



The Honourable Sylvia Jones
Solicitor General
George Drew Building
18th Floor
25 Grosvenor St.
Toronto, ON M7A 1Y6

April 6, 2021

Dear Honourable Sylvia Jones,

Proposed Police Service Board Member Competencies Profile

Congratulations for the tremendous success you and the Government have achieved in addressing this unprecedented pandemic situation, while still continuing to develop regulations under *the Community Safety and Policing Act 2019*.

OAPSB's top priority remains the creation of Police Service Board Training on *how* to effectively govern police. We understand that all police-sector training programs in Ontario must now be competency-based. In order to advance this matter, we've undertaken to research and develop a Competency Profile for police service board members, for your consideration. It is our hope that, with your Ministry's input and your approval, this Competency Profile will become the basis for the development of training on *how* to govern police, and perhaps also assist with the appointment of police service board members.

Research revealed that some individual boards have competency policies, while no provincial jurisdictions have established them. There is, however, a well-researched and robust profile developed by the Institute of Corporate Directors (ICD), which is the basis for the Directors' Education Program and related ICD courses at Rotman Business School and other ICD affiliate Universities across Canada. The ICD's "Key Competencies for Director Effectiveness" are attached for reference.

These findings are the basis for our proposed **Police Service Board Member Competency profile**. The profile follows the ICD format, with their permission, and consists of two parts:

- identification and description of sixteen (16) board member *competencies*, each cross-referenced with applicable key board member *responsibilities*,
- a corresponding description of eight (8) key board member *responsibilities*.

This profile builds upon the academic research and track record of the ICD; it is not a "wish list" proposed by currently serving board members. Questions regarding this Competency profile should be directed to Executive Director Fred Kaustinen.



Please consider this proposal and let us know how else we might help advance the development of meaningful police service board training.

Respectfully,

A handwritten signature in black ink, appearing to read 'Patrick Weaver', written over a horizontal line.

Patrick Weaver
OAPSB Chair

Attachments:

- OAPSB Proposed Profile Police Service Board Member Competencies
- ICD Key Competencies for Director Effectiveness

CC (by email): Deputy SOLGEN Mario Di Tommaso, ADM Public Safety Division Richard Stubbings, ADM Strategic Policy, Research and Innovation Division Debbie Conrad, Inspector General Devon Clunis, Manager of Policy & Regulatory Affairs Joshua Johnson