



PRIDE \* SERVICE \* TRUST

## Guelph Police Services Board

PO Box 31038, Willow West Postal Outlet, Guelph, Ontario N1H 8K1  
Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

### Open Meeting

### Minutes – March 17, 2022

An Open meeting of the Guelph Police Services Board was held by teleconference call on March 17, 2022, pursuant to sections 11.4 and 20.7 of Guelph Police Services Board By-Law 136 (2009), commencing at 2:30 p.m.

**Present:** R. Carter, Chair  
R. Curran, Member  
P. McSherry, Member  
C. Guthrie, Member  
C. Billings, Member  
L. LaCelle, Executive Assistant  
G. Cobey, Chief of Police  
D. Goetz, Deputy Chief of Police  
L. Pelton, Finance Manager  
J. Sidlofsky Stoffman, Legal Counsel

**Guests:** S/Sgt. J. Karavelus, Cst. D. Connelly

#### 1.0 Welcome and Introductions

Chief Cobey invited everyone to take a moment to recognize that Monday, March 14, 2022, marked 9<sup>th</sup> anniversary of the in the line of duty death of Cst. Jennifer Kovach and her service to the community.

#### 2.0 Meeting Called to Order and Territorial Acknowledgment

Chair Carter called the meeting to order at 2:30 by teleconference call between the attendees and gave Territorial Acknowledgement.

#### 3.0 Declaration of Conflict or Pecuniary Interest

There were no declarations of conflict or pecuniary interest.

#### 4.0 Closed Session Resolutions

**Moved by** R. Curran

**Seconded by** C. Guthrie

**THAT** the Guelph Police Services Board support the Canadian Arab Women's Association in the amount of \$600.00 with funds to be paid from the

Community Account.

**AND THAT** the Guelph Police Services Board support the Guelph Neighbourhood Support Coalition in the amount of \$3,000.00 with funds to be paid from the Community Account.

**- Carried -**

## **5.0 Presentations/Delegations**

### **5.1 Investigative Services – Human Trafficking Presentation – S/Sgt. J. Keravelus and Cst. D. Connelly**

Chief Cobey introduced S/Sgt. Jeimy Keravelus and Cst. Daniel Connelly to provide update on Human Trafficking.

S/Sgt. Keravelus thanked Board for opportunity to speak and provided an overview of what Human Trafficking is and how it is a crime that continues to grow.

What makes Human Trafficking challenging is the hidden nature of the offence. Other challenges include the lack of awareness, the movement of individuals from area to area, the reluctance by victims to report these incidents for fear of violence by the trafficker or their associates, or the fear of law enforcement from past experiences or the belief that the victim is doing something illegal.

To combat Human Trafficking, it is essential to increase awareness, allow for effective detection and prevention methods to take place, investigate and hold traffickers and their associates accountable, and most importantly, provide support to victims and survivors and help them recover and reintegrate into the community.

In the past, Human Trafficking was investigated by members of the Special Victims Unit. A grant from the Ministry of the Solicitor General in the Fall of 2019 allowed for the creation of a partnership between the Guelph Police Service, the Waterloo Regional Police Service, Victim Services Wellington, and Victim Services Waterloo Region. This partnership has been a strong one as it has allowed for the creation of a specialized unit with training to investigate these incidents, provided support to victims, provided shared resources in terms of staffing, training, and equipment, and allowed for a cross border response.

As one of the key principles of this partnership is to assist victims of Human Trafficking, the addition of a crises intervention counsellor allows for the provision of a victim centric approach whereby the counsellor works with investigators and is also utilized to provide resources for victims by assisting with basic needs and connecting them with other community service partners, and treatment and rehabilitation centres.

This partnership has been making a positive impact on both communities.

S/Sgt. Keravelus introduced Cst. Dan Connelly, a 13 year Member of the Service who as spent the last seven years conducting drug investigations.

Cst. Connelly discussed the day-to-day operations of the unit and highlighted the signs and behaviours of Human Trafficking.

C. Guthrie commented to thank everyone involved in the program, particularly knowing the emotional toll it must take on all those involved.

P. Mcsherry echoed the comments of C. Guthrie and asked how prevalent this issue is in Guelph. Cst. Connelly indicated that it is difficult to provide an exact number as this issue is typically under reported but could say that as it has been investigated more, there have been almost double the amount of charges and incidents.

Chair Carter thanked both S/Sgt. Keravelus and Cst. Connelly for joining the meeting and providing an informative presentation that helps everyone to understand the seriousness of this issue and the complications involved. Chair Carter wished the team the best of luck going forward with continuing work in this regard.

J. Keravelus and D. Connelly left the meeting at 2:55 p.m.

## **6.0 Approval of Minutes of the Open Meeting, February 17, 2022**

**Moved by** C. Billings

**Seconded by** R. Curran

**THAT** the Guelph Police Services Board approve the Open Meeting minutes of February 17, 2022.

**- Carried -**

## **7.0 Approval of Agenda**

**Moved by** C. Billings

**Seconded by** R. Curran

**THAT** the Guelph Police Services Board approve the Open Meeting agenda.

**- Carried -**

## **Part 1 – Consent Agenda**

### **7.1 Headquarters Renovation & Expansion Report**

That the report titled "Police Headquarters Renovation and Expansion Project," and dated March 8, 2022, be received for information.

**7.2 Freedom of Information Requests Annual Report (2021)**

That the report titled "2021 Access to Information Report," and dated March 17, 2022, be received for information.

**7.3 Public Salary Disclosure Annual Report (2021)**

That the report titled "Public Sector Salary Disclosure for 2021," and dated March 17, 2022, be received for information.

**7.4 Professional Standards Annual Report (2021)**

That the report titled "Professional Standards 2021 Year End Report," and dated March 17, 2022, be received for information.

**7.5 Human Resources Report – Special Constable Appointment**

That Gary Gibson be appointed as a Special Constable with the University of Guelph effective February 10, 2022.

**7.6 Human Resources Report – Member Appointments**

That Natalie Gresel be appointed as a temporary full-time member of this Service effective March 10, 2022.

**7.7 Board Correspondence Report**

That the report titled "Board Correspondence Report – Open Meeting – March 17, 2022," be received for information.

**7.8 Major Case Management Annual Report**

That the report titled "Professional Standards 2021 Year End Report," and dated March 17, 2022, be received for information.

**7.9 Missing Persons Annual Report**

That the report titled "Missing Persons Act, 2018 – Annual Report 2021," and dated March 9, 2022, be received for information.

**Part 2 – Discussion Agenda**

**7.10 2019-2023 Strat Plan Priority Update**

It is important to note that as we work to ensure alignment with our Strategic Plan we are very mindful of the work being done in the

development of our Community Safety and Wellbeing Plan.

This collaborative work by the advisory group, plan support team and community partners, including our Service and our Board, informs the development of Service initiatives as well as our future Strategic Planning.

### **Community Policing**

The Community Policing Committee established an overall goal: To increase police visibility in the community and strengthen relationships with community members and partner agencies.

#### **Community Policing Committee:**

This committee is now permanent, with the purpose of continually evaluating how our Service can have a positive impact within our community. The committee works closely with our Youth and Community Services Unit and works hard to develop relationships with community organizations / members.

#### **Expansion of Community Resource Officers**

Over the past year two CROs were deployed, 1 focusing on the downtown and 1 focusing on other neighborhoods. The CROs continue to build and foster relationships with community organizations, partner agencies, and neighbourhood groups. The intention is to growth the CRO program.

#### **Pre-Charge Diversion Program**

The Service has partnered with the John Howard Society and the Crown Attorney's Office to develop a pre-charge diversion program, focusing on restorative justice and using relationships with community organizations to address minor offences rather than using the criminal justice system for this purpose. The program helps youth and adult offenders access programs and resources **The program went live in January 2022.**

#### **Full-time Media Position**

At the end of 2020, Mr Scott Tracey became our first civilian Media Relations Coordinator. Scott has brought a wealth of Media and Police experience the unit as we seek to engage and inform our community.

## **Documentation of GPS Community Involvement**

Despite COVID, the Service has continued to engage the community and participate in a number of community events, both virtually and in person. This includes the Special Olympics Torch Run, Kickz Soccer, the Dairy Queen ice cream ticket campaign, Tim Hortons Camp Day, and Cops and Kids Christmas.

In addition, members participated in numerous other events throughout the year. As part of the community policing priority, increased visibility of members in the community was set as a goal. The numbers below reflect our members' continued dedication to ensuring this goal is reached:

- 2019 – 107 events
- 2020 – 177 events
- 2021 – 266 events

## **Equity Diversity Inclusion Committee**

- Our Equity Diversity and Inclusion Committee continues its work to developing new opportunities to engage and learn from our community members.
- Cultural Appreciation / Diversity Awareness program was expanded and includes the participation of leaders from our diverse community who deliver training and share their lived experiences to these new officers.
- Youth and Police Alliance Basketball – 8 week session at the West End Rec centre in collaboration with our local Ball 4 All program and the City of Guelph.
- GPS member representative on OACP Equity Diversity and Inclusion Committee,
- New GPS policy created for Internal Support Networks within our Service, This includes an announcement on International Womens Day, March 8th, of our new Women in Leadership Support Network, designed to support, mentor and empower those who identify as women within the GPS

## **Organizational Health and Service Effectiveness**

Since the last Strategic Plan report, the following activities have occurred in support of this priority. Ms Tracey Dupuis, our first wellness

Coordinator, has continued to evolve and improve the wellness supports for our members and their families. This will remain an important area of focus.

- Increase in Critical Incident Stress Management (CISM) outreach by team members
- The wellness portion of the orientation program for new recruits has been further developed, and plans are in place to include a wellness orientation for civilian members
- Training was provided to Dispatchers / Communicators.
- A virtual conversation with IMPACT was held on Bell Let's Talk Day.
- Wellness initiatives undertaken during this time include a Sleep for Shift Work Education series, the GPS book club, and promotion of EFAP services and webinars to support members and their families.

### **Service Effectiveness**

- Response Times have continued to improve for the 3<sup>rd</sup> year in a row / CSI Improvements
- Deployment of Body-Worn Cameras
  - By March/April body cameras will have been issued to all officers who will be wearing them.
  - Once onsite, the virtual reality training will allow officers to be immersed in realistic scenarios which include de-escalation and empathetic approaches to incidents.

### **Community Wellness**

- **CMHA**
  - Continue to work towards 24/7 IMPACT response; including conversations with municipal, provincial, and federal representatives, CHMA, and community members.
  - IMPACT currently staffed with 7.5 members working at both GPS HQ and CMHA.
  - Live calls with police year over year have more than doubled (2021 – 762 versus 2019 – 370) with a hospital diversion rate of 74.3%.

- The mobile HealthIM application was updated to enhance support to both members of the community and health partners.
- The Downtown Liaison Officer and our CRO continue to strengthen relationships with partner agencies including CHC, BIA, Poverty Task Force, Wyndham House, Stepping Stone, Downtown Business.

### **Road Safety**

- Newly Created S/Sgt Position to support our Traffic, TRU and Canine to support and align these units and optimize our ability to support Road Safety Initiatives.
- A number of RIDE checkpoints were conducted in 2021.
- The Traffic Unit continues to be active member of the Guelph Road Safety Coalition, which includes representation from the City of Guelph Traffic Engineering Department, the Ministry of Transportation, the University of Guelph, Wellington-Dufferin-Guelph Public Health, and the Guelph Junction Railway.
- The Unit is leveraging technology to increase operational effectiveness/efficiencies in relation to road safety. As we move forward, online reporting will be used to receive complaints, and internal IT systems used to disseminate information about traffic concerns to members for proactive enforcement.

### **Drugs and Property Crime**

#### **Property Crime**

- As indicated in the presentations last month, our City continues to be impacted by a variety of property related crimes.
- We continue to work to develop both education / prevention / enforcement initiatives to support our community and reduce the impact of these offences.
- Break Enter Auto Theft Unit Highlights Since Board Presentation.
- 10 arrests
  - Three re Stolen Vehicles
  - Four re Break and Enters



- Three re Possess Stolen Property
- Three Search Warrants Executed at residences
  - Two stolen police badges recovered

### **Downtown**

- Connor Vaivods, a police constable who was born and raised in Guelph, is our Downtown Liaison Officer position.
- Members of the Guelph Police worked collaboratively with the City of Guelph, downtown businesses, the Downtown Guelph Business Association, and other stakeholders
- The Guelph Police Service is continually re-assessing best practices for policing the unique downtown area of Guelph to best serve our vibrant community. In consultation with our Downtown Community, our DRO program continues to evolve. We are committed to supporting our Downtown community which includes all those who live, work and visit our downtown.

### **7.11 Calls for Service Annual Five Year Trends Report 2021**

Chief Cobey provided highlights of the report, which summarized the types of calls received by the Service in terms of priority, neighbourhood, and response times.

Total calls for service were almost unchanged between 2020 and 2021 and the distribution for calls for service by neighbourhood was stable between 202 and 2021, likely due to the continuing Covid-19 pandemic driving down demand for policing services.

2021 calls by month were distributed similar to previous years, with a spike in October due primarily to accidental 911 calls/hang-ups; this increase is speculated to be the result of changes made in the function of wireless devices made by the producer of those devices.

Assist Other Service and Mentally Ill Person calls for service both rose in rank in the Service's Top Ten Calls for Service. The increase in these types of calls is likely due to the stresses caused by the Covid-19 pandemic.

Youth complaints increased by nearly 72% year to year, a change which may be again attributable to the Covid-19 pandemic.

Breach Judicial Order calls for service decreased by 34.2% in 2021, likely

due to a number of factors, including reduced calls for service during the pandemic, and the introduction of Bill C-75, which mandates the release of people as early as possible under the least onerous conditions.

Guelph's median Priority 1 response time was slightly faster in 2021 and the fastest it has been in the last five years.

### **7.12 Chief's Monthly Report**

The Chief thanked S/Sgt. Keravelus and Cst. D. Connelly for their important presentation.

As we evolve towards a new and different normal, the Chief also wanted to highlight for the Board and thank Members for their hard work and dedication throughout the pandemic. There have been 145,000 calls for service throughout the pandemic, and it is important to say thank you to Members and the community. As a community, everyone has worked very hard and on behalf of Service, the Chief provided thanks to Members, the Board, the Mayor, Guelph City Council, and organizations during this unique time.

**7.13 New Business** – there was no new business reported.

### **8.0 Information Items**

- Next Open Meeting: Thursday, April 21, 2022, 2:30 p.m. via Teams meeting, livestreamed on YouTube.

### **9.0 Adjournment**

**Moved by** C. Guthrie

**Seconded by** R. Curran

**THAT** the Open meeting of the Guelph Police Services Board adjourn at 3:27 p.m.

**- Carried -**

"Robert Carter"

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R. Carter, Chair

"Leslie LaCelle"

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L. LaCelle, Executive Assistant