 4**

Moved By: Member Menezes

Seconded By: Member Pauls

That the Administrative Director's verbal update be received.

CARRIED

6. Approval of the Minutes

6.1 Public Minutes of November 28, 2024

Resolution Number **241217 - 5**

Moved By: Member Horwath

Seconded By: Member Menezes

That the public minutes of November 28, 2024, be approved as presented.

CARRIED

7. Correspondence

After discussion, the Board approved the following:

Resolution Number **241217 - 6**

Moved By: Member Menezes

Seconded By: Member Pauls

That correspondence listed as items 7.1 through 7.6 be received.

CARRIED

- 7.1 Correspondence from the Office of the Solicitor General - Call for Pre-Budget Submissions (November 28, 2024)**
- 7.2 All Chiefs Memo - Attorney General of Ontario Position on Third-Party Production Motions for Police Records 24-0072 (November 27, 2024)**
- 7.3 All Chiefs Memo - Commissions Under the Great Seal (King's Commissions) Under the Community Safety and Policing Act, 2019 24-0073 (December 3, 2024)**
- 7.4 All Chiefs Memo - Authorization for Use of the TASER 10 Conducted Energy Weapon 24-0074 (December 4, 2024)**
- 7.5 All Chiefs Memo - Amendments to the Community Safety and Policing Act, 2019, through the Safer Streets, Stronger Communities Act, 2024 24-0076 (December 9, 2024)**
- 7.6 Thank You from ProAction Cops & Kids (December 6, 2024)**

8. Consent Agenda

After discussion, the Board approved the following:

Resolution Number **241217 - 7**

Moved By: Member Menezes

Seconded By: Member Pauls

That consent items listed as 8.1 through 8.4, be received.

CARRIED

- 8.1 Media Release: Hamilton Police Service Board Seeking Public Opinions on Proposed 2025 Police Budget (November 28, 2024)**

8.2 Media Release: Hamilton Police Service Board Deadline Extended for the Submission of Public Opinions on the Budget Committee's Proposed 2025 Police Budget Increase of 5.7% (December 6, 2024)

8.3 Outstanding Business List as of December 17, 2024

***8.4 Auction Account Requests for Funding and Support (PSB 24-038)**

Based on past practice and in accordance with the Board's Auction Account Policy:

a) That tickets at a cost of \$65 each be purchased to attend the Hamilton Police Pipe Band's 2025 Robert Burns Dinner, taking place on February 1, 2025, at the Scottish Rite in Hamilton in support of musical programs for children; and

b) That a donation of \$1000 be made to the Catholic Children's Aid Society of Hamilton in support of the 'Give the Gift of Joy' campaign which provides support for youth through education, stable housing, and food security; and

c) That funding for approved events be taken from the Auction Account.

9. Recommendations

9.1 2024 Year End Board Policy Report (PSB 24-037)

After discussion, the Board approved the following:

Resolution Number **241217 - 8**

Moved By: Member Menezes

Seconded By: Member Horwath

That Board policies not created or revised within the past year be updated to include a reviewed date of December 17, 2024, as per Policy P-004 (Policy Review Standards).

CARRIED

9.2 Civilian Backfill - Special Constable (24-106)

After discussion, the Board approved the following:

Resolution Number **241217 - 9**

Moved By: Member Menezes

Seconded By: Member Horwath

That the approved headcount for the Civilian Special Constables be increased by 1 full-time employee (FTE).

CARRIED

9.3 2025 Operating and Capital Budget (24-105)

Budget Committee Chair Don Robertson introduced the proposed 2025 Operating and Capital Budget to the Board.

The Chief of Police provided the budget presentation and answered questions of the Board.

Member Menezes provided a statement respecting the 2025 budget process.

After discussion, the Board approved the following:

Resolution Number **241217 - 10**

Moved By: Vice Chair Robertson

Seconded By: Member Pauls

That the Hamilton Police Service Board (Board):

1. Approve the proposed 2025 Hamilton Police Service (HPS) net operating and capital budget of \$227,075,420, representing a combined increase of \$12,252,775 or 5.70% over the approved 2024 HPS budget and detailed as follows:
 - a. Police Services Board \$1,034,523
 - b. Operating \$219,467,454
 - c. Capital \$6,573,443
2. Approve the following transfers from reserves totaling \$2,343,060 in 2025:
 - a. HPS Tax Stabilization Reserve (#104055) \$1,500,000
 - b. Vehicle Replacement Reserve (#110020) \$125,000
 - c. Capital Expenditures Reserve (#110065) \$718,060
3. Submit the 2025 Operating and Capital Budget to the City of Hamilton (the City) for inclusion in the City’s annual budget and consideration by City Council.

CARRIED

Member Menezes was noted as being opposed.

***9.3.1 Public Opinion Submissions Respecting the Proposed 2025 Police Budget Increase of 5.7%**

***9.4 Delegation Request from Jelena Vermilion of the Sex Workers' Action Program (SWAP) Hamilton**

After discussion, the Board approved the following:

Resolution Number **241217 - 11**

Moved By: Member Menezes

Seconded By: Member Pauls

That the delegation request be approved for a future meeting.

CARRIED

10. Motions

There were no motions.

11. Closed Meeting

Resolution Number **241217 - 12**

Moved By: Member Horwath

Seconded By: Member Pauls

That the Board move into closed session in accordance with Section 44(1) and (2) of the *Community Safety and Policing Act, 2019*, to discuss:

- a) Personal matters about an identifiable individual, including members of the police service or any other employees of the board;
- b) A trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the board, which if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization.

CARRIED

The Board recessed at 2:23 PM before moving into closed session at 2:41 PM.

12. Closed Meeting Report Back

Resolution Number **241217 - 13**

Moved By: Member Horwath

Seconded By: Member Pauls

During its Closed Meeting the Board approved its closed minutes of November 28, 2024, and dealt with personnel and legal matters in accordance with Section 44(1) and (2) of the *Community Safety and Policing Act, 2019*.

CARRIED

13. Adjournment

The next meeting of the Board will take place on Friday, January 24, 2024, at 1:00 PM.

The meeting adjourned at 3:53 PM.

Taken as read and approved.

Chair Geordie Elms

Administrative Director
Kirsten Stevenson

Ministry of the Solicitor General**Ministère du Solliciteur général**

Public Safety Division

Division de la sécurité publique

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H325 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Service Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Nishnawbe Aski Police Service Board Opt-in to the
*Community Safety and Policing Act, 2019***

DATE OF ISSUE:	December 13, 2024
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	24-0078
PRIORITY:	Normal

I am writing to advise that, as of December 10, 2024, the Solicitor General has constituted the Nishnawbe Aski Police Service Board (NAPSB) through a Minister's regulation under the *Community Safety and Policing Act, 2019* (CSPA). This regulation ([O. Reg. 515/24](#)), and a supporting transitional regulation ([O. Reg. 516/24](#)), was filed on December 10, 2024, and came into force immediately upon filing.

Section 32 of the CSPA provides that a band council or councils of a First Nation may request that the Minister constitute a First Nation board to ensure that adequate and effective policing is provided in a First Nation reserve or any other specified area. The Ministry of the Solicitor General (SOLGEN) has been working closely with Nishnawbe Aski Nation (NAN), on behalf of the 34 First Nations served by Nishnawbe Aski Police Service (NAPS), to make this possible.

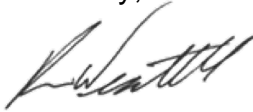
The option to opt-into the CSPA is a key change from the former provincial policing legislation and NAPS will be the first ever First Nations police service to opt in and fall under provincial policing legislation in Ontario. This is a strong example of the provincial government working in partnership with First Nations to implement and provide critical and equitable policing services to First Nations and an important step for the safety and security of the people in the communities served by NAPS.

The NAPSB is now a police service board for the purposes of the CSPA and its officers are now police officers for the purpose of the CSPA. As such, the board and its officers

now fall within the mandates of policing oversight entities as established under the CSPA and the *Special Investigations Unit Act, 2019*.

If you have any further questions about these regulations, please contact Jonathan Zissakos, Manager of the Indigenous Policing Unit, External Relations Branch, Public Safety Division, SOLGEN at jonathan.zissakos@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Weatherill', written in a cursive style.

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Service Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: Release of Use of Force Report Version 2.1

DATE OF ISSUE:	December 16, 2024
CLASSIFICATION:	For Action
RETENTION:	Indefinite
INDEX NO.:	24-0079
PRIORITY:	Normal

I am sharing this communication to advise that the attached version of the Use of Force Report (Version 2.1) is the form approved by the Minister pursuant to subsection 13 (10) of [O. Reg. 391/23 Use of Force and Weapons](#) under the *Community Safety and Policing Act, 2019*.

Members of your police service may begin using Version 2.1 immediately, but please ensure your service has fully transitioned to Version 2.1 beginning on January 1, 2025. The current report will be decommissioned as of March 1, 2025, and will not be submittable to the ministry.

The report has been revised to reflect provisions of the Regulation and enhance quality of use of force data to inform use of force policies and training and contribute to the goals of the *Anti-Racism Act, 2017*.

Changes to the report only reflect updates or revisions that are administrative in nature and include:

- Updating the name of the legislation on the report from *Police Services Act* to *Community Safety and Policing Act, 2019*;
- minor language and content updates to the Introduction section of the report to reflect current regulatory requirements; and
- re-formatting, minor wording adjustments, and inclusion of additional tooltips for clarity.

-2-

There are no major revisions as part of this update that would require officer training or significant change management. Additionally, no changes have been made to the data schema associated with the PDF report that require alignment by custom police service applications.

I would also like to take this opportunity to ensure awareness of subsection 7 (2) of [O. Reg. 90/24: General Matters under the Authority of the Minister](#), and the requirement for chiefs of police to provide a copy of a Use of Force Report to the ministry within 60 days of an incident that requires the submission of a report by a member of the police service under section 13 of O. Reg. 391/23.

Finally, a revised version of the Use of Force Report - Instruction Guide will be available by January 1, 2025 through the Ontario Police College Virtual Academy at [OPCVA](#) which can be accessed using police service members' student credentials.

If you experience technical challenges in submitting electronic reports or have other technical questions regarding the report, please contact Jeanette Gorzkowski, Senior Manager of the Analytics Unit, by email at Jeanette.Gorzkowski@ontario.ca.

If you have any questions regarding use of force reporting requirements, please contact Lisa Sabourin, Team Lead, Policing Standards Section, at Lisa.Sabourin@ontario.ca.

Thank you for your attention to this matter.



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachments

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Adobe Acrobat Reader DC or higher is required to use this report.

General Instructions

[Hide Instructions](#)

Completing the Report

- Officers must complete all fields that are applicable and those identified as mandatory by an asterisk (*).
- For the purposes of this report, the terms “reporting officer” or “officer involved” refers to any member who is required by regulation to complete this use of force report.
- Click the question marks (?) throughout the report for more information on an associated field or section.
- When typing your response in a free text field, do not press Enter to start a new line, and avoid using commas or special symbols (e.g., /, |, *, ', ", &, \$, #, %, etc.).
- The completion of certain fields may trigger other hidden fields to become visible.
- Information provided in this report should be supported by appropriate articulation in your notes/memobook.
- Information provided in this report should generally be based on your perceptions at the time you made the decision to use force.
- If it is necessary to redo the entire report or multiple sections of the report, it is preferable to open a new version of the report template and start over, rather than using the “Clear Report” button or undoing/changing multiple fields already completed.
- For additional information and guidance on completing the report, please refer to the Use of Force Report – Instruction Guide available through the [Ontario Police College Virtual Academy](#) (to access this information you will need to log in to OPCVA).

Saving and Reviewing the Report

- Officers completing this report may save a draft by selecting the "Save Draft Report" button. The officer will be alerted to any missing or incorrect fields, and a visual indicator (e.g., red highlighted border) may appear.
- Once the reporting officer has completed the report and saved it as a draft, it should be forwarded to the appropriate reviewer(s), per police service policy.
- The report should continue to be saved as a draft throughout the reviewing process.
- Changes to the report should only be made by the officer involved or by an appropriate reviewer(s) with the express consent of the officer involved.
- **Only the training analyst may save the report as final.** Once the “Save Final Report - Training Analyst Only” button is pressed, it will be locked, and no further changes can be made.
- Once saved as final, **only the training analyst shall submit a copy of the completed form to the Ministry of the Solicitor General by selecting the “Submit Report to Solicitor General” button.**

Reporting Requirements

[Hide Requirements](#)

A member of a police force shall submit a report to the chief of police whenever the member,

- a) draws a handgun in the presence of a member of the public;
- b) points a firearm at a person;
- c) discharges a firearm;
- d) uses a weapon on another person;
- e) draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- f) points a conducted energy weapon at a person;

- g) discharges a conducted energy weapon; or
- h) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services before the member goes off-duty.

A report is not required if the **handgun is drawn**,

- a) while loading, unloading, or storing the handgun;
- b) while surrendering the handgun or removing the handgun when entering a place where it must be removed;
- c) for the purposes of training, practice, a competition, or a demonstration;
- d) for the purposes of repair, maintenance, testing or inspection of the handgun; or
- e) only in the presence of members of the police force who are on duty.

A report is not required if the **firearm is pointed** at a person during training or practice.

A report is not required if the **firearm is discharged**,

- a) while loading, unloading, or storing the firearm;
- b) while surrendering the firearm or removing the firearm when entering a place where it must be removed;
- c) for the purposes of training, practice, a competition, or a demonstration; or
- d) for the purposes of repair, maintenance, testing or inspection of the firearm.

A report is not required if the **weapon used on another person**,

- a) is used for the purposes of training, practice, a competition, or a demonstration;
- b) is used for the purposes of testing the weapon; or
- c) is a horse or a dog used as a weapon.

A report is not required if the **conducted energy weapon is pointed** for the purposes of training, practice, a competition or a demonstration.

A report is not required if the **conducted energy weapon is discharged**,

- a) while loading, unloading, or storing the weapon;
- b) while surrendering the weapon or removing the weapon when entering a place where it must be removed;
- c) for the purposes of training, practice, a competition, or a demonstration; or
- d) for the purposes of repair, maintenance, testing or inspection of the weapon.

A report is not required to be submitted if the force causing injury requiring the services of a physician, nurse or paramedic is used for the purposes of training, practice, a competition, or a demonstration.

Note: A special constable employed by the Niagara Parks Commission must submit a report to the Niagara Parks Commission and the Regional Municipality of Niagara Police Service Board in the circumstances, and with the exceptions, set out above.

Team Reporting

The supervisor of a **containment team, tactical unit or hostage rescue team**, or an officer designated by the supervisor, may submit a report on behalf of the unit or team members if, during an operational deployment of the unit's or team's emergency response functions, and acting under the command of the supervisor, one or more members do any of the following:

- a) draws a handgun in the presence of a member of the public;
- b) points a firearm at a person;

- c) draws and displays a conducted energy weapon to a person with the intention of achieving compliance.
- d) points a conducted energy weapon at a person.

Note: a member of a **containment team**, **tactical unit** or **hostage rescue team** must personally complete an Individual report in relation to all actions taken by the member if the member:

- a) discharges a firearm;
- b) uses a weapon on another person;
- c) discharges a conducted energy weapon; or
- d) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services before the member goes off-duty.

Note: the supervisor (or designate) may still submit a team report on behalf of the remaining members of the team or unit even if some members are required to complete a use of force report individually.

A supervisor of a **public order unit**, or an officer designated by the supervisor, may submit a report on behalf of the unit members, or members of a sub-unit within the public order unit, if, during an operational deployment of the unit's or sub-unit's public order maintenance functions, and acting under the command of the supervisor, one or more members do any of the following:

- a) applies force resulting in injury requiring the services of a physician, nurse, or paramedic while the unit or sub-unit members are acting as a unit or sub-unit, as the case may be;
- b) points a firearm deployed with less lethal projectiles* at a person;
- c) discharges a firearm deployed with less lethal projectiles at a person;
- d) draws and displays a conducted energy weapon to a person with the intention of achieving compliance; or
- e) points a conducted energy weapon at a person.

Note: a member of a public order unit or sub-unit must personally complete an Individual report in relation to all actions taken by the member if the member:

- a) draws a handgun in the presence of a member of the public;
- b) points a firearm at a person (other than one deployed with less lethal projectiles);
- c) discharges a firearm (other than one deployed with less lethal projectiles at a person);
- d) uses a weapon on another person;
- e) discharges a conducted energy weapon; or
- f) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services before the member goes off-duty, if the members were not acting as a unit or sub-unit when this occurred.

Note: the supervisor (or designate) may still submit a team report on behalf of the remaining members of the unit even if some members are required to complete a use of force report individually.

*"Less lethal projectile" means a projectile designed to be discharged from a firearm that is less likely to cause death or serious injury than conventional ammunition and includes projectiles that contain a gas.

If any two or more officers are acting in co-ordination in response to a single event, and if during their response two or more officers do any of the following, one of the officers who has taken one of the following actions, and who has been designated by their supervisor, may submit a report on behalf of all the officers:

- a) draws a handgun in the presence of a member of the public;
- b) points a firearm at a person;

- c) draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- d) points a conducted energy weapon at a person.

The member must personally complete an Individual report in relation to all actions taken by the member if the member:

- a) discharges a firearm;
- b) uses a weapon on another person;
- c) discharges a conducted energy weapon; or
- d) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services before the member goes off-duty.

Note: the officer who has been designated by the supervisor to complete the report may still submit a team report on behalf of the remaining members even if some members are required to complete use of force reports individually.

Within 60 days of an incident that, by regulation, requires the completion of a use of force report, a copy of the report **shall be submitted to the Ministry of the Solicitor General.**

Fields marked with an asterisk (*) are mandatory. Select more than one box in each section, where appropriate.

Select Police Service * (select only one)

- Municipal Police Service
- Ontario Provincial Police
- Other Agency

Part A

Date (yyyy/mm/dd) *	Approximate Time Force was Applied (24 hour clock) * <i>HH:MM</i>	Incident/Occurrence Number *
---------------------	--	------------------------------

Location of Incident * (select only one – provide the most precise location information available for the incident)

- GPS Coordinates
- Address
- Postal Code
- Closest Intersection
- Other

Location Type * (select all that apply)

- Residential Building
- Non-Residential Building
- Motor Vehicle
- Open Space
- Public Transportation

Report Type *

- Individual
- Team

Type of Assignment *

Attire * Non-Uniform Uniform

Assignment Type * (select only one)

Type of Incident *

Incident * (select only one)

Narrative (**do not** include names or personal information)

Part B

Officer Involved:	Last Name *	_____	First Name *	_____
	Rank *	_____	Badge Number *	_____
	Date (yyyy/mm/dd) *	_____		

Reviewer: 1	Last Name *	_____	First Name *	_____
	Badge Number *	_____	Date (yyyy/mm/dd) *	_____

Use of Force Training Analyst:	Last Name *	_____	First Name *	_____
	Badge Number *	_____	Date (yyyy/mm/dd) *	_____
	Email Address *	_____		

Ministry of the Solicitor General

Ministère du Solliciteur général

Public Safety Division

Division de la sécurité publique

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H325 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Service Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **2025-26 to 2026-27 Mobile Crisis Response Team
Enhancement Grant - Call for Applications**

DATE OF ISSUE:	December 24, 2024
CLASSIFICATION:	For Action
RETENTION:	January 21, 2025
INDEX NO.:	24-0080
PRIORITY:	Normal

The Ministry of the Solicitor General will be accepting applications under the **Mobile Crisis Response Team (MCRT) Enhancement Grant for the 2025-26 to 2026-27 grant cycle** beginning December 24, 2024. The new cycle will operate on a two-year period and be available to municipal and First Nation police services, as well as municipalities that are policed by Ontario Provincial Police (OPP) **with an existing MCRT** through a competitive grant application process.

The grant intends to enhance existing MCRTs as part of the government's plan to build a more comprehensive and connected mental health and addictions system. Under this cycle, \$4.5 million per fiscal year will be available to police services through a competitive application process to support or increase the full-time equivalent count of crisis workers for existing MCRTs. This will help meet the need for more mental health assistance on calls for service by leveraging local mental health expertise.

Municipal and First Nations police services may submit one application per police service. Similarly, municipalities policed by the OPP may submit one application per OPP detachment. Municipalities and OPP detachments are encouraged to work together to determine which application to put forward. **The maximum funding request for each MCRT project is \$120,000 per fiscal year for a total of \$240,000 over two years.**

Please note that grant funding is subject to the ministry receiving the necessary appropriation from the Ontario Legislature.

-2-

The application forms will be accessible on Transfer Payment Ontario (TPON) beginning **December 24, 2024**. **All applications must be submitted through TPON by 4:00 p.m. Eastern Standard Time on January 21, 2025**. Late submissions will not be considered for funding. More details on the application process, including accessing the application and applying through TPON, are outlined in the attached Grant Application Instructions and Guidelines.

Please direct any questions regarding the MCRT Enhancement Grant or application process to Shamitha Devakandan, Community Safety Analyst, Program Development Section, at Shamitha.Devakandan@ontario.ca and Steffie Anastasopoulos, Community Safety Analyst, Program Development Section, at Steffie.Anastasopoulos@ontario.ca.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety



Ministry of the Solicitor General

2025-26 – 2026-27

**Mobile Crisis Response
Team Enhancement Grant**

Application Instructions and Guidelines

INTRODUCTION

The Ministry of the Solicitor General (ministry) is pleased to present the 2025-26 – 2026-27 cycle of the Mobile Crisis Response Team (MCRT) Enhancement Grant. This document includes important information on the eligibility criteria, assessment criteria, as well as the grant process.

MCRTs involve police officers and mental health and addictions service providers (crisis workers) responding together to mental health, addictions, and neurodevelopmental calls for service, as well as other crises where police are called and obligated to attend.

Policing services continue to experience increased calls for service to respond to complex situations involving individuals experiencing a mental health and/or addiction related crisis. Through MCRTs, police services and crisis workers partner to support the de-escalation and stabilization of these situations.

Expanding these teams will help those in crisis get the local support they need in their community, while diverting away from unnecessary emergency department visits and the criminal justice system, whenever appropriate.

Through the MCRT Enhancement Grant, funding will be provided through a competitive application process to police services to support or increase the Full Time Equivalent (FTE) count of crisis workers on their existing MCRTs. This will support the ongoing need for more mental health assistance on police calls for service, and better leverage local mental health expertise.

For reference, in January 2023, the Provincial Human Services and Justice Coordinating Committee's (P-HSJCC) released the [Developing Mobile Crisis Response Teams: A Framework and Toolkit for Ontario](#), which was developed to serve as guidance to police services and health partners wishing to further advance MCRTs in Ontario. The framework and toolkit present current best practices and offer recommendations on planning and implementing police mobile crisis services. The framework is a guidance document (i.e., not legally binding), and remains flexible to the needs of local communities, various types of mobile crisis response models, and service providers. The accompanying toolkit provides templates and resources, which communities can use to enhance their own MCRTs. We encourage you to review and share these documents with your local community partners.

Note: While there may be a variance in naming conventions across the province, typically, MCRT involves police officers and crisis workers responding together to a mental health, addiction, neurodevelopmental, and/or other crisis situation where police have been called and obligated to respond. Please refer to the [Developing Mobile Crisis Response Teams: A Framework and Toolkit for Ontario](#), for examples of models implemented in the province.

ELIGIBILITY CRITERIA

Who is Eligible?

- Municipalities that are policed by the Ontario Provincial Police (OPP) as well as municipal and First Nation police services with an existing MCRT.

Number of Application Submissions and Funding Amounts:

- Municipal and First Nations police services can submit a maximum of one application per police service. Similarly, municipalities policed by the OPP can submit a maximum of one application per OPP detachment.
 - Police services and municipalities have the flexibility to submit a joint application and must identify a lead police service/municipality who will be responsible for submitting the application on TPON.
- Maximum funding for MCRT projects is \$120,000 per fiscal year for a total of \$240,000 over two years.
 - Consideration for additional funding may be given depending on geography and local service system features that impact service delivery costs.

Application Preferences

- **To provide the highest possible impact and to respond to current trends, preference will be given to projects that service areas that have experienced a demonstrable increase in mental health related occurrences (i.e., large percentage of calls attended by MCRT leading to *Mental Health Act* apprehensions).**
- Additional preference may also be given to projects that demonstrate strong police-hospital partnerships (i.e., successfully implemented police-hospital transition protocols), face challenging geographic barriers, and demonstrate project components specifically towards underrepresented groups.

What is Eligible?

- Funding can be used for costs associated with the FTE counts of a crisis worker(s).
 - Crisis worker(s) can include but is not limited to, social workers, registered nurses, child and youth workers, addictions workers, and Indigenous Elders.
- Funding can be used for an existing or additional FTE worker on MCRTs; however, must be used towards an enhancement or new component, which could include an additional worker, expanding the hours of an existing worker or team, new target group for the team, etc.
- Existing police-led crisis response teams and/or police models involving civilian-led crisis response teams are eligible for funding.

*Note: Police call centres supporting crisis call diversion programs and costs associated with police FTEs are **not** eligible for this grant. There may be additional funding opportunities to support these initiatives in the future.*

Eligible Budget Items:

- Salaries and Benefits
 - *Note: Funding can only be used for costs associated with the FTE counts of crisis workers. It will not cover expenses for police FTEs of the MCRT.*
- Orientation and Training
- Equipment (e.g., cell phone, laptop, printer, software)
- Other (e.g., recruitment, office supplies, cell phone usage, travel expenses)

Ineligible Budget Items:

- Expenses for police FTEs of MCRT
- Vehicle retro fitting
- HealthIM software
- Communities with civilian-led response teams funded by the Ministry of Health's Addictions Recovery Fund
- Community non-police MCRT models

Project Timeline:

- Funding provided is time limited. If successful for funding, recipients will have until March 31, 2027 to complete their project. It is anticipated that the ministry will notify applicants of its funding decision and issue payments in Spring 2025. Please take this into consideration when undertaking the implementation planning for your project.

OUTCOMES & PERFORMANCE INDICATORS

All successful applicants will be required to report to the ministry on both provincial and local outcomes in addition to determining baselines for all metrics (please see page 7 for more information on establishing baselines).

Provincial Outcomes:

To consistently demonstrate provincial outcomes, the ministry will require funding recipients to report back on provincially identified outcomes and performance indicators annually. Specifically, the ministry has identified the following provincial outcomes, as well as a list of associated performance indicators for each outcome for this grant program. It is mandatory for recipients to report on all below-noted outcomes.

- 1. Outcome: Project/Program Coverage - # of services/activities delivered**
 - a. % of live mental health calls attended by MCRT
 - b. # of FTEs dedicated to MCRT

- 2. Outcome: Project/Program Administration Costs**
 - a. Total amount spent on administration (\$)
 - b. Total initiative allocation (\$)

3. **Outcome: Project/Program Impact – Increase in support provided during calls involving individuals in crisis.**
 - a. % of MCRT encounters resolved on scene (no additional actions required, including follow up)
4. **Outcome: Increased capacity to respond to mental health and addictions crisis calls.**

Associated Indicators:

- a. # of mental health related occurrences
 - b. % of live mental health related calls attended by MCRT (Note: this indicator is a duplicate of “Project/Program Coverage”)
 - c. # of mobile crisis response teams
 - d. # of FTE dedicated to MCRT (Note: this indicator is a duplicate of “Project/Program Coverage”)
 - e. % of MCRT FTEs who are crisis workers (i.e., not police officers)
 - f. Average # of hours that the MCRT operate **per week**
5. **Outcome: Improved response to mental health and addictions crises.**

Associated Indicators:

- a. Total # of mental health related calls attended by MCRT
 - b. % of mental health related calls attended by MCRT that resulted in transfers being made on behalf of the person in crisis
 - c. # of unique follow-up visits/wellness checks conducted by MCRT
 - d. # of proactive activities (i.e., education, committees, situation table meetings) conducted by MCRT
 - e. Of the total MCRT engagements, provide breakdown: % attending live calls, % follow-up visits/wellness checks and % proactive activities
6. **Outcome: Increased diversion from hospitals.**

Associated Indicators:

- a. % of mental health related occurrences attended by MCRT that led to apprehensions under the *Mental Health Act*
- b. % of mental health related calls attended by MCRT that resulted in hospital admissions
- c. % of mental health apprehensions where MCRT accompanied individual to Emergency Department (individual was taken to the hospital but was not admitted)
- d. Average amount of time spent by MCRT in the Emergency Department
- e. % of mental health related calls attended by MCRT that resulted in connections/referrals to community services

- f. % of referrals to a pre-charge diversion program (formal or informal) (Note: Individual is referred to a restorative justice program via MCRT where there were grounds for criminal charges)
- g. % of MCRT encounters resolved on scene (no additional actions required, including follow up)
- h. For civilian-led police models: % of instances where police and/or Emergency Medical Services were needed to assist on crisis calls

Please note that **local data** should be used to demonstrate performance on provincially identified outcomes.

Local Outcomes:

In addition to the provincially identified outcomes, applicants will be required to identify local outcomes and a minimum of two local performance indicators that reflect your specific project.



TIP: *Expected **Outcomes** are the positive impacts or changes your activities are expected to make in your community.*

Additional Information:

- *A performance **indicator** is an observable, measurable piece of information (i.e., numeric result) about a particular outcome, which shows to what extent the outcome has been achieved.*
- ***Quantitative** indicators are numeric or statistical measures that are often expressed in terms of unit of analysis (e.g., frequency of, percentage of, ratio of, variance with).*
- ***Qualitative** information is non-measurable information that describes attributes, characteristics, properties, etc. It can include descriptive judgments or perceptions (e.g., program participants' verbal or written feedback) measured through an open-ended questionnaire or an interview.*
- ***Baseline** data is information captured initially to establish the starting point against which to measure the achievement of outcomes.*
- ***Target** is the planned result to be achieved within a particular time frame. Along with the baseline, this provides an anchor against which current performance results can be compared. Reasonable targets are challenging but achievable.*

APPLICATION REVIEW

The MCRT Enhancement Grant Review Committee, comprised of representatives from within and outside the ministry, will review all eligible proposals and make funding recommendations to the Solicitor General for approval. Should the application meet the eligibility criteria, your proposal will be assessed based on the following criteria:

1. Demonstrated Need
2. Project Workplan/Activities
3. Partnerships
4. Performance Measures
5. Budget

Note: Applicants applying for funding towards police models involving a civilian-led crisis response team will be required to provide additional information around risk mitigation and processes in place to support this type of model within the Project Workplan/Activities section of the application.

ASSESSMENT CRITERIA

Please review the following Assessment Criteria carefully. It outlines important information that must be addressed for each question and must be followed when completing your application. Please ensure you answer each component of every question and leave no sections blank, as well as ensure all components are answered in the correct/associated areas.

1. Demonstrated Need (9 Points)

How did you determine that there is a need for the proposed enhancements in your community?

- ✓ Describe the type of MCRT model in your community. Include data on your existing MCRT, current funding structure, related staffing complement, and highlight the positive outcomes/results of the team.
- ✓ Provide current and reliable statistics and evidence to demonstrate the need to enhance your current MCRT and how the proposal is responsive to any unique community needs. Statistics/evidence may originate from Juristat Canada, local police, schools, etc. or through local findings (e.g., community safety and well-being plans, community consultations, conducting a gap analysis, or equivalent).
- ✓ Identify factors limiting your police service's ability to implement the enhancement including information on current gaps in service. Explain why additional funding is beyond your current local capability.

2. Project Workplan/Activities (6 points)

Provide a comprehensive outline of the activities that will be implemented as part of the proposed enhancements.

- ✓ Indicate the key milestones for your enhancement(s).
- ✓ Describe in detail all the activities that are associated with achieving the key milestones.
- ✓ Clearly indicate the approximate timelines for your activities within each fiscal year and who will be responsible for completing these activities.
- ✓ For civilian-led police models, outline the activities/process for determining the type of model that is deployed to the call (i.e., triaging within the call centre), policing

components involved with this model (i.e., agreements with police services, oaths to secrecy), and risk mitigation protocols, procedures, and processes.

3. Partnerships (4 points)

Provide an overview of the partnerships that will be utilized for the proposed enhancements by completing the chart outlined in the application.

- ✓ **Name:** Indicate the name of the agency/organization(s) that will be involved in the delivery of the MCRT enhancements.
- ✓ **Contact Information:** The name, position, phone number, and email of the primary contact(s) within the agency/organization(s).
- ✓ **Role:** Describe each partner's role and how they will contribute to the success of the MCRT enhancements. Please also comment on how this service will integrate/interact with other crisis services in the area, (i.e., with other health service providers or hospitals).
- ✓ **Description:** Provide a brief description of the agency/organization(s), including the sector that it belongs to.

Note: Preference may be given to applications that include strong multi-sectoral partnerships.

4. Budget (2 points)

Provide total costs associated with the proposed enhancements under each heading including funding from other funding sources. Itemize all expenditures associated with the project within the "Description" column for the fiscal year of this grant cycle.

- ✓ Provide total expenditures under the appropriate category.
- ✓ Include a description for each budget item in the corresponding column, ensuring they align with the design and delivery of the specific enhancements.
 - Identify whether training, equipment, supplies, etc. are one-time expenses or if they will be ongoing.
- ✓ Provide information on other funding sources in the appropriate category.

5. Performance Measures (6 points)

Indicate the expected outcomes and associated performance metrics for your enhancement(s).

Reminder: Successful recipients will be required to report on *all* performance indicators associated with provincial outcomes. Recipients will also be required to report on local outcomes and performance indicators that reflect your specific initiative.

- ✓ Complete the chart outlined in the application form for both the provincially identified and locally identified outcomes.
- ✓ For provincially identified outcomes, please indicate:

- **Baselines:** Baseline data and date from which you will be able to assess change (*Note: Data from the year prior (i.e., 2024 calendar year or 2024-25 fiscal year) can be used as baseline data*).
 - **Targets:** Targets you will use to assess the achievement of the indicator.
 - **Responsibility:** Identify which partner will collect data for each indicator.
 - **Frequency:** Provide information on timelines associated with how often data will be collected.
- ✓ For locally identified outcomes, please indicate:
- **Outcomes:** The local outcome(s) your team will be striving to achieve.
 - **Indicators:** Performance indicators that you will be measuring to achieve your outcome(s).
 - **Baselines:** Baseline data and date from which you will be able to assess change (*Note: Data from the year prior (i.e., 2024 calendar year or 2024-25 fiscal year) can be used as baseline data*).
 - **Targets:** Targets you will use to assess achievement of the indicator.
 - **Responsibility:** Identify which partner will collect data for each indicator.
 - **Frequency:** Provide information on timelines associated with how often data will be collected.

Note: Please refer to the Outcomes and Performance Indicators section on pages 3-5 of this document for a list of provincially identified outcomes and associated performance indicators and for helpful tips on developing appropriate performance measures.

CONTRACTUAL AGREEMENT

As part of the terms of funding, the ministry will enter into a contractual agreement with successful applicants, including police service boards and municipalities. Funds will only be released to the organization after the contractual agreement is signed by all parties. The grant must be used in Ontario for the purposes described in the approved application and according to the terms of the contractual agreement.

As part of the contractual agreement, recipients will be required to complete and submit yearly Interim and Final reports to the ministry. The release of funding instalments for each year of the grant cycle are dependent on submission/approval of these yearly Interim and Final reports.

Standard government procedures regarding grants will be followed. The contractual agreement will outline:

- purposes for which the grant funding will be used;
- commitments to be undertaken or specific activities to support the application;
- interim and final reporting dates, including performance measures; and
- funding disbursement schedule.

LENGTH OF APPLICATION FORM

Application forms have character limits in each section. Please adhere to these limits.

Please do not include any attachments or website addresses as part of your response. They will **not** be reviewed.

APPLICATION SUBMISSION

All applications **must be submitted through Transfer Payment Ontario (TPON)**. Ministry staff will not accept applications submitted by email.

Applications submitted jointly between municipalities and/or police services should identify a lead municipality/police service to submit through TPON of whom the ministry will enter into a Transfer Payment Agreement with.

Note: OPP-policed municipalities submitting applications per OPP detachment must do so through the municipality's account on TPON.

For all OPP-policed municipalities, applications must be reviewed by the OPP's Grant Support Team at OPP.Grant.Support.Team@OPP.ca prior to submission in TPON.

More details on the application process, including accessing the application and applying through TPON, are outlined in Appendix A.

APPLICATION DEADLINE

Your completed application must be submitted through TPON by **4:00PM EST on January 21, 2025**.

Ministry staff will acknowledge the receipt of your submission, either through an email response or an automatic reply message within five business days of the deadline. Please follow up if you do not receive the confirmation.

Out of fairness to all applicants, submissions that are late will not be considered for funding. No exceptions will be permitted.

If possible, applicants are recommended not to wait until the last day to submit their application and/or request support from ministry staff. As the volume of emails and phone calls tend to be very high on the application due date, there may be a delay in receiving a response.

ASSISTANCE

For questions related to the MCRT Enhancement Grant, please contact Shamitha Devakandan at Shamitha.Devakandan@ontario.ca and Steffie Anastasopoulos at Steffie.Anastasopoulos@ontario.ca. Please note that ministry staff will not be reviewing applications prior to their formal submission.

APPENDIX A: REGISTERING YOUR ORGANIZATION IN TRANSFER PAYMENT ONTARIO

Transfer Payment Ontario (TPON) is the Government of Ontario's online transfer payment management system. It provides one window access to information about available funding, how to submit for Transfer Payment (TP) funding and how to track the TP status of your submission.

Getting Started

- **NOTE:**
 - Effective April 17, 2023: TPON changed the way you access Transfer Payment Ontario. You will need to Create a My Ontario Account for the first time if you have not done so already.
 - For more information: See the Creating a My Ontario Account [guide](#) and [video](#).
- All organizations must be registered with Transfer Payment Ontario to submit the intake form to request funding for this TP program.
 - The form must be submitted online through Transfer Payment Ontario.
- **For both existing and new users to TPON:** please use the link below to gain access to the Government of Ontario's online transfer payment management system.
 - [Transfer Payment Ontario](#)

NOTE: Google Chrome web browser and Adobe Acrobat Reader DC are required to access funding opportunities and download required forms from TP Ontario. For more information and resources visit the [Get Help](#) section of our website.

Technical Support

Transfer Payment Ontario Client Care support for external users is available from Monday to Friday 8:30 a.m. to 5:00 p.m., except for government and statutory holidays, at:

- Toll-free: 1-855-216-3090
- TTY: 416-325-3408
- Toll-free TTY: 1-800-268-7095
- Email: TPONCC@ontario.ca

Ministry of the Solicitor General

Ministère du Solliciteur général

Public Safety Division

Division de la sécurité publique

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H325 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Service Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Amendments to the *Cannabis Control Act, 2017*
through the *Safer Streets, Stronger Communities Act, 2024***

DATE OF ISSUE:	January 2, 2025
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	25-0001
PRIORITY:	Normal

At the request of the Ministry of the Attorney General's Policy Division, I am sharing a communication to advise that on December 4, 2024, the [Safer Streets, Stronger Communities Act, 2024](#) received Royal Assent and enacted amendments to the *Cannabis Control Act, 2017*, which created a new prohibition on advertising or promoting the sale of illegal cannabis.

For further information, please review the attached memo from Assistant Deputy Attorney General Jane Mallen, Policy Division, Ministry of Attorney General. If you have any questions, please contact Julie Lessard, Manager, Regulatory Agency Oversight Policy Unit, MAG at Julie.Lessard@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Weatherill".

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

**Ministry of the
Attorney General**Office of the Assistant Deputy
Attorney General

Policy Division

McMurtry-Scott Building
720 Bay Street, 3rd Floor
Toronto ON M7A 2S9Tel: 416 212-5365
Fax: 416 326-2699**Ministère du
Procureur général**Bureau du sous-procureur
général adjoint

Division des politiques

Édifce McMurtry-Scott
720, rue Bay, 3^{ème} étage
Toronto ON M7A 2S9Tél. : 416 212-5365
Télééc. : 416 326-2699

MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

DATE: December 30, 2024

FROM: Jane Mallen,
Assistant Deputy Attorney General

RE: Prohibition on advertising or promoting of cannabis sold
unlawfully in Force December 4, 2024.

This memorandum is to provide information about a new prohibition on advertising or promoting the sale of illegal cannabis. The changes came into force on December 4, 2024.

The [Safer Streets, Stronger Communities Act, 2024](#) received Royal Assent on December 4, 2024. Schedule 1 of the Act made amendments to the *Cannabis Control Act, 2017* (CCA) to enact a new section 8.2 with the goal of combatting the illegal cannabis market, including illegal online and in-person sales.

On December 4, 2024, section 8.2 of the CCA came into force:

8.2 No person shall knowingly advertise or promote the sale of cannabis by a person or entity that is not authorized to produce, sell or distribute cannabis under this Act or the *Cannabis Act* (Canada).

Contravention of the new prohibition constitutes a provincial offence under section 22 of the CCA. Section 23 of the [CCA](#) establishes the following penalties an individual or corporation may be subject to on conviction:

For an individual (s. 23(2) CCA):

- on a first conviction, a fine between \$10,000 and \$250,000, a term of imprisonment of up to two years less a day, or both.

- 2 -

- on a subsequent conviction, a fine between \$5,000 and \$100,000 for each day or part of a day on which the offence occurs or continues, a term of imprisonment of up to two years less a day, or both.

For a corporation (s. 23(3) CCA):

- on a first conviction, a fine between \$25,000 and \$1,000,000.
- on a subsequent conviction, a fine between \$10,000 and \$500,000 for each day or part of a day on which the offence occurs or continues.

I would ask that you please bring this memorandum to the attention of the policing community. For more information, or if you have any questions, you may contact Julie Lessard, Manager, Regulatory Agency Oversight Policy Unit, Ministry of the Attorney General at Julie.Lessard@ontario.ca .

Thank you for your assistance in communicating these changes.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jane Mallen".

Jane Mallen
Assistant Deputy Attorney General

Ministry of the Solicitor General**Ministère du Solliciteur général**

Public Safety Division

Division de la sécurité publique

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H325 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Service Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Reduce Impaired Driving Everywhere (RIDE) Grant
Call for Applications (2024-25)**

DATE OF ISSUE:	January 10, 2025
CLASSIFICATION:	For Action
RETENTION:	February 7, 2025
INDEX NO.:	25-0002
PRIORITY:	Normal

I am pleased to advise that the Ministry of the Solicitor General is now accepting applications for the **Reduce Impaired Driving Everywhere (RIDE) Grant for 2024-25**.

The RIDE Grant is available to police services in Ontario, including municipal and First Nations police services, as well as municipalities policed by the Ontario Provincial Police (OPP). It is expected that, in addition to this RIDE Grant funding, successful applicants will also engage in their own routine spot checks. This funding must be used exclusively for sworn officers' overtime or paid duty assignments.

For the current call for applications, the ministry is launching a one-year grant cycle for 2024-25.

All applications will be reviewed against the number of applicants and the funding grid outlined in the Grant Guidelines.

In accordance with the terms of funding, a transfer payment agreement must be executed between the ministry and the recipient (Police Service Board, First Nation Band Council or Municipality), as applicable, and must be signed before reimbursement is received. All reporting requirements must be submitted to the ministry within the established timeframes to reimburse the recipient. Financial reimbursement to the recipient only occurs after the end of the program year, following the submission of the RIDE Grant final reports.

-2-

Eligible applicants may submit one application per police service (Municipal and First Nations police services). Similarly, municipalities policed by the OPP may submit one joint application per OPP detachment.

The application form is accessible on Transfer Payment Ontario (TPON). **All applications must be submitted through TPON by 4:00 p.m. Eastern Standard Time on February 7, 2025.**

NEW: For all OPP-policed municipalities, applications must be reviewed by the OPP's Grant Support Team at OPP.Grant.Support.Team@OPP.ca prior to submission in Transfer Payment Ontario (TPON). Applications must be submitted through the municipality's TPON account.

Late submissions will not be considered for funding. More details on the application process, including accessing the application and applying through TPON, are outlined in the attached Grant Application Instructions & Guidelines.

Please direct all inquiries regarding the RIDE Grant and/or application process to Yoko Iwasaki at Yoko.Iwasaki@ontario.ca and Amanda Scervo at Amanda.Scervo@ontario.ca.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety



Ministry of the Solicitor General

Application Instructions & Guidelines

**Grant Program: Reduce Impaired Driving Everywhere
(RIDE) Grant**

Grant Term: 2024-25 (one year)

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INTRODUCTION

The Ministry of the Solicitor General (ministry) is pleased to present the 2024-25 RIDE Grant.

The Government of Ontario established the RIDE Grant to provide funding to police services/boards to enhance local enforcement capabilities and to ensure a year-round provincial program to conduct RIDE spot check activities. The RIDE Grant assists police services/boards in offsetting their staff costs for implementing RIDE programs of sobriety checks in their jurisdictions.

For the current call for applications, the ministry will offer the RIDE Grant as a one-year program.

This document outlines the grant process and contains important information on the eligibility criteria and application review process to assist applicants to complete and submit the RIDE Grant application.

ELIGIBILITY CRITERIA

Who is Eligible

Funding is available to:

- Municipal and First Nations Police Services;
- Municipalities policed by the Ontario Provincial Police (OPP).

NEW: For all OPP-policed municipalities, applications must be reviewed by the OPP's Grant Support Team at OPP.Grant.Support.Team@OPP.ca prior to submission in Transfer Payment Ontario (TPON). In addition, applications **must be submitted through the municipality's TPON account.**

- Municipalities that receive policing from the same OPP detachment that wish to apply for grant funding will be required to submit **one joint application** (per detachment) and must identify a lead municipality who will be responsible for submitting the application on TPON.

What is Eligible

- Grant funding must be used exclusively for sworn officers' **overtime or paid duty** assignments for street-level enforcement activities in relation to the RIDE Grant (e.g., RIDE check stops).
- Sworn officers may include but are not limited to Approved Screening Device (ASD), Standardized Field Sobriety Testing (SFST), and/or Drug Recognition Expert (DRE) trained officers.

What is NOT Eligible

- Overtime, paid duty assignments and other RIDE activities by civilian or auxiliary officers is not eligible for funding.

FUNDING

Funding under the RIDE Grant will be available for a one-year period (2024-25). Eligible police services/boards and OPP-policed municipalities can submit applications for funding which must be used exclusively for sworn officers' overtime or paid duty assignments for street-level enforcement activities in relation to the RIDE Grant (e.g., RIDE check stops)

Approved applicants will be provided with a funding allocation (maximum funds) for fiscal year 2024-25, ending March 31, 2025.

Please note that the funding allocation for the fiscal year must be spent within the period (e.g., spent on activities taking place between April 1, 2024, and March 31, 2025). Unspent allocations will not be paid.

Financial reimbursement only occurs after the end of the program year, following the submission of the RIDE Grant final reports. All reporting requirements must be submitted to the ministry within the established timeframes in order to be reimbursed.

APPLICATION REVIEW & ASSESSMENT

All applications submitted by the deadline that meet the eligibility criteria will be reviewed by the ministry. Funding allocations will be determined based on the number of applications and the RIDE funding outlined below. Successful projects are subject to the Solicitor General's approval.

RIDE Funding Grid

Sworn Officers Range*	Maximum Allocation**
1-10	\$7,200.00
11-25	\$9,400.00
26-50	\$13,800.00
51-100	\$16,000.00
101-200	\$25,000.00
201-500	\$38,000.00
501-999	\$45,000.00
1,000+	Allocation to be determined on an individual basis.

**Based on the total sworn officers/FTE at the OPP detachment level, municipal, or First Nation police service.*

***Allocations may increase/decrease depending on the number of applicants.*

CONTRACTUAL AGREEMENT

As a requirement of providing funding, the ministry will enter into a Transfer Payment Agreement (TPA) with the respective police service board or municipality. Once the TPA is signed, the funds will be disbursed based on the reporting/payment schedule outlined in the TPA. The project funds must be used for the purposes described in the application and according to the terms of the TPA.

Standard government procedures regarding grants (as outlined in the Treasury Board Transfer Payment Accountability Directive) will be followed. The TPA will outline:

- Purpose for which the grant will be used;
- Commitments to be undertaken or specific activities to support the application;
- Final reporting dates and requirements; and,
- Funding disbursement schedule.

APPLICATION SUBMISSION

All applications **must be submitted through Transfer Payment Ontario (TPON) by 4:00 p.m. EST on February 7, 2025**. Submissions that are late or incomplete will not be considered for funding. No exceptions will be permitted.

For OPP-policed municipalities:

- Municipalities that receive policing from the same OPP detachment that wish to apply for RIDE Grant funding will be required to submit a joint application per OPP Detachment, identifying a lead municipality to submit through TPON.
 - **Note:** OPP-policed municipalities submitting applications per OPP Detachment must do so through the lead municipality's account on TPON.
 - **Reminder:** For all OPP-policed municipalities, applications must be reviewed by the OPP's Grant Support Team (GST) via OPP.Grant.Support.Team@OPP.ca prior to submission in TPON.

More details on the application process, including accessing the application and applying through TPON, are outlined in "[TPON Instructions for Application Submission](#)".

MINISTRY CONTACT

If you have any questions regarding the RIDE Grant, please contact Yoko Iwasaki at Yoko.Iwasaki@ontario.ca and Amanda Scrivo at Amanda.Scrivo@ontario.ca

For questions related to Transfer Payment Ontario (TPON), including assistance with registration and the intake form, please contact [Transfer Payment Ontario Client Care \(see below\)](#)

TPON INSTRUCTIONS FOR APPLICATION SUBMISSION

Transfer Payment Ontario (<https://www.tpon.gov.on.ca/tpon/psLogin>) is the Government of Ontario's online transfer payment management system. It provides one window access to information about available funding, how to submit for Transfer Payment (TP) funding, and how to track the TP status of your submission.

Getting Started

- **NOTE:**
 - **Effective December 16, 2024:** TPON has moved to the cloud. Applicants will have access to TPON using a new website address (<https://www.tpon.gov.on.ca/tpon/psLogin>). To minimize disruptions, the old URL will redirect you to the new website. Other than the new URL, there are no other changes to the TPON system.
 - Effective April 17, 2023, TPON changed the way you access Transfer Payment Ontario. You will need to Create a My Ontario Account for the first time if you have not done so already.
 - For more information: See the Creating a My Ontario Account [guide](#) and [video](#).
- All organizations must be registered with Transfer Payment Ontario in order to submit the intake form to request funding for this TP program.
 - The form must be submitted online through Transfer Payment Ontario.
- **For both existing and new users to TPON:** please use the link below to gain access to the Government of Ontario's online transfer payment management system.
 - [Transfer Payment Ontario](#)

NOTE: Google Chrome web browser and Adobe Acrobat Reader DC are required to access funding opportunities and download required forms from TP Ontario. For more information and resources visit the [Get Help](#) section of our website.

Technical Support

Transfer Payment Ontario Client Care support for external users is available from Monday to Friday 8:30 a.m. to 5:00 p.m., except for government and statutory holidays, at:

- Toll-free: 1-855-216-3090
- TTY: 416-325-3408
- Toll-free TTY: 1-800-268-7095
- Email: TPONCC@ontario.ca



From: Ben Guedria, Randa <randa.benguedria@ottawa.ca>

Sent: Friday, December 13, 2024 4:01 PM

Subject: Ottawa Police Service Board and Ottawa Police Association Reach Early Five-Year Agreement, Boosting Parental Leave and Member Wellness/La Commission de service de police d'Ottawa et l'Association de police d'Ottawa concluent une entente anticipée pour ...

External Email: Use caution with links and attachments

MEDIA RELEASE

FOR IMMEDIATE RELEASE: 13 December 2024

Ottawa Police Service Board and Ottawa Police Association Reach Early Five-Year Agreement, Boosting Parental Leave and Member Wellness

(Ottawa) – The Ottawa Police Service Board (OPSB) is pleased to announce that it has reached an agreement in principle with the Ottawa Police Association (OPA) on the renewal of the Collective Bargaining Agreement for both civilian and sworn members. This agreement was concluded in advance of the current contract's expiry on December 31, 2024, marking a significant milestone in fostering a productive and collaborative labour relations environment. The new agreement, effective January 1, 2025, spans a five-year term, ensuring stable and predictable conditions for all members of the Ottawa Police Service, while continuing to ensure a high level of services for our community.

Among the enhancements achieved through this agreement, parental leave benefits will see a substantial enhancement. Under the new terms, members taking parental leave will be eligible for up to 35 weeks of leave compensated at 93% of their normal salary. This enhanced benefit recognizes the needs of the employees, both sworn and civilian, and supporting them in balancing their professional responsibilities with their growing families.

By aligning with best practices and by placing a strong emphasis on member wellness, the Board is furthering its goal of an inclusive and supportive work environment that recognizes the diverse needs of our workforce.

“This 5-year collective agreement is about valuing the dedicated people who protect our community every day,” said Salim Fakirani, Chair of the Ottawa Police Service Board. “By enhancing parental leave benefits, for example, the Board understands how critical it is to have tangible support during those early weeks and months of family life. We aim to make the Ottawa Police Service a workplace of choice for individuals who want to build both a meaningful career and a family, demonstrating our commitment to supporting employees at an important stage of their lives. Strengthening our support for them now will build a more inclusive, resilient, and compassionate organization for years to come.”

The Board thanks the Ottawa Police Association for their dedication and professionalism throughout the complex and challenging negotiation process and looks forward to continued collaboration to ensure that all members have access to a supportive, equitable, and healthy work environment.

The Ottawa Police Service Board is the civilian body responsible for governing the Ottawa Police Service. It is responsible for ensuring the provision of adequate and effective police services to the City of Ottawa's residents.

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Contact: Habib Sayah, A/Executive Director, Ottawa Police Service Board,
email: habib.sayah@ottawa.ca

From: Kizito Musabimana <kizito@rchc.ca>

Sent: Tuesday, January 7, 2025 11:33 AM

To: fbergen@hamiltonpolice.ca; crashford@hamiltonpolice.ca; publicaffairs@hamiltonpolice.ca; jpenman@hamiltonpolice.ca

Cc: Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>; Office of the Mayor <Officeofthe.Mayor@hamilton.ca>; info@ohrc.on.ca; shelp@falconers.ca; [REDACTED] Lydia Nimbeshaho [REDACTED] sbron@torstar.ca; Nicole O'Reilly <noreilly@thespec.com>; Aura Carreño Rosas <aura.carreno.rosas@cbc.ca>; Samantha Beattie <samantha.beattie@cbc.ca>; Hamilton CBC <Hamilton@cbc.ca>; torontonews@bellmedia.ca; temoin@radio-canada.ca; Joey Coleman N <joe@thepublicrecord.ca>; info@thecanadianpress.com; John Best <john@bayobserver.ca>; contact@support.chch.com; feedback@chch.com; Catherine.McDonald@globalnews.ca; Kevin Nielsen <kevin.nielsen@globalnews.ca>; anthony@thecaribbeancamera.com; newsroom@insideottawavalley.com; cbcnewsottawa@cbc.ca; ottawanews@ctv.ca; kmalloy@hilltimes.ca; cevelyn@hilltimes.ca; rhiltz@postmedia.com; mipearson@torstar.ca; [REDACTED] kconnor@postmedia.com; sarah.onyango@cbc.ca; ikobe yves [REDACTED] Josephine Murphy <josephinemurphy@shelterthem.com>; Andy Ganza [REDACTED] Alain Ndengera [REDACTED] Kosi Musabye [REDACTED] Alphonse Barikage [REDACTED] Caleb Mabano [REDACTED] Imanzi Kayitare [REDACTED] Prime Luminisce Rwanda <info@primeluminiscerwanda.org>; Julienne New [REDACTED] Noah Mugenyi [REDACTED]; [REDACTED] Moses Gashirabake <moses.gashirabake@iryd.ca>; info <info@rchc.ca>; akenda victor junior [REDACTED] Chantal M. [REDACTED] Jackie Nyra [REDACTED] Alpha Nshuti [REDACTED] Tolani Mak <tolani@rchc.ca>; Jocelyne Alexandre <jocelynealexandre@shelterthem.com>

Subject: Demand for Answers, Transparency and Accountability in the Case of Mr. Erixon Kabera

External Email: Use caution with links and attachments

Dear Chief Bergen,

Today marks 60 days since the tragic and fatal shooting of our beloved colleague, Mr. Erixon Kabera by officers of the Hamilton Police Service. Despite the passage of time, the community continues to grapple with numerous unanswered questions and concerns surrounding the lack of transparency and accountability in this case.

Attached is a letter from the Rwandan Canadian Healing Centre (RCHC) addressing these deeply troubling issues. The letter outlines our urgent call for transparency, accountability, and systemic change in response to this devastating incident.

We respectfully request that your office reviews the attached document thoroughly and takes immediate action to address the demands outlined.

If you have any questions or require further information, please feel free to contact us at info@rchc.ca.

Thank you for your prompt attention to this critical matter.

Sincerely,

Kizito Musabimana

Executive Director

Rwandan Canadian Healing Centre

CC:

Hamilton Police Service Board

Mayor of the City of Hamilton

Julian N. Falconer, Legal Counsel

Ontario Human Rights Commission
Community Organizations and Advocates
Media Outlets

BCC:

Other Community Organizations, Advocates, and Media Outlets



The Rwandan Canadian Healing Centre [RCHC]
339 Queen St E, Suite 208
Toronto, ON M5A 1S9

January 7, 2025

Chief Frank Bergen

Hamilton Police Service Headquarters
155 King William Street
Hamilton, Ontario, Canada L8R 1A7

Subject: Demand for Transparency, Accountability, and Systemic Change Following the Fatal Shooting of Mr. Erixon Kabera

Dear Chief Bergen,

It has been 60 days since the tragic and fatal shooting of Mr. Erixon Kabera by officers of the Hamilton Police Service. On November 9, 2024, Mr. Kabera was shot multiple times in his own home and succumbed to his injuries at 00:47 a.m. on November 10. His death has devastated his family, our Rwandan Canadian community across Canada, and the broader Hamilton community.

In addition to being a devoted father to three young boys, Mr. Kabera was a cornerstone of our community and a valued member of our organization for nearly a decade. Over the years, he served with distinction as a board member and advisor, embodying leadership, compassion, and an unwavering commitment to uplifting others. His contributions were instrumental in strengthening our community and inspiring those around him. His loss is immeasurable, and the circumstances surrounding his death demand a transparent and thorough investigation.

According to police reports, officers responded to a call from a resident of the apartment building where Mr. Kabera resided. However, the [events that led to his death remain unclear](#), leaving us with critical questions that must be addressed:

- What exactly transpired between 3:00 p.m. and 5:00 p.m. on November 9 to result in such a violent and fatal outcome?
- Why was Mr. Kabera shot?
- Why was the use of deadly force deemed necessary?
- Were non-lethal options, such as Tasers, considered or deployed?
- Why were the officers not equipped with body cameras? If they were, why weren't the cameras on, and could this have provided crucial evidence?

The profound impact of Mr. Kabera's death extends beyond his immediate family and community. It has instilled fear and mistrust among the broader Rwandan Canadian, African, and Black communities in Hamilton and beyond. This fear was exacerbated when the [Hamilton Police Association](#) released a statement on November 13, 2024, unequivocally supporting the officers involved—days after the tragedy and long before any facts of the case were established.

Such statements, coupled with the lack of transparency following Mr. Kabera's death, have further eroded public trust in the Hamilton Police Service. Community members, including children, now fear police presence at public events—a testament to the gravity of this loss and the systemic issues it underscores.

Moreover, the systemic nature of police violence toward diverse communities, as highlighted by the [Hamilton Police Services' 2023 Use of Force report](#), demands urgent attention:

- Black individuals were the targets of 17.2% of use-of-force incidents, despite representing only 5% of Hamilton's population.
- Black individuals are 3.14 times more likely to be subjected to police force compared to others.

These troubling statistics illustrate a pattern of racial bias and over-policing, which raises further pressing questions:

- Was the level of force used necessary to de-escalate the situation?
- Were the officers involved trained in de-escalation techniques, and could this tragedy have been prevented?
- Did racial bias influence the officers' actions, and was Mr. Kabera perceived as a threat because of his race?

Our community believes that the core principle of police is public safety. However, when police fail to protect communities equitably, it leaves us questioning the very system meant to safeguard all citizens. This is why we, alongside the broader community, demand the truth and meaningful reform.

Based on what we've learned so far, it's very difficult to trust the SIU to deliver a fair report when 50% of its members are former officers.

Our Demands:

The Rwandan Canadian Healing Centre calls for your office to initiate a full and transparent inquiry into the events surrounding Mr. Kabera's death, including:

- **Transparency & Accountability:** Clear and timely updates from Hamilton Police Services, the Special Investigations Unit (SIU), and all relevant authorities to rebuild public trust.
- **Disclosure of Information:** Release the names of the officers involved, audio recordings from the incident, and details of the 911 call that led to this tragedy.

- **Racial Bias Examination:** A comprehensive review of systemic racial bias within Hamilton Police Services and the policies that perpetuate it.
- **Mandatory Body Cameras:** Immediate implementation of body cameras for all Hamilton Police officers.

These actions are not merely requests but necessary steps toward justice and systemic change. Only by addressing these issues head-on can we prevent further tragedies and ensure that Black communities—like Mr. Kabera’s—are no longer disproportionately targeted by those entrusted to protect them.

Your action today holds the power to effect generational change. We urge you to use the full authority of your office to act decisively and transparently in this matter.

We await your response and the measures you will take to address these critical issues.

Sincerely,

Rwandan Canadian Healing Centre Board of Directors and Advisors:

Moses Gashirabake, Chairperson	Kizito Musabimana, Founder & Executive Director
Jacqueline Nyiramukwende, Vice Chairperson	Jocelyne Alexandre, Secretary
Alphonsine Mukashema, Member	Julienne Umuhoza, Advisor
Josephine Murphy, Advisor	Chantal Mudahogora, Advisor

339 Queen St E, Suite 208
 Toronto, ON M5A 1S9
info@rchc.ca | www.rhc.ca

CC:

Hamilton Police Service Board
 Mayor of City of Hamilton
 Julian N. Falconer, legal counsel
 Ontario Human Rights Commission
 Community Organizations and Advocates
 Media Outlets

BCC:

Other Community Organizations and Advocates
 Other Media Outlets

Relevant Sources:

- <https://pub-hpsb.escribemeetings.com/FileStream.ashx?DocumentId=5264>
- <https://www.harrc.ca/post/excessive-use-of-force-on-black-and-racialized-communities-by-police-is-unacceptable>
- <https://www.cbc.ca/news/canada/hamilton/use-of-force-report-2022-community-reaction-1.6886644>
- <https://www.cbc.ca/news/canada/hamilton/hamilton-police-use-of-force-2024-race-data-1.7248728>

From: David Walsh [REDACTED]
Sent: Wednesday, January 8, 2025 2:31 PM
To: Email: [REDACTED] FBergen@hamiltonpolice.ca; crashford@hamiltonpolice.ca; publicaffairs@hamiltonpolice.ca; jpenman@hamiltonpolice.ca; Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>; Office of the Mayor <Officeofthe.Mayor@hamilton.ca>; info@ohrc.on.ca; info@rchc.ca.
Subject: Re: Need for accountability and transparency - re the Fatal Shooting of Mr. Erixon Kabera

External Email: Use caution with links and attachments

Date: January 7, 2025

From: David Walsh
President, Realco Property Limited
11 St Joseph St. #319
Toronto ON M4Y 3G4
[REDACTED]

To: Chief Frank Bergen
Hamilton Police Service Headquarters
155 King William Street
Hamilton, Ontario, Canada L8R 1A7

Subject: Demand for Transparency, Accountability, and Systemic Change Following the Fatal Shooting of Mr. Erixon Kabera

Dear Chief Bergen,

The tragic and fatal shooting of Mr. Erixon Kabera by officers of the Hamilton Police Service happened two months ago.

On November 9, 2024, Mr. Kabera was shot multiple times in his own home and succumbed to his injuries at 00:47 a.m. on November 10. His death has devastated his family, our Rwandan Canadian community across Canada, and the broader Hamilton community.

In addition to being a father to three young boys, Mr. Kabera was a cherished member of his community through leadership, compassion, and unwavering commitment to others. His loss is immeasurable, and the circumstances surrounding his death demand a transparent and thorough investigation.

According to police reports, officers responded to a call from a resident of the apartment building where Mr. Kabera resided. However, the [events that led to his death remain unclear](#), leaving us with critical questions that must be addressed:

- What exactly transpired between 3:00 p.m. and 5:00 p.m. on November 9 to result in such a violent and fatal outcome?
- Why was Mr. Kabera shot?
- Why was the use of deadly force deemed necessary?
- Were non-lethal options, such as Tasers, considered or deployed?
- Why were the officers not equipped with body cameras? If they were, why weren't the cameras on, and could this have provided crucial evidence?

The profound impact of Mr. Kabera's death extends beyond his immediate family and community. It has instilled fear and mistrust among the broader Rwandan Canadian, African, and Black communities in Hamilton and beyond. This fear was exacerbated when the [Hamilton Police Association](#) released a statement on November 13, 2024, unequivocally supporting the officers involved—days after the tragedy and long before any facts of the case were established.

Such statements, coupled with the lack of transparency following Mr. Kabera's death, have further eroded public trust in the Hamilton Police Service. Community members, including children, now fear police presence at public events—a testament to the gravity of this loss and the systemic issues it underscores.

Moreover, the systemic nature of police violence toward diverse communities, as highlighted by the [Hamilton Police Services' 2023 Use of Force report](#), demands urgent attention:

- Black individuals were the targets of 17.2% of use-of-force incidents, despite representing only 5% of Hamilton's population.
- Black individuals are 3.14 times more likely to be subjected to police force compared to others.

These troubling statistics illustrate a pattern of racial bias and over-policing, which raises further pressing questions:

- Was the level of force used necessary to de-escalate the situation?
- Were the officers involved trained in de-escalation techniques, and could this tragedy have been prevented?
- Did racial bias influence the officers' actions, and was Mr. Kabera perceived as a threat because of his race?

Our community believes that the core principle of police is public safety. However, when police fail to protect communities equitably, it leaves us questioning the very system meant to safeguard all citizens. This is why we, alongside the broader community, demand the truth and meaningful reform.

Based on what we've learned so far, it's very difficult to trust the SIU to deliver a fair report when 50% of its members are former officers.

I call for your office to initiate a full and transparent inquiry into the events surrounding Mr. Kabera's death, including:

- **Transparency & Accountability:** Clear and timely updates from Hamilton Police Services, the Special Investigations Unit (SIU), and all relevant authorities to rebuild public trust.
- **Disclosure of Information:** Release the names of the officers involved, audio recordings from the incident, and details of the 911 call that led to this tragedy.
- **Racial Bias Examination:** A comprehensive review of systemic racial bias within Hamilton Police Services and the policies that perpetuate it.
- **Mandatory Body Cameras:** Immediate implementation of body cameras for all Hamilton Police officers.

These actions are not merely requests but necessary steps toward justice and systemic change. Only by addressing these issues head-on can we prevent further tragedies and ensure that Black communities—like Mr. Kabera's—are no longer disproportionately targeted by those entrusted to protect them.

Your action today holds the power to effect generational change. We urge you to use the full authority of your office to act decisively and transparently in this matter.

I await your response and the measures you will take to address these critical issues.

Sincerely,



David Walsh
President, Realco Property Ltd.
11 St Joseph Stl #319
Toronto ON M4Y 3G4



Cc:

Hamilton Police Service Board
Mayor of City of Hamilton
Julian N. Falconer, legal counsel
Ontario Human Rights Commission
Community Organizations and Advocates
Media Outlets

BCC:

Other Community Organizations and Advocates
Other Media Outlets

<< RTF: Rich object >>

Relevant Sources:

- <https://pub-hpsb.escribemeetings.com/FileStream.ashx?DocumentId=5264>
- <https://www.harrc.ca/post/excessive-use-of-force-on-black-and-racialized-communities-by-police-is-unacceptable>
- <https://www.cbc.ca/news/canada/hamilton/use-of-force-report-2022-community-reaction-1.6886644>

<https://www.cbc.ca/news/canada/hamilton/hamilton-police-use-of-force-2024-race-data-1.7248728>

From: Prime Luminisce Rwanda <info@primeluminiscerwanda.org>

Sent: Wednesday, January 8, 2025 12:55 PM

To: FBergen@hamiltonpolice.ca; crashford@hamiltonpolice.ca; publicaffairs@hamiltonpolice.ca; jpenman@hamiltonpolice.ca; compliments@hamiltonpolice.on.ca

Cc: Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>; Office of the Mayor <Officeofthe.Mayor@hamilton.ca>; info@ohrc.on.ca; sbron@torstar.ca; Nicole O'Reilly <noreilly@thespec.com>; Aura Carreño Rosas <aura.carreno.rosas@cbc.ca>; Samantha Beattie <samantha.beattie@cbc.ca>; Hamilton CBC <Hamilton@cbc.ca>; torontonews@bellmedia.ca; temoin@radio-canada.ca; Joey Coleman N <joey@thepublicrecord.ca>; info@thecanadianpress.com; John Best <john@bayobserver.ca>; contact@support.chch.com; feedback@chch.com; Catherine.McDonald@globalnews.ca; Kevin Nielsen <kevin.nielsen@globalnews.ca>; anthony@thecaribbeancamera.com; newsroom@insideottawavalley.com; cbcnewsottawa@cbc.ca; ottawanews@ctv.ca; kmalloy@hilltimes.ca; cevelyn@hilltimes.ca; rhiltz@postmedia.com; mipearson@torstar.ca; [REDACTED] kconnor@postmedia.com; sarah.onyango@cbc.ca; shelbyp@falconers.ca;

Subject: Urgent Call for Transparency and Justice for Mr. Erixon Kabera

External Email: Use caution with links and attachments

Dear Chief Bergen,

It's been over 60 days since the tragic and fatal shooting of our beloved community member and supporter, Mr. Erixon Kabera, by officers of the Hamilton Police Service. Despite the passage of time, our community continues to grapple with unanswered questions and concerns surrounding the lack of transparency and accountability in this case.

Attached is a letter from **Prime Luminisce Rwanda** addressing these deeply troubling issues. The letter outlines our urgent call for transparency, accountability, and systemic change in response to this devastating incident.

Mr. Kabera was an active and cherished member of our community who embraced his culture and loved music, which he promoted with heartfelt passion. He was an exemplary leader, consistently showing up to support all Prime Luminisce Rwanda initiatives. His absence is deeply felt, and the profound impact of this tragedy has left our youth and community members in Hamilton and GTA feeling unsafe and disheartened.

We respectfully request that your office reviews the attached document thoroughly and takes immediate action to address the concerns raised by our organization and the broader community.

If you have any questions or require further information, please feel free to contact us at info@primeluminiscerwanda.org.

Thank you for your prompt attention to this critical matter.

Sincerely,

Prime Luminisce Rwanda

A Collective of Rwandan Canadian Artists

CC:

Hamilton Police Service Board
Mayor of the City of Hamilton
Julian N. Falconer, Legal Counsel
Ontario Human Rights Commission
Community Organizations and Advocates
Media Outlets

BCC:

Other Community Organizations, Advocates, and Media Outlets



Mike Rukundo

Founder ± Executive Director
info@primeluminiscerwanda.org
+1 (416) 450 7174
21 Lawren Harris Sq, M5A0T4
Toronto, Canada
www.primeluminiscerwanda.org



A Collective of
Rwandan Canadian Artists



339 Queen St E, Suite 208
Toronto, ON M5A 1S9
January 08,2025

Chief Frank Bergen

Hamilton Police Service Headquarters
155 King William Street Hamilton,
Ontario, Canada L8R 1A7

Subject: Demand for Transparency, Accountability, and Justice Following the Fatal Shooting of Mr. Erixon Kabera

Dear Chief Bergen,

It has been 60 days since the heartbreaking and fatal shooting of Mr. Erixon Kabera by officers of the Hamilton Police Service. On November 9, 2024, Mr. Kabera was tragically shot in his home and succumbed to his injuries hours later, leaving a void not only in his family but also in our community and beyond.

At Prime Luminisce Rwanda, our mission is to illuminate, empower, and elevate Rwandan Canadian artists while fostering cultural pride, intergenerational exchange, and community cohesion. Mr. Kabera was an active and cherished member of our community, embodying these values to the fullest. He embraced his Rwandan heritage with love and passion, using music as a tool to connect, heal, and inspire. As a staunch supporter of our initiatives, he consistently showed up to champion our work, demonstrating leadership, kindness, and unwavering commitment to uplifting those around him. To us, he was not just a community member but a model of excellence and a true cultural ambassador. The circumstances surrounding Mr. Kabera's death demand immediate and transparent scrutiny. The unanswered questions, lack of clarity, and subsequent erosion of trust have left his family and our broader community in profound pain. We join others in asking:

- What events led to the use of deadly force on November 9, 2024?
- Were non-lethal options considered or deployed?
- Why were the officers involved not wearing or using body cameras?
- Could racial bias have played a role in this tragedy?

Furthermore, we cannot overlook the systemic inequities evident in the Hamilton Police Service's use-of-force data, which disproportionately impacts Black communities. These patterns compound the fears and distrust felt by Rwandan Canadians and other marginalized groups.

In alignment with our mission and values, Prime Luminisce Rwanda calls for the following actions:

- Transparency and Accountability: Immediate and public updates from the Hamilton Police Service, the Special Investigations Unit (SIU), and other relevant authorities.
- Disclosure of Information: Release the names of the officers involved, all available evidence, including 911 call details and audio/video recordings.
- Examination of Racial Bias: A full review of policies, practices, and training within Hamilton Police Services to address systemic racism and ensure equitable treatment.
- Mandatory Body Cameras: Implementation of body cameras for all officers to enhance accountability and transparency.

These steps are vital for rebuilding trust and ensuring justice for Mr. Kabera and others who have suffered similar tragedies. We believe this is an opportunity for the Hamilton Police Service to take decisive action and demonstrate its commitment to meaningful reform.

Mr. Kabera's legacy reminds us of the power of community, culture, and resilience. Honoring his memory requires not only justice but also the assurance that no other family or community will face such devastating loss.

We await your response and stand ready to work alongside all stakeholders in building a more just and inclusive future.



Sincerely,
Mike Rukundo
Executive Director & Founder
Prime Luminisce Rwanda



From: RCA CANADA <diasporarcacanada@gmail.com>

Sent: Wednesday, January 8, 2025 10:28 AM

To: fbergen@hamiltonpolice.ca; crashford@hamiltonpolice.ca; publicaffairs@hamiltonpolice.ca; jpenman@hamiltonpolice.ca

Cc: Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>; Office of the Mayor <Officeofthe.Mayor@hamilton.ca>; info@ohrc.on.ca; shelbyp@falconers.ca; [REDACTED]; Lydia Nimbeshaho [REDACTED]; sbron@torstar.ca; Nicole O'Reilly <noreilly@thespec.com>; Aura Carreño Rosas <aura.carreno.rosas@cbc.ca>; Samantha Beattie <samantha.beattie@cbc.ca>; Hamilton CBC <Hamilton@cbc.ca>; torontonews@bellmedia.ca; temoin@radio-canada.ca; Joey Coleman N <joe@thepublicrecord.ca>; info@thecanadianpress.com; John Best <john@bayobserver.ca>; contact@support.chch.com; feedback@chch.com; Catherine.McDonald@globalnews.ca; Kevin Nielsen <kevin.nielsen@globalnews.ca>; anthony@thecaribbeancamera.com; newsroom@insideottawavalley.com; cbcnewsottawa@cbc.ca; ottawanews@ctv.ca; kmalloy@hilltimes.ca; cevelyn@hilltimes.ca; rhiltz@postmedia.com; mipearson@torstar.ca; [REDACTED]; kconnor@postmedia.com; sarah.onyango@cbc.ca; ikobe yves <[REDACTED]>; Josephine Murphy <josephinemurphy@shelterthem.com>; Andy Ganza <[REDACTED]>; Alain Ndengera <[REDACTED]>; Kosi Musabye <[REDACTED]>; Alphonse Barikage <[REDACTED]>; Caleb Mabano <[REDACTED]>; Imanzi Kayitare <[REDACTED]>; Prime Luminisce Rwanda <info@primeluminiscerwanda.org>; Julienne New <[REDACTED]>; Noah Mugenyi <[REDACTED]>; Moses Gashirabake <moses.gashirabake@iryd.ca>; info <info@rchc.ca>; akenda victor junior <[REDACTED]>; Chantal M. <[REDACTED]>; Jackie Nyra <[REDACTED]>; Alpha Nshuti <[REDACTED]>; Tolani Mak <tolani@rchc.ca>; Jocelyne Alexandre <jocelynealexandre@shelterthem.com>; Prosper Higiroy <phigiroy@minaffet.gov.rw>; Francois Regis Kabahizi <[REDACTED]>

Subject: Transparency and Accountability in the Case of Mr. Erixon Kabera

External Email: Use caution with links and attachments

Dear Chief Bergen,

Today marks 60 days since the tragic and fatal shooting of our beloved colleague, Mr. Erixon Kabera by officers of the Hamilton Police Service. Despite the passage of time, the community continues to grapple with numerous unanswered questions and concerns surrounding the lack of transparency and accountability in this case.

Attached is a letter from the Rwandan Community Abroad - Canada (RCA -Canada) addressing these deeply troubling issues. The letter outlines our urgent call for transparency, accountability, and systemic change in response to this devastating incident.

We respectfully request that your office reviews the attached document thoroughly and takes immediate action to address the demands outlined.

If you have any questions or require further information, please feel free to contact us at diasporarcacanada@gmail.com

Thank you for your prompt attention to this critical matter.

Sincerely,
Alain Patrick Ndengera
President
RCA - Canada

CC:

Hamilton Police Service Board
Mayor of the City of Hamilton
Julian N. Falconer, Legal Counsel
Ontario Human Rights Commission
Community Organizations and Advocates
Media Outlets

High Commission of Rwanda in Canada

BCC:

Other Community Organizations, Advocates, and Media Outlets



The Chief of Police
Hamilton Police Service
Hamilton, Ontario

Dear Chief of Police,

I am writing to express my deepest concern and outrage regarding the tragic death of Erixon Kabera, a highly respected member of the Rwandan community in Canada. On November 9, 2024, Erixon was fatally shot six times by two Hamilton police officers, with one shot fired from behind. Furthermore, he suffered two broken arms.

I urge you to ensure a thorough, transparent, and unbiased investigation into this incident. While I acknowledge that the Special Investigations Unit (SIU) is handling the investigation, I strongly believe that the officers involved should be treated as suspects and held accountable for their actions.

The Rwandan community in Canada (RCA Canada) demands transparency throughout this investigation. We request regular updates on the progress and any findings. It is essential that the investigation is conducted fairly, and justice is served.

We are requesting to take immediate action to address concerns about police-community relations, inclusivity, and use of force. The recent incident highlights the need for ongoing efforts to promote diversity, equity, and safety for all community members.

As Chief of Police, we expect your leadership to drive a culture of excellence, accountability, and respect within the police service. We look forward to collaborating with you to build trust and ensure policing practices align with our community's values and learning about the concrete actions you will take to address our concerns.

Sincerely,

Alain Patrick Ndengera
RCA Canada President

From: Robin Browne | [REDACTED]
Sent: Wednesday, January 8, 2025 10:13 AM
To: fbergen@hamiltonpolice.ca
Cc: Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>; Office of the Mayor <Officeofthe.Mayor@hamilton.ca>; Kizito Musabimana <kizito@rchc.ca>; julianf@falcons.ca; info@ohrc.on.ca; patricia.deguire@ohrc.on.ca
Subject: Demand for transparency, accountability, and systemic change following the fatal shooting of Mr. Erixon Kabera

External Email: Use caution with links and attachments

Chief Bergen,

I am writing on behalf of Ottawa's 613-819 Black Hub regarding the fatal shooting of Erixon Kabera by Hamilton police on November 9, 2024. Mr. Kabera was shot multiple times in his own home and succumbed to his injuries at 00:47 a.m. on November 10. His death has devastated his family, the Rwandan Canadian community across Canada, and the broader Hamilton community.

In addition to being a father to three young boys, Mr. Kabera was a cherished member of Hamilton's Rwandan community where he dedicated years uplifting his community through leadership, compassion, and unwavering commitment to others. His loss is immeasurable, and the circumstances surrounding his death demand a transparent and thorough investigation.

According to police reports, officers responded to a call from a resident of the apartment building where Mr. Kabera resided. However, the [events that led to his death remain unclear](#), leaving us with critical questions that must be addressed:

- What exactly happened between 3:00 p.m. and 5:00 p.m. on November 9 that resulted in such a violent and fatal outcome?
- Why was Mr. Kabera shot?
- Why was the use of deadly force deemed necessary?
- Were non-lethal options, such as Tasers, considered or deployed?
- Why were the officers not equipped with body cameras? If they were, why weren't the cameras on?

The profound impact of Mr. Kabera's death extends beyond his immediate family and community. It has instilled fear and mistrust among the broader Rwandan Canadian, African, and Black communities in Hamilton and beyond. This fear was exacerbated when the [Hamilton Police Association](#) released a statement on November 13, 2024, unequivocally supporting the officers involved—days after the tragedy and long before any facts of the case were established.

Such statements, coupled with the lack of transparency following Mr. Kabera's death, have further eroded public trust in the Hamilton Police Service. Community members, including children, now fear police presence at public events—a testament to the gravity of this loss and the systemic issues it underscores.

Moreover, the systemic nature of police violence toward diverse communities, as highlighted by the [Hamilton Police Services' 2023 Use of Force report](#), demands urgent attention:

- Black individuals were the targets of 17.2% of use-of-force incidents, despite representing only 5% of Hamilton's population.
- Black individuals are 3.14 times more likely to be subjected to police force compared to others.

These troubling statistics, which are similar in Ottawa, illustrate a pattern of racial bias and over-policing, which raises further pressing questions:

- Did the officers make any attempt to de-escalate the situation before resorting to deadly force?
- Were the officers involved trained in antiracist de-escalation techniques?

- Did racial bias influence the officers' actions, and was Mr. Kabera perceived as a threat because of his race?

Based on what we've learned so far, it's very difficult to trust the Special Investigation Unit (SIU) to deliver a fair report when 50% of its members are former officers.

As we have seen similar deaths at the hands of the Ottawa Police Service, the 613-819 Black Hub supports the demands outlined by the Rwandan Canadian Healing Centre:

- Clear and timely updates from Hamilton Police Services, the SIU, and all relevant authorities to rebuild public trust.
- Release the names of the officers involved, audio recordings from the incident, and details of the 911 call that led to this tragedy.
- A comprehensive review of systemic racial bias within the Hamilton Police Service and the policies that perpetuate it.
- A full and transparent inquiry into the events surrounding Mr. Kabera's death.

These actions are not merely requests but necessary steps toward justice and systemic change. Only by addressing these issues head-on can we prevent further tragedies and ensure that Black communities are no longer disproportionately targeted.

Your action today holds the power to effect generational change. We urge you to use the full authority of your office to act decisively and transparently in this matter.

We await your response and the measures you will take to address these critical issues.

Sincerely,

Robin Browne, coordinator, 613-819 Black Hub

Cc:

Hamilton Police Services Board

Mayor of City of Hamilton, Andrea Horwath

Julian N. Falconer, legal counsel

Ontario Human Rights Commission, Chief Commissioner, Patricia Deguire

--

Robin Browne (he/him)

613/819 Black Hub

Website: <https://613819blackhubnoir.ca/en/>

Together we grow stronger.

From: CARY Toronto <info@carytoronto.ca>

Sent: Wednesday, January 8, 2025 9:00 AM

To: FBergens@hamiltonpolice.ca; crashford@hamiltonpolice.ca; publicaffairs@hamiltonpolice.ca; jpenman@hamiltonpolice.ca; compliments@hamiltonpolice.on.ca

Cc: Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>; Office of the Mayor <Officeofthe.Mayor@hamilton.ca>; info@ohrc.on.ca; sbron@torstar.ca; Nicole O'Reilly <noreilly@thespec.com>; Aura Carreño Rosas <aura.carreno.rosas@cbc.ca>; Samantha Beattie <samantha.beattie@cbc.ca>; Hamilton CBC <Hamilton@cbc.ca>; torontonews@bellmedia.ca; temoin@radio-canada.ca; Joey Coleman N <joe@thepublicrecord.ca>; info@thecanadianpress.com; John Best <john@bayobserver.ca>; contact@support.chch.com; feedback@chch.com; Catherine.McDonald@globalnews.ca; Kevin Nielsen <kevin.nielsen@globalnews.ca>; anthony@thecaribbeancamera.com; newsroom@insideottawavalley.com; cbcnewsottawa@cbc.ca; ottawanews@ctv.ca; kmalloy@hilltimes.ca; cevelyn@hilltimes.ca; rhiltz@postmedia.com; mipearson@torstar.ca; [REDACTED]
kconnor@postmedia.com; sarah.onyango@cbc.ca; shelp@falconers.ca; [REDACTED]
[REDACTED]

Subject: Demand for Answers, Transparency and Accountability in the Case of Mr. Erixon Kabera

External Email: Use caution with links and attachments

Dear Chief Bergen,

It's been over **60 days** since the tragic and fatal shooting of our beloved friend and community supporter, Mr. Erixon Kabera by officers of the Hamilton Police Service. Despite the passage of time, the community continues to grapple with numerous unanswered questions and concerns surrounding the lack of transparency and accountability in this case.

Attached is a letter from the [Canadian Association of Rwandan Youth \(CARY\) - Greater Toronto & Hamilton Area](#) addressing these deeply troubling issues. The letter outlines our urgent call for transparency, accountability, and systemic change in response to this devastating incident.

Unfortunately, our youth and children have been severely impacted by this tragic incident and we are hoping that swift justice and answers will be provided. Erixon was an incredible role model and mentor for our youth community. Community trust and safety has been broken by the Hamilton Police Services and our youth and community members in Hamilton do not feel safe anymore.

We respectfully request that your office reviews the attached document thoroughly and kindly takes immediate action to address our organization and community concerns.

If you have any questions or require further information, please feel free to contact us at info@carytoronto.ca

Thank you for your prompt attention to this critical matter.

Sincerely,

Canadian Association of Rwanda Youth - Greater Toronto & Hamilton Area Board of Directors

CC:

Hamilton Police Service Board
Mayor of the City of Hamilton
Julian N. Falconer, Legal Counsel
Ontario Human Rights Commission
Community Organizations and Advocates
Media Outlets

BCC:

Other Community Organizations, Advocates, and Media Outlets



www.carytoronto.com

info@carytoronto.ca

"To connect, equip and support the Rwandan youth community in the Greater Toronto & Hamilton Area"



Canadian Association of Rwandan Youth (CARY) – Greater Toronto & Hamilton Area

339 Queen St E, Suite 208 Toronto, ON M5A 1S9

January 8, 2025

Chief Frank Bergen

Hamilton Police Service Headquarters

155 King William Street

Hamilton, Ontario, Canada L8R 1A7

Subject: Demand for Transparency, Accountability, and Systemic Change Following the Fatal Shooting of Mr. Erixon Kabera

Dear Chief Bergen,

It has been 60 days since the tragic and fatal shooting of Mr. Erixon Kabera by officers of the Hamilton Police Service. On November 9, 2024, Mr. Kabera was shot multiple times in his own home and succumbed to his injuries at 00:47 a.m. on November 10. His death has devastated his family, our Rwandan Canadian community across Canada, and the broader Hamilton community.

In addition to being a father to three young boys, Mr. Kabera was a cherished mentor for the Canadian Association of Rwandan Youth - Greater Toronto and Hamilton Area members, where he dedicated nearly 15 years, uplifting the community through leadership, compassion, and unwavering commitment to others. His loss is immeasurable, and the circumstances surrounding his death demand a transparent and thorough investigation.

Canadian Association of Rwandan Youth (CARY) – Greater Toronto & Hamilton Area

339 Queen St E, Suite 208 Toronto, ON M5A 1S9

info@carytoronto.ca | www.carytoronto.com

According to police reports, officers responded to a call from a resident of the apartment building where Mr. Kabera resided. However, the [events that led to his death remain unclear](#), leaving us with critical questions that must be addressed:

- What exactly transpired between 3:00 p.m. and 5:00 p.m. on November 9 to result in such a violent and fatal outcome?
- Why was Mr. Kabera shot?
- Why was the use of deadly force deemed necessary?
- Were non-lethal options, such as Tasers, considered or deployed?
- Why were the officers not equipped with body cameras? If they were, why weren't the cameras on, and could this have provided crucial evidence?

The profound impact of Mr. Kabera's death extends beyond his immediate family and community. It has instilled fear and mistrust among the broader Rwandan Canadian, African, and Black communities in Hamilton and beyond. This fear was exacerbated when the [Hamilton Police Association](#) released a statement on November 13, 2024, unequivocally supporting the officers involved—days after the tragedy and long before any facts of the case were established.

Such statements, coupled with the lack of transparency following Mr. Kabera's death, have further eroded public trust in the Hamilton Police Service. Community members, including children, now fear police presence at public events—a testament to the gravity of this loss and the systemic issues it underscores.

Moreover, the systemic nature of police violence toward diverse communities, as highlighted by the [Hamilton Police Services' 2023 Use of Force report](#), demands urgent attention:

- Black individuals were the targets of 17.2% of use-of-force incidents, despite representing only 5% of Hamilton's population.
- Black individuals are 3.14 times more likely to be subjected to police force compared to others.

These troubling statistics illustrate a pattern of racial bias and over-policing, which raises further pressing questions:

- Was the level of force used necessary to de-escalate the situation?

[Canadian Association of Rwandan Youth \(CARY\) – Greater Toronto & Hamilton Area](#)

339 Queen St E, Suite 208 Toronto, ON M5A 1S9

info@carytoronto.ca | www.carytoronto.com

- Were the officers involved trained in de-escalation techniques, and could this tragedy have been prevented?
- Did racial bias influence the officers' actions, and was Mr. Kabera perceived as a threat because of his race?

Our community believes that the core principle of police is public safety. However, when police fail to protect communities equitably, it leaves us questioning the very system meant to safeguard all citizens. This is why we, alongside the broader community, demand the truth and meaningful reform.

Based on what we've learned so far, it's very difficult to trust the SIU to deliver a fair report when 50% of its members are former officers.

Our Demands:

The **Canadian Association of Rwandan Youth Greater Toronto & Hamilton Area** calls for your office to initiate a full and transparent inquiry into the events surrounding Mr. Kabera's death, including:

- **Transparency & Accountability:** Clear and timely updates from Hamilton Police Services, the Special Investigations Unit (SIU), and all relevant authorities to rebuild public trust.
- **Disclosure of Information:** Release the names of the officers involved, audio recordings from the incident, and details of the 911 call that led to this tragedy.
- **Racial Bias Examination:** A comprehensive review of systemic racial bias within Hamilton Police Services and the policies that perpetuate it.
- **Mandatory Body Cameras:** Immediate implementation of body cameras for all Hamilton Police officers.

These actions are not merely requests but necessary steps toward justice and systemic change. Only by addressing these issues head-on can we prevent further tragedies and ensure that Black communities—like Mr. Kabera's—are no longer disproportionately targeted by those entrusted to protect them.

Your action today holds the power to effect generational change. We urge you to use the full authority of your office to act decisively and transparently in this matter.

We await your response and the measures you will take to address these critical issues.

Sincerely,

[Canadian Association of Rwandan Youth \(CARY\) – Greater Toronto & Hamilton Area](#)

339 Queen St E, Suite 208 Toronto, ON M5A 1S9

info@carytoronto.ca | www.carytoronto.com

Canadian Association of Rwandan Youth – Greater Toronto & Hamilton Area Board of Directors

Cc:

Hamilton Police Service Board
Mayor of City of Hamilton
Julian N. Falconer, legal counsel

Ontario Human Rights Commission
Community Organizations and Advocates
Media Outlets

BCC:

Other Community Organizations and Advocates
Other Media Outlets

Relevant Sources:

- <https://pub-hpsb.escribemeetings.com/FileStream.ashx?DocumentId=5264>
- <https://www.harrc.ca/post/excessive-use-of-force-on-black-and-racialized-communities-by-police-is-unacceptable>
- <https://www.cbc.ca/news/canada/hamilton/use-of-force-report-2022-community-reaction-1.6886644>
- <https://www.cbc.ca/news/canada/hamilton/hamilton-police-use-of-force-2024-race-data-1.7248728>

Canadian Association of Rwandan Youth (CARY) – Greater Toronto & Hamilton Area

339 Queen St E, Suite 208 Toronto, ON M5A 1S9
info@carytoronto.ca | www.carytoronto.com

From: New Nakfa [REDACTED]
Sent: Saturday, January 11, 2025 5:00 PM
To: crashford@hamiltonpolice.ca; publicaffairs@hamiltonpolice.ca; jpenman@hamiltonpolice.ca; compliments@hamiltonpolice.on.ca
Cc: Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>; Office of the Mayor <Officeofthe.Mayor@hamilton.ca>; info@ohrc.on.ca
Subject: Demand for Transparency, Accountability, and Systemic Change Following the Fatal Shooting of Mr. Erixon Kabera

External Email: Use caution with links and attachments

Hello Everyone,

I am writing to you all today in the matter of an esteemed leader within the African-Canadian community Erixon Kabera. We are reaching out in hopes of receiving further transparency, accountability and systemic change from the City of Hamilton & Hamilton Police with respect to this situation.

We have outlined a detailed letter regarding our asks, questions & concerns. I hope to hear a response providing clear next steps, for a community who is grieving deeply while seeking answers on the tragic death of a beloved leader.

Sincerely,
Jonathan Okubay



Date: January 11, 2025

From: Eritrean Community Network O/A New Nakfa

Suite 1400 - 18 King St E
Toronto, ON
M5H 1A1

To: Chief Frank Bergen

Hamilton Police Service Headquarters
155 King William Street
Hamilton, Ontario, Canada L8R 1A7

Subject: Demand for Transparency, Accountability, and Systemic Change Following the Fatal Shooting of Mr. Erixon Kabera

Dear Chief Bergen,

It has been 60 days since the tragic and fatal shooting of Mr. Erixon Kabera by officers of the Hamilton Police Service. On November 9, 2024, Mr. Kabera was shot multiple times in his own home and succumbed to his injuries at 00:47 a.m. on November 10. His death has devastated his family, our Rwandan Canadian community across Canada, and the broader Hamilton community.

In addition to being a father to three young boys, Mr. Kabera was a cherished member of our African Canadian Affordable Housing Village, where he dedicated nearly 5 Years, uplifting his community through leadership, compassion, and unwavering commitment to others. His loss is immeasurable, and the circumstances surrounding his death demand a transparent and thorough investigation.

According to police reports, officers responded to a call from a resident of the apartment building where Mr. Kabera resided. However, the [events that led to his death remain unclear](#), leaving us with critical questions that must be addressed:

- What exactly transpired between 3:00 p.m. and 5:00 p.m. on November 9 to result in such a violent and fatal outcome?
- Why was Mr. Kabera shot?
- Why was the use of deadly force deemed necessary?
- Were non-lethal options, such as Tasers, considered or deployed?
- Why were the officers not equipped with body cameras? If they were, why weren't the cameras on, and could this have provided crucial evidence?



The profound impact of Mr. Kabera's death extends beyond his immediate family and community. It has instilled fear and mistrust among the broader Rwandan Canadian, African, and Black communities in Hamilton and beyond. This fear was exacerbated when the [Hamilton Police Association](#) released a statement on November 13, 2024, unequivocally supporting the officers involved—days after the tragedy and long before any facts of the case were established.

Such statements, coupled with the lack of transparency following Mr. Kabera's death, have further eroded public trust in the Hamilton Police Service. Community members, including children, now fear police presence at public events—a testament to the gravity of this loss and the systemic issues it underscores.

Moreover, the systemic nature of police violence toward diverse communities, as highlighted by the [Hamilton Police Services' 2023 Use of Force report](#), demands urgent attention:

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- Black individuals are 3.14 times more likely to be subjected to police force compared to others.

These troubling statistics illustrate a pattern of racial bias and over-policing, which raises further pressing questions:

- Was the level of force used necessary to de-escalate the situation?
- Were the officers involved trained in de-escalation techniques, and could this tragedy have been prevented?
- Did racial bias influence the officers' actions, and was Mr. Kabera perceived as a threat because of his race?

Our community believes that the core principle of police is public safety. However, when police fail to protect communities equitably, it leaves us questioning the very system meant to safeguard all citizens. This is why we, alongside the broader community, demand the truth and meaningful reform.

Based on what we've learned so far, it's very difficult to trust the SIU to deliver a fair report when 50% of its members are former officers.

Our Demands:

Eritrean Community Network O/A New Nakfa calls for your office to initiate a full and transparent inquiry into the events surrounding Mr. Kabera's death, including:

- **Transparency & Accountability:** Clear and timely updates from Hamilton Police Services, the Special Investigations Unit (SIU), and all relevant authorities to rebuild public trust.



- **Disclosure of Information:** Release the names of the officers involved, audio recordings from the incident, and details of the 911 call that led to this tragedy.
- **Racial Bias Examination:** A comprehensive review of systemic racial bias within Hamilton Police Services and the policies that perpetuate it.
- **Mandatory Body Cameras:** Immediate implementation of body cameras for all Hamilton Police officers.

These actions are not merely requests but necessary steps toward justice and systemic change. Only by addressing these issues head-on can we prevent further tragedies and ensure that Black communities—like Mr. Kabera’s—are no longer disproportionately targeted by those entrusted to protect them.

Your action today holds the power to effect generational change. We urge you to use the full authority of your office to act decisively and transparently in this matter.

We await your response and the measures you will take to address these critical issues.

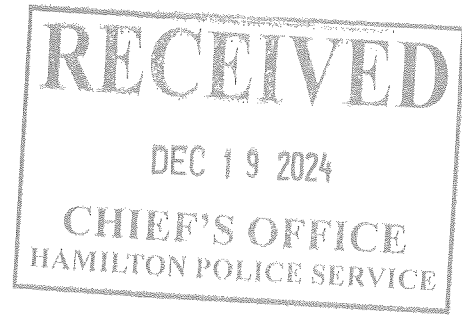
Sincerely,

A handwritten signature in black ink, appearing to be 'Jonathan Okubay', written over a horizontal line.

Jonathan Okubay
Co-Founder & Executive Director



56 Governors Road, Dundas ON L9H 5G7
905-627-9011 | foundation@sjv.on.ca
www.sjvfoundation.ca



Hamilton Police Service
155 King William St
Hamilton, ON L8R 1A7

November 6, 2024

Dear Hamilton Police Service,

On behalf of the St. Joseph's Villa Foundation, please accept our sincere thanks and appreciation for your recent purchase of 2 tickets (\$300) to the 2024 Holiday Handbags Event. All proceeds from this year's event will continue to support the vital needs of our Campus of Care in the heart of the community. We are proud to continue the mission and legacy of the Sisters of St. Joseph in providing compassionate care; a mission that began in 1879 and continues today.

Becoming a sponsor is an investment in the health, dignity, and well-being of our community and will make a profound impact on the care provided to over 400 residents at St. Joseph's Villa, the countless residents and families we are blessed to provide care for at Margaret's Place Hospice, and our growing community outreach programs and services.

On behalf of the Sisters of St. Joseph, our residents, and everyone associated with our Campus of Care, thank you for your support and commitment to the mission. We look forward to seeing you on November 27th!

Don Davidson
President & CEO

*THANK YOU
FOR YOUR SUPPORT!*

From: Connie Tou <Connie@copsandkids.ca>

Sent: Wednesday, January 08, 2025 2:23 PM

To: Jean Milligan <jean@copsandkids.ca>

Subject: ProAction Cops & Kids - 2024 Holiday Giving Campaign Thank You & Final Totals

Hello everyone,

Happy New Year!!

Thank you so much to everyone who participated in ProAction Cops & Kids' 2024 Holiday Giving Campaign, we truly appreciate it. With your support, we raised over \$71,700 across all 5 of our chapters!!



Best regards,
Connie



Charitable Reg. #
887700862 RR0001
www.copsandkids.ca

Connie Tou
(She/Her)

Project & Administrative Coordinator

ProAction Cops & Kids

p: (416) 222-7011 **f:** (416) 222-0310

a: 40 College Street, Suite 623, Toronto, ON
M5G 2J3





Inspector General of Policing Memorandum

TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Ryan Teschner, Inspector General of Policing of Ontario

DATE: **January 15, 2025**

SUBJECT: Inspector General Memo #2: Changes to the *Community Safety and Policing Act, 2019* and **Revised** Advisory Bulletin 1.1

On December 4, 2024, the *Safer Streets, Stronger Communities Act, 2024*, received Royal Assent and enacted amendments to the *Community Safety and Policing Act, 2019* (CSPA). The amendments include changes to section 19 of the CSPA, which specifies how police services can provide assistance to each other through temporary assistance requests. In addition, section 19 was amended to remove the provisions regarding emergency assistance requests altogether.

In the first IG Memo released on August 1, 2024, I provided advice on interpreting and applying the former section 19 provisions, including outlining the roles and responsibilities of the police service board, the chief of police or Commissioner, and the IG. In response to the changes in the CSPA that assign directly to the chief of police the ability to seek assistance from another chief of police when temporary assistance is required, regardless of whether there is an emergency, I have revised Advisory Bulletin 1.1: How Policing is Delivered. This revised version of the Bulletin now replaces the version issued on August 1, 2024.

I advise chiefs of police, including the Commissioner, and police service boards, to **review the attached Revised Advisory Bulletin and the changes to section 19, paying particular attention to their new respective authorities and duties, including the requirements to notify the IG.** Please note that the revisions to the Bulletin are limited to addressing section 19 temporary assistance, and only these sections of the Bulletin require your review.

More broadly, given the role of the IG in relation to section 19 temporary assistance requests and the IG's oversight authority under section 20 of the CSPA, the **Inspectorate of Policing is working to develop additional process and information for the policing sector on the IG's assessment of the delivery of adequate and**

effective policing. This will include ongoing assessment of the “status quo” of adequate and effective police service delivery and governance, as well as specific considerations and process for time-sensitive assessments made in the context of emerging public safety events. Our work in this area includes engagement with the Ontario Association of Chiefs of Police and the Ontario Association of Police Services Boards, and we appreciate their continued support and value their input, on behalf of their membership.

As the Inspectorate of Policing gains further operational experience and insights, and through continued engagement with Ontario’s policing sector, I will continue to share information and advice to assist you in meeting the requirements of the CSPA and its regulations.

I trust this information will be helpful to you. Should you have any questions about section 19 or the Revised Advisory Bulletin, please reach out to your Police Services Advisor.

IG Memos and Advisory Bulletins are also now posted on our website:
www.iopontario.ca.

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario



APPENDIX A – Police Services Advisor Board and Police Service Assignments

Zones are OAPSB and OACP consistent. Municipal board names are as recorded by the Public Appointments Secretariat, except for regional municipalities, which have been modified for consistency. Boards responsible for multiple municipalities (excluding upper-tier boards) are indicated as “joint”. Police service names significantly different from the board are listed with the board. There are currently **43** municipal boards in Ontario.

Municipal Boards & Police Services – CSPA Part IV

ZONES 1/1A	ZONE 2	ZONE 3	ZONE 4	ZONE 5	ZONE 6
Tom Gervais (416) 432-5645 tom.gervais@ontario.ca <i>B/U Ron LeClair</i>	Graham Wight (416) 817-1347 graham.wight@ontario.ca <i>B/U Jeeti Sahota</i>	Multiple Advisors: ¹ <i>Tom Gervais, Primary</i> ² <i>Hank Zehr, Primary</i> ³ <i>Graham Wight, Primary</i>	David Tilley (647) 224-9370 david.tilley@ontario.ca <i>B/U Hank Zehr</i>	Hank Zehr (437) 777-9605 Hank.zehr@ontario.ca <i>B/U David Tilley</i>	Ron LeClair (226) 280-0166 ronald.leclair@ontario.ca <i>B/U Tom Gervais</i>
Greater Sudbury	Belleville	Barrie ¹	Brantford	Guelph	Aylmer
North Bay	Brockville	Bradford West Gwillimbury & Innisfil (joint) - <i>South Simcoe</i> ²	Halton Regional	Hanover	Chatham-Kent
Sault Ste. Marie	Cornwall	Cobourg ³	Hamilton	Owen Sound	LaSalle
Thunder Bay	Deep River	Durham Regional ²	Niagara Regional	Saugeen Shores	London
Timmins	Gananoque	Kawartha Lakes ³	Woodstock	Stratford	Sarnia
	Kingston	Peel Regional ²		Waterloo Regional	St. Thomas
	Ottawa	Peterborough ²		West Grey	Strathroy-Caradoc
	Smiths Falls	Port Hope ³			Windsor ¹
		Toronto ¹			
		York Regional ³			
					¹ <i>David Tilley Primary</i>
5	8	10	5	7	8
					Total 43

OPP Detachment Boards - CSPA s.67

ZONES 1/1A	ZONE 2	ZONE 3	ZONE 4	ZONE 5	ZONE 6
Almaguin Highlands	Central Hastings	Bancroft ³	Brant County	Dufferin 1	Elgin
Dryden 1	Frontenac	Collingwood 1 ²	Haldimand	Dufferin 2	Essex County 1
Dryden 2	Grenville 1	Collingwood 2 ²	Norfolk	Dufferin 3	Essex County 2
Dryden 3	Grenville 2	Bracebridge ³	Oxford 1	Dufferin 4	Lambton 1
East Algoma 1	Hawkesbury	City of Kawartha Lakes ³	Oxford 2	Grey Bruce	Lambton 2
East Algoma 2	Killaloe	Haliburton County ³	Oxford 3	Huron	Middlesex
East Algoma 3	Lanark County	Huntsville ³		Huron West	
Greenstone	Leeds County	Northumberland ³		Perth County	
James Bay 1	Lennox & Addington 1	Nottawasaga ²		South Bruce	
James Bay 2	Lennox & Addington 2	Orillia ²		Wellington	
James Bay 3	Prince Edward County	Peterborough ³			
Kenora 1	Quinte West	South Georgian Bay ²			
Kenora 2	Renfrew				
Kirkland Lake	Russel County				
Manitoulin 1	Stormont, Dundas and Glengarry				
Manitoulin 2	Upper Ottawa Valley 1				
Marathon	Upper Ottawa Valley 2				
Nipigon 1	Upper Ottawa Valley 3				
Nipigon 2					
Nipissing West 1					
Nipissing West 2					
North Bay 1					
North Bay 2					
North Bay 3					
Rainy River 1					
Rainy River 2					
Red Lake					
Sault Ste. Marie					
Sioux Lookout					
South Porcupine					
Superior East					
Temiskaming 1					
Temiskaming 2					
Temiskaming 3					
Thunder Bay					
West Parry Sound					
36	18	12	6	10	6
					Total 88

Inspector General Advisory Bulletin



Advisory Bulletin 1.1: How Policing is Delivered in Ontario and Associated Compliance Requirements

Date of issue: January 15, 2025 (Replaces version issued on August 1, 2024)

Background information about new CSPA requirements

The CSPA sets out the framework for how policing is to be delivered in Ontario, including specifying key responsibilities for ensuring adequate and effective policing in Ontario communities.

CSPA s. 10(1) requires that police service boards and the Commissioner of the Ontario Provincial Police (OPP) **ensure the provision of adequate and effective policing in the areas for which they are responsible**. In addition to making boards and the Commissioner responsible for ensuring the delivery of adequate and effective policing, the CSPA also sets out certain rules for *how* policing is delivered and increases the governance and oversight functions of the board in monitoring the service's capacity to provide policing functions in their jurisdiction.

Section 13 set out the rule that police service boards/the Commissioner **must use members of their own police service** to provide policing functions, **or persons assisting a member of that service while acting under their direction**. With respect to the "person" assisting a member, a police officer of one service can be a "person" who may assist a member of another service. However, for this exception to apply, *the assisting member must be acting under the direction of the assisted member*, as opposed to being under the direction of the assisted police service more generally. "Acting under the direction" would require that the assisted member be the operating mind and that the assisting member would have little or no involvement in decision-making about the policing being delivered in the circumstances.

For clarity, s. 13(3) does **not** create a separate, stand-alone mechanism for the delivering of policing functions in Ontario. Rather, s. 13(3) simply confirms that if responsibility to provide a policing function in relation to a specific investigation *etcetera* is referred to the Chief of another service or otherwise transferred to a member of a different police service (or board) as required by specific provisions of the CSPA or

regulations (e.g., s. 121 and 188 of the CSPA and s. 4, 6 and 7 of [O. Reg. 401/23](#) Conflicts of Interest), that other board/service to which the function is referred or otherwise transferred is bound by the s. 13 requirement to use its own members in engaging in that function.

Section 14, as well as temporary requests for assistance under section 19, provide *additional exceptions* to the requirement in s. 13 that policing functions be provided by members of the police service of jurisdiction. Section 13 exceptions (which would apply to one-off instances of member assisting member or when a specific function is referred by virtue of another legal requirement) can overlap with agreements under both sections 14 and 19 (if permitted by regulation).

Section 14 allows **a board or the Commissioner to enter into an agreement** with another board or the Commissioner to provide a policing function, or part of a policing function (including *ad hoc* or occasional assistance) in an area, in accordance with [Ontario Regulation 398/23: Alternative Provision of Policing Functions](#). The Regulation lists all policing functions which may be provided through s. 14 agreements (functions not listed in the Regulation **cannot** be the subject of a s. 14 agreement).

Subsection 5(1) of O. Reg. 398/23 also states that “[it] shall not be read as limiting the ability of a police service to assist another police service in the provision of policing functions as may be needed from time to time”, where that would otherwise be permitted under the CSPA.¹

Section 19 provides additional options to provide policing functions with members of a different police service. A chief of police, including the Commissioner, may request **temporary assistance** in providing adequate and effective policing from another chief or an entity that employs First Nation Officers on an *ad hoc* basis, in absence of such an arrangement already existing in a s. 14 agreement (s. 19(1)).

Under the CSPA, a police service board may seek cost recovery for policing provided through s. 14 agreements (per s. 14(6)) and temporary assistance requests (s. 19(8)). The CSPA provisions summarized above describe the new rules for how policing is to be delivered. To provide additional clarity on applying the new rules in an operational context, including interpretative guidance for how the exceptions may be applied, the IG’s advisory duty under s. 102(4)(b) of the CSPA allows for the provision of the following guidance to support compliance by police services and boards.

¹ Subsection 5(1) of O. Reg. 398/23 provides guidance on how the Regulation should be interpreted in relation to the broader scheme of the CSPA. O. Reg. 398/23 provides that some, but not all, police functions may be the subject of an agreement pursuant to s. 14. The purpose of s. 5(1) is to indicate that, although only some functions may be the subject of a s. 14 agreement, any functions may be provided to assist another police service as required from time-to-time where that would be otherwise authorized by the CSPA. Subsection 5(1) is intended to ensure that O. Reg. 398/23 is not given an excessively broad interpretation. It is not a provision with respect to the interpretation of s. 13 and, as a regulation, could not have the effect of changing the meaning of s. 13.

Policing Agreements under section 14

What you need to know

Policing agreements allow boards and the Commissioner to set out that certain functions may generally or occasionally be provided by another board/service. These agreements ensure that a board is properly positioned and informed to discharge its statutory mandate of ensuring adequate and effective policing while at the same time avoiding directing day-to-day operations of their respective police services. Agreements allow a board and chief to work together to proactively articulate what functions may be provided with the assistance of another board and service, and when, precisely to avoid any impacts on timely operational decision-making.

Subject to the requirements of [O. Reg. 398/23](#) (*Alternative Provision of Policing Functions*), s. 14 agreements should be flexible in their scope of coverage and the time period over which they apply. A s. 14 agreement may provide that a specified policing function:

- Is to be provided on a regular basis;
- Is to be provided as may be requested on an *ad hoc* basis;
- Will be provided because one police service does not have the capacity to provide that function for itself; or,
- Will be provided from time-to-time by members of another police service, but is a policing function that the police service of jurisdiction generally has the capacity to provide.

An agreement under s. 14 may include more than two parties and could provide for the regional delivery of a policing function (e.g., the services of a public order unit as required from time-to-time by one of the parties). In the case of municipal police services, a board's decision to enter into a s. 14 agreement should be made after thorough consultation between the board and the chief of police, with consideration for past/current practice and known or predictable capacity issues. For example, a board may seek from the chief of police and analyze data on how often ad hoc assistance is required by its police service or provided to another service, and consider whether a section 14 agreement is required, or whether to seek cost recovery. Section 14(6) allows a board to recover the costs associated with providing, or assisting, in the delivery of a policing function or part of a policing function.

The required contents of the agreement itself are set out in s. 14(6) of the CSPA and any agreement must adhere to these requirements. In addition, the required consultations and matters to confirm between parties to the agreement and chiefs of police prior to entering into s. 14 agreements are set out in s. 3 of Regulation 398/23 (*Alternative Provision of Policing Functions*).

Finally, subsection 14(12) confirms that where a board or the Commissioner enter into an agreement for the provision of policing in their jurisdiction, the board or Commissioner remain responsible for ensuring that the policing provided pursuant to the agreement meets the CSPA standards for adequate and effective policing.

What you need to do

As policing agreements are the **responsibility of the police service board** or Commissioner, when considering and developing these agreements boards should consider and consult with the chief of police on the following:

- The required contents of the agreement as outlined in s. 14(6), with specific consideration for the type, frequency and duration of the policing functions to be provided, and whether payment is required for any of those functions;
 - For example, what are the circumstances surrounding the need for the agreement, including:
 - The policing function(s) or assistance required;
 - The timeframe for the provision of the function/assistance;
 - The size and scope of assistance required (e.g., localized, widespread, multi-jurisdictional);
- The overall capacity of the service to deliver the functions required to ensure adequate and effective policing using both local resources and those of another board/service through an agreement;
- The specific consultation requirements and items to confirm as set out s. 3 of the Regulation; and,
- Information the board may wish to receive from the chief of police as part of regular or *ad hoc* reporting on actual delivery of functions or assistance provided through the agreement.

Section 14 agreements are new and will require thoughtful collaboration between a board/the Commissioner and the service, and between boards and services across jurisdictions. While we acknowledge that this may take some time, it is critical that these collaborations, and the resulting s. 14 agreements, are prioritized to ensure that adequate and effective policing can be delivered locally.

The police service board or Commissioner **that has the responsibility** for the provision of policing in the area is required to provide a copy of all agreements made under s. 14 to the IG.

To fulfil the above responsibility, the board or Commissioner that receives s. 14 support should **email all s. 14 policing agreements to IOPnotifications@Ontario.ca and copy your Police Services Advisor.**

What we will do

The IG will receive and review s. 14 agreements to monitor compliance with the CSPA and the delivery of adequate and effective policing. The IG may also request additional information on the delivery of policing functions through s. 14 agreements, from time to time, as authorized by the CSPA (s. 104(2)). Over time and with this and other information, the Inspectorate of Policing will be better positioned to assess the system of policing delivery in Ontario, including where the system is strong, or is being challenged. This information will also support the IG to make informed decisions about potential deployment of police services or the Ontario Provincial Police, should a concern about adequate and effective policing, or a policing emergency, arise.

While there is no obligation to notify the IG about instances when a member of one service provides assistance to a member of another service under the latter's direction under s.13, the IG may request information (per s. 104(2) of the CSPA) on instances of such assistance from time to time as part of the process of monitoring the delivery of adequate and effective policing.

Temporary Assistance under section 19 – IG Notifications and Authorities

Temporary Assistance Requests – Notification of IG

What you need to know

Temporary assistance can be requested by a chief of police or the Commissioner in order to receive assistance from another chief, the Commissioner or an entity that employs First Nation Officers in providing adequate and effective policing.

A temporary assistance request is not required where policing functions are provided by:

- Members of another police service pursuant to a section 14 agreement, even on an *ad hoc* basis; or,
- Persons assisting those members while acting under the specific member's direction as per the s. 13 exception.

Advisory Bulletin 1.1 How Policing is Delivered in Ontario and Associated Compliance Requirements

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In addition, there may be other operational circumstances that do **not** require a chief or the Commissioner to request another chief or the Commissioner to provide a policing function on their behalf, such as:

- *Active incidents and investigations that cross jurisdictional lines* – where officers in the original jurisdiction may cross into the adjoining jurisdiction as part of a pursuit or an active investigation, and where officers in the adjoining jurisdiction may engage a suspect or join an investigation; or,
- *Joint force operations* – where members of different police services work collaboratively on a single operation that jointly impacts their respective jurisdictions, as those members continue to police on behalf of their board and police service.

If a chief or the Commissioner makes a request for temporary assistance, s. 19(2) requires that the **requesting chief provide notice of the request as soon as possible to the IG** and the police service board, or, in the case of a request by the Commissioner, to the IG and the Minister. **This notice is required as soon as possible whenever a request is made, regardless of whether the request is accepted in whole or in part by a requested chief.** Further, subsection 19(3) lists the information that must be included in the notice, which is also found in **Appendix B** of this Bulletin. Although the CSPA does not define the term “as soon as possible”, **notice of a temporary assistance request should be submitted to the IG** and police service boards or the Minister by requesting chiefs **within 24 hours** of the request being made or a change in an existing request.

If there is a change in any of the mandatory information provided in the notice, after notice of the request has been submitted to the IG, the requesting chief or the Commissioner is required to notify the IG, the police service board and the Minister (in the case of a request by the Commissioner) as soon as possible of the change.

Upon receiving a notice from a chief under s. 19(2), **the police service board is required to determine whether the assistance requested is or may be required on a recurring basis** in order to deliver adequate and effective policing in the jurisdiction, and, therefore, more appropriately the subject of a policing agreement under section 14 (s. 19(5)). While the authority to make temporary assistance requests rests with the chief of police, to support the board’s overarching governance role, it is important that the board receive complete and timely information about requests to ensure awareness and fulfillment of board responsibilities.

The rules for providing assistance, including if and when the request can be declined, are set out in s. 19(6). **A chief or the Commissioner who provides temporary assistance** pursuant to a s.19 request is **required to notify the IG and their board, or in the case of the Commissioner providing assistance, the IG and the Minister, when the provided**

Advisory Bulletin 1.1 How Policing is Delivered in Ontario and Associated Compliance Requirements

assistance has stopped. This notice must include the required information listed in s. 19(6.1), which is also found in **Appendix B**.

In the event that assistance was provided by an entity that employs First Nations Officers, there is an obligation on the chief who requested such assistance to notify the IG after the assistance has ended. That notification must include the required information listed in s. 19(6.2).

What you need to do

In summary, to fulfill the CSPA requirements:

- **Chiefs or the Commissioner requesting temporary assistance must notify their board and the IG** with the information specified in **Appendix B** and provide further notification of any changes to the original submission.
- **Chiefs receiving requests** for assistance must **determine whether to fulfill the request in whole or in part** (unless the receiving chief is the Commissioner, who shall provide assistance in accordance with s. 19(6)(1)), and must **notify the IG and their board** (or Minister, for the Commissioner) of the information in **Appendix B** after the assistance has **stopped**.
- **Boards receiving notice from their chief** that assistance has been requested from another chief must **consider** whether the assistance is or will be requested again and/or frequently and should be the subject of a s. 14 policing agreement.
- **Boards that provide assistance through their chief**, following a request by another chief, can **consider** whether they wish to seek **cost recovery** for the assistance provided, and the cost shall be paid by the board of the chief who requested the assistance.

What we will do

The IG will **receive notifications** and analyze the information as part of the IG's monitoring function, to ensure compliance with the CSPA and oversight of the delivery of adequate and effective policing. In this context, **CSPA s. 20(1) provides the IG with distinct authority to issue an order requiring another police service board or the Commissioner to provide policing in an area, if the IG finds that adequate and effective policing is not being provided in the area or that an emergency exists in the area.** The notifications and information accompanying them enables the IG's information-driven decision-making in determining whether the statutory authority in s. 20(1) needs to be invoked in the context of temporary assistance requests, and the specific application of this authority in the given circumstances.

Advisory Bulletin 1.1 How Policing is Delivered in Ontario and Associated Compliance Requirements

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Again, awareness of the various ways in which policing is being delivered regularly, or temporarily, provides a more fulsome understanding of the policing system in Ontario. Analysis of assistance requests, in combination with regular ongoing monitoring, data collection/analysis, and inspections, will help ensure the IG has a more complete understanding of the strengths and potential susceptibilities of Ontario policing, and to apply the IG's oversight mandate to enhance the integrity of the Ontario policing system.

Advisory Bulletin 1.1 How Policing is Delivered in Ontario and Associated Compliance Requirements**Appendices:**

- A. Overview of Agreements and Notification Requirements
- B. Temporary Assistance Request Notifications

Note: Advisory Bulletins are the IG's advice provided pursuant CSPA s. 102(4) and are intended as a resource for the sector by offering the IG's general interpretation of various provisions of the CPSA. Advisory Bulletins are not legally binding, and they do not purport to address all possible factual scenarios or circumstances. As such, you may wish to consult with legal counsel to determine how this general guidance should be applied in your own local context and to navigate specific situations.

APPENDIX A – Overview of Agreements and Notification Requirements

	Policing Agreements (s. 14)	Temporary Assistance Requests (s. 19(1))
Who is responsible	Police service board or the Commissioner	Chief of Police (both requesting and assisting)
What to include in the IG notification	A copy of the completed s. 14 agreement	<p>Notice of the request: requesting chief submits information in Appendix B to IG and own board or Minister</p> <p>Notice of change to assistance request: requesting chief submits information regarding changes to original notification to IG and own board or Minister</p> <p>Notice after assistance has stopped: assisting chief submits information in Appendix B to IG and own board or Minister</p>
Timeline for notification of IG	Once the agreement has been signed by all parties	<p>Requesting Chief: Within 24 hours of the request being made.</p> <p>Assisting Chief: Within seven (7) business days after the assistance stops.</p>

APPENDIX B – Temporary Assistance Request Notifications under section 19(1)

The following information shall be submitted, as applicable, in relation to temporary assistance requests made under s. 19 of the CSPA.

1. If a chief makes a request for temporary assistance, s. 19(2) requires that the requesting chief shall provide notice of the request as soon as possible to the IG and the police service board, or, in the case of a request by the Commissioner, to the IG and the Minister. This notice must include:

- a) a description of the circumstances surrounding the temporary assistance request;
- b) the policing functions that are requested;
- c) the timeframe for the provision of the assistance;
- d) the extent of the assistance required;
- e) whether the chief of police or entity that employs First Nation Officers that is receiving the request has agreed to provide the assistance, in whole or in part;
- f) the anticipated financial implications as a result of obtaining the assistance; and
- g) any other prescribed matters. (None are currently prescribed.)

2. A chief of police who provided temporary assistance shall, after the assistance has stopped, provide notice to the IG and the chief's police service board or, if the chief is the Commissioner, to the Minister, with the following information:

- a) The chief of police's decision to provide temporary assistance.
- b) Whether the request for temporary assistance was fulfilled in whole or in part.
- c) The financial implications of providing assistance.
- d) Any other prescribed matters. (None are currently prescribed.)

3. If the temporary assistance was provided by an entity that employs First Nation Officers, the chief of police who requested the assistance shall, after the assistance has stopped, provide notice to the Inspector General with the following information:

- a) Whether the request for temporary assistance was fulfilled in whole or in part by the entity.
- b) The financial implications of providing assistance for the entity, if known.
- c) Any other prescribed matters. (None are currently prescribed.)

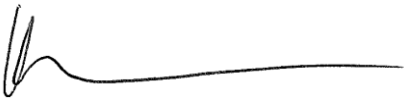
When temporary assistance requests are made, please **submit the above information within 24 hours to IOPnotifications@Ontario.ca and copy your Police Services Advisor.**

When notification is provided after assistance has stopped, please **submit the above information within seven (7) business days to IOPnotifications@Ontario.ca and copy your Police Services Advisor.**

HAMILTON POLICE SERVICE BOARD

RECOMMENDATION REPORT



TO:	Chair and Members Hamilton Police Service Board
BOARD MEETING DATE:	January 24, 2025
SUBJECT:	Auction Account Requests for Funding and Support
REPORT NUMBER:	PSB 25-001
SUBMITTED BY:	Kirsten Stevenson, Administrative Director
SIGNATURE:	

RECOMMENDATION

Based on past practice and in accordance with the Board's Auction Account Policy:

- a) That tickets at a cost of \$150 each be purchased to attend the Young Women's Christian Association Hamilton (YWCA) Women of Distinction Awards, taking place on March 5, 2025, at the Hamilton Convention Centre by Carmen's to celebrate the achievements of women and girls who make an impact on our community; and
- b) That tickets at a cost of \$100 each be purchased to attend the 2025 Reverend C. Holland Awards on February 22, 2025, at Liuna Station, in celebration of the achievements of Hamilton's Black community and to provide scholarships for Hamilton's Black youth; and
- c) That a donation of \$1000 be made to the Ontario Law Enforcement Torch Run for the annual 'Cop n Rodders Car Show' taking place on August 10, 2025, at Bayfront Park, in support of Special Olympics Ontario; and
- d) That funding for approved events be taken from the Auction Account.

EXECUTIVE SUMMARY

- The Board has established the Auction Account Fund to support and encourage the participation of members of the Board, the Hamilton Police Service and the citizens of the City of Hamilton in policing and justice initiatives that promote positive community partnerships and enrich the quality of life in Hamilton.

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

-
- The Auction Account Policy sets out guiding principles and eligibility criteria for the use of Auction Account funds.

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: Funds will be drawn from the Auction Account

Staffing: not applicable

Legal Implications: not applicable

ALTERNATIVES FOR CONSIDERATION

The Board may wish to revise or decline funding and/or support requests.

APPENDICES ATTACHED

Appendix A – Funding Request Details

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork



2025
WOMEN of
 DISTINCTION
 Awards

Save the Date

Wednesday, March 5, 2025



Dr. Kim Jones

Women of Distinction Award Recipient, 2024

The Event

YWCA Hamilton’s Women of Distinction Awards is the largest and most prestigious event honouring women and girls in Hamilton and Halton. Join us as we celebrate the achievements of the trailblazing women and girls who make an impact in our community.

Funds raised at the Awards Gala power YWCA Hamilton’s life-saving and life-changing programs and services for women, girls and gender-diverse people including housing and gender-based violence support services, health equity and economic advancement.

Awards Gala Details

Wednesday March 5, 2025

Hamilton Convention Centre by Carmen’s

6:00 – 7:00 PM | Cocktail Reception

7:00 – 9:00 PM | Awards Gala & Dinner

9:00 – 11:00 PM | Afterwards Post-Gala Celebration

Tickets to attend the 2025 Women of Distinction Awards Gala are on sale now!

The purchase of a table or ticket will provide you access to Hamilton and Halton’s most prestigious event honouring women and girls.

Table for 10

\$1,500 (Early Bird Pricing)

Includes:

- Cocktail Reception including signature cocktails, auction and prizes! A table for 10 with guests enjoys:
- Three course, plated dinner
- Access to the Awards Ceremony.

Early bird ticket prices end January 31, 2025, after which the cost of a table will increase to \$1,750.

Individual Ticket

\$150 (Early Bird Pricing)

Includes:

- Cocktail Reception including signature cocktails, auction and prizes! A ticket for one enjoys:
- Three course, plated dinner
- Access to the Awards Ceremony

Early bird ticket prices end January 31, 2025, after which the cost of a ticket will increase to \$175.

For questions about tickets, to purchase offline or request an invoice please contact:

Chris Cunningham, Donor Relations and Data Coordinator

ccunningham@ywcahamilton.org

(905) 522-9922 ext. 162



2025
WOMEN of
 DISTINCTION
 Awards

CELEBRATING EXCELLENCE IN OUR BLACK COMMUNITY

REVEREND

29TH ANNUAL

JOHN C HOLLAND

Awards

**SATURDAY,
FEBRUARY 22, 2025**

5:00PM RECEPTION, DINNER
& AWARDS TO FOLLOW

LIUNA STATION
GRAND CENTRAL BALLROOM
360 JAMES ST. N, HAMILTON

\$100 TICKETS

2025 SPONSORSHIP OPPORTUNITIES



2025 SPONSORSHIP OPPORTUNITIES

REVEREND
JOHN C HOLLAND
Awards

The Hamilton Black History Council appreciates the community support behind the Reverend John C Holland Awards.

To inquire about sponsorship opportunities for the 29th annual awards, please contact: johnhollandawards@gmail.com

To purchase a sponsorship package, please [click here](#).



DIAMOND SPONSOR - \$10,000

- Recognition as Co-Sponsor/Co-Host of the Awards
- Opportunity for media profile
- Full-page advertisement in event program
- 2-minute speaking opportunity at the event or
- Opportunity for video presentation played during dinner
- One table of (8) with your branding on centre stand at table
- Opportunity to present an award at the event

KENTE SASHING CEREMONY SPONSOR - \$9,000

NEW!

- Recognized as the Official Nominee Sponsor of the Awards
- Recognized as the Official Sponsor of the Kente Sashing Ceremony
- Opportunity for media profile
- (4) tickets to the Awards
- Verbal acknowledgment during the event
- Half-page advertisement in event program
- Opportunity to bring greetings during the Kente Sashing Ceremony
- Your branding on signage at the event and centre stands on sponsored tables

PLATINUM SPONSOR - \$6,000

- Recognition as the Platinum Sponsor of the Awards
- Half-page advertisement in event program
- One table of (8) with your branding on centre stand at table
- Opportunity to present an award at the event

SAPPHIRE SPONSOR - \$4,000

- Recognition as a Sapphire Sponsor of the Awards
- Quarter-page advertisement in event program
- Opportunity to present an award at the event
- (4) tickets to the Awards

EMERALD SPONSOR - \$3,000

- Recognition as an Emerald Sponsor of the Awards
- Opportunity to present an award at the event
- Two tables of (8) with your branding on centre stand at table

COMMUNITY TABLE SPONSOR - \$1,000

- Recognized as a Community Sponsor of the Awards
- One table of (8) to the event
- Organization/Company name on centre stand at table

YOUTH TABLE SPONSOR - \$1,000

- Recognized as a Youth Sponsor of the Awards
- One table for (8) youth to attend the Awards
- Organization/Company name on centre stand at table

ADVERTISING OPPORTUNITIES



High-quality full-colour programs will be printed for the 29th Annual Reverend John C Holland Awards, and advertisers will be showcased in the event's PowerPoint presentation.

To book an ad, please email: johnhollandawards@gmail.com.

Artwork due by: January 26, 2025



Ad artwork should be supplied in vector/300 dpi format. Ad artwork should include 0.125" bleed with no crop marks or printer marks. Please outline fonts. For any artwork questions contact us.

Full Page Ad - \$500

5.5" W x 8.5" H

*File size with bleed:
5.75" W x 8.75" H*

Half Page Ad - \$250

5.5" W x 4.25" H

*File size with bleed:
5.75" W x 4.5" H*

Quarter Ad - \$125

2.75" W x 4.25" H

*File size with bleed:
3" W x 4.5" H*



This letter is to inform you of the Annual Cops N Rodders Car Show being held at Bayfront Park, Hamilton on Sunday August 10th, 2025.

2024, 10 years of Cops N Rodders is now behind us. With 840 + cars in attendance and an abundance of spectators, we believe that this was our biggest show yet. \$36,181.10 that you – the sponsors, the cars, the spectators, the vendors all helped make happen was given to the Law Enforcement Torch Run – Special Olympics Ontario. We are so very thankful for your participation. Everything mentioned in this paragraph equals ‘record breaking numbers’ – again.

The real stars of the show, of course are the local Special Olympians who come out to enjoy and participate in the show. As a sponsor of our little-BIG show we hope you truly understand the impact you help bring to Special Olympics Ontario and beyond. The money raised from this show helps Special Olympics Ontario and the Olympians with the costs of travel, uniforms and overnight stays for Provincial, National and International competitions. There are also local games that require teams to be shuttled via family, bus or rail, every penny counts.

Cops N Rodders Hamilton is held at Bayfront Park, this beautiful waterfront park is an amazing backdrop for the show. Sgt Allen Schultz, Insp. Jim Callender and the many people behind the scenes are committed to making Cops N Rodders Hamilton the best show it can be. There are cruise nights and cars shows with restrictions as to what kind of vehicles can attend, Cops N Rodders is different. We have a motto if you have pride in your ride, then come and show it. This allows for a great mix of classics, customs, originals, tuners and purists to attend and allow the spectators to find and discuss the vehicles they grew up in or went to high school in. Vehicles / owners have attended from all corners of Ontario and we even have a display of various police cars both old and new on display, it’s a real crowd pleaser.

Sponsorship proposal, the officers and co-organizers Kenny Holmes and Pat Richards believe in supporting the Special Olympics and pursuing the success of this car show. In order to continue this endeavor we would like to invite you to join us and be part of the 2025 Cops N Rodders Car Show on Sunday August 10th, 2025 at Bayfront Park, Hamilton. Your sponsorship will not only provide your business with additional advertising, but also directly supporting this worthy cause – The Law Enforcement Torch Run in Support of Special Olympics Ontario.

Door Prize / Raffle Prize donations. Another available option to assist with the success of this show is to donate item(s) that can be given to the participants / car owners in the form of ‘door prizes’ and / or raffle prizes which generates money for Special Olympics Ontario. Miss Rebecca Williams is the driving force behind this popular addition to the show.

11th Annual

COME JOIN US AND CELEBRATE 11 YEARS OF COPS N RODDERS!

- Turn page over for additional information•



For more information and hundreds of photos from past shows, please have a look at our website www.copsnroddershamilton.com and Facebook Cops N Rodders Hamilton.

Make cheque payable to **'LETR HAMILTON' (not Cops N Rodders)** as our bank account is set up for our Committee name. LETR stands for Law Enforcement Torch Run.

<https://www1.torchrunontario.com/>

Regards

Allen Schultz

Jim Callender

Event Coordinators – Cops N Rodders Hamilton

copsnroddershamilton@gmail.com



LAW ENFORCEMENT
TORCH RUN
FOR SPECIAL OLYMPICS
ONTARIO

Special Olympics
Ontario



11th Annual



Special Olympics PLATINUM Sponsor

\$1000

- Company supplied banner featured at show
- Company Logo printed on all event handout and promotional flyers
- Company logo on www.copsnroddershamilton.com and will be linked to the 'Platinum Sponsor' website
- Space provided for company supplied tents up to 10 ft x10 ft (City By-Law restrictions)
- 1 'Sponsor Award' plus 2 'Award of Excellence' - supplied (3 awards in total)

Special Olympics GOLD Sponsor

\$500

- Company Logo printed on all event handout and promotional flyers
- Company logo on www.copsnroddershamilton.com and will be linked to the 'Gold Sponsor' website
- Space provided for company supplied tent up to 10 ft x10 ft (City By-Law restrictions)
- 1 'Sponsor Award' plus 1 'Award of Excellence' - supplied (2 awards in total)

Special Olympics SILVER Sponsor

\$300

- Company Logo printed on all event handout and promotional flyers.
- Space provided for company supplied tent up to 10 ft x10 ft (City By-Law restrictions)
- Company logo on www.copsnroddershamilton.com web site and will be linked to 'Silver Sponsor' website.
- 1 'Sponsor Award' - supplied. (1 award in total)

Special Olympics BRONZE Sponsor \$200

- Company Logo printed on all event handouts and promotional flyers
- Logo on www.copsnroddershamilton.com web site.
- 1 'Award of Excellence' – supplied

DOOR PRIZES

- Promote your company through the use of door prizes to be given out during our show.

****Deadline to confirm sponsorship logos on printouts
is *JUNE 1st 2025***
Sponsors still accepted after deadline as logo will be added
as posters are reprinted**

**MAKE CHEQUE OR MONEY
ORDER PAYABLE TO:**

→ LETR HAMILTON ←

SEND CHEQUE OR MONEY ORDER TO:

AL SCHULTZ • Central Station, Hamilton Police Service

155 King William Street, Hamilton ON L8R 1A7

Contact: **905-928-3138**

11th Annual



Sunday August 10, 2025

Bayfront Park, Hamilton

200 Harbour Front Drive, Hamilton



*Special
Olympics*
Ontario



All proceeds to go to the Ontario Law Enforcement Torch Run in Support of the Special Olympics.

EMAIL: copsnroddershamilton@gmail.com
WEBSITE: www.copsnroddershamilton.com
FACEBOOK: Cops N Rodders Hamilton

HAMILTON POLICE SERVICE BOARD

RECOMMENDATION REPORT



TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	January 24, 2025
SUBJECT:	Approval for Board Members and Administrative Director to Attend 2025 Training, Conference and Webinar Events
REPORT NUMBER:	PSB 25-002
SUBMITTED BY:	Kirsten Stevenson, Administrative Director, Hamilton Police Services Board
SIGNATURE:	

RECOMMENDATIONS

- 1) That Board members and the Administrative Director be approved to attend the following events:
 - a) Canadian Association of Chiefs of Police (CACCP) Public Safety Interoperability Workshop February 2 – 4, 2025 in Toronto;
 - b) First Nations Police Governance Council Empowering First Nations Police Governance Conference February 19 – 20, 2025 in Calgary AB.;
 - c) Police Association of Ontario (PAO) Police Employment Conference February 26 – 26, 2025 in Toronto;
 - d) Canadian Association of Chiefs of Police (CAPC) Women in Policing Conference March 2 – 4, 2025 in Vancouver B.C.;
 - e) Canadian Association of Chiefs of Police (CACCP) National Police Leadership Conference April 28 – 30, 2025 in Winnipeg MB.;
 - f) Ontario Association of Police Service Boards (OAPSB) Spring Conference and Annual General Meeting June 3 – 5, 2025 in London ON.;
 - g) Candian Association of Police Governance (CAPG) Annual Conference August 14 – 16, 2025 in Victoria B.C.

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

- 2) That the Administrative Director confirm interest in Board member attendance at the above-noted events and when appropriate, complete registrations.

EXECUTIVE SUMMARY

- Historically, Board members and the Administrative Director have been approved to attend the conferences listed within the recommendations of this report.
- Attendance at these events is dependent on:
 - o funding available in the Board's training budget;
 - o education and partnership priorities as determined by the Board (found within this report and identified through other opportunities); and
 - o the number of members interested in attending each event.

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: funds to come from the Board's training account 56401

Staffing: not applicable

Legal Implications: not applicable

INFORMATION

The Board is committed to providing its members and staff with learning and partnership opportunities to enhance its role in ensuring adequate and effective policing in Hamilton.

The Board's Administrative Director (A.D.) is responsible for gauging interest of Board members in attending approved events and conferences for the upcoming year. Should interest in attendance surpass available funds in the Board's education budget, the A.D. will notify the Chair and Vice Chair. The Chair and Vice Chair will work with members to find an equitable and fair solution to everyone in respecting event attendance.

Attendance at Annual Events:

- Typically, the Chair and Vice Chair attend the OAPSB and CAPG conferences on behalf of the Board. If they are not able to attend, other members attend to provide Board representation.
- Usually no more than two members attend a single event
- Members report back to the Board on important information gathered at each event they attend

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Mission: To serve and protect in partnership with our communities.

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ALTERNATIVES FOR CONSIDERATION

- The Board may decide not to approve certain events listed in this report

APPENDICES AND SCHEDULES ATTACHED

Appendix A – 2025 event and conference details

2025 Training and Conferences

Canadian Association of Chiefs of Police (CACCP)
Canadian Public Safety Interoperability Workshop

Date: February 2-4, 2025

Location: Toronto, Ontario – Sheraton Toronto Airport Hotel & Conference Centre

Cost: \$645

Description: An interactive, problem-solving workshop that will include discussion on governance issues, public safety, NG 9-1-1, as well as keynote speakers.

<https://www.cacp.ca/cgi/page.cgi/evtcal.html?evt=44>





**Agenda: 2-Day Conference on First Nations Police Governance
Empowering First Nations Police Governance.**

Location: Grey Eagle Hotel and Conference Centre, 3777 Grey Eagle Dr, Calgary,
AB T3E 3X8, 403 385 3777

Date: February 19-20th 8am-4pm, Breakfast and Lunch served

Check into hotel February 18th, check out February 21st.

Eventbrite information.

<https://www.eventbrite.ca/e/empowering-first-nations-police-governance-tickets-1145794264489?aff=oddtcreator>

Discount code for First Nations Police Governance Boards: FNPGDISCOUNT.

Police Association of Ontario (PAO) Police Employment Conference

Date: February 25-26

Location: Toronto, Ontario – Marriott Hotel, 901 Dixon Road

Cost: TBD

Description: A premier event for police associations and employers to discuss issues impacting police workplaces. Engage with lawyers in the field and sector-leading experts to discuss topics such as CSPA and workplace issues, police disciplinary decisions, collective bargaining, health and welfare, and more.

<https://pao.ca/event/2025-police-employment-conference/>



The image shows a screenshot of the website for the 2025 Police Employment Conference. The page features a navigation bar with a home icon and the text "Home > Events". The main heading is "2025 Police Employment Conference" in a large, bold, black font. Below the heading, there is a paragraph of text: "Stay ahead of the curve at this annual marquee event where police associations and employers come together to explore the latest trends, insights, and strategies for building stronger, more resilient workplaces." To the right of the text is a graphic featuring a police uniform collar with a crest and the text "Police Association of Ontario" and "Police Employment Conference". The dates "February 25-26, 2025" and the location "Toronto, ON" are also visible at the bottom of the graphic.

Canadian Association of Chiefs of Police (CACCP)
Women in Policing Conference (co-hosted with the BC Association of Chiefs of Police)

Date: March 2-4, 2025
Location: Vancouver, BC – The Westin Bayshore
Cost: \$645 + hotel accommodations

Description: The 2025 theme for the Women in Policing Conference is 'Widening the Path'. The focus will be on expanding opportunities, breaking down barriers, and fostering a culture of equity and collaboration across the profession.

<https://www.cacp.ca/cgi/page.cgi/ evtcal.html?evt=50#locationinfo>



CACP National Police Leadership Conference

Date: April 28-30 2025

Location: Winnipeg, Manitoba – Fairmont Winnipeg, 2 Lombard Place

Cost: \$645 + hotel accommodations

Description: The theme for 2025 will be 'Navigating Tomorrow: Leading with Resilience, Innovation, and Well-Being'. Topics for discussion will include technologies in policing, dealing with adversity in decision-making, handling adverse events in social media, artificial intelligence within policing, and more.

<https://www.cacp.ca/cgi/page.cgi/evtcal.html?evt=47#registernow>



OAPSB 2025 Spring Conference & AGM

Date: June 3-5, 2025

Location: London, Ontario – Best Western Plus Lamplighter Inn & Conference Centre

Cost: TBD (Cost of 2024 early bird full conference pass was \$750)

Description: Training and workshops designed to further your understanding of various topics directly related to police governance. 2025 topics and agenda coming soon.

<https://oapsb.ca/events/2025-spring-conference/>



CAPG 36th Annual Conference

Date: August 14-16, 2025

Location: Victoria, British Columbia

Cost: TBD (2024 cost for a full pass \$999, Day-Rate \$250)

Description: The CAPG's Annual Conference brings together Police Boards to encourage dialogue and education. Discussion focuses on current policing issues and effective change. Topics and agenda to follow.

<https://oapsb.ca/events/36th-annual-capg-conference/>

36TH ANNUAL CAPG
CONFERENCE IN
VICTORIA, BC

AUGUST 14TH, 15TH,
AND 16TH 2025



HAMILTON POLICE SERVICE BOARD

OUTSTANDING BUSINESS LIST AS OF JANUARY 24, 2025

ITEM	DATE	ACTION	EXPECTED COMPLETION DATE
1. Correspondence to the Board	September 28, 2023 Motion related to item 5.2	That a report come back to the Board with the following information (related to correspondence received by the Board meant to published as part of the public agenda): a) how the Board is complying with MFIPPA; and b) what steps the Board is taking to ensure compliance with our policy on correspondence to the Board; and c) recommendations on a process or policy for fact-checking correspondence; and d) determining who would be responsible for fact-checking correspondence .	Future Meeting
2. Hamilton Police Service Board Community Liaison Representative and Knowledge Translation Plan to Engage with the Broader Hamilton Community (motion submitted by Member Menezes)	February 29, 2024 Item 10.1	Motion referred to the Governance Committee.	Future Governance Committee Meeting

<p>3. General Comment (in part related to Correspondence Item Police Service School Resource Officers Survey)</p>	<p>June 27, 2024 Correspondence Item 10.7</p>	<p>That a standard operating procedure be created to ensure matters presented to the Board that have an expiry date prior to the next regularly scheduled meeting of the Board be forwarded in advance to Board members for their review.</p> <p>Referred to the Governance Committee.</p>	<p>Next meeting of the Governance Committee TBD</p>
<p>4. Developing a Board Delegation of Authority By-law</p>	<p>September 26, 2024 Motion 10.1</p>	<p>That the Administrative Director (A.D.) be directed to research and prepare a draft delegation of authority by-law and or policy; and</p> <p>That this matter be referred to the Governance Committee for review and consideration</p>	<p>Future Governance Committee Meeting</p>
<p>5. Drafting a revised Board Policy on Intimate Partner Violence</p>	<p>September 26, 2024 Motion</p>	<p>That the Administrative Director (A.D.) be directed to prepare a draft revised Intimate Partner Violence Board Policy and report back to the Board at a later meeting.</p>	<p>Future Meeting</p>
<p>6. Advancing the Relationship Between the Hamilton-Wentworth District School Board and the Hamilton Police Service</p>	<p>October 24, 2024 Motion 10.1</p>	<p>That the Board request the Chief of Police to consider ways in which to advance the relationship between the Hamilton Police Service and the Hamilton-Wentworth District School Board; and</p> <p>That the Chief of Police report back to the Board in the Spring of 2025</p>	<p>Future Meeting in the Spring of 2025</p>