



LAKEHEAD OPP DETACHMENT BOARD CONSEIL DU DÉTACHEMENT DE LAKEHEAD DE LA POLICE PROVINCIALE

THUNDER BAY OPP DETACHMENT
DÉTACHEMENT DE THUNDER BAY DE LA POLICE PROVINCIALE

Agenda for Meeting: Thursday, September 18, 2025 at 5:30 p.m.
OPP Detachment Office
3267 Highway 130, Rosslyn, ON

1. Preliminary Matters

- 1.1 Call to Order by Chair
- 1.2 Approval and/or Amendment of the Agenda
- 1.3 Request/Receive Declarations of Pecuniary Interests (if any)

2. Minutes from Previous Meeting

- 2.1 Minutes of the Meeting held June 12, 2025 1-3
- 2.2 Matters Arising from the Minutes -

3. Reports and Items for Discussion

- 3.1 Police Report – June, July, August 2025 4-19
- 3.2 Annual Report 20-47
- 3.3 OPP Reporting Statistics Resolution 48-70
- 3.4 Board Appointments Resolution 71-75

4. Correspondence

- 4.1 September 1, 2025: Email from OAPSB Zone 1 – OACP & OAPSB Zone 1 Annual Meeting 76-78
- 4.2 August 26, 2025: Email from OAPSB – Fall Forward Updates: Training, Budget Prep & Governance Tools 79-81
- 4.3 July 15, 2025: Letter from Inspector General of Policing – Inspector General Memo #6: Release of the Inspector General of Policing 2024 Annual Report 82-146
- 4.4 June 30, 2025: Email from OAPSB – Quarterly Newsletter 2nd Edition 147

5. By-laws

6. New Business

7. Closed Session

8. Next Meeting

9. Adjournment

Lakehead OPP Detachment Board

MINUTES OF THE REGULAR MEETING OF THE BOARD

June 12, 2025 at 5:30 p.m.

Location: 3267 Highway 130, Rosslyn, ON

PRESENT: Reeve Wendy Wright, Township of Gillies
 Councillor Don Smith, Municipality of Shuniah
 Councillor Brian Wright, Municipality of Neebing
 Councillor John Sobolta, Township of O'Connor
 Lisa Laitinen-Egbuchulam, Community Representative
 Ralph Falcioni, Community Representative
 Rox-Anne Moore, Community Representative
 Caleb Garrow-Ledoux, Provincial Representative
 Robert Michelizzi, O.P.P. Thunder Bay Detachment
 Jodi Peckford, O.P.P. Thunder Bay Detachment
 Kyle Armstrong, O.P.P. Thunder Bay Detachment
 Erika Kromm, Board Secretary

REGRETS: Chief Wilfred King, Kiashke Zaaging Anishinaabek (Gull Bay)
 Clarke Chapman, Lac Des Mille Lacs
 Beth Boon, Kiashke Zaaging Anishinaabek (Gull Bay)
 Councillor David Halvorsen, Township of Conmee

1. **Preliminary Matters**

1.1. **Call to Order**

The Chair called the meeting to order at 5:30 pm and provided a land acknowledgement.

1.2. **Oaths of Office**

Caleb Garrow-Ledoux completed the Oath of Office.

1.3. **Approval and/or Amendment of the Agenda**

Chair Smith asked whether any members wished to make any additions or adjustments to the agenda.

Resolution No. 2025-008

Moved by: Member Ralph Falcioni

Seconded by: Member Rox-Anne Moore

BE IT RESOLVED THAT the agenda for tonight's meeting be approved, as amended by adding Item 4.3, a resolution from the Kenora OPP Detachment Board.

CARRIED ✓

1.4. **Request/Receive Declarations of Pecuniary Interests (if any)**

No declarations of pecuniary interest were received.

2. Minutes from Previous Meeting

2.1. Minutes of the Meeting held May 15, 2025

Members present reviewed the minutes.

Resolution No. 2025-009

Moved by: Member Lisa Laitinen-Egbuchulam

Seconded by: Member Caleb Garrow-Ledoux

BE IT RESOLVED THAT the minutes for the meetings held on May 15, 2025 be approved, as presented.

CARRIED ✓

2.2. Matters Arising from the Minutes

Members present reviewed the report.

3. Reports and Items for Discussion

3.1. Police Report

Members reviewed the police reports. Jodi Peckford provided an update on why some of the offence categories were grouped together in the reports. The groupings are largely due to the classifications from Statistics Canada to allow for comparable reporting across the country. Generally, members believe this is misrepresenting of the facts by making the numbers for more violent offences appear higher than reality. The Secretary was directed to draft a resolution for consideration at the next meeting.

Insp. Michelizzi responded to questions about the reports. He advised that the Annual Report will be completed by June 30th and that there will be new recruits coming into the detachment over the summer.

3.2. Annual Report (due June 30)

Members present reviewed the report. There were no changes to the draft Annual Report.

3.3. OAPSB Conference Highlights

Rox-Anne Moore provided a verbal report on the highlights of the OAPSB Conference. She felt that the pre-conference training was the most beneficial part of the conference. It was worthwhile to attend the conference to network with other boards. She obtained extra copies of the Rules of Engagement training session and felt it would be a worthwhile read for other members of the board. The Secretary will watch for an electronic version on the OAPSB website to circulate to the Board. The next conference will be held in Niagara Falls in 2026.

4. Correspondence

4.1. April 25, 2025: Email from OAPSB Zone 1 – Meeting Poll

4.2. April 25, 2025: Email from OAPSB Zone 1 – May 27th Meeting Recording

Members reviewed the correspondence in 4.1 and 4.2. No resolutions were passed.

4.3. May 20, 2025: Email from Kenora OPP Detachment Board – Youth Crisis

Members reviewed the correspondence.

Resolution No. 2025-010

Moved by: Member Ralph Falcioni

Seconded by: Member Rox-Anne Moore

BE IT RESOLVED THAT the Lakehead OPP Detachment Board supports the resolution from the Kenora OPP Detachment Board recognizing the youth crisis in our region as a public health and social emergency directly linked to Adverse Childhood Experiences.

CARRIED ✓

The Secretary was directed to circulate a copy of the Community Safety and Well-being Plan that was jointly passed by Conmee, Gillies, O'Connor and Neebing.

5. By-laws

There were no by-laws presented at this meeting.

6. New Business

There was no new business brought forward at this meeting.

7. Closed Session

There were no closed session items for this meeting.

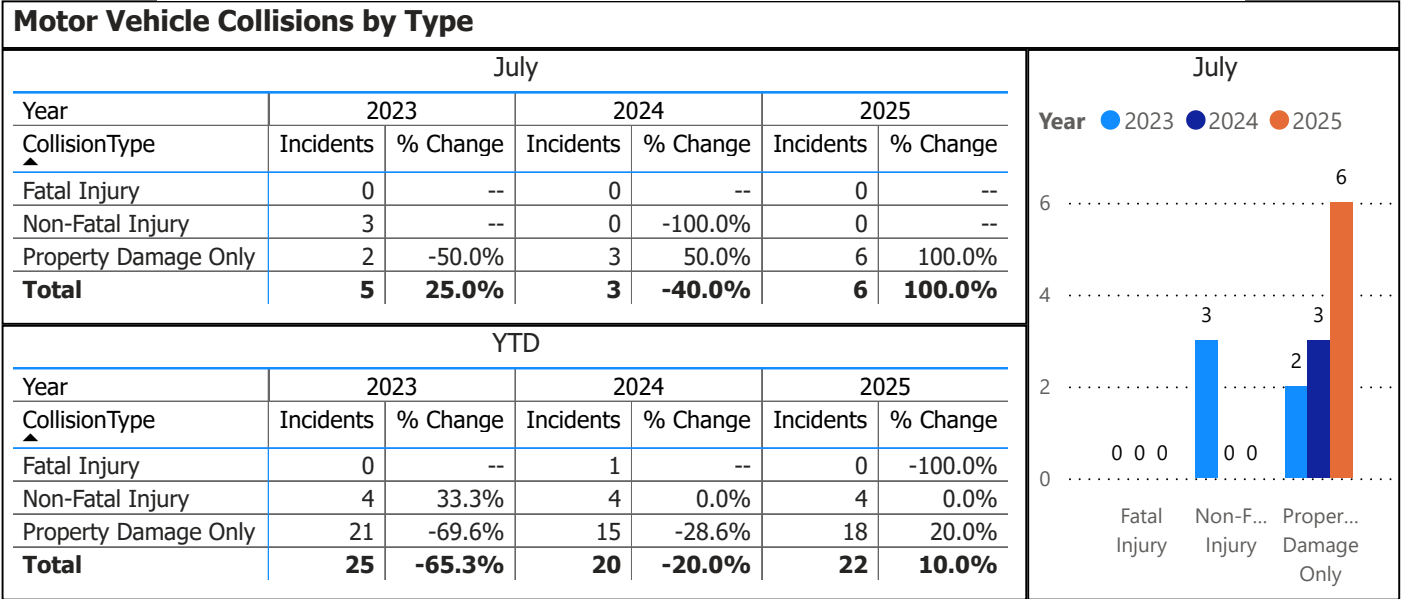
8. Next Meeting

The next meeting will be held on September 18, 2025 at 5:30 pm.

9. Adjournment

There being no further business to attend to, the meeting was adjourned at 6:27 pm.

OPP Detachment Board Report
Collision Reporting System
July 2025



Data source (Collision Reporting System) date:
11-Sep-2025

Detachment: 2M - THUNDER BAY
Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN

Area(s): 2029 - Conmee, 2032 - Gillies, 2037 - Neebing, 2039 - O'Connor, 2044 - Municipality of Shuniah, 2513 - [Gull Bay] Kiashke Zaaging Anishinaabek FN, 2660 - Lac Des Mille Lacs FN

Data source date:
11-Sep-2025

Report Generated on:
11-Sep-2025 10:48:06 AM

OPP Detachment Board Report
Collision Reporting System
July 2025

Fatalities in Detachment Area - Incidents

July									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	0	--	0	0	--	0	0	--
2024	0	0	--	0	0	--	0	0	--
2025	0	0	--	0	0	--	0	0	--

YTD									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	0	--	0	0	--	0	0	--
2024	1	1	--	0	0	--	0	0	--
2025	0	0	-100.0%	0	0	--	0	0	--

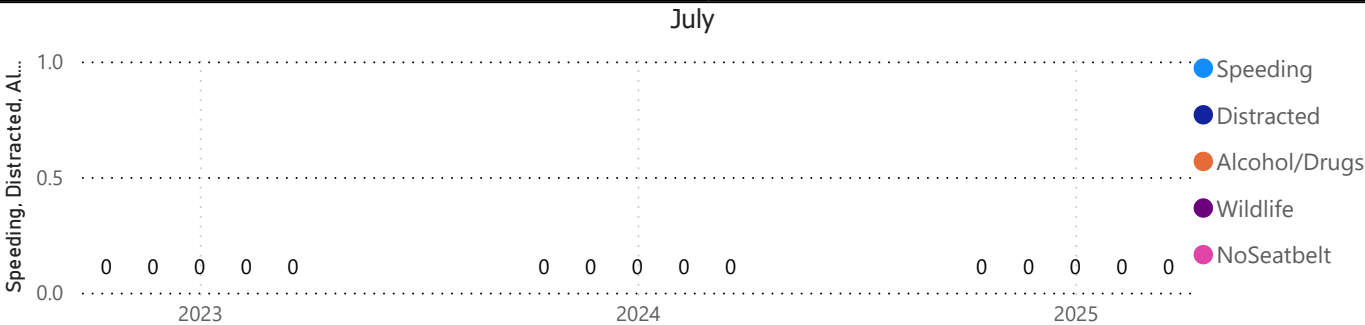
Fatalities in Detachment Area - Persons Killed

July							
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle		
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change	
2023	0	--	0	--	0	--	
2024	0	--	0	--	0	--	
2025	0	--	0	--	0	--	

YTD							
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle		
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change	
2023	0	--	0	--	0	--	
2024	1	--	0	--	0	--	
2025	0	-100.0%	0	--	0	--	

Primary Causal Factors in Fatal Motor Vehicle Collisions

July				YTD			
	2023	2024	2025		2023	2024	2025
Speeding	0	0	0	Speeding	0	0	0
Speeding % Change	--	--	--	Speeding % Change	--	--	--
Distracted	0	0	0	Distracted	0	0	0
Distracted % Change	--	--	--	Distracted % Change	--	--	--
Alcohol/Drugs	0	0	0	AlcoholDrugs	0	1	0
Alcohol/Drugs % Change	--	--	--	AlcoholDrugs % Change	--	--	-100.0%
Wildlife	0	0	0	Wildlife	0	0	0
Wildlife % Change	--	--	--	Wildlife % Change	--	--	--
NoSeatbelt	0	0	0	NoSeatbeltYTD	0	0	0
NoSeatbelt YoY%	--	--	--	NoSeatbeltYTD YoY%	--	--	--



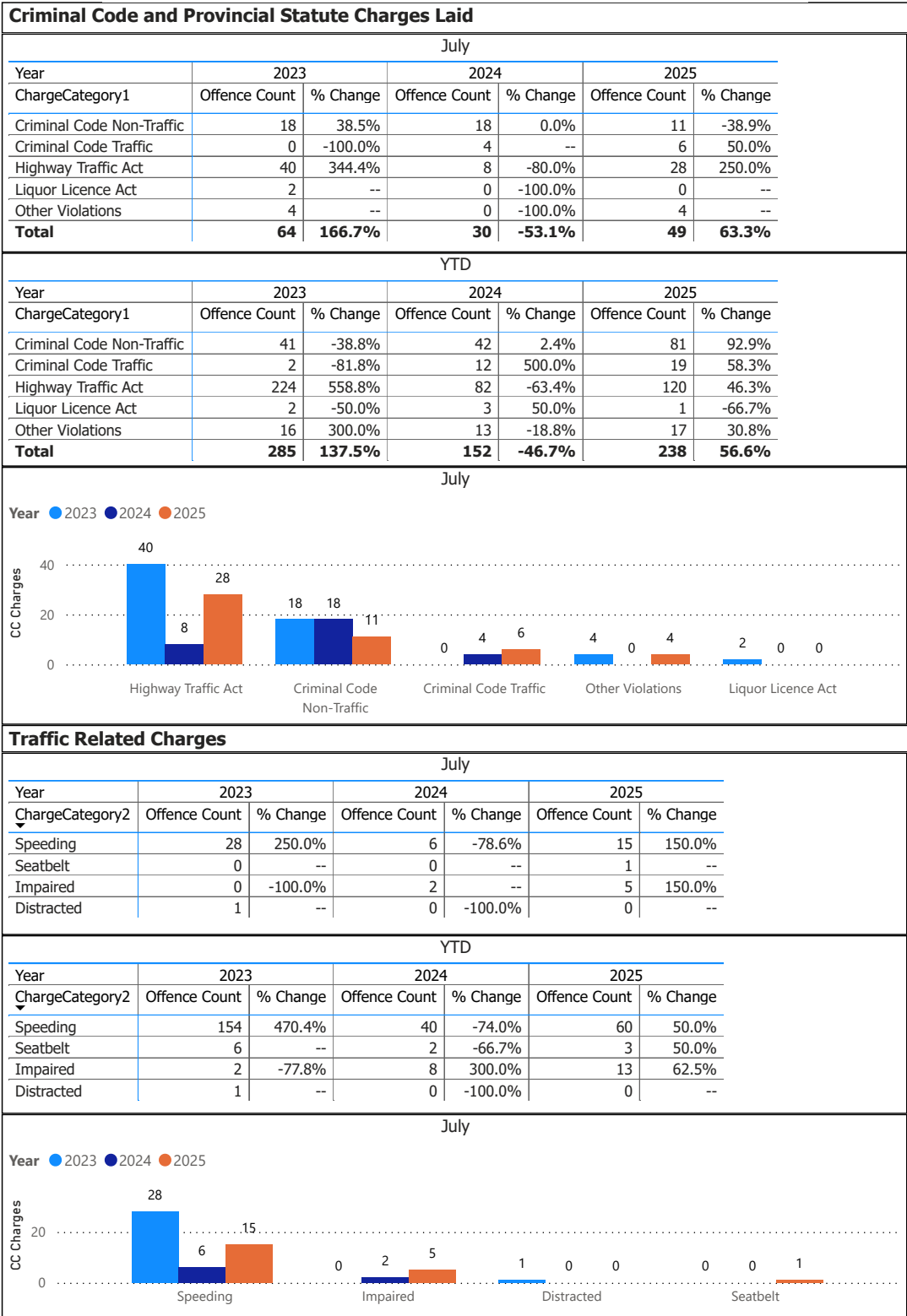
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OPP Detachment Board Report
Records Management System
July 2025



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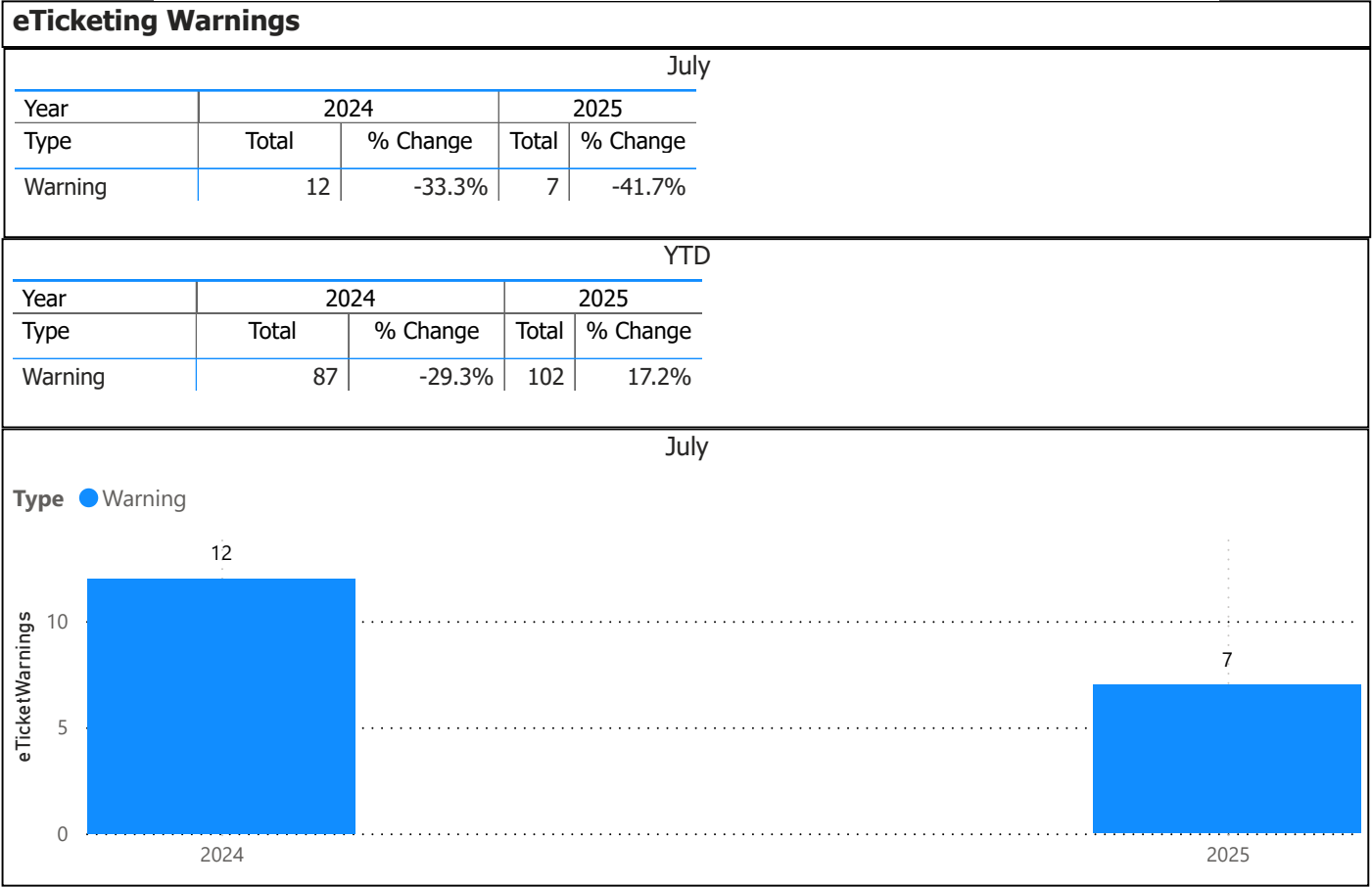
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11-Sep-25

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OPP Detachment Board Report
Records Management System
July 2025



Note: The eTicketing system was not fully implemented until the end of 2022, therefore data is only available beginning in 2023. % Change in 2023 may appear higher in this report due to the incomplete 2022 data.

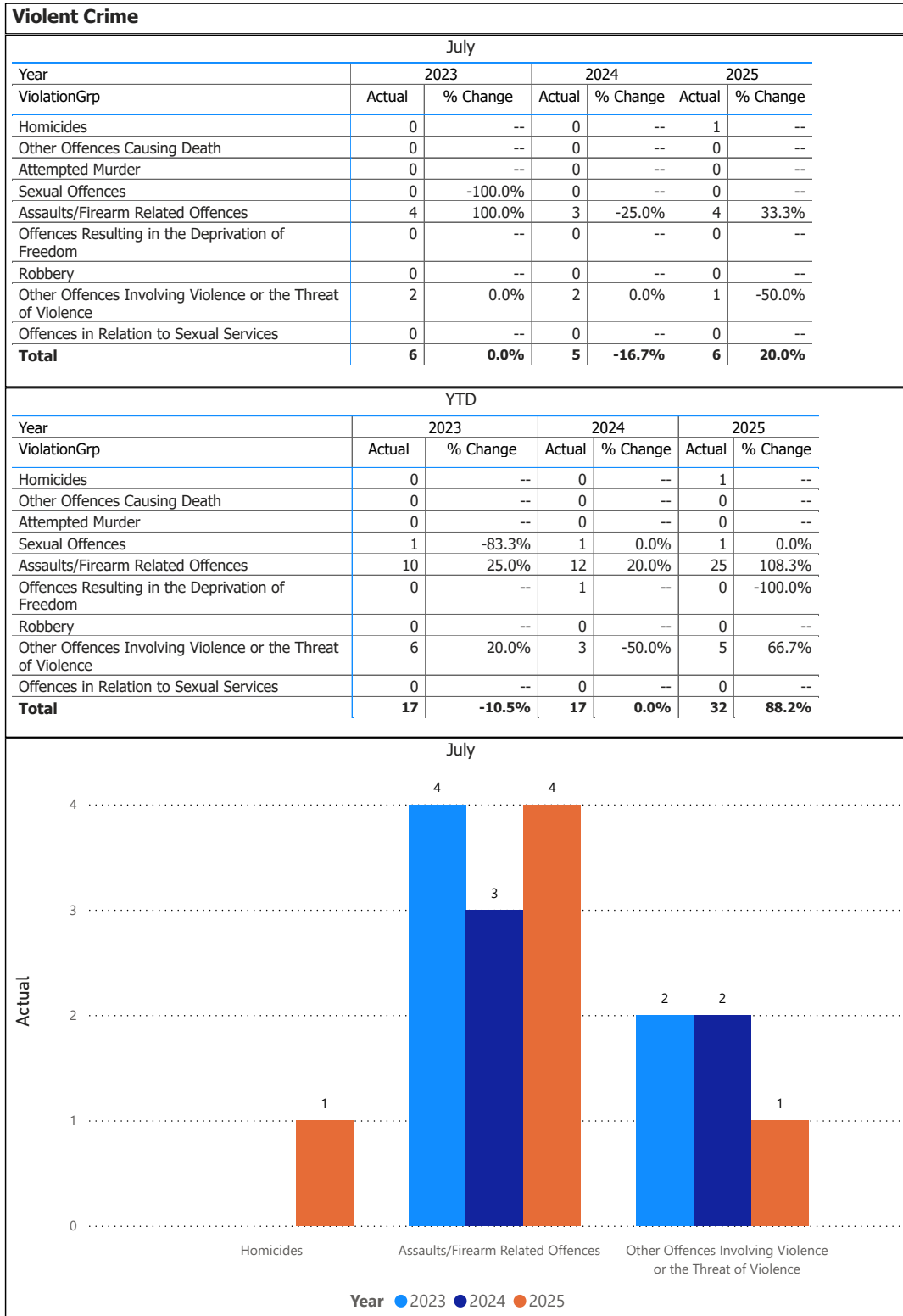
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Data source date: 11-Sep-25

Report Generated on: 11-Sep-2025 10:49:59 AM

**OPP Detachment Board Report
Records Management System
July 2025**



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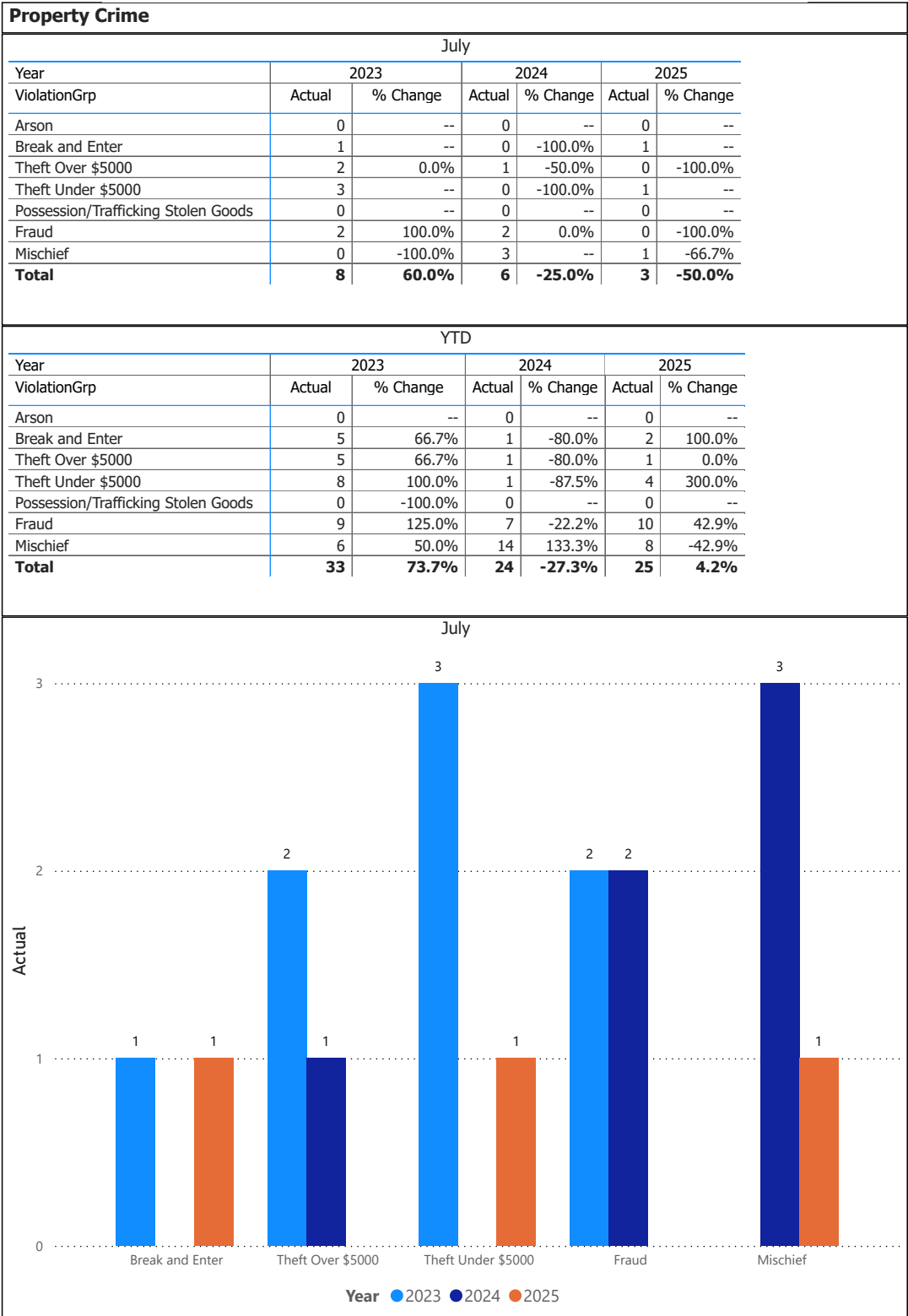
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OPP Detachment Board Report
Records Management System
July 2025

Drug Crime						
July						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Possession	0	--	0	--	0	--
Trafficking	0	--	0	--	0	--
Importation & Production	0	--	0	--	0	--
Cannabis Possession	0	--	0	--	0	--
Cannabis Distribution	0	--	0	--	0	--
Cannabis Sale	0	--	0	--	0	--
Cannabis Importation & Exportation	0	--	0	--	0	--
Cannabis Production	0	--	0	--	0	--
Other Cannabis Violations	0	--	0	--	0	--
Total	0	--	0	--	0	--

YTD						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Possession	1	--	0	-100.0%	0	--
Trafficking	0	--	0	--	0	--
Importation & Production	0	--	0	--	0	--
Cannabis Possession	0	--	0	--	0	--
Cannabis Distribution	0	--	0	--	0	--
Cannabis Sale	0	--	0	--	0	--
Cannabis Importation & Exportation	0	--	0	--	0	--
Cannabis Production	0	--	0	--	0	--
Other Cannabis Violations	0	--	0	--	0	--
Total	1	--	0	-100.0%	0	--

No Data for selected filters

Top 3 Violation Types		Top 5 Violation Groups																																																																		
<div><p>July</p><table><tr><th>Year</th><th>Violent</th><th>Property</th><th>Driving Offences</th></tr><tr><td>2022</td><td>6</td><td>5</td><td>1</td></tr><tr><td>2023</td><td>6</td><td>8</td><td>0</td></tr><tr><td>2024</td><td>5</td><td>6</td><td>1</td></tr><tr><td>2025</td><td>6</td><td>3</td><td>6</td></tr></table></div>	Year	Violent	Property	Driving Offences	2022	6	5	1	2023	6	8	0	2024	5	6	1	2025	6	3	6	<div><p>July</p><table><tr><th>ViolationGrp</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th><th>Total</th></tr><tr><td>Assaults/Firearm Related Offences</td><td>2</td><td>4</td><td>3</td><td>4</td><td>13</td></tr><tr><td>Other Offences Involving Violence or the Threat of Violence</td><td>2</td><td>2</td><td>2</td><td>1</td><td>7</td></tr><tr><td>Mischief</td><td>2</td><td>0</td><td>3</td><td>1</td><td>6</td></tr><tr><td>Provincial Statutes</td><td>3</td><td>1</td><td>1</td><td>1</td><td>6</td></tr><tr><td>Theft Over \$5000</td><td>2</td><td>2</td><td>1</td><td>0</td><td>5</td></tr><tr><td>Fraud</td><td>1</td><td>2</td><td>2</td><td>0</td><td>5</td></tr></table></div>						ViolationGrp	2022	2023	2024	2025	Total	Assaults/Firearm Related Offences	2	4	3	4	13	Other Offences Involving Violence or the Threat of Violence	2	2	2	1	7	Mischief	2	0	3	1	6	Provincial Statutes	3	1	1	1	6	Theft Over \$5000	2	2	1	0	5	Fraud	1	2	2	0	5
	Year	Violent	Property	Driving Offences																																																																
	2022	6	5	1																																																																
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	2024	5	6	1																																																																
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Fraud	1	2	2	0	5																																																															

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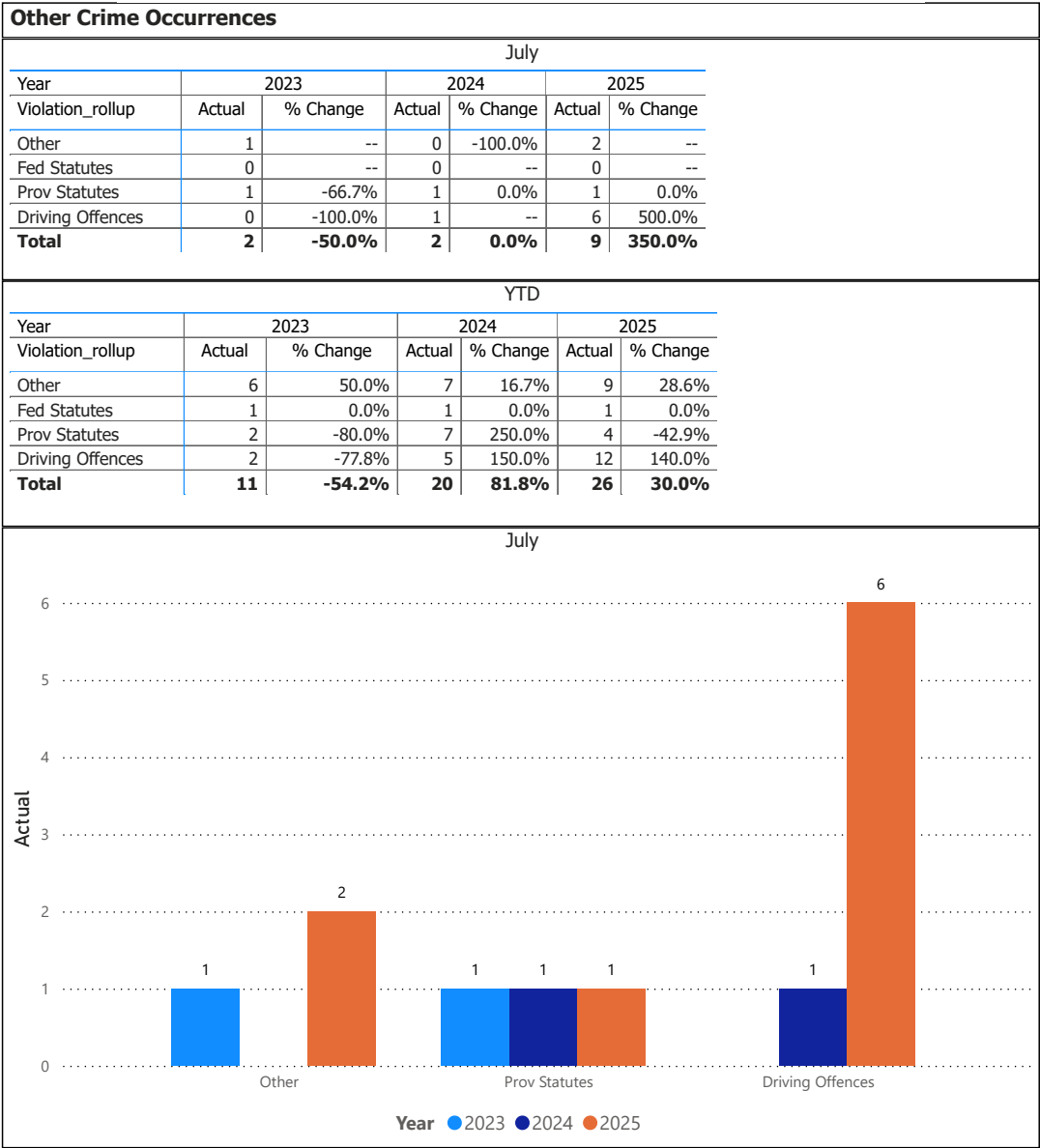
Area(s): 2029 - Conmee, 2032 - Gillies, 2037 - Neebing, 2039 - O'Connor, 2044 - Municipality of Shuniah, 2513 - [Gull Bay] Kiashke Zaaging Anishinaabek FN, 2660 - Lac Des Mille Lacs FN

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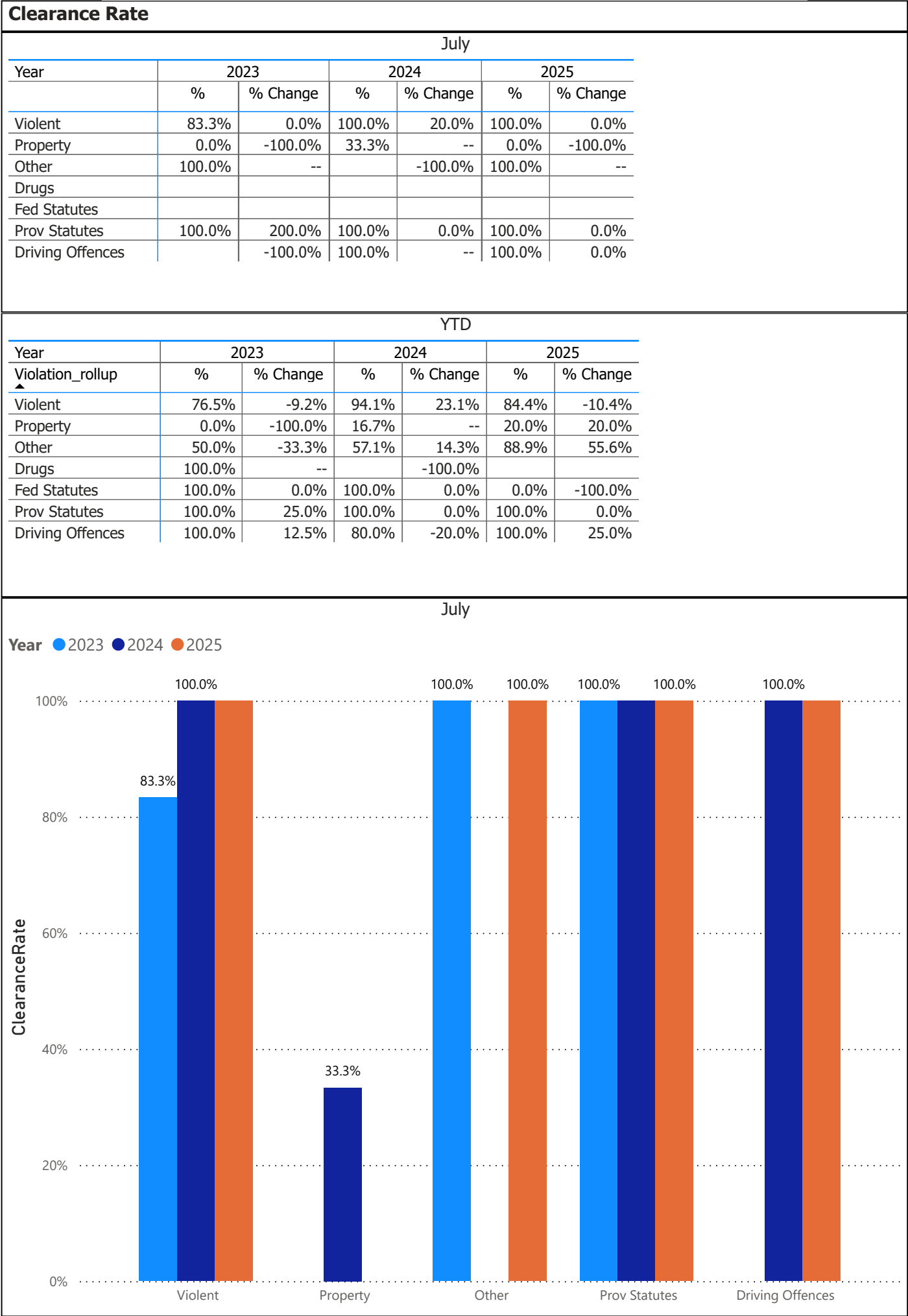
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OPP Detachment Board Report
Records Management System
July 2025

Unfounded						
July						
Year	2023		2024		2025	
Violation_rollup	Count	% Change	Count	% Change	Count	% Change
Violent	0	--	0	--	0	--
Property	0	-100.0%	0	--	0	--
Other	0	--	0	--	0	--
Drugs	0	--	0	--	0	--
Fed Statutes	0	--	0	--	0	--
Prov Statutes	0	--	0	--	0	--
Driving Offences	0	--	0	--	0	--
Total	0	-100.0%	0	--	0	--
YTD						
Year	2023		2024		2025	
Violation_rollup	Count	% Change	Count	% Change	Count	% Change
Violent	1	-50.0%	0	-100.0%	0	--
Property	8	33.3%	1	-87.5%	1	0.0%
Other	1	--	0	-100.0%	3	--
Drugs	0	--	0	--	0	--
Fed Statutes	0	--	0	--	0	--
Prov Statutes	1	--	2	100.0%	0	-100.0%
Driving Offences	0	--	0	--	0	--
Total	11	37.5%	3	-72.7%	4	33.3%

No Data for selected filters

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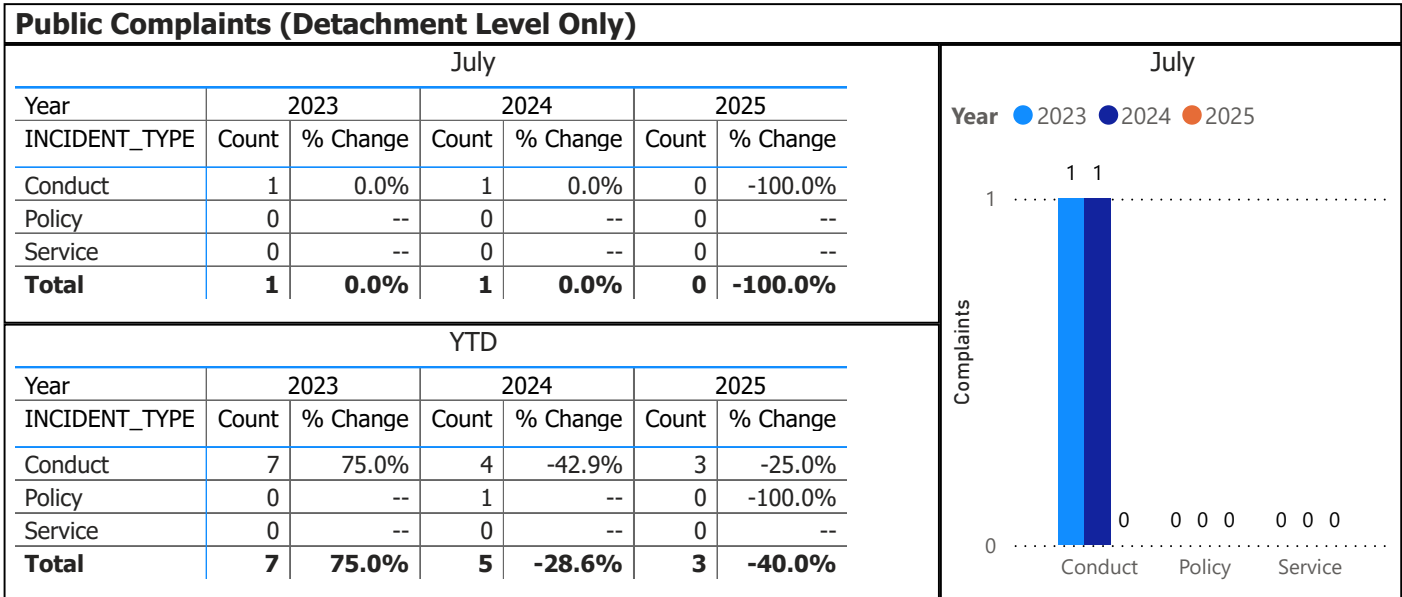
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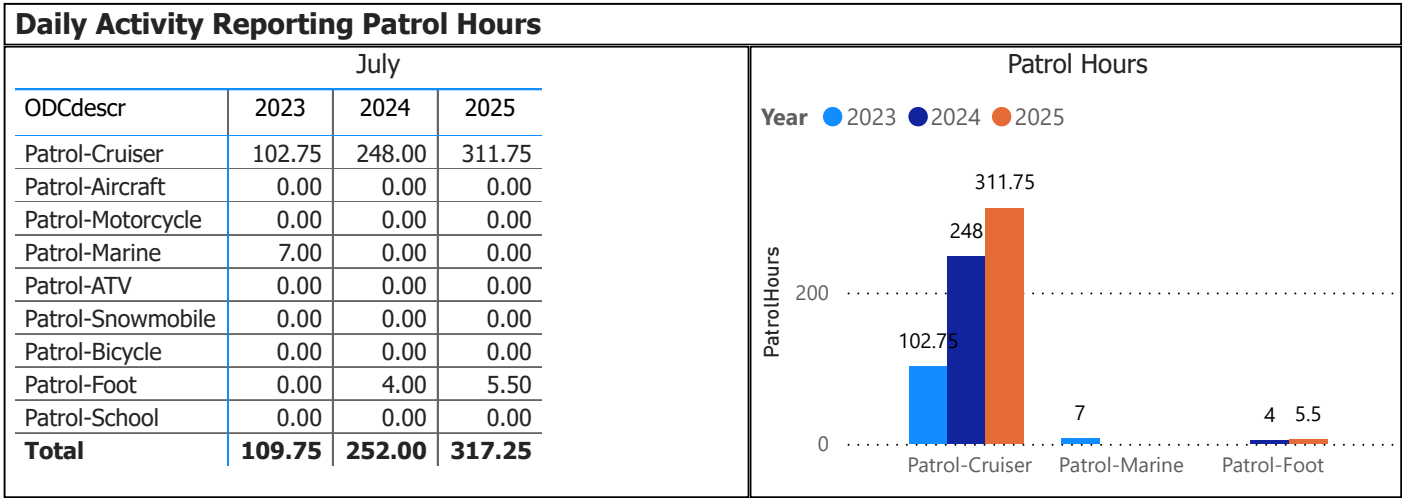
OPP Detachment Board Report
Records Management System
July 2025



Data source: RMS Data Feed
Ontario Provincial Police, Professional Standards Bureau Commander Reports - File Manager System

Data source date:
11-Sep-2025

Daily Activity Reporting



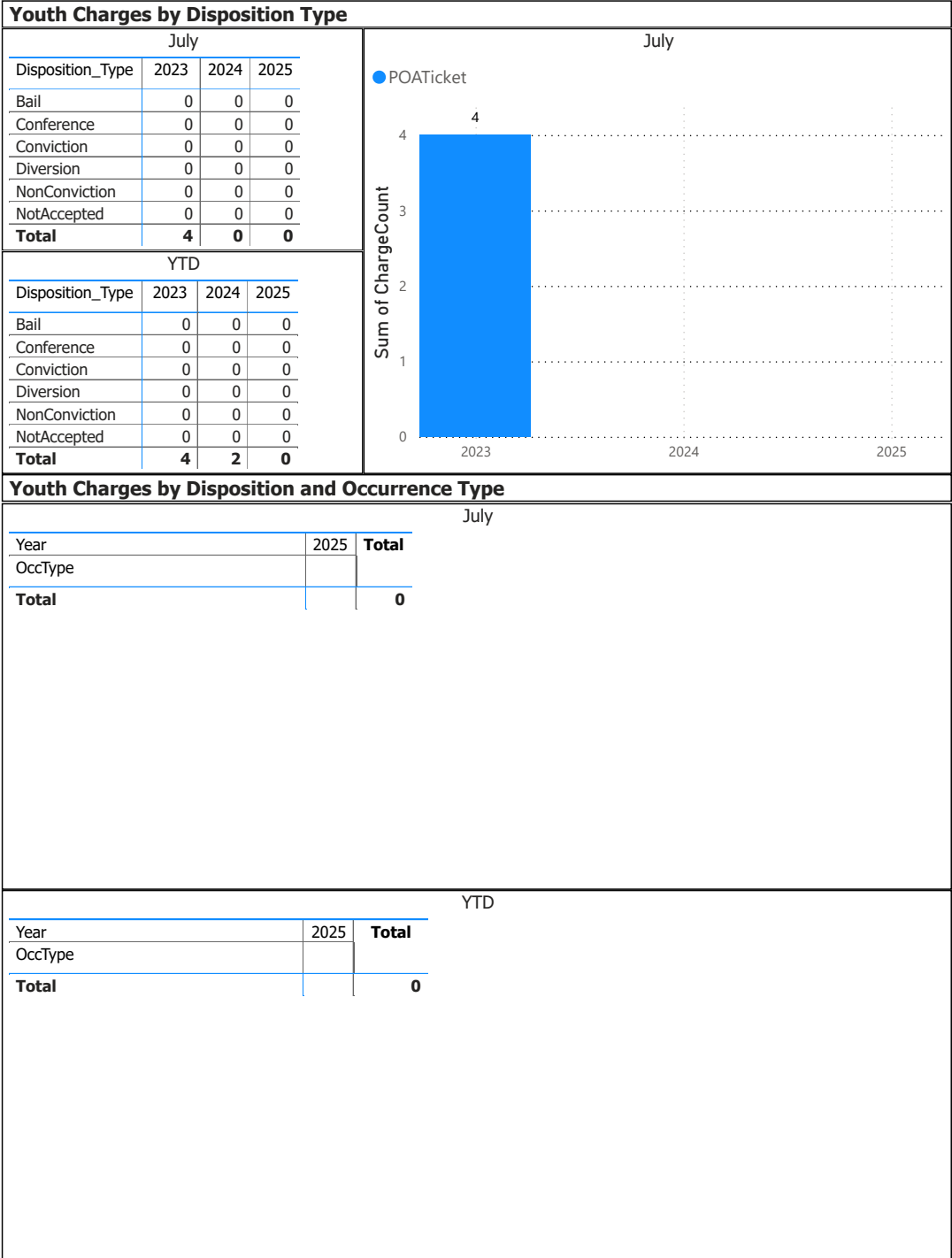
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11-Sep-2025

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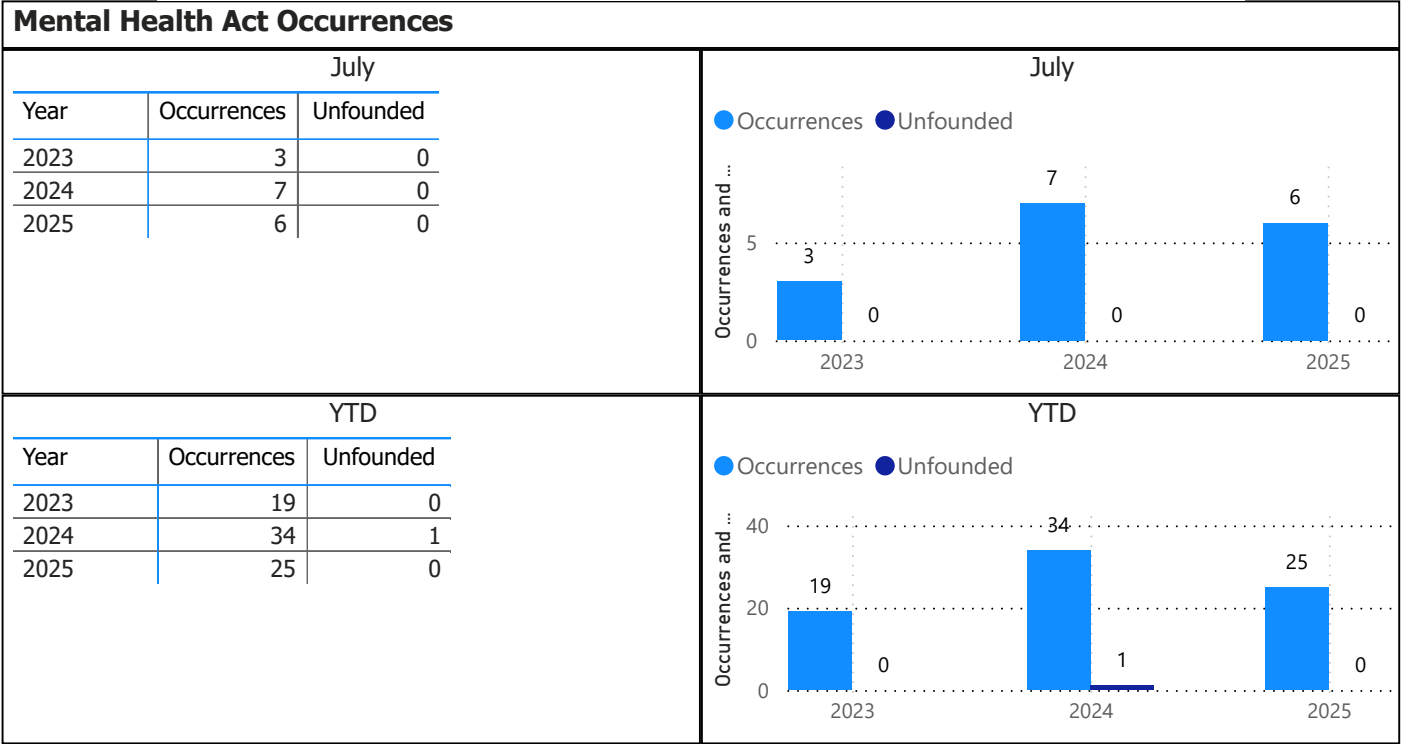


The tables and chart on this page present summarized youth charges by disposition and occurrence type that have been recorded in the OPP Niche RMS application. Of note... the Niche data sourced for this report page only lists youth charges that have had a disposition type entered against them. Therefore, please be aware that the counts of youth charges entries on this report page are under stating the potential sum of youth charges that are in OPP Niche RMS.

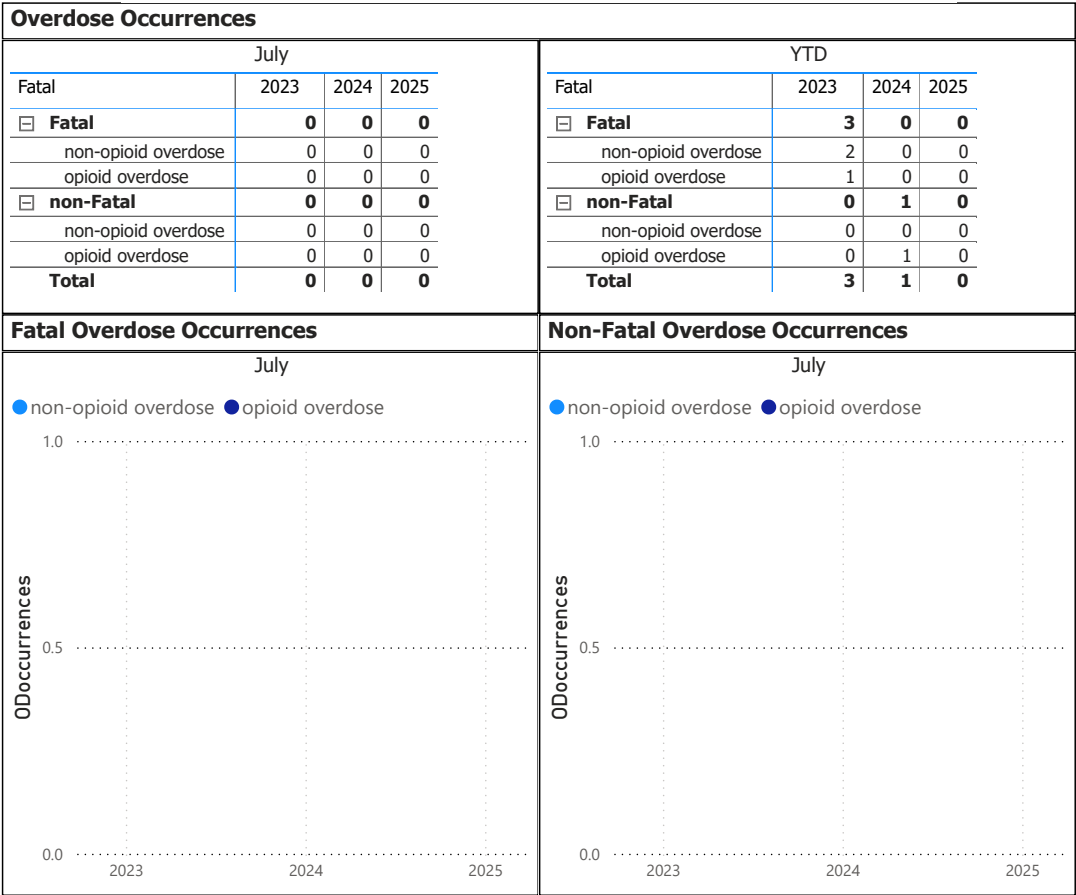
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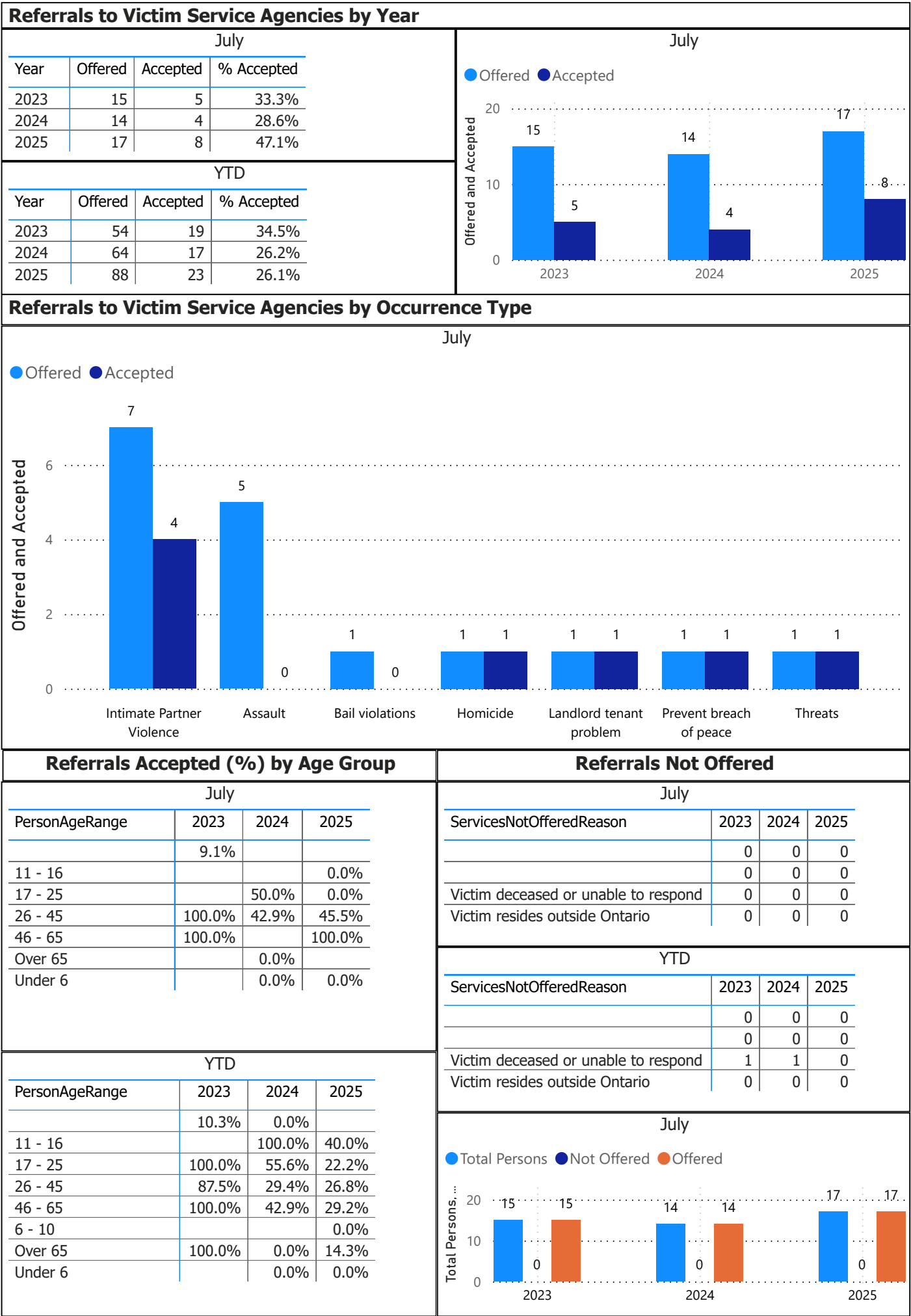
Data source date:

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OPP Detachment Board Report
Records Management System
July 2025



OPP Detachment Board Report
Report Information Page

Report Data Source Information:

Data Sources Utilized

- Niche RMS – CTSB Data Feed
- Collision Reporting System (eCRS)
- POIB File Manager
- Daily Activity Reporting System

Niche RMS

RMS data presented in this report is dynamic in nature and any numbers may change over time as the OPP continue to investigate and solve crime.

The following report tabs acquire their data from the OPP Niche RMS – CTSB Data Feed

- Complaints (Public Complaints Section Only)
- Charges
- Warnings
- Violent Crime
- Property Crime
- Drug Crime
- Clearance Rate
- Unfounded
- Other Crime
- Youth Charges
- MHA – Mental Health Act
- Overdose
- Victim Services

Collision Reporting System (eCRS)

Traffic related data for Collisions and Fatalities are collected from the OPP eCRS application.

The following report tabs acquire their data from the OPP eCRS (Collision Reporting System)

- Collisions
- Fatalities

DAR (Daily Activity Reporting)

Patrol hours are collected from the OPP DAR application.

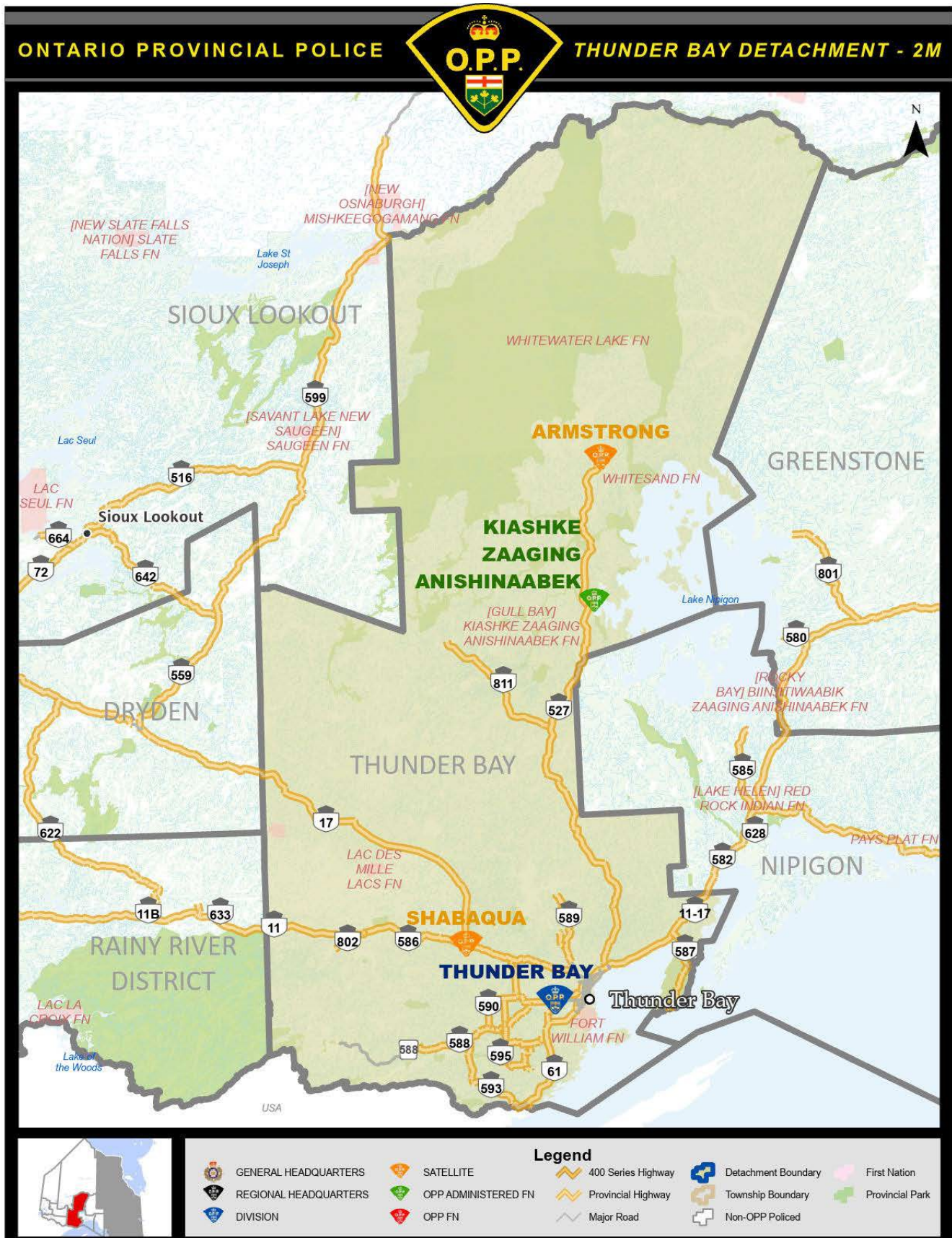
The following report tabs acquire their data from the OPP DAR (Daily Activity Reporting)

- Complaints (Patrol Hours Section Only)



THUNDER BAY DETACHMENT

2024 DETACHMENT BOARD ANNUAL REPORT



2023-2025 STRATEGIC PLAN

Priorities and Commitments



PEOPLE

A healthy and resilient OPP

We will strive to support all members in achieving their professional and personal best.

WORK

A responsive and evolving OPP

We will empower our members to ensure the best possible policing services are delivered to Ontarians.

COMMUNITIES

A collaborative and progressive OPP

We will partner and build relationships with a shared vision for safety and well-being.

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Message from the Detachment Commander

I am pleased to present the Thunder Bay Detachment – 2024 OPP Detachment Board Annual Report. This report includes crime, traffic enforcement and community well-being data and highlights initiatives and successes achieved by our members and team from the past year. The 2024 year represents the midway point of the Thunder Bay Detachment 2023-2025 Action Plan, and this report provides updates on our progress in meeting our Action Plan commitments.



I am proud of the work undertaken by our detachment. In 2024, we saw a rise in the amount of illicit drug charges and investigations compared to the previous year due in part by the excellence work and actioning investigations by our Community Street Crime Unit. We maintained our commitment to traffic safety and commercial motor vehicle enforcement in the Thunder Bay area by issuing 6,032 offence notices and 4,614 offence warnings. Our officers issued over 1,600 CMV charges, 433 warnings and issued over 150 offence notices to other commercial motor vehicles, with 59 warnings. Our detachment members also increased our commitment to RIDE programs in the area conducting 1,278 programs, which is an increase year over year and attributed to 110 impaired occurrences being investigated, with a 43% increase over 2023 and our officers charging 77 impaired drivers.

Based on concerns from community members, we increased our community patrol in the First Nation Territory of Whitesand, Municipality of Shuniah, Municipality of Neebing and a concentrated effort on Hwy 102. This resulted in several investigations where charges were laid involving illicit drugs, impaired drivers, property crime and traffic related charges.

We continued to leverage technology, including In-Car Cameras, ALPR, etc. to support the collection of evidence, increase transparency and enhance public and officer safety.

We worked alongside our policing partners, the Anishinabek Police Service, Nishnawbe-Aski Police Service, Gull Bay Police Service, to support cross-jurisdictional initiatives such as support for calls for service, Offender Transport, Bail and Warrant support and the Fort William First Nation State of Emergency.

We partnered with community-based organizations such as Dilico and Canadian Mental Health Association to develop/implement co-response models that enhance our ability to respond to mental health-related calls and support vulnerable people.

- We partnered with community-based organizations Dilico and IFNA to better support victims by connecting them with local resources.
- We continued to engage with groups and organizations in our area to build relationships and promote community safety and well-being. We initiated a Community Round Table in Armstrong. The Community Round Table is comprised of local stakeholders and Whitesand First Nation. We sit on situation tables around the rural communities. We attended the Whitesand First Nation and Gull First Nation Powwow's. We presented on Crime Stoppers and the Good Samaritan Act to Armstrong and Whitesand First Nation community members.
- We supported the development of our members and participated in local Indigenous cultural teachings on Whitesand First Nation.

In 2025, we will be working with the Lakehead OPP Detachment Board to form the 2026-2029 Thunder Bay Detachment Action Plan. This work will include engaging with community members to

ensure the needs of the communities we serve will be reflected in the commitments we make. Development of the 2026-2029 Thunder Bay Detachment Action Plan will coincide with the creation of the 2026-2029 OPP Strategic Plan to ensure organizational alignment and support.

The Thunder Bay Detachment – 2024 OPP Detachment Board Annual Report begins to bridge the gap between *Police Services Act* (PSA) and *Community Safety and Policing Act* (CSPA) reporting requirements. In collaboration with relevant OPP program areas, working groups and the Lakehead OPP Detachment Board. This report will continue to develop in the years to come to include content from the OPP Detachment Board Chair(s) and additional data and updates from the OPP.

From detachment administrative staff to frontline uniform members to specialty units to supervisors, our members continue to serve with pride, professionalism and honour. As we anticipate future challenges and opportunities for policing and community safety, we remain dedicated to our mission of serving our communities by protecting citizens, upholding the law and preserving public safety.

Inspector Robert Michelizzi
Thunder Bay-Detachment Commander

Summary of Commitments

Through analysis and consultation, the following areas of focus were identified for the years 2023-2025.

Crime	Roadways, Waterways and Trails	Community Well-Being
<p>Offender compliance, apprehension and return (if necessary) of high-risk offenders where warrants exist.</p> <p>Prevent and solve violent crime while taking a victim-centered approach.</p> <p>Prevent and solve property crime while taking a victim-centered approach.</p> <p>Interdiction of illicit substances and weapons with a focus on the Trans-Canada Highway/ Thunder Bay Airport/Rail.</p>	<p>Increased efforts in traffic enforcement around the “Big Four”.</p> <p>Commercial motor vehicle enforcement/education.</p> <p>Increased presence on our waterways and trails.</p> <p>Daily participation on Reduce Impaired Driving Program Everywhere (RIDE).</p>	<p>Establish and build capacity within Court Case Management and Offender Transport Unit for the district of Thunder Bay.</p> <p>Support for members personal and professional development.</p> <p>Continue to work towards co-response models that focus on prevention, harm reduction and risk intervention strategies.</p>

2024 Crime Progress Updates

Commitment	Progress Update
Offender compliance, apprehension and return (if necessary) of high-risk offenders where warrants exist.	Thunder Bay detachment conducted 198 compliance checks on 133 offenders on bail. Officers also executed 62 warrants with offenders taken into custody.
Prevent and solve violent crime while taking a victim-centered approach.	<p>With the support of RHQ commitments with IPVI, the OPP created a Domestic Violence Unit focused on how we investigate incidents and support victims. The cluster saw an addition of a Domestic Abuse Issues Investigator (DAII) to review, track and support proper and thorough investigations.</p> <p>Thunder Bay Detachment has supported the investigation of violent crime by supporting our Crime Unit with resources, extra training to officers in criminal investigations, warrant writing, IPVI, sexual assault investigation and interviewing techniques. Thunder Bay Detachment also has focused heavily on the Community Street Crime Unit by filling a detective position whose primary purpose is to tackle street crime from theft, firearms related and drug related offences, which directly correlate to violence against persons.</p> <p>The DAII program has supported the Thunder Bay Detachment and its communities by 275 occurrences tasked to the investigator, 3,644 occurrences relating to domestic violence reviewed, 66 of those occurrences were reassigned for further audit.</p>
Prevent and solve property crime while taking a victim-centered approach.	Thunder Bay Detachment continues to commit its resources fully to the prevention of property crime through patrol, community engagement, criminal investigation, other sources of investigative tools such as social media and other investigative tactics. Our victims are priority and supporting them through their ordeal is paramount. We are fully committed to ensuring victim supports are offered and we assist victim support agencies in this area. Thunder Bay Detachment is in 100% compliance with the offering of victim support services through our investigations.
Interdiction of illicit substances and weapons with a focus on the Trans-Canada Highway/ Thunder Bay Airport/Rail.	<p>Criminal interdiction remains a priority and we have made huge strides in intercepting and detecting criminal activity. Our officers have taken several quantities of illicit drugs and substances, as well as several firearms, off the highways. We have seized 10's of thousands of dollars in Canadian currency and multiple vehicles as offence related property.</p> <p>Our CSCU conducted 33 investigations over the year, drafting 27 search warrants, which resulted in 47 people charged with over 190 charges laid in total; a drastically marked increase from 2023. The unit seized over 4,100 g of illicit substances and seized over \$320,000 in Canadian currency as proceeds of crime. The unit has also assisted First Nations communities and our partnering agencies with their services.</p>

2024 Roadways, Waterways and Trails Progress Updates

Commitment	Progress Update
Increased efforts in traffic enforcement around the “Big Four”.	Thunder Bay Detachment continues its commitment to “Big Four” enforcement and works on maintaining success. In 2024 OPP members issued 3,169 “Big Four” offences notices and 1,564 “Big Four” warnings.
Commercial motor vehicle enforcement/education.	1600 + CMV charges and 433 warnings, issuing over 150 offence notices to other commercial motor vehicles with 59 warnings.
Increased presence on our waterways and trails.	Thunder Bay Detachment and its Satellite detachments continue their commitment on the waterways and trails, enforcing the specified acts, education and using social media to bring awareness to Marine, MSV, and ATV safety.
Daily participation on Reduce Impaired Driving Program Everywhere (RIDE).	Thunder Bay Detachment standard is, were operationally able, 2 RIDE Programs daily every shift. In 2024, officers conducted 1,278 RIDE programs and investigated 110 occurrences, laying 77 impaired driving charges.

2024 Community Well-Being Progress Updates

Commitment	Progress Update
Establish and build capacity within Court Case Management and Offender Transport Unit for the district of Thunder Bay.	The Court Unit saw a loss of 1 member due to accepting a position as a Provincial Constable. In the fall of 2024, the Thunder Bay Detachment was in a hiring process for 1 new Special Constable. There is also capacity for an additional contract position that the administration teams is in the process for.
Support for members personal and professional development.	Thunder Bay Detachment Command has assisted its members by way of educational and training courses in several areas of policing. Thunder Bay Detachment, in response to its cultural survey results, has been recognizing their officers through positive recognition in their investigations and awarding officers that stand out contributing to detachment and regional goals. A standard that Thunder Bay Detachment has been striving for is 100% compliance on its members evaluations and personal development plans for future promotions or career aspirations. Where possible the Command Team attempts to work with its members on Temporary Acting Assignments and job shadow opportunities.
Continue to work towards core response models that focus on prevention, harm reduction and risk intervention strategies.	Thunder Bay Detachment continues to analyze data and crime trends, victim support and other alternative responses to prevent crime and harm to the public. The Command Team works closely with Regional Intelligence Analysts and Stats Support Analysts to support and guide operational police functions.

Other Community Updates

- Based on current crime trends and/or requests from the community, Thunder Bay Detachment led crime prevention initiatives focused on drug trafficking. We worked alongside community partners Dilico to increase awareness and education about drug overdoses and the use of Naloxone.
- Thunder Bay Detachment (Armstrong) routinely seeks and receives feedback from community members related to their expectations and levels of satisfaction with the policing services provided in their community. For example, meetings with Whitesand First Nation Chief and Council expressed their appreciation for the efforts being made to combat the drug trafficking problem on the community.
- Thunder Bay Detachment (Armstrong) attended Armstrong Public School, Whitesand First Nation Youth Cultural camp to engage with youth and promote water safety, hunting, off-road vehicle safety and bullying. We received positive feedback from youth, parents, teachers and the principal about the initiative, including...“Building relationships with youth and providing them with information about water safety, off road vehicles, hunting safety and drugs and alcohol are essential aspects of community safety and well-being”. Additionally, a School Liaison was designated for the Upsala Public School. Further efforts for the youth in our cluster include “Cops Christmas”. Thunder Bay OPP Detachment cluster teams up with the Thunder Bay Provincial Communications Centre to raise funds to buy Christmas presents for less fortunate kids. Further, the Detachment runs a local services day for the elementary school students to showcase careers in the community.
- Thunder Bay Detachment continued to engage with diverse groups and organizations in our area to build relationships and promote community safety and well-being. We presented on snowmobile safety to the community members of Neebing. The Detachment also gave an anti-fraud presentation to our elderly population. We participated in Camp Day at Tim Hortons and served coffee making further community connections.
- Building and strengthening relationships with First Nations, Inuit and Métis communities remain priorities for the OPP and the Thunder Bay Detachment. In 2024, we presented on Crime Stoppers and the Good Samaritan Act to Armstrong and Whitesand First Nation Community members. We are heavily involved with Whitesand First Nation including supporting March Break activities, Santa Claus parade, Elders Christmas dinner, cooking community pancake breakfasts and the Whitesand First Nation Youth Cultural Camp.
- Thunder Bay Detachment partnered with community-based organizations Dilico and IFNA to better support victims by connecting them with local and culturally relevant resources.

Calls for Service

Table 1.1

All CAD Events*	Immediate Police Response Required**
16,675	4,772

* This represents all Computer Aided Dispatch (CAD) event types created for each detachment area. Not all CAD events are dispatched to a frontline OPP detachment officer. Some events may have been actioned by another OPP member, diverted to another unit, or deemed a non-OPP event. This does not include officer or detachment generated events that have not been reported through the PCC, or any online reporting events.

** This represents the total number of CAD events prioritized for an immediate police response, indicating the potential for extreme danger, catastrophic circumstances, injury, the threat of injury, death, and/or crime in progress.

Crime and Clearance

Violent Crimes

Table 2.1

Offences	2022	2023	2024	Clearance Rate
01 - Homicide	0	0	0	-
02 - Other Offences Causing Death	0	0	0	-
03 - Attempted Murder	1	0	0	-
04 - Sexual Offences	16	20	17	58.82%
05 - Assaults/Firearm Related Offences	44	50	61	90.16%
06 - Offences Resulting in the Deprivation of Freedom	0	1	4	100.00%
07 - Robbery	2	0	1	100.00%
08 - Other Offences Involving Violence or the Threat of Violence	25	22	27	70.37%
09 - Offences in Relation to Sexual Services	0	0	0	-
10 - Total	88	93	110	80.91%

Property Crimes

Table 2.2

Offences	2022	2023	2024	Clearance Rate
01 - Arson	0	0	1	0.00%
02 - Break and Enter	20	29	10	30.00%
03 - Theft Over \$5,000	20	14	12	16.67%
04 - Theft Under \$5,000	29	26	37	29.73%
05 - Have Stolen Goods	4	6	2	100.00%
06 - Fraud	19	41	41	2.44%
07 - Mischief	28	32	35	37.14%
08 - Total	120	148	138	23.19%

Other Criminal Code

Table 2.3

Offences	2022	2023	2024	Clearance Rate
01 - Gaming and Betting	0	0	0	-
02 - Offensive Weapons	4	4	5	80.00%
03 - Other Criminal Code Offences	40	52	75	76.00%
04 - Total	44	56	80	76.25%

Drugs

Table 2.4

Offences	2022	2023	2024	Clearance Rate
01 - Possession	8	5	2	100.00%
02 - Trafficking	4	16	21	100.00%
03 - Importation and Production	0	0	0	-
04 - Cannabis Possession	1	0	1	100.00%
05 - Cannabis Distribution	0	1	0	-
06 - Cannabis Sale	0	0	0	-
07 - Cannabis Importation and Exportation	0	0	0	-
08 - Cannabis Production	0	0	0	-
09 - Other Cannabis Violations	0	0	0	-
10 - Total	13	22	24	100.00%

Federal Statutes**Table 2.5**

Offences	2022	2023	2024	Clearance Rate
Federal Statutes	30	22	30	100.00%

Traffic Violations**Table 2.6**

Offences	2022	2023	2024	Clearance Rate
01 - Dangerous Operation	2	5	10	90.00%
02 - Flight from Peace Officer	5	11	8	12.50%
03 - Operation while Impaired/Low Blood Drug Concentration Violations	73	54	59	100.00%
04 - Failure or Refusal to Comply with Demand	2	1	8	100.00%
05 - Failure to Stop after Accident	2	0	6	0.00%
06 - Operation while Prohibited	1	6	8	100.00%
07 - Total	85	77	99	85.86%

Youth Crime**Table 2.7**

Disposition Type	2022	2023	2024
Bail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conviction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non Conviction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NotAccepted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POA Ticket	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NULL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Victim Referrals**Table 2.8**

Offences	2022	2023	2024
Sum of Offered	401	443	533
Sum of Accepted	93	117	104
Sum of Total	494	560	637
Sum of % Accepted	18.83%	20.89%	16.33%

Traffic and Road Safety

Motor Vehicle Collisions (MVC) by Type

(Includes roadway, off-road and motorized snow vehicle collisions)

Table 3.1

Offences	2022	2023	2024
Fatal Injury Collisions	7	9	5
Non-Fatal Injury Collisions	45	41	69
Property Damage Only Collisions	538	514	505
Alcohol-Related Collisions	38	27	35
Animal-Related Collisions	195	212	198
Speed-Related Collisions	91	73	56
Inattentive-Related Collisions	35	58	54
Persons Killed	7	11	6
Persons Injured	69	49	95

Primary Causal Factors in Fatal MVCs on Roadways

Table 3.2

Offences	2022	2023	2024
Fatal Roadway Collisions where Causal is Speed Related	4	5	2
Fatal Roadway Collisions where Causal is Alcohol/Drug Related	2	1	1
Persons Killed in Fatal Roadway Collisions where lack of Seatbelt/Helmet use is a Factor	1	1	0
Fatal Roadway Collisions where Causal is Inattentive Related	0	1	0
Fatal Roadway Collisions where Causal is Animal Related	0	1	0

Fatalities in Detachment Area

Table 3.3

Fatality Type	Category	2022	2023	2024
Roadway	Fatal Incidents	6	9	5
Roadway	Persons Killed	6	11	6
Roadway	Alcohol/Drug Related Incidents	2	1	1
Marine	Fatal Incidents	1	0	1
Marine	Persons Killed	1	0	1
Marine	Alcohol/Drug Related Incidents	0	0	0
Off-Road Vehicle	Fatal Incidents	1	0	0
Off-Road Vehicle	Persons Killed	1	0	0
Off-Road Vehicle	Alcohol/Drug Related Incidents	1	0	0
Motorized Snow Vehicle	Fatal Incidents	0	0	0
Motorized Snow Vehicle	Persons Killed	0	0	0
Motorized Snow Vehicle	Alcohol/Drug Related Incidents	0	0	0

Big 4

Table 3.4

Offences	2022	2023	2024
Distracted (HTA 78.1)	242	180	39
Impaired (CCC 320.14 & 320.15)	136	138	181
Seatbelt (HTA 106)	255	326	157
Speeding (HTA 128)	4,228	4,392	2,786

Charges**Table 3.5**

Offences	2022	2023	2024
HTA	5,842	8,436	5,342
Criminal Code Traffic	163	165	235
Criminal Code Non-Traffic	397	458	657
LLCA	80	77	73
Controlled Drug and Substance Act	20	50	117
Federal Cannabis Act	1	3	3
Provincial Cannabis Act	41	51	64
Other	276	445	381

Policing Hours

The OPP has developed a Service Delivery Model (SDM) in response to several reviews and audit recommendations. The SDM is designed to:

- Promote officer wellness through balanced workloads
- Determine adequate staffing levels at each detachment
- Ensure the continued delivery of adequate and effective policing services in accordance with the Community Safety and Policing Act (CSPA)

To implement the SDM, the OPP has submitted a seven-year staffing strategy to address required increases in detachment personnel. This model supports the OPP's ability to:

- Respond rapidly to increasing calls for service
- Maintain safe communities through proactive patrols and community engagement
- Address municipal concerns about reduced police visibility

To monitor progress and guide detachment-level planning, the OPP has established time allocation targets for provincial constables (figure 1). These targets reflect how time should ideally be distributed by the end of the seven-year strategy.

The targets are based on a provincial average and variations are expected between detachments due to differences in geography, operational structure, recruitment and other absences.

In the short term, detachments may face challenges in achieving these targets. Continued improvements in scheduling tools, data integrity, and strategic deployment will support progress toward these goals.



Figure 1: Service Delivery Model Provincial Target

Service Delivery Activity Allocations

Table 4.1

Calls for Service	Administrative Requirements	Proactive Patrol	Community Engagement
39.7%	40.2%	18.7%	1.4%

Hours (Field Personnel)

Table 4.2

	2022	2023	2024
TOTAL FRONTLINE HOURS	92,288	107,330	101,906

Endnotes

Tables 2.1, 2.2, 2.3, 2.4, 2.5, 2.6

Source: Niche Records Management System (RMS), (2025/04/23)

Note:

- Statistics Canada's Uniform Crime Reporting Survey was designed to measure the incidence of crime in Canadian society and its characteristics.
- Actual counts (2022, 2023 and 2024) and Clearance Rate for 2024 included.
- The most serious violation methodology (MSV) is used, which is the same as Statistics Canada's methodology. The MSV counts only the first of up to four offences per incident that occurred in the specific time range.
- First Nation population is not included.
- Statistics Canada Verified (green checkmark) only.

Table 2.1 Violent Crimes

Corresponding Violation Description

01 Murder 1st Degree, Murder 2nd Degree, Manslaughter, Infanticide

02 Criminal Negligence Causing Death, Other Related Offences Causing Death

03 Attempted Murder, Conspire to Commit Murder

04 Sexual offence which occurred prior to January 4, 1983, Sexual Assault, Level 3, Aggravated, Sexual Assault, Level 2, Weapon or Bodily Harm, Sexual Assault, Level 1, Sexual Interference, Invitation to Sexual Touching, Sexual Exploitation, Sexual Exploitation of a Person with a Disability, Incest, Corrupting Morals of a Child, Making Sexually Explicit Material Available to Children, Parent or Guardian Procuring Sexual Activity, Householder Permitting Sexual Activity, Luring a Child via Computer, Agreement or Arrangement - Sexual Offence Against a Child, Bestiality - Commits, Compels Another Person, Bestiality in, Presence of, or Incites, a Child, Voyeurism, Non-Consensual Distribution of Intimate Images

05 Assault Level 3, Aggravated, Assault Level 2, Weapon/Bodily Harm, Assault Level 1, Unlawfully Causing Bodily Harm, Discharge Firearm with Intent, Using firearm/Imitation of Firearm in the Commission of an Offence, Pointing a Firearm, Assault, Peace-Public Officer, Assault Against Peace Officer with a Weapon or Causing Bodily Harm, Criminal Negligence Causing Bodily Harm, Trap Likely to or Causing Bodily Harm, Other Assaults

06 Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction Under 14, Not Parent/Guardian, Abduction Under 16, Removal of Children from Canada, Abduction Under 14 Contravening a Custody Order, Abduction Under 15 by Parent/Guardian

07 Robbery, Robbery to Steal Firearm

08 Extortion, Intimidation of a Justice System Participant or a Journalist, Intimidation of a Non-justice System Participant, Criminal Harassment, Indecent/Harassing Communications, Utter Threats to Person, Explosives Causing Death/Bodily Harm, Arson - Disregard for Human Life, Other Violations Against the Person, Failure to Comply with Safeguards (MAID), Forging/Destruction of Documents (MAID)

09 Obtaining Sexual Services for Consideration, Obtaining Sexual Services for Consideration from Person Under the Age of 18 Years, Material Benefit from Sexual Services, Material Benefit from Sexual Services Provided by Person Under the Age of 18 Years, Procuring, Procuring a Person Under the Age of 18 Years, Advertising Sexual Services

Table 2.2 Property Crimes

Corresponding Violation Description

01 Arson

02 Break & Enter, Break & Enter to Steal a Firearm, Break & Enter a Motor Vehicle (Firearm)

03 Theft over \$5000, Theft over \$5000 from a Motor Vehicle, Shoplifting over \$5000, Motor Vehicle Theft

04 Theft \$5000 or Under, Theft under \$5000 from a Motor Vehicle, Shoplifting \$5000 or Under

05 Trafficking in Stolen Goods over \$5000, Possession of Stolen Goods over \$5000, Trafficking in Stolen Goods \$5000 and Under, Possession of Stolen Goods \$5000 and Under

06 Fraud, Identity Theft, Identity Fraud

07 Mischief, Mischief to Cultural Property, Hate-motivated mischief relating to property used by identifiable group, Mischief Relating to War Memorials, Altering/Destroying/Removing a Vehicle Identification Number (VIN)

Table 2.3 Other Criminal Code

Corresponding Violation Description

01 Betting House, Gaming House, Other Violations Related to Gaming and Betting

02 Offensive Weapons: Explosives, Weapons Trafficking, Possession and Distribution of Computer Data (Firearm), Altering Cartridge Magazine, Weapons Possession Contrary to Order, Possession of Weapons, Unauthorized Importing/Exporting of Weapons., Firearms Documentation/Administration, Unsafe Storage of Firearms

03 Failure to Comply with Order, Escape and being at large without excuse - escape from custody, Escape and being at large without excuse - Unlawfully at Large, Failure to Appear, Breach of Probation, Disturb the Peace, Child Pornography (Possessing or Accessing), Child Pornography (Making or Distributing), Public Communications to Sell Sexual Services, Offences Related to Impeding Traffic to Buy or Sell Sexual Services, Counterfeiting, Indecent Acts, Voyeurism (Expired), Corrupting Morals, Lure child via Computer (Expired), Obstruct Public/Peace Officer. Trespass at Night, Threatening/Harassing Phone Calls (Expired), Utter Threats Against Property or Animals, Advocating Genocide, Public Incitement of Hatred, Promoting or Advertising Conversion Therapy, Unauthorized Recording of a Movie/Purpose of Sale, Rental, Commercial, Distribution, Offences Against Public Order (Part II CC), Property or Services for Terrorist Activities, Freezing of Property, Disclosure, Audit, Participate in Activity of Terrorist Group, Facilitate Terrorist Activity, Instruction/Commission of Act of Terrorism, Hoax – Terrorism, Advocating/Promoting Terrorism, Firearms and Other Offensive Weapons (Part III CC), Leave Canada to Participate in Activity of a Terrorist Group, Leave Canada to Facilitate Terrorist Activity, Leave Canada to Commit Offence for Terrorist Group, Leave Canada to Commit Offence that is Terrorist Activity, Harbour/Conceal Terrorist (Max = Life), Harbour/Conceal Terrorist (Max Does Not = Life), Harbour/Conceal Person Likely to Carry Out Terrorist Activity, Offences Against the Administration of Law and Justice (Part IV CC). Sexual Offences, Public Morals and Disorderly Conduct (Part V CC), Invasion of Privacy (Part VI CC), Failure to Comply with Regulations / Obligations for Medical Assistance in Dying (MAID), Other Offences Against the Person and Reputation, Offences Against the Rights of Property (Part IX CC), Fraudulent Transactions, Relating to Contracts and Trade (Part X CC), Offences Related to Currency, Proceeds of Crime (Part XII.2 CC), Attempts, Conspiracies, Accessories, Instruct Offence for Criminal Organization, Commit Offence for Criminal Organization, Participate in Activities of Criminal Organization, Recruitment of Members by a Criminal Organization, All Other Criminal Code (includes Part XII.1 CC)

Table 2.4 Drugs

Corresponding Violation Description

01 Possession – Heroin, Possession – Cocaine, Possession - Other Controlled Drugs and Substances Act, Possession - Methamphetamine (Crystal Meth), Possession - Methylenedioxyamphetamine (Ecstasy), Possession – Opioid (other than heroin)

02 Trafficking – Heroin, Trafficking – Cocaine, Trafficking - Other Controlled Drugs and Substances Act, Trafficking - Methamphetamine (Crystal Meth), Trafficking - Methylenedioxyamphetamine (Ecstasy), Trafficking – Opioid (other than heroin)

03 Import / Export – Heroin, Import / Export – Cocaine, Import / Export - Other Controlled Drugs and Substances Act, Import / Export - Methamphetamines (Crystal Meth), Import / Export - Methylenedioxyamphetamine (Ecstasy), Import/Export – Opioid (other than heroin), Production – Heroin, Production – Cocaine, Production - Other Controlled Drugs & Substances Act, Production - Methamphetamines (Crystal Meth), Production - Methylenedioxyamphetamine (Ecstasy), Production – Opioid (other than heroin), Possession, sale, etc., for use in production of or trafficking in substance

04 Possession of illicit or over 30g dried cannabis (or equivalent) by adult, Possession of over 5g dried cannabis (or equivalent) by youth, Possession of budding or flowering plants, or more than four cannabis plants, Possession of cannabis by organization

05 Distribution of illicit, over 30g dried cannabis (or equivalent), or to an organization, by adult, Distribution of cannabis to youth, by adult, Distribution of over 5g dried cannabis (or equivalent), or to an organization, by youth, Distribution of budding or flowering plants, or more than four cannabis plants, Distribution of cannabis by organization, Possession of cannabis for purpose of distributing

06 Sale of cannabis to adult, Sale of cannabis to youth, Sale of cannabis to an organization, Possession of cannabis for purpose of selling

07 Importation and exportation of cannabis, Possession of cannabis for purpose of exportation

08 Obtain, offer to obtain, alter or offer to alter cannabis, Cultivate, propagate or harvest cannabis by adult, Cultivate, propagate or harvest cannabis by youth or organization

09 Possess, produce, sell, distribute or import anything for use in production or distribution of illicit cannabis, Use of young person in the commission of a cannabis offence, Other Cannabis Act

Table 2.5 Federal Statutes

Corresponding Violation Description

Bankruptcy Act, Income Tax Act, Canada Shipping Act, Canada Health Act, Customs Act, Competition Act, Excise Act, Youth Criminal Justice Act (YCJA), Immigration and Refugee Protection Act, Human Trafficking (involving the use of abduction, fraud, deception or use of threat), Human Smuggling fewer than 10 persons, Human Smuggling 10 persons or more, Firearms Act, National Defence Act, Emergencies Act, Quarantine Act, Other Federal Statutes

Table 2.6 Traffic Violations

Corresponding Violation Description

01 Dangerous Operation Causing Death, Dangerous Operation Causing Bodily Harm, Dangerous Operation

02 Flight from Peace Officer

03 Operation - low blood drug concentration, Operation while impaired causing death (alcohol), Operation while impaired causing death (alcohol and drugs), Operation while impaired causing death (drugs), Operation while impaired causing death (unspecified), Operation while impaired causing bodily harm (alcohol), Operation while impaired causing bodily harm (alcohol and drugs), Operation while impaired causing bodily harm (drugs), Operation while impaired causing bodily harm (unspecified), Operation while impaired (alcohol), Operation while impaired (alcohol and drugs), Operation while impaired (drugs), Operation while impaired (unspecified)

04 Failure or refusal to comply with demand (alcohol), Failure or refusal to comply with demand (alcohol and drugs), Failure or refusal to comply with demand (drugs), Failure or Refusal to Comply with Demand (unspecified), Failure or refusal to comply with demand, accident resulting in bodily harm (alcohol), Failure or refusal to comply with demand, accident resulting in bodily harm (alcohol and drugs), Failure or refusal to comply with demand, accident resulting in bodily harm (drugs), Failure or refusal to comply with demand, accident resulting in bodily harm (unspecified), Failure or refusal to comply with demand, accident resulting in death (alcohol), Failure or refusal to comply with demand, accident resulting in death (alcohol and drugs), Failure or refusal to comply with demand, accident resulting in death (drugs), Failure or refusal to comply with demand, accident resulting in death (unspecified)

05 Failure to stop after accident resulting in death, Failure to stop after accident resulting in bodily harm, Failure to stop after accident, Operation while prohibited

Table 2.7 Youth Crime

Source: Niche Records Management System (RMS), (2025/04/24)

Note:

- Youth Charges by Disposition Type
- Only charges that have had a disposition type recorded in the OPP Niche RMS application are included.
- Youth charges without a disposition type are not included which may result in under stating the actual youth charges.
- "NULL" represents blanks, or where officers did not indicate the Disposition Type, however charges were applied.

Table 2.8 Victim Referrals

Source: Niche Records Management System (RMS), (2025/04/24)

Note:

- Number of Referrals to Victim Service Agencies

Table 3.1 Motor Vehicle Collisions (MVC) by Type

Source: Ontario Provincial Police, Collision Reporting System (CRS), (2025/02/21)

Note:

- Total Motor Vehicle Collisions (Fatal Injury, Non-Fatal Injury and Property Damage Only): Reportable Fatal Injury, Non-Fatal Injury and Property Damage Only Collisions entered into the eCRS for All Motorized Vehicles (MVC-Roadway, MSV- Snowmobile and ORV-Off Road Report Type) regardless of completion/approval status.
- Alcohol/Drug Related Collisions: Reportable MVC collisions where Alcohol/Drug Involved field indicated as Yes OR Contributing Factor scored as Ability Impaired (Alcohol or Drug) OR Driver Condition reported as Had Been Drinking or Ability Impaired.
- Animal Related Collisions: Reportable MVC collisions where Contributing Factor scored as Animal OR Wildlife Involved was an Animal OR Sequence of Events was an Animal.
- Speed Related Collisions: Reportable MVC collisions where Contributing Factor scored as Excessive Speed or Speed Too Fast For Conditions OR Driver Action reported as Exceeding Speed Limit or Speed Too Fast For Conditions.
- Inattentive Related Collisions: Reportable MVC collisions where Contributing Factor scored as Inattentive OR Driver Condition reported as Inattentive.
- Persons Killed or Injured: Number of Persons Injured or Killed in Reportable MVC collisions.

Table 3.2 Primary Causal Factors in Fatal MVCs on Roadways

Source: Ontario Provincial Police, Collision Reporting System (CRS), (2025/02/21)

Note:

- Fatal Roadway Collisions where Causal is Speed Related: Reportable Fatal Roadway Collisions where Contributing Factor scored as Excessive Speed or Speed Too Fast For Conditions OR Driver Action reported as Exceeding Speed Limit or Speed Too Fast For Conditions.
- Fatal Roadway Collisions where Causal is Alcohol/Drug Related: Reportable Fatal Roadway Collisions where Contributing Factor where Alcohol/Drug Involved field indicated as Yes OR Contributing Factor scored as Ability Impaired (Alcohol or Drug) OR Driver Condition reported as Had Been Drinking or Ability Impaired.
- Persons Killed in Fatal Roadway Collisions where lack of Seatbelt/Helmet use is a Factor: Persons Killed in Reportable Fatal Roadway Collisions where Victim is fatally injured AND a vehicle occupant AND where safety equipment reported to be not used but available.
- Fatal Roadway Collisions where Causal is Inattentive Related: Reportable Fatal Roadway Collisions where Contributing Factor scored as Inattentive OR Driver Condition reported as Inattentive.
- Fatal Roadway Collisions where Causal is Animal Related: Reportable Fatal Roadway Collisions where Contributing Factor scored as Animal OR Wildlife Involved was an Animal OR Sequence of Events was an Animal.

Table 3.3 Fatalities in Detachment Area

Source: Ontario Provincial Police, Collision Reporting System (CRS), (2025/02/21)

Note:

- Fatal Incidents: Reportable Fatal Collisions by Report Type (Roadway, Marine, Off-Road Vehicle, Motorized Snow Vehicle).
- Persons Killed: Number of Involved Persons where Injury is fatal by Report Type (Roadway, Marine, Off-Road Vehicle, Motorized Snow Vehicle).
- Alcohol/Drug Related Incidents: Reportable Fatal Collisions by Report Type (Roadway, Marine, Off-Road Vehicle, Motorized Snow Vehicle) where Alcohol/Drug Involved field indicated as Yes OR Contributing Factor scored as Ability Impaired (Alcohol or Drug) OR Driver Condition reported as Had Been Drinking or Ability Impaired.

Table 3.4 Big 4

Source: Niche Records Management System (RMS) & eTicket, (2025/02/21)

Note:

- Speeding (HTA 128): Charges are based on date charged. Speeding = HTA s.128 charges.
- Seatbelt (HTA 106): Charges are based on date charged. Seatbelt = HTA s.106 charges.
- Distracted (HTA 78.1): Charges are based on date charged. Distracted = HTA s.78.1 charges.
- Impaired (CCC 320.14 & 320.15): Charges are based on date charged. Impaired = CCC s.320.14 & 320.15 charges.

Table 3.5 Charges

Source: Niche Records Management System (RMS) & eTicket, (2025/02/21)

Note:

- HTA: Charges are based on date charged. Highway Traffic Act Statute charges.
- Criminal Code Traffic: Charges are based on date charged. Criminal Code Traffic (CCC s320.13, 320.14, 320.15, 320.16, 320.17 & 320.18) charges.
- Criminal Code Non-Traffic: Charges are based on date charged. All CCC charges not included in the Criminal Code Traffic section above.
- LLCA: Charges are based on date charged. Liquor Licence and Control Act charges.
- Federal Cannabis Act: Charges are based on date charged. Cannabis Act charges.
- Provincial Cannabis Act: Charges are based on date charged. Cannabis Control Act charges.
- Controlled Drug and Substance Act: Charges are based on date charged. Controlled Drug and Substance Act charges.
- Other: Charges are based on date charged. "Other" charges is comprised of CAIA, Other Provincial & Federal Offences not already captured in sections above.

Table 4.1 Service Delivery Activity Allocations

Source: Daily Activity Reporting (DAR) System

Date: April 17, 2025

Note: Activity allocation percentages are based on the total reported hours of detachment provincial constables performing duties within their home detachment location.

Table 4.2 Hours (Field Personnel)

Source: Daily Activity Reporting (DAR) System

Date: January 20, 2025

Note:

- Total reported hours, excluding paid duties.
- Includes Provincial Constable to Sergeant ranks only.
- Excludes First Nations badge numbers.
- Excludes administrative accounts and joint services accounts.
- Excludes incomplete DAR entries and those with errors.
- Excludes General Headquarters location codes.

CONTACT THE OPP

REACH THE OPP BY PHONE

- Know your location: Be ready to describe your surroundings. Look for addresses, landmarks and buildings that may help identify your location.
- Call 9-1-1 if there is immediate risk to someone's life or property.
- Don't hang up, stay on the line
- Call 1-888-310-1122 for non-life-threatening incidents that require police attention
- TTY 1-888-310-1133, or Agent 511 for registered subscribers (for the Deaf, Hard of Hearing and Speech Impaired)

PROVIDE AN ANONYMOUS TIP

- Call Crime Stoppers at 1-800-222-8477 (TIPS)
- Visit www.crimestoppers.ca

SPEAK WITH AN OFFICER FOR ALL OTHER MATTERS

To arrange to meet an officer at a detachment, go to www.opp.ca to use the Local Detachment Finder and follow the prompts.

REPORT AN INCIDENT ONLINE

You have the option to report select occurrences to police from the convenience of a computer.

Visit www.opp.ca/reporting to use the Citizen Self Reporting system. Specific incidents can be reported online without attending a detachment or waiting for an officer.

You can use this system to report:

- Theft Under \$5,000
- Mischief / Damage to Property Under \$5,000
- Mischief / Damage to Vehicle Under \$5,000
- Theft from Vehicle Under \$5,000
- Lost / Missing Property Under \$5,000 including a licence plate(s) or validation sticker(s)
- Theft of any type of gasoline from a gas station
- Driving Complaints
- Theft from Vehicle Under \$5,000
- Lost / Missing Property Under \$5,000 including a licence plate(s) or validation sticker(s)
- Theft of any type of gasoline from a gas station
- Driving Complaints

Do not use this system if this is an emergency! If it is, call 9-1-1.

9-1-1 is for police, fire or medical emergencies only.

Accidental, hang-up or abuse of 9-1-1 calls tie up emergency lines, communicators and officers which could result in the slower response to a real emergency, risking the safety of people who need urgent help.

#KnowWhenToCall

If you've dialed 9-1-1 in error, stay on the line. Your call will be connected to police. Answer all questions asked by the communicator. This eliminates a lengthy follow up process that may lead to officers attending your location to ensure your safety.

**DETACHMENT BOARD
ANNUAL REPORT**

2024



THUNDER BAY DETACHMENT

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LAKEHEAD OPP DETACHMENT BOARD CONSEIL DU DÉTACHEMENT DE LAKEHEAD DE LA POLICE PROVINCIALE

THUNDER BAY OPP DETACHMENT
DÉTACHEMENT DE THUNDER BAY DE LA POLICE PROVINCIALE

ANNUAL REPORT

June 30, 2025

DETACHMENT BOARD ACTIVITIES

INTRODUCTION

The new Ontario *Community Safety and Policing Act* (CSPA), passed in 2019, came into force on April 1, 2024. Among many other changes, the new legislation has significantly changed how policing is provided in Ontario and has “converted” several existing Police Services Boards (PSBs) to regional “OPP Detachment Boards”.

Municipalities with their own police forces retain the slightly amended “Police Service Boards” under the Act.

The Thunder Bay OPP Detachment provides policing to five municipalities, four First Nations, and various unincorporated townships in the region. These communities include the following:

Municipalities

- Conmee Township
- Gillies Township
- Municipality of Shuniah
- O’Connor Township
- Municipality of Shuniah

First Nations

- Kiashke Zaaging Anishinaabek First Nation (Gull Bay)
- Lac Des Mille Lacs First Nation
- Namaygoosisagagun First Nation
- Whitesand First Nation

Under Section 10 of the former *Police Services Act*, there were two police services board. One board was under a contract with the Municipality of Shuniah. The second board was a joint board under a contract with Conmee Township, O’Connor Township, and the Municipality of Neebing. These boards were dissolved when the CSPA came into effect and repealed the *Police Services Act*.

O.Reg. 135/24 under the CSPA has prescribed that the communities listed below must work together to form the new “Thunder Bay OPP Detachment Board” to implement the requirements of the legislation.

Thunder Bay OPP Detachment

- Conmee Township
- Gillies Township
- Kiashke Zaaging Anishinaabek First Nation (Gull Bay)
- Lac Des Mille Lacs First Nation
- Municipality of Shuniah
- O'Connor Township
- Municipality of Shuniah

(NOTE: Namaygoosisagagun First Nation and Whitesand First Nation have opted out of participating on the new Board.)

Since many of the newly formed OPP Detachment Boards were comprised of multiple communities, the boards were provided an opportunity to change the name to one that better reflects the entire group. It is anticipated that the name changes will be incorporated into the regulations in the future. The Thunder Bay OPP Detachment Board passed a by-law to change the name and operate as the Lakehead OPP Detachment board.

Section 68 of the CSPA sets out the Roles and Responsibilities of the Board. One of those responsibilities is to provide an Annual Report to the municipalities and band councils regarding the policing provided by the detachment in their municipalities and First Nations on or before June 30 in each year. Since the legislation came into force on April 1, 2024 and most, if not all, new Detachment Boards were in the very early stages of establishment, onboarding, and implementation, there would have been little to report on by June 30, 2024. Therefore, the following report covers activities from late April 2024 to May 2025.

In late April 2025, the OPP's Strategy Management Unit advised of the timeline for activities and creation of the OPP's portion of the Annual Report. The earliest the report will be available to Detachment Boards is June 30. The Board would then still need to review the report, combine it with the Board's portion of the report, and present it to the Municipalities. The soonest the Board will meet in order to review the report is September 2025; therefore, there will be a delay in presenting the Annual Report to the communities. This should be done by sometime in October 2025.

SUMMARY OF DETACHMENT BOARD ACTIVITIES

Functional Area	Activities During Reporting Period
<ul style="list-style-type: none"> ❖ CSPA = <i>Community Safety and Policing Act</i> ❖ DB = Detachment Board ❖ DC = Detachment Commander ❖ MFIPPA = <i>Municipal Freedom of Information and Protection of Privacy Act</i> ❖ OAPSB = Ontario Association of Police Service Boards ❖ OPC = Ontario Police College 	
Board Framework	<ul style="list-style-type: none"> • O. Reg. 135/24 of the CSPA established the composition of a new 13-seat Detachment Board which includes: <ul style="list-style-type: none"> ○ one Council-appointed Council Representatives from each community ○ three jointly Council-appointed Community Representatives ○ three provincial representatives • The role of the Board Secretary is currently held by the Clerk-Treasurer from the Municipality of Neebing.
The Board and Meetings	<ul style="list-style-type: none"> • Ensured appointments complied with eligibility criteria in CSPA. • Attempted to ensure diverse representation from member communities. • Appointed Board Members were administered prescribed Oath/Affirmation of Office were signed and filed as official DB records. • Appointed Board Members completed required Criminal Record Checks, which were filed as official DB records. • Appointed Board Members successfully completed all mandatory training, provided by OPC. Documentation filed as official DB records. • Approved a procedure by-law per Section 46 of the CSPA governing how the Board would operate. • The Board held meetings at various locations in 2024. The meetings are now regularly held at the detachment office, due to its centralized location. • Elected/acclaimed Chair for 2024 and 2025, as required by legislation. • Held four meetings in 2024 and four meetings in 2025 before June 30. Subsequent meetings scheduled for September, October and November 2025. • While the appointment process was ongoing, there were some challenges meeting quorum in 2024. The first meeting with quorum was in January 2025

Functional Area	Activities During Reporting Period
	<ul style="list-style-type: none"> • Members attended the joint OAPSB Zone 1/OACP meeting in Thunder Bay in December 2024. • Members participated in the OAPSB Zone 1 virtual meetings in January and May 2025. • One member attended the OAPSB Conference and Annual General Meeting, June 3 – 5, 2025, London, Ontario • The Board became member of OAPSB on a one-year trial basis to assess their resources for training, education, information and advice.
Administration	<ul style="list-style-type: none"> • The Board Secretary completed training provided by OPC. (OPC training is same as mandatory training for Board Members, but not mandatory for staff.)
Communications	<ul style="list-style-type: none"> • Created webpage within the Municipality of Neebing's website, www.neebing.org/oppboard • Meeting Agendas and Minutes posted on DB webpage as required.
Finance	<ul style="list-style-type: none"> • Board reviewed and approved remuneration of \$150 per meeting or \$300 for full day, plus mileage for all board members. • 2024 budget reviewed; however, quorum was not achieved in 2024 to approve the budget. • 2025 budget reviewed and approved. • Budget is allocated equally among the five municipalities. • Received and analyzed quotes and purchased insurance for the Board in 2025. Since the Board is not a local board under the Municipal Act, there is no coverage under the municipal insurance policies.

FUTURE DETACHMENT BOARD ACTIVITIES

Functional Area	Future Activities
<ul style="list-style-type: none"> ❖ CSPA = <i>Community Safety and Policing Act</i> ❖ DB = Detachment Board ❖ DC = Detachment Commander ❖ MFIPPA = <i>Municipal Freedom of Information and Protection of Privacy Act</i> ❖ OAPSB = Ontario Association of Police Service Boards ❖ OPC = Ontario Police College 	
The Board	<ul style="list-style-type: none"> • Develop a strong and collaborative working relationship with the DC • Continue to lobby Solicitor General/Public Appointments Secretariat for appointments. • Review and provide feedback to the DC regarding Local Action Plan (in accordance with Section 70 of the CSPA) • Update or create policies as required.
Administration	<ul style="list-style-type: none"> • Developed records management policy for DB records, including processing of requests for information. (Since DB is not a “local board”, MFIPPA doesn’t apply.)
Communications	<ul style="list-style-type: none"> • Create a unique landing page for the DB following the update of the Neebing website.

LAKEHEAD OPP DETACHMENT BOARD
Administrative Report

Date: September 11, 2025 (For Meeting on September 18, 2025)
To: Members of Lakehead OPP Detachment Board
Subject: OPP Reporting Classifications
Submitted by: Erika Kromm, Board Secretary

RECOMMENDATION:

The Board Secretary recommends that the Board passes the following resolution and forwards it to the Solicitor General:

WHEREAS the Thunder Bay OPP Detachment Board (operating as the Lakehead OPP Detachment Board) receives monthly reports relating to detachment crime statistics;

AND WHEREAS the reports are generated using a standardized format that is used across all detachments in the province;

AND WHEREAS some categories such as assault offences and firearm offences, are grouped together and reported as one statistic;

AND WHEREAS by grouping assault offences and firearm offences it may appear to the public that there are more firearm related offences in the area than have actually occurred;

AND WHEREAS the public generally views firearm offences as more severe;

THEREFORE BE IT RESOLVED THAT the members of the Thunder Bay OPP Detachment Board (operating as the Lakehead OPP Detachment Board) respectfully request that the Province amend the template for the statistical reports to separate assaults and firearm offences;

AND FURTHER THAT this resolution be forwarded to the Solicitor General, Inspectorate of Policing, MPP Kevin Holland and the Ontario Association of Police Service Boards.

BACKGROUND/DISCUSSION:

At the meeting held in June, the Board requested a resolution relating to requesting changes on how crime classifications are grouped and reported to the Board.

It was previously mentioned that the reports are designed to align with how Statistics Canada reports numbers from police services across the country. This allows for better comparisons between jurisdictions. Attached to this report is one of the reports available

from Statistics Canada. This report shows the numbers broken down into more categories than how the province reports numbers. There is a lot of information available through Statistics Canada, so there may be other more relevant reports. But this indicates that the data is reported in more detail federally.

ATTACHMENTS: Statistics Canada Report.

Police-reported crime statistics in Canada, 2024

Released at 8:30 a.m. Eastern time in The Daily, Tuesday, July 22, 2025

Overview

The volume and severity of police-reported crime in Canada, as measured by the Crime Severity Index (CSI), decreased 4% in 2024, following three consecutive years of increases. This was the second decrease in a decade, with the other decline coinciding with the onset of the COVID-19 pandemic in 2020. The 2024 CSI was just over one-third lower (-34%) than its peak in 1998, the first year CSI data were available.

Non-violent crime had a significant impact on the decline in the overall CSI in 2024. The Non-violent CSI—which includes, for example, property offences and drug offences—declined 6% in 2024, following a 9% increase from 2021 to 2023.

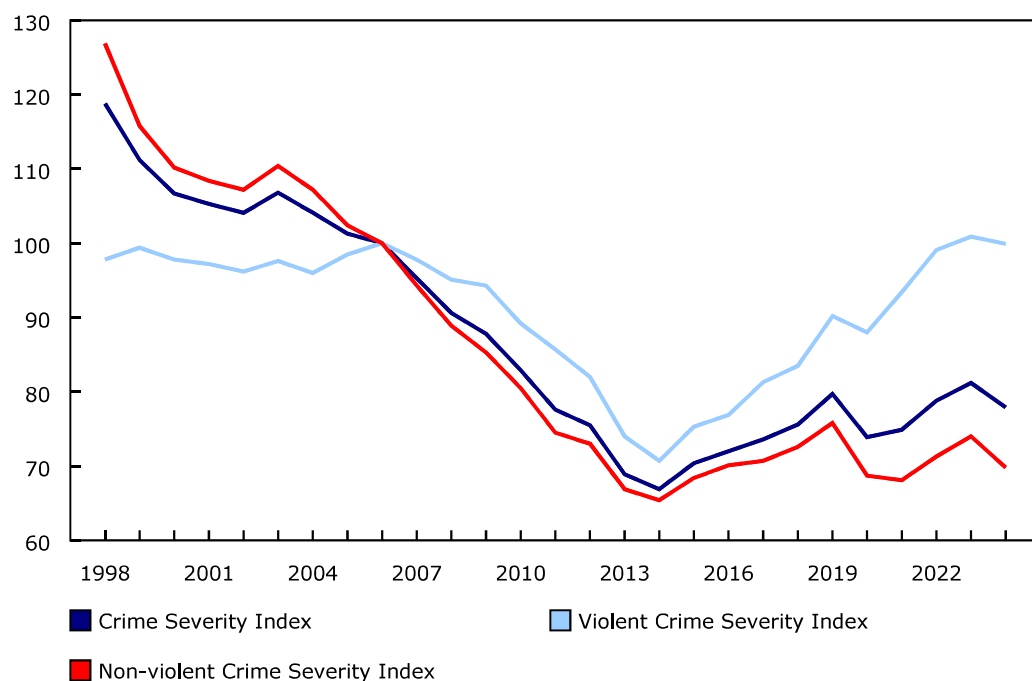
The five violations that contributed the most to the decline in the overall CSI in 2024 were non-violent in nature, accounting for three-quarters (75%) of the overall decrease. In order of impact on the CSI, police-reported rates of breaking and entering (-11% of the rate per 100,000 population), child pornography (-15%), motor vehicle theft (-17%), theft of \$5,000 or under (-9%) and mischief (-6%) were all down from 2023.

The Violent CSI decreased 1% in 2024, having a comparatively smaller impact on the overall CSI. Prior to this, the Violent CSI had risen for three consecutive years, increasing 15% over that period.

Compared with 2023, the Violent CSI recorded lower rates for many violations in 2024, such as level 1 sexual assault (-3%), extortion (-10%), robbery (-2%), attempted murder (-12%) and level 3 or aggravated assault (-8%). Combined, these violations accounted for 80% of the decrease in the Violent CSI.

Chart 1
Police-reported Crime Severity Indexes, Canada, 1998 to 2024

index (2006=100)



Note(s): Crime Severity Indexes are based on *Criminal Code* incidents, including traffic offences, as well as other federal statute violations. The base index was set at 100 for 2006 for Canada. Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.
Source(s): Uniform Crime Reporting Survey (3302).

The CSI is one of several measures of crime in Canada. It captures both the volume and the severity of crime, whereas the conventional crime rate measures only the volume of crime. In 2024, the police-reported crime rate (excluding traffic offences) decreased 4% from a year earlier to 5,672 incidents per 100,000 population.

Understanding and using the Crime Severity Index

The Crime Severity Index (CSI) looks at both the number and the relative severity of crimes. It was developed to complement the conventional crime rate and self-reported victimization data. For detailed information about the methodology of the CSI, see the Note to readers.

The CSI is not intended to be used in isolation or as a universal indicator of an area's overall safety. It is best understood in a broad context with other information on community safety and crime, as well as other characteristics, such as population and demographics, labour market conditions and activities, employment and income, and housing and families.

As an area-based index, the CSI does not account for the specific demographics of an area or how different groups of people may experience crime, harm and discrimination. For example, First Nations people, Métis and Inuit are historically overrepresented among [victims of homicide](#), among [self-reported victims of violence](#), and in the [criminal justice system](#).

For more information, see the suite of products for understanding and using the CSI, including a [video](#), an accompanying [infosheet](#) and [reference document](#), and a [webinar](#) which was recorded in July 2024.

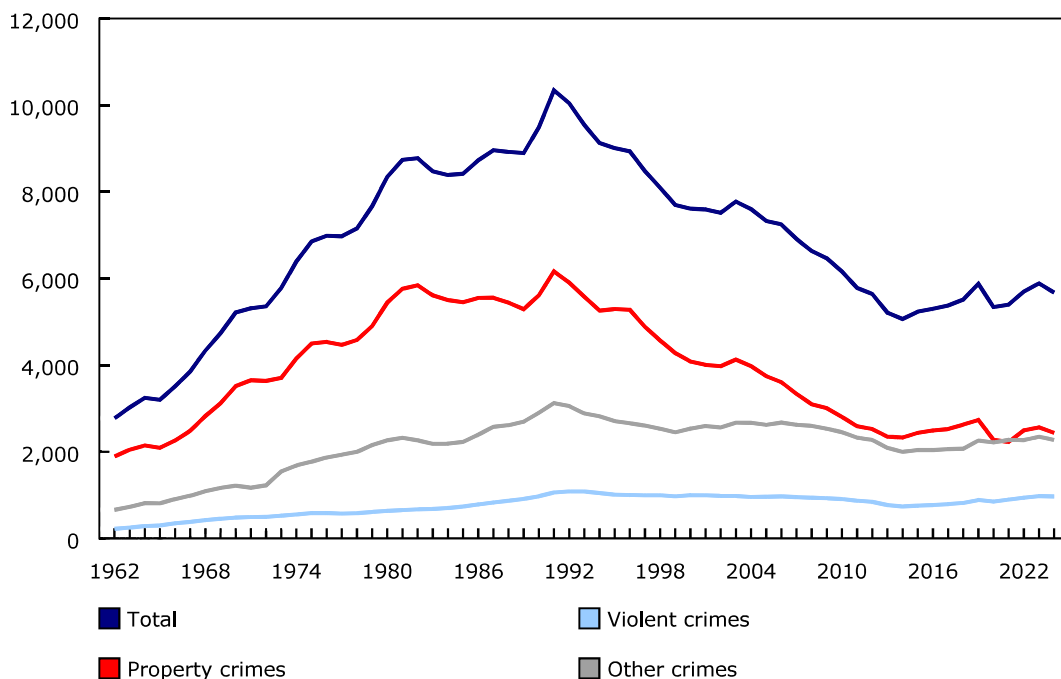
The accompanying infographic, "[Police-reported crime in Canada, 2024](#)" is now available. Police-reported crime data for 2024 will also be available shortly after this release in the interactive data visualization dashboards through the [Police-reported Information Hub](#).

Detailed tables with police-reported information by violation and geography (province, territory, and census metropolitan area) are available at the end of this release.

For detailed community profiles and characteristics across Canada from the 2021 Census of Population, see [Census Profile, 2021](#).

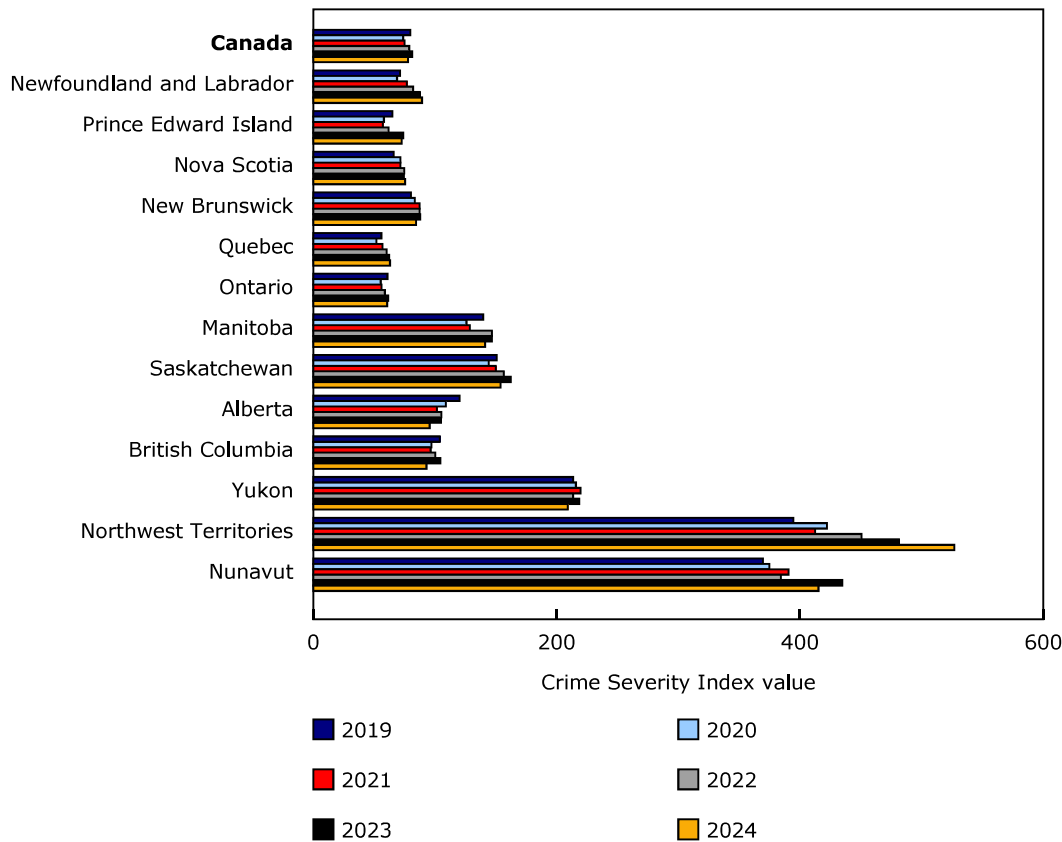
Chart 2
Police-reported crime rates, Canada, 1962 to 2024

rate per 100,000 population



Note(s): Information presented in this chart represents data from the Uniform Crime Reporting (UCR1) Aggregate Survey and permits historical comparisons back to 1962. New definitions of crime categories were introduced in 2009 and are only available in the new format back to 1998. As a result, numbers in this chart will not match data released in the new UCR2 format. Specifically, the definition of violent crime has been expanded. In addition, UCR1 includes some different offences in the "other crimes" category. Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.

Source(s): Uniform Crime Reporting Survey ([3302](#)).

Chart 3**Police-reported Crime Severity Indexes, by province and territory, 2019 to 2024**

Note(s): The Crime Severity Index is based on *Criminal Code* incidents, including traffic offences, as well as other federal statute violations. The base index was set at 100 for 2006 for Canada. Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.

Source(s): Uniform Crime Reporting Survey (3302).

Key trends in police-reported crime

In 2024, the CSI decreased for the first time following three consecutive years of increases, driven largely by a decline in non-violent crime. As was the case in 2023, theft-related violations continued to have a notable impact on the CSI in 2024.

Rates of breaking and entering and motor vehicle theft decline, while rate of shoplifting rises

The rate of breaking and entering—the most severe type of property crime based on its weight in the CSI—declined 11% from the previous year to 293 incidents per 100,000 population in 2024. Overall, there were 121,033 incidents of breaking and entering in 2024, which, despite the decline, accounted for 13% of the overall CSI, the most of any violation.

The decrease in 2024 was noted in every province and in Yukon, while the Northwest Territories (+17%) and Nunavut (+1%) noted an increase.

Overall, the rate of breaking and entering in 2024 was almost one-third (-32%) lower than a decade ago and 75% lower than its peak in 1998, the first year with comparable data.

Motor vehicle theft down, following three consecutive years of increases

In 2024, the rate of motor vehicle theft declined by 17% from 2023, to 239 incidents per 100,000 population. This reversed a three-year rise of 40% from the historic low recorded in 2020. In 2024, motor vehicle theft was identified as a key area of concern by the Government of Canada, which hosted the [National Summit on Combatting Auto Theft](#) and released the [National Action Plan on Combatting Auto Theft](#). Despite the more recent upward trend, the rate in 2024 was 43% of its peak in 2003.

In 2024, most of the decrease from 2023 was attributable to declines in Ontario (-18%), Quebec (-27%) and, to a lesser extent, Alberta (-9%) and British Columbia (-12%). As in previous years, the three Prairie provinces of Manitoba (392 incidents per 100,000 population; -8%), Saskatchewan (386 incidents; -17%) and Alberta (376 incidents; -9%) saw the highest rates among the provinces, despite also recording decreases in 2024.

Shoplifting up for fourth year in a row

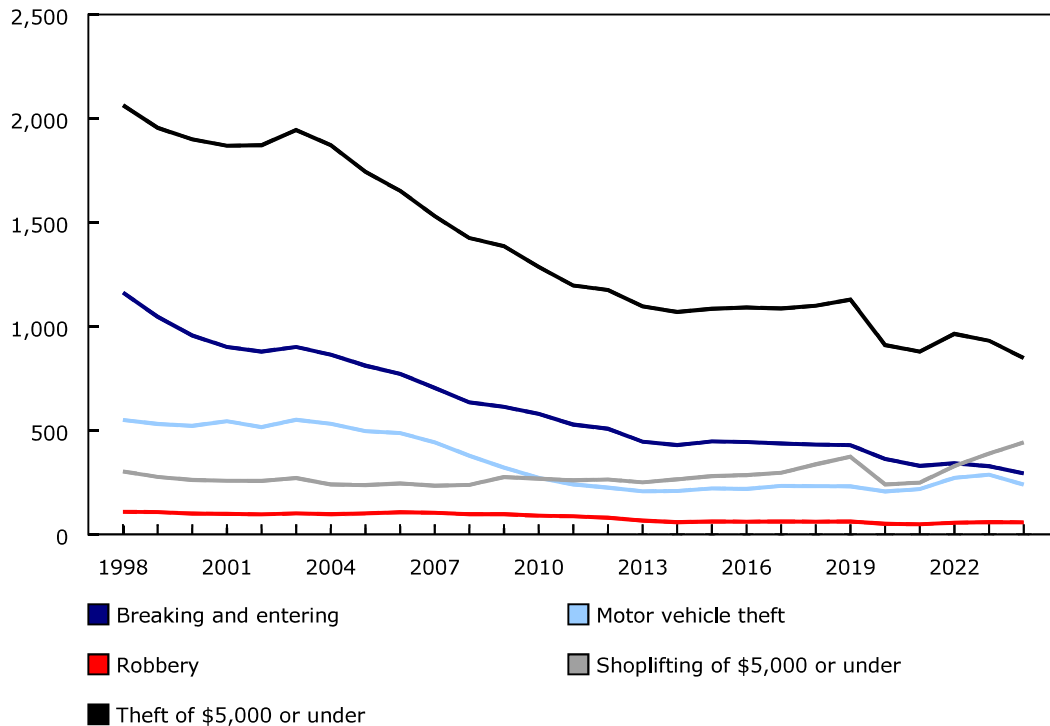
A rise in shoplifting of \$5,000 or under had the largest offsetting contribution to the change in the CSI in 2024. While shoplifting may be considered a relatively minor offence, it may result in considerable financial loss for businesses. Additionally, online reporting of shoplifting may also contribute to an increase in police-reported incidents.

Police reported 182,361 incidents of shoplifting of \$5,000 or under (442 incidents per 100,000 population) in 2024, up 14% from 2023. The rate of shoplifting has increased for four years in a row and was up 66% during the period from 2014 to 2024.

In contrast, other theft of \$5,000 or under declined 9% in 2024. The rate of other theft of \$5,000 or under was about twice that of shoplifting, with 848 incidents per 100,000 population. The rate of other theft of \$5,000 or under has declined 59% from a peak in 1998.

Chart 4
Selected police-reported property crimes and robbery, Canada, 1998 to 2024

rate per 100,000 population



Note(s): Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.
Source(s): Uniform Crime Reporting Survey (3302).

In 2024, police-reported violations with relatively large cyber components—including child pornography, fraud and extortion—continued to have an impact on the CSI trend. The total rate of police-reported cybercrimes declined 9% from 2023 to 2024. However, with advances in technology and widespread access to the Internet, the incidence of cybercrimes had generally been increasing over time. For example, despite the annual decrease, the rate of police-reported cybercrime in 2024 (225 incidents per 100,000 population) was over twice the rate in 2018 (92 incidents), the earliest year with comparable data. Cyber criminals may leverage new technologies, but public awareness efforts, easier online reporting, and updated investigative methods can help police and communities recognize, report and combat cybercrime more effectively.

Police-reported rate of child pornography down, following large increase the previous year, and both annual changes are due, in part, to current and historical case processing through specialized units and the National Child Exploitation Crime Centre

The second largest contributor to the decrease in the overall CSI in 2024 was a decline in the rate of police-reported child pornography (also referred to as child sexual abuse and exploitation material, [an amendment in terminology which will come into force in the Criminal Code of Canada in October 2025](#)). The rate decreased 15% to 46 incidents per 100,000 population in 2024, or 18,806 total incidents. Making or distributing child pornography accounted for over two-thirds (68%) of child pornography incidents, while the remaining 32% of such incidents were possessing or accessing child pornography.

Despite the drop, there had been a general upward trend since 2008, including a 54% increase in 2023 which was partially the result of more cases—current and historical—brought forward to local police services by specialized provincial Internet child exploitation police units and the [National Child Exploitation Crime Centre](#) (NCECC).

In 2024, fewer such cases were brought forward, though the rate remained above 2022 levels (up 30% in 2024 from 2022). Overall, the rate of police-reported child pornography in 2024 was over 12 times higher than in 2008. For information on the partnerships between local police services and the NCECC and specialized provincial Internet child exploitation policing units, see the Note to readers.

The large majority of child pornography incidents include a cyber component, and these incidents tend to drive the direction of change overall. From 2018 to 2024, 69% of child pornography incidents were recorded by police as cybercrimes. Changes in cybercrime incidents differ considerably from non-cybercrime incidents. For example, in 2023, the rate of cyber-related child pornography increased 79%, while non-cyber-related incidents were stable. In 2024, the rate of cyber-related incidents declined 27%, while the rate of non-cyber-related incidents rose 25%.

For a recent detailed discussion of online child sexual exploitation and abuse, see [Online child sexual exploitation: A statistical profile of police-reported incidents in Canada, 2014 to 2022](#).

Rate of extortion down following four consecutive years of increases, while fraud was stable

Extortion is a violent crime that involves obtaining property through coercion and is often associated with fraud. The police-reported rate of extortion decreased 10% to 32 incidents per 100,000 population in 2024, following four consecutive years of increases. Despite the decline, the rate was over four times higher in 2024 than a decade ago in 2014, rising from 8 to 32 incidents per 100,000 population over this period.

The decline in the rate of extortion was mostly due to an 18% decline in the rate of incidents with a cyber component, while the rate of non-cyber-related incidents of extortion declined 2% from 2023 to 2024. Overall, just under half (47%) of police-reported extortion incidents were identified as cyber-related in 2024. Additionally, extortion accounted for 7% of all cybercrimes, compared to less than 1% of all crime (excluding traffic offences).

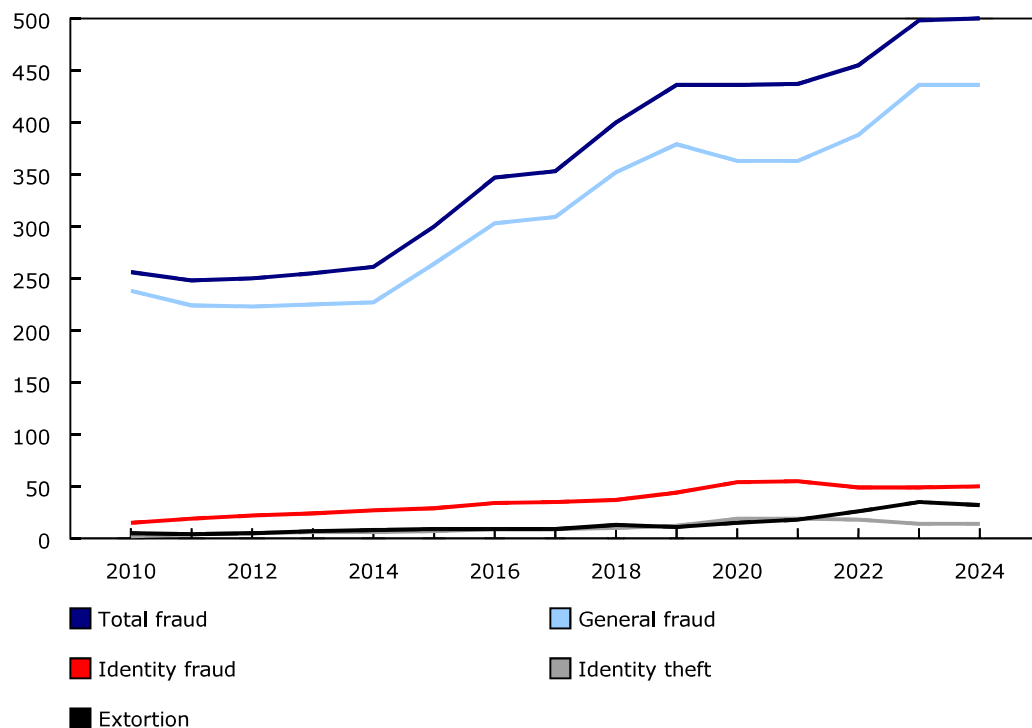
In 2024, the rate of fraud was stable at 436 incidents per 100,000 population. The rate of identity theft (14 incidents) was also stable, while the rate of identity fraud increased 2% to 50 incidents per 100,000 population. The combined rate of fraud was 92% higher than a decade earlier in 2014 (500 incidents per 100,000 population in 2024 versus 261 in 2014). The information on fraud excludes the Montréal Police Service; see the Note to readers for more information.

In 2024, about one-quarter (26%) of incidents of all fraud types were reported as cybercrimes. Combined, these offences accounted for over half (55%) of cybercrimes in 2024.

Despite the volume of fraud and extortion, many of these crimes go unreported to police. According to the 2019 General Social Survey on Canadians' Safety (Victimization), [just over 1 in 10 \(11%\) victims of fraud reported the fraud to the police](#).

Chart 5
Fraud and extortion, police-reported rates, Canada, 2010 to 2024

rate per 100,000 population



Note(s): As of 2010, reporting requirements for total fraud include separate violations for fraud, identity theft and identity fraud, which, combined, make up total fraud. Prior to 2010, different types of fraud were reported simply as fraud, therefore fraud data are only presented from 2010. Additionally, for the Montréal Police Service, the number of incidents of fraud and identity fraud is undercounted for the year 2024 because of a data transmission issue. This impacted provincial and national rates of police-reported fraud. It is anticipated that corrections will be applied to the revised 2024 data during the scheduled release in 2026. Therefore, the information on all fraud types (fraud, identity fraud and identity theft) presented here excludes the Montréal Police Service, and may not match information published elsewhere, for example, in online data tables. Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.

Source(s): Uniform Crime Reporting Survey (3302).

Small rise in police-reported hate crime, up for sixth consecutive year

Hate crimes target the integral or visible parts of a person's identity, and a single incident can affect the wider community. A hate crime may be carried out against a person or property and may be motivated in whole or in part by race, colour, national or ethnic origin, religion, sexual orientation, gender identity or expression, language, sex, age, mental or physical disability, or any other similar factor.

As is the case with other types of crime, some victims may not report a hate crime they experience, or it may not be recognized or recorded as a hate crime by police. According to the 2019 General Social Survey on Canadians' Safety (Victimization), approximately one in five hate crimes are reported to police.

The number of police-reported hate crimes increased slightly (+1%) from 4,828 incidents in 2023 to 4,882 in 2024. This followed a 34% increase in 2023. Overall, the number of police-reported hate crimes has increased for six years in row, more than doubling (+169%) since 2018.

The slight increase in 2024 was in large part the result of more hate crimes targeting a race or ethnicity (+8%; up to 2,377 incidents) combined with fewer hate crimes targeting a sexual orientation (-26%; down to 658 incidents). The number of hate crimes targeting a religion was essentially stable, dropping from 1,345 incidents to 1,342 incidents.

Detailed information on hate crimes can be found in online data tables [35-10-0066](#), [35-10-0067](#) and [35-10-0191](#).

National homicide rate declines for second consecutive year, but more women victims of homicide

Police reported 788 homicides in 2024, 8 fewer than a year earlier. The homicide rate declined 4%, from 1.99 homicides per 100,000 population in 2023 to 1.91 in 2024.

There were 28 more women homicide victims in 2024 than in 2023, and 34 fewer men. There was also a large increase in the proportion of women who were killed by a spouse or intimate partner, increasing from 32% of women victims in 2023 to 42% of women victims in 2024. More specifically, the proportion of women who were killed by their spouse or intimate partner (42%) was approximately seven times higher than the proportion of men (6%). For two recent detailed reports on gender-related homicide, see [Gender-related homicide of women and girls in Canada](#) and [Court outcomes in homicides of Indigenous women and girls, 2009 to 2021](#).

Rate of homicide victims higher among Indigenous people than non-Indigenous people

Despite the overall decline in homicides, police reported 225 Indigenous homicide victims in 2024, 29 more than in 2023. In 2024, the homicide rate for Indigenous people (10.84 homicides per 100,000 Indigenous population) was approximately eight times higher than the rate among the non-Indigenous population (1.35 homicides per 100,000 non-Indigenous population). Since 2014—the first year with complete Indigenous identity data for victims of homicide—Indigenous people have been overrepresented as victims of homicide. Indeed, most of the increase in women victims of homicide was among Indigenous people, with 21 more Indigenous women victims reported in 2024 than in the previous year.

Nearly one-third of homicide victims identified by police as racialized

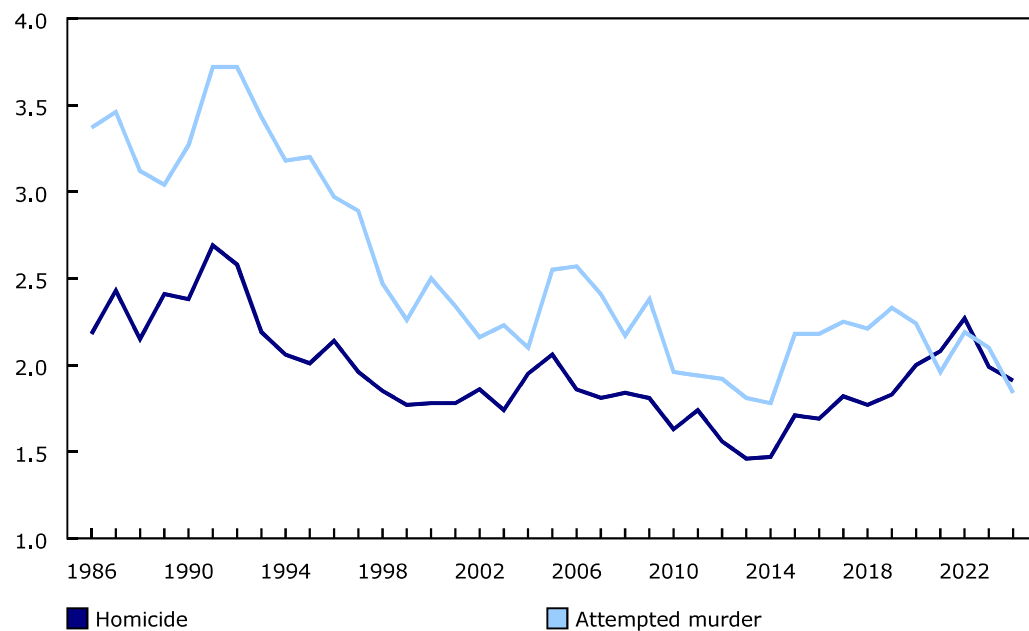
There were 226 victims of homicide identified by police as racialized (those identified as belonging to a visible minority group, as defined by the [Employment Equity Act](#)), accounting for 29% of homicide victims in 2024. This was similar to 2023.

Detailed information on the characteristics of homicides such as rates across geographies, method of death and gang-relation, and the characteristics of victims and accused persons, such as Indigenous or racialized identity information, age, gender and relationship to the accused can be found in online data tables. An analytical report summarizing some of this more detailed information will be released in the fall.

See the Note to readers below for more information on homicide victim identification.

Chart 6**Attempted murder and homicide, police-reported rates, Canada, 1986 to 2024**

rate per 100,000 population

**Note(s):** Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.**Source(s):** Uniform Crime Reporting Survey (3302).**Did you know we have a mobile app?**

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Note to readers

Uniform Crime Reporting Survey

Police-reported crime data (other than detailed information on homicides) are drawn from the Uniform Crime Reporting (UCR) Survey, a census of all crime known to police services. Police-reported crime statistics conform to a nationally approved set of common crime categories and definitions. They have been systematically reported by police services and submitted to Statistics Canada every year since 1962. Differences in local police service policies, procedures and enforcement practices can affect the comparability of crime trends.

Revisions to the UCR Survey are accepted for a one-year period after the data are initially released. For example, when the 2024 crime statistics are released, the 2023 data are updated with any revisions that have been made during the period from May 2024 to May 2025. The data are revised only once and are then permanently frozen. Over the past 10 years, data have been revised upward 10 times, with an average annual revision of 0.44%. Additionally, the 2023 revision to counts of people charged and youth not charged resulted in a 0.60% increase to 2023 counts.

See "[Definitions](#)" for detailed explanations of common concepts and terminology used in the analysis of police-reported crime information.

Understanding the Crime Severity Index

The conventional crime rate and the Crime Severity Index (CSI) are two complementary ways to measure police-reported crime. The crime rate measures the volume of crime per 100,000 population, including all Criminal Code violations (except traffic violations). The CSI measures both the volume and the severity of crime and includes all Criminal Code and other federal statute violations. The CSI has a base index value of 100 for 2006. Both the conventional crime rate and the CSI measure crime based on the most serious violation in the criminal incident.

The CSI was developed to address the limitation of the police-reported crime rate being driven by high-volume, but relatively less serious, crimes. The CSI considers not only the volume of crime, but also the relative severity of crime. Therefore, the CSI will vary when changes in either the volume or the average severity—or both the volume and the average severity—of crime are recorded.

To determine severity, each crime is assigned a weight. CSI weights are based on the crime's incarceration rate, as well as the average length of prison sentences handed down by criminal courts. More serious crimes are assigned higher weights, while less serious crimes are assigned lower weights. As a result, relative to their volume, more serious crimes have a greater impact on the index.

For more information on concepts and the use of the CSI, see "[Measuring crime in Canada: Introducing the Crime Severity Index and improvements to the Uniform Crime Reporting Survey](#)" (85-004-X) and the suite of products for Understanding and using the Crime Severity Index, including a [video](#), an accompanying [infosheet](#) and [reference document](#), and a [webinar](#) which was recorded in July 2024.

Police-reported child pornography

Section 163.1 of the Criminal Code makes it illegal to access, possess, make, print, or distribute child pornography. When the victim is not identified, this offence is reported to the UCR Survey with the most serious offence being "child pornography," which is typically categorized under "other Criminal Code offences." In cases where a victim is identified, police will report the most serious offence as sexual assault, sexual exploitation or other sexual violations against children, which are categorized as crimes against the person—"violent crimes"—and child pornography may be reported as a secondary violation.

Because of the complexity of cyber incidents, which represent a significant number of incidents of child pornography, these data likely reflect the number of investigations for the year rather than the number of incidents reported to police and therefore may be an undercount of the number of incidents coming to the attention of police in a given year. Data are based on police-reported incidents that are recorded in police services' records management systems.

Like with all crime, incidents of child pornography are subject to changes in the occurrence of incidents, as well as public awareness and policing practices. A variety of [public safety initiatives](#) at all levels of government, along with increased public awareness and changes in policies and technologies available to social media companies have contributed to general increases in reports of child pornography incidents to police. As public awareness continues to increase, police services are reporting increases in recent and historical incidents which may also impact annual reporting of these criminal violations.

Additionally, the [Royal Canadian Mounted Police's National Child Exploitation Crime Centre \(NCECC\)](#) serves as the primary point of contact in Canada for investigations related to sexual exploitation of children on the Internet. The NCECC and specialized provincial Internet child exploitation policing units also work in partnership with local police services and jurisdictions.

Within this partnership, cases may be forwarded to local police services for processing and investigation. As a result of this exchange, there may be delays in reporting current or historical incidents of child pornography. This means that the year in which incidents are reported may not correspond to the year in which they occurred.

The NCECC also serves as the national law enforcement arm of the National Strategy for the Protection of Children from Sexual Exploitation on the Internet.

Police-reported fraud

For the Montréal Police Service, the number of incidents of fraud and identity fraud is undercounted for the year 2024 due to a data transmission issue. This impacted provincial and national rates of police-reported fraud. It is anticipated that corrections will be applied to the revised 2024 data during the scheduled release in 2026. As a result, the information on all fraud types (fraud, identity fraud and identity theft) presented in this release excludes the Montréal Police Service, and may not match information published elsewhere, for example, in online data tables.

Police-reported cybercrime

A criminal incident may include multiple violations of the law. For the analysis of cyber-related violations, one distinct violation within the incident is identified as the "cybercrime violation." The cybercrime violation represents the specific criminal violation in an incident in which a computer or the Internet was the target of the crime, or the instrument used to commit the crime. For the majority of incidents, the cybercrime violation and the most serious violation were the same.

Homicide Survey

Detailed information on the characteristics of homicide victims and accused persons is drawn from the Homicide Survey, which collects police-reported information on the characteristics of all homicide incidents, victims and accused persons in Canada. This survey began collecting information on all murders in 1961 and was expanded in 1974 to include all incidents of manslaughter and infanticide. The term "homicide" is used to refer to each single victim of homicide. For instance, a single incident can have more than one victim. In this release, each victim is counted as a homicide. Detailed homicide statistics can be found in online data tables.

Indigenous identity is reported by police to the Homicide Survey and is determined through information found with the victim or accused person, such as status cards, or through information supplied by victims' families, by community members or from other sources (i.e., band records). Forensic evidence such as genetic testing results may also be an acceptable means of determining the Indigenous identity of victims. Given the potential limitations of secondary identification, victim identification may be underreported.

For the purposes of the Homicide Survey, Indigenous identity includes people identified by police as First Nations people (either status or non-status), Métis or Inuit, and people with an Indigenous identity whose Indigenous group is not known to police. Non-Indigenous identity refers to instances where the police have confirmed that a victim is not an Indigenous person. Indigenous identity reported as "unknown" by police includes instances where police are unable to determine the Indigenous group of the victim or where the Indigenous group is not collected by the police service. For more information and context on the victimization of Indigenous people, see for example, the following articles: "[Violent victimization and perceptions of safety: Experiences of First Nations, Métis and Inuit women in Canada](#);" "[Victimization of First Nations people, Métis and Inuit in Canada](#);" "[Understanding the Impact of Historical Trauma Due to Colonization on the Health and Well-Being of Indigenous Young Peoples: A Systematic Scoping Review](#);" "[Reclaiming Power and Place: The Final Report on the National Inquiry into Missing and Murdered Indigenous Women and Girls](#);" and "[Summary of the Final Report of the Truth and Reconciliation Commission of Canada](#)."

In this release, data on racialized groups are measured with the visible minority variable. The non-racialized group is measured with the category "not a visible minority" for that variable, excluding Indigenous people. "Visible minority" refers to whether a person belongs to a visible minority group as defined by the [Employment Equity Act](#). The Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour." Groups designated as visible minorities include, among others, South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese.

Self-reported information

Police-reported metrics include only incidents that come to the attention of police, either through reporting by the public or proactive policing. As a complementary measure, results from the 2019 General Social Survey (GSS) on Canadians' Safety (Victimization) found that under one-third (29%) of violent and non-violent incidents were reported to the police. Similarly, over one-fifth (22%) of incidents perceived to be motivated by hate were reported to police. The number of sexual assaults reported by police is also an underestimation, since these types of offences most often go unreported to police. Results from the 2019 GSS on Victimization show that 6% of sexual assault incidents experienced by Canadians aged 15 and older in the previous 12 months were brought to the attention of police.

Table 1
Police-reported Crime Severity Indexes, Canada, 2014 to 2024

Total Crime Severity Index	Total Crime Severity Index	Violent Crime Severity Index	Violent Crime Severity Index	Non-violent Crime Severity Index	Non-violent Crime Severity Index
index	% change from previous	index	% change from previous	index	% change from previous

Table 1 - continued
Police-reported Crime Severity Indexes, Canada, 2014 to 2024

	Total Crime Severity Index	Total Crime Severity Index	Violent Crime Severity Index	Violent Crime Severity Index	Non-violent Crime Severity Index	Non-violent Crime Severity Index
	year		year		year	
2014	66.9	-3	70.7	-4	65.4	-2
2015	70.4	5	75.3	7	68.4	5
2016	72.0	2	76.9	2	70.1	2
2017	73.6	2	81.3	6	70.7	1
2018	75.6	3	83.5	3	72.6	3
2019	79.7	5	90.2	8	75.8	4
2020	73.9	-7	88.0	-2	68.7	-9
2021	74.9	1	93.4	6	68.1	-1
2022	78.8	5	99.1	6	71.3	5
2023 ^r	81.2	3	100.9	2	74.0	4
2024	77.9	-4	99.9	-1	69.8	-6

^r revised

Note(s): Crime Severity Indexes are based on *Criminal Code* incidents, including traffic offences, as well as other federal statute violations. The base index was set at 100 for 2006 for Canada. Data on the Crime Severity Indexes are available beginning in 1998. Percent changes are based on unrounded rates. Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.

Source(s): Uniform Crime Reporting Survey (3302).

Table 2
Police-reported crime rate, Canada, 2014 to 2024

	Total crime (crime rate)	Total crime (crime rate)	Total crime (crime rate)	Violent crime	Violent crime	Property crime	Property crime	Other <i>Criminal Code</i> offences	Other <i>Criminal Code</i> offences
	number	rate	% change in rate from previous year	rate	% change in rate from previous year	rate	% change in rate from previous year	rate	% change in rate from previous year
2014	1,793,612	5,061	-3	1,044	-5	3,100	-2	918	-4
2015	1,867,833	5,232	3	1,070	2	3,231	4	930	1
2016	1,912,752	5,297	1	1,076	1	3,238	0 ^s	982	6
2017	1,964,129	5,375	1	1,113	3	3,265	1	997	1
2018	2,043,328	5,512	3	1,151	3	3,348	3	1,013	2
2019	2,209,794	5,874	7	1,278	11	3,509	5	1,086	7
2020	2,030,264	5,339	-9	1,265	-1	3,085	-12	989	-9
2021	2,063,335	5,396	1	1,331	5	3,052	-1	1,012	2
2022	2,218,983	5,699	6	1,377	3	3,325	9	997	-1
2023 ^r	2,358,513	5,884	3	1,442	5	3,410	3	1,033	4
2024	2,342,031	5,672	-4	1,433	-1	3,236	-5	1,003	-3

^r revised

0 true zero or a value rounded to zero

0^s value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded

Note(s): Crime rates are based on *Criminal Code* incidents, excluding traffic offences. See table 5 for a list of offences included in the violent crime, property crime and other *Criminal Code* offences categories. Counts are based on the most serious violation in the incident. One incident may involve multiple violations. Data for the rates of total, violent, property and other *Criminal Code* offences categories are available beginning in 1962. Rates are calculated on the basis of 100,000 population. Percent changes are based on unrounded rates. Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.

Source(s): Uniform Crime Reporting Survey (3302).

Table 3
Police-reported Crime Severity Index and crime rate, by province or territory, 2024

	Total Crime Severity Index	Total Crime Severity Index	Total Crime Severity Index	Total crime (crime rate)	Total crime (crime rate)	Total crime (crime rate)	Total crime (crime rate)
	index	% change 2023 to 2024	% change 2014 to 2024	number	rate	% change 2023 to 2024	% change 2014 to 2024
Canada	77.9	-4	16	2,342,031	5,672	-4	12
Newfoundland and Labrador	89.3	2	43	41,532	7,617	5	36
Prince Edward Island	72.6	-2	30	10,667	5,974	-3	25
Nova Scotia	75.5	1	13	65,882	6,121	3	11
New Brunswick	84.5	-4	51	52,444	6,138	-8	38
Quebec	63.0	1	9	336,692	3,718	0 ^s	6
Ontario	60.7	-1	22	718,821	4,458	-1	26
Manitoba	141.2	-4	46	151,661	10,149	-4	31
Saskatchewan	153.9	-5	23	156,234	12,601	-3	18
Alberta	95.6	-9	9	359,230	7,348	-9	2
British Columbia	93.0	-11	3	390,950	6,861	-7	-8
Yukon	209.2	-4	12	10,218	21,878	-2	-7
Northwest Territories	526.9	9	82	24,241	54,193	-2	24
Nunavut	415.2	-4	46	22,339	54,275	-4	73

0 true zero or a value rounded to zero

0^s value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded

Note(s): Crime Severity Indexes are based on *Criminal Code* incidents, including traffic offences, as well as other federal statute violations. The base index was set at 100 for 2006 for Canada. Data on provincial and territorial Crime Severity Indexes are available beginning in 1998. Under the authority of the Canadian Forces Provost Marshal (CFPM), the Canadian Forces Military Police Group is now reporting incidents to the Uniform Crime Reporting Survey. Data from the Office of the CFPM are aggregated at the national level to account for small counts and to protect confidentiality. Therefore, provincial and territorial totals will not equal Canada-level totals. Currently, the Canadian Centre for Justice and Community Safety Statistics is developing the methodology for determining the population counts for the Canadian Armed Forces. Therefore, Crime Severity Index data and rates are not available for the 2024/2023 release (data for 2024, revised data for 2023). Crime rates are based on *Criminal Code* incidents, excluding traffic offences. See table 5 for a list of offences included in the violent crime, property crime and other *Criminal Code* offences categories. Counts are based on the most serious violation in the incident. One incident may involve multiple violations. Data for the rates of total, violent, property and other crime categories are available beginning in 1962. Rates are calculated on the basis of 100,000 population. Percent changes are based on unrounded rates. Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.

Source(s): Uniform Crime Reporting Survey (3302).

Table 4
Police-reported Crime Severity Index and crime rate, by census metropolitan area, 2024

	Crime Severity Index		Crime rate	
	2024	2023 to 2024	2024	2023 to 2024
	index	% change	rate	% change
Canada	77.9	-4	5,672	-4
Census metropolitan areas (CMAs)^{1,2,3}				
St. John's	77.0	-7	6,484	2
Halifax	74.0	3	6,020	6
Moncton	93.8	-11	7,129	-11
Saint John	58.4	10	4,417	0 ^s
Fredericton	73.6	-13	5,314	-20
Saguenay	55.1	5	3,366	1
Québec	55.3	3	3,595	1
Sherbrooke	53.9	3	3,290	2
Trois-Rivières	61.2	1	3,509	-3
Drummondville	69.0	-8	4,076	-6
Montréal	61.7	-3	3,674	-4
Gatineau ⁴	61.1	-1	3,756	1
Ottawa ⁵	53.8	-1	4,298	1
Kingston	59.3	-18	4,873	-11
Belleville–Quinte West	64.5	-4	4,954	-5
Peterborough	61.3	1	5,368	10
Toronto	59.4	1	4,177	-1
Hamilton	58.3	-3	4,257	-3
St. Catharines–Niagara	59.0	6	4,241	5
Kitchener–Cambridge–Waterloo	72.7	-4	5,359	-3
Brantford	70.7	-1	5,404	4
Guelph	56.0	0 ^s	4,142	-3
London	61.2	-6	4,743	-5
Windsor	63.2	-2	4,668	1
Barrie	48.1	-2	3,920	-1
Greater Sudbury	66.4	-12	4,542	-11
Thunder Bay	107.7	8	6,867	8
Winnipeg	124.4	-4	7,894	-4
Regina	100.3	-11	7,503	-7
Saskatoon	106.7	-9	7,953	-10
Lethbridge	105.5	-19	7,692	-18
Calgary	62.3	-14	4,796	-14
Red Deer	118.7	-20	10,650	-17
Edmonton	101.1	-5	7,108	-6
Kelowna	108.8	-9	8,922	-5
Kamloops	129.9	-21	10,546	-19
Chilliwack	141.7	-11	11,352	-4
Abbotsford–Mission	95.0	-11	6,380	-4
Vancouver	81.2	-8	5,438	-9
Victoria	71.0	-11	5,283	-9
Nanaimo	106.7	-16	9,365	-8

0 true zero or a value rounded to zero

0^s value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded

1. A census metropolitan area (CMA) consists of one or more neighbouring municipalities situated around a major urban core. A CMA must have a total population of at least 100,000 of which 50,000 or more live in the urban core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census data. A CMA typically comprises more than one police service.

2. CMA populations have been adjusted to follow policing boundaries.

3. The Oshawa CMA is excluded from this table due to the incongruity between the police service jurisdictional boundaries and the CMA boundaries.

4. Gatineau refers to the Quebec part of the Ottawa–Gatineau CMA.

5. Ottawa refers to the Ontario part of the Ottawa–Gatineau CMA.

Note(s): Police-reported statistics may be affected by differences in the way police services deal with offences. In some instances, police or municipalities might choose to deal with some offences using municipal bylaws or provincial provisions rather than *Criminal Code* provisions. Crime Severity Indexes are based on *Criminal Code* incidents, including traffic offences, as well as other federal statute violations. The base index was set at 100 for 2006 for Canada. Data on the Crime Severity Indexes by census metropolitan area are available beginning in 1998. The crime rate is based upon *Criminal Code* incidents, excluding traffic offences. Rates are calculated on the basis of 100,000 population. Percent changes are based on unrounded rates. Populations are based upon July 1st estimates from Statistics Canada, Centre for Demography.

Source(s): Tables [35-10-0177-01](#) and [35-10-0026-01](#).

Table 5
Police-reported crime for selected offences, Canada, 2023 and 2024

	2023 ^r	2023 ^r	2024	2024	Change in rate 2023 to 2024	Change in rate 2014 to 2024
	number	rate	number	rate	%	
Total <i>Criminal Code</i> (excluding traffic offences) - "Crime rate"	2,358,513	5,884	2,342,031	5,672	-4	12
Total violent crime	577,920	1,442	591,856	1,433	-1	37
Homicide	796	1.99	788	1.91	-4	30
Other violations causing death	120	0 ^s	89	0 ^s	-28	-29
Attempted murder	842	2.10	760	1.84	-12	4
Sexual assault - level 3 - aggravated	107	0 ^s	124	0 ^s	13	-8
Sexual assault - level 2 - weapon or bodily harm	769	2	784	2	-1	103
Sexual assault - level 1	36,088	90	35,956	87	-3	53
Sexual offence occurring prior to January 4, 1983 ¹	488	1	344	1	-32	...
Sexual violations against children	11,956	30	13,108	32	6	148
Assault - level 3 - aggravated	4,476	11	4,254	10	-8	12
Assault - level 2 - weapon or bodily harm	85,497	213	87,500	212	-1	67
Assault - level 1	209,899	524	215,460	522	0 ^s	20
Assault against a peace officer	13,810	34	14,135	34	-1	27
Other assaults	2,364	6	2,693	7	11	8
Firearms - use of, discharge, pointing	5,191	13	5,437	13	2	151
Robbery	23,815	59	24,018	58	-2	-2
Forcible confinement or kidnapping	4,020	10	4,257	10	3	11
Trafficking in persons ²	522	1	503	1	-6	...
Extortion	14,109	35	13,140	32	-10	314
Criminal harassment	30,649	76	32,806	79	4	43
Uttering threats	94,630	236	96,860	235	-1	33
Indecent or harassing communications	27,383	68	28,260	68	0 ^s	73
Non-consensual distribution of intimate images ³	3,234	8	3,111	8	-7	...
Offences in relation to sexual services ⁴	850	2	945	2	8	...
Other violent <i>Criminal Code</i> violations	6,305	16	6,524	16	0 ^s	18
Total property crime	1,366,688	3,410	1,336,083	3,236	-5	4
Breaking and entering	131,383	328	121,033	293	-11	-32
Possess stolen property ⁵	24,418	61	22,374	54	-11	10
Theft of motor vehicle	115,155	287	98,779	239	-17	15
Theft over \$5,000 (non-motor vehicle)	24,488	61	25,210	61	0 ^s	52
Shoplifting of \$5,000 or under	155,792	389	182,361	442	14	66
Theft of \$5,000 or under (non-motor vehicle)	373,026	931	350,321	848	-9	-21
Fraud ⁶	167,605	436	172,631	436	0 ^s	92
Identity theft ⁶	5,269	14	5,426	14	0 ^s	129
Identity fraud ⁶	18,774	49	19,752	50	2	82
Mischief	328,726	820	319,886	775	-6	4
Arson	11,032	28	10,649	26	-6	7
Total other <i>Criminal Code</i> offences	413,905	1,033	414,092	1,003	-3	9
Weapons violations	23,014	57	23,231	56	-2	43
Child pornography ⁷	21,592	54	18,806	46	-15	315
Prostitution ⁴	45	0 ^s	35	0 ^s	-24	...
Terrorism ⁸	68	0 ^s	69	0 ^s	-1	...
Disturb the peace	111,078	277	107,847	261	-6	-10
Administration of justice violations	224,265	559	229,513	556	-1	13

Table 5 - continued
Police-reported crime for selected offences, Canada, 2023 and 2024

	2023 ^r	2023 ^r	2024	2024	Change in rate 2023 to 2024	Change in rate 2014 to 2024
Other <i>Criminal Code</i> violations	33,843	84	34,591	84	-1	1
Total <i>Criminal Code</i> traffic violations	124,701	311	121,162	293	-6	-20
Alcohol-impaired driving	58,059	145	54,405	132	-9	-35
Drug-impaired driving	6,331	16	6,175	15	-5	110
Alcohol- and drug-impaired driving ⁹	4,702	12	4,823	12	0 ^s	...
Impaired driving (not specified) ⁹	2,711	7	2,678	6	-4	...
Other <i>Criminal Code</i> traffic violations	52,898	132	53,081	129	-3	-17
Total drug offences¹⁰	45,355	113	53,002	128	13	-56
Total other federal statute violations	15,027	37	16,251	39	5	-45
Human trafficking under the <i>Immigration and Refugee Protection Act</i> ²	83	0 ^s	105	0 ^s	23	58
<i>Youth Criminal Justice Act</i>	1,132	3	1,320	3	13	-86
Other federal statutes	13,812	34	14,826	36	4	-26
Total - all violations	2,543,596	6,346	2,532,446	6,134	-3	6

^r revised

... not applicable

0 true zero or a value rounded to zero

0^s value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded

1. In 2019, the Uniform Crime Reporting Survey added a new violation code to collect information on "sexual offences which occurred prior to January 4, 1983." While most violations are not typically reported years after their occurrence, there are a variety of reasons why sexual violations may be reported by a victim long after the incident took place. On January 4, 1983, Canadian legislation surrounding sexual offences changed considerably. To reflect these changes, the survey added the new violation code rather than collecting historical offences under an existing violation code that did not reflect the state of Canadian legislation at the time of the offence. Therefore, the percentage change from 2014 to 2024 is not shown.
2. Changes to the *Criminal Code*, including the introduction of new offences related to trafficking in persons were made in 2005, 2010, 2012 and 2014. Therefore, the percentage change from 2014 to 2024 is not shown. Additionally, data specific to human trafficking violations under the *Immigration and Refugee Protection Act* are not available before 2011. Therefore, the percentage change from 2014 to 2024 should be interpreted with caution since there could be delays in reporting new violations. Trafficking in persons incidents reported to the Uniform Crime Reporting Survey may be undercounted because of differences in police reporting practices for this violation.
3. Non-consensual distribution of intimate images is an offence created in 2015 by the former Bill C-13 "*Protecting Canadians from Online Crime Act*." Therefore, the percentage change from 2014 to 2024 is not shown.
4. In December 2014, new legislation came into effect governing prostitution-related activities. The new legislation targets "the exploitation that is inherent in prostitution and the risks of violence posed to those who engage in it" (*Criminal Code* Chapter 25, preamble). New violations classified as "offences in relation to sexual services" under "violent crime" include the purchasing of sexual services or communicating for that purpose, receiving a material benefit deriving from the purchase of sexual services, procuring of persons for the purpose of prostitution, and advertising sexual services offered for sale. In addition, a number of other offences related to prostitution continue to be considered non-violent offences and are classified under "other *Criminal Code* violations". These include communicating to provide sexual services for consideration and stopping or impeding traffic for the purpose of offering, providing or obtaining sexual services for consideration. Therefore, the percentage change from 2014 to 2024 is not shown.
5. Includes trafficking and the intent to traffic stolen goods.
6. For the Montréal Police Service, the number of incidents of fraud and identity fraud is undercounted for the year 2024 because of a data transmission issue. This impacted provincial and national rates of police-reported fraud. It is anticipated that corrections will be applied to the revised 2024 data during the scheduled release in 2026. As a result, the information on all fraud types (fraud, identity fraud and identity theft) presented in this table excludes the Montréal Police Service, and may not match information published elsewhere, for example, in online data tables.
7. Because of the complexity of cyber incidents, which represent a significant number of incidents of child pornography, these data likely reflect the number of active or closed investigations for the year rather than the total number of incidents reported to police. Data are based on police-reported incidents that are recorded in police services' records management systems. Particularly large changes in total child pornography incidents may be attributed in part to the number of cases—current and historical—forwarded to local police services by specialized provincial Internet child exploitation policing units and the Royal Canadian Mounted Police's National Child Exploitation Crime Centre, which serves as the national law enforcement arm of the National Strategy for the Protection of Children from Sexual Exploitation on the Internet.
8. Includes seven terrorism violations which were introduced mid-year in 2013 as a result of the enactment of former Bill S-7 "*An Act to amend the Criminal Code, the Canada Evidence Act and the Security of Information Act*." An additional terrorism violation code was introduced in late 2015 as a result of the enactment of former Bill C-51 "*Anti-terrorism Act*." Therefore, the percentage change from 2014 to 2024 is not shown. Because of the length of time for investigations to confirm whether the incident is founded, annual counts of terrorism offences are subject to revisions downwards when revised data are released one year after the initial release; therefore, changes between the current year of data and the previous year should be interpreted with caution.
9. Reflects new impaired driving offences as per former Bill C-46 "*An Act to amend the Criminal Code (offences relating to conveyances) and to make consequential amendments to other Acts*," which came into effect part way through 2018. Therefore, the percentage change from 2014 to 2024 is not shown.
10. The longer-term decline and the recent increase in drug offences between 2023 and 2024 may be due in part to changes in policing practices and enforcement in response to: 1) the August 2020 guidelines issued by the Public Prosecution Service of Canada directing prosecutors to focus on prosecutions for the most serious offences under the *Controlled Drugs and Substances Act* (CDSA) and to otherwise pursue suitable alternative measures and diversion from the criminal justice system for simple possession cases; and 2) the introduction of Health Canada's section 56(1) exemption from the CDSA for the province of British Columbia for personal possession of small amounts of certain illegal drugs, that came into effect on January 31, 2023. On May 7, 2024, the exemption in British Columbia was amended to apply to adults only in specific locations: where they are in a designated health care clinic; where they are unhoused and sheltering in accordance with all applicable laws; or where they are in a private residence. This amendment again provided police authority to arrest, warn/charge, and seize

illegal substances outside the scope and criteria of the amended exemption, including in public spaces. This has resulted in more police-reported drug possession offences for the majority of 2024, relative to before the amendment. Additionally, changes in the rate of offences related to importation or exportation of Cannabis and other illicit drugs and controlled substances may be due in part to operational conditions and reporting of seizure cases, involving the Royal Canadian Mounted Police's Federal Policing No Case Seizure team, Canada Border Services Agency and the Canada Post Mail Centre. Cases generated as a result of this exchange may encounter delays in processing such that the year in which occurrences are reported by police may not always correspond to the year in which they occurred. Therefore, year-over-year changes in drug offences should be considered with caution.

Note(s): Police-reported statistics may be affected by differences in the way police services deal with offences. In some instances, police or municipalities might choose to deal with some offences using municipal bylaws or provincial provisions rather than *Criminal Code* provisions. Counts are based on the most serious violation in the incident. One incident may involve multiple violations. Data for specific types of crime are available, in most cases, from 1977. Rates are calculated on the basis of 100,000 population. Percentage changes are based on unrounded rates. Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.

Source(s): Uniform Crime Reporting Survey (3302).

Table 6
Police-reported hate crimes, by detailed motivation, Canada, 2020 to 2024

	2020	2020	2021	2021	2022	2022	2023 ^r	2023 ^r	2024	2024
	number	% change from previous year	number	% change from previous year	number	% change from previous year	number	% change from previous year	number	% change from previous year
Total	2,646	36	3,355	27	3,612	8	4,828	34	4,882	1
Race or ethnicity	1,619	83	1,745	8	2,002	15	2,198	10	2,377	8
Black	676	96	647	-4	842	30	821	-2	873	6
East or Southeast Asian	263	293	312	19	213	-32	195	-8	185	-5
South Asian	135	67	167	24	196	17	279	42	321	15
Arab or West Asian	126	1	184	46	172	-7	268	56	310	16
Indigenous (First Nations, Métis or Inuit)	78	169	77	-1	66	-14	72	9	59	-18
White	85	77	57	-33	91	60	84	-8	83	-1
Other race or ethnicity ¹	188	25	223	19	314	41	364	16	446	23
Race or ethnicity not specified	68	74	78	15	108	38	115	6	100	-13
Religion	530	-14	886	67	768	-13	1,345	75	1,342	0^s
Jewish	331	8	492	49	527	7	959	82	920	-4
Muslim	84	-54	142	69	109	-23	220	102	229	4
Catholic	43	-16	155	260	52	-66	49	-6	61	24
Other religion ²	40	-30	64	60	62	-3	85	37	105	24
Religion not specified	32	88	33	3	18	-45	32	78	27	-16
Sexual orientation	258	-3	438	70	509	16	889	75	658	-26
Other motivation³	200	33	205	3	276	35	315	14	397	26
Motivation unknown	39	...	81	...	57	...	81	...	108	...

^r revised

... not applicable

0 true zero or a value rounded to zero

0^s value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded

1. Includes motivations based upon race or ethnicity not otherwise stated (e.g., Latin American, South American) as well as hate crimes which target more than one race or ethnic group.

2. Includes motivations based upon religion not otherwise stated (e.g., Sikh, Hindu, Buddhist).

3. Includes mental or physical disability, language, sex or gender, age and other similar factors (e.g., occupation or political beliefs).

Note(s): Hate crime counts from the Uniform Crime Reporting Survey include both confirmed and suspected hate crime incidents. Information in this table reflects data reported by police services covering over 99% of the population of Canada.

Source(s): Uniform Crime Reporting Survey (3302).

Available tables: [35-10-0001-01](#), [35-10-0002-01](#), [35-10-0026-01](#), [35-10-0060-01](#) to [35-10-0064-01](#), [35-10-0066-01](#) to [35-10-0069-01](#), [35-10-0071-01](#), [35-10-0073-01](#) to [35-10-0075-01](#), [35-10-0119-01](#), [35-10-0125-01](#) to [35-10-0127-01](#), [35-10-0156-01](#), [35-10-0157-01](#), [35-10-0170-01](#), [35-10-0177-01](#) to [35-10-0191-01](#) and [35-10-0206-01](#) to [35-10-0208-01](#).

Definitions, data sources and methods: survey numbers [3302](#) and [3315](#).

Data for 2024 will be made available shortly in the interactive data visualization dashboards "[Police-reported Information Hub: Selected Crime Indicators](#)," "[Police-reported Information Hub: Criminal Violations](#)," "[Police-reported Information Hub: Geographic Crime Comparisons](#)," "[Police-reported Information Hub: Homicide in Canada](#)," and "[Police-reported Information Hub: Hate crime in Canada](#)," available through the "[Police-reported Information Hub](#)" as part of the publication *Statistics Canada – Data Visualization Products* ([71-607-X](#)).

The infographic "[Police-reported crime in Canada, 2024](#)" ([11-627-M](#)) is also released today.

Additional data, such as detailed microdata, are available upon request.

For more information, or to enquire about the concepts, methods or data quality of this release, contact us (toll-free 1-800-263-1136; 514-283-8300; infostats@statcan.gc.ca) or Media Relations (statcan.mediahotline-ligneinfomedias.statcan@statcan.gc.ca).

LAKEHEAD OPP DETACHMENT BOARD
Administrative Report

Date: September 11, 2025 (For Meeting on September 18, 2025)

To: Members of Lakehead OPP Detachment Board

Subject: Provincial Board Appointments

Submitted by: Erika Kromm, Board Secretary

RECOMMENDATION:

The Board Secretary recommends that the Board passes the following resolution and forwards it to the Solicitor General:

WHEREAS the Community Safety and Policing Act, 2019 (CSPA) came into effect on April 1, 2024;

AND WHEREAS Ontario Regulation 135/24 under the CSPA created the OPP Detachment Boards across the province, including the Thunder Bay OPP Detachment Board (operating as the Lakehead OPP Detachment Board);

AND WHEREAS the regulation requires members to be appointed to the boards by either the communities or the Minister as outlined in Table 1 of the regulation;

AND WHEREAS to date the Minister has only appointed one of the three provincial representatives to the Thunder Bay OPP Detachment Board (operating as the Lakehead OPP Detachment Board);

AND WHEREAS there have been multiple qualified individuals apply to the province to be a member of the board who have not receive any response;

AND WHEREAS without a full complement of members, it is a challenge to have quorum at board meetings and advance the business of the Board;

AND WHEREAS there are many OPP Detachment Boards and Police Service Boards that are still waiting for appointments of provincial representatives;

THEREFORE BE IT RESOLVED THAT the members of the Thunder Bay OPP Detachment Board (operating as the Lakehead OPP Detachment Board) respectfully request that the Public Appointments Secretariat put sufficient resources in place to fast-track appointments to this Board and other boards across the province;

AND FURTHER THAT a review be conducted to determine where improvements and efficiencies can be implemented in the application and appointments processes;

AND FURTHER THAT this resolution be forwarded to the Treasury Board Secretariat, Solicitor General, Inspectorate of Policing, MPP Kevin Holland and the Ontario Association of Police Service Boards.

BACKGROUND/DISCUSSION:

The Board has been waiting for the province to appoint provincial representatives for about a year and a half. Don Smith has been communicating with the Appointments Secretariat in an attempt to get some movement and so far only one person has been appointed, despite there being multiple applications submitted. Attached to this report is some of the communication.

Not having a full complement of board members presents challenges to obtaining quorum and moving forward with board business. Several meetings were cancelled or rescheduled in the past due to lack of quorum.

The Public Appointments Secretariat is accountable to the Treasury Board Secretariat, so it is recommended that any resolution passed by the Board be circulated to them along with the others.

ATTACHMENTS: Correspondence between Board Chair, Solicitor General and Appointments Secretariat.

From: Don Smith <dsmith@shuniah.org>
Sent: April 28, 2025 9:25 AM
To: Gita Ramburuth
Cc: Erika Kromm
Subject: Appointments

Good morning Gita

As you are aware the Thunder Bay Opp detachment board received a Provincial Appointment to our board and I would like to thank you for helping move that forward.

We still have 2 vacancies and I know of 2 qualified applicants who have applied and I believe reached out directly to you

.

Hopefully Mr and Ms can be moved thru the system and appointed to our board to fill our roster and put us in compliance with the PSA and Sol Gens requirements Thank you once again for your help Don Don Smith
Chair Lakehead (Thunder Bay) Opp Detachment Board Sent from my iPad

From: Don Smith <dsmith@shuniah.org>
Sent: May 13, 2025 9:22 AM
To: Gita Ramburuth
Cc: Erika Kromm; Kevin Holland; Tom Gervais
Subject: Appointments

Good morning Gita

Wondering if you have any updates on the 2 provincial vacancies we have in the Lakehead OPP Detachment (Thunder Bay Opp) We are still struggling to reach quorum to meet our obligation to the Ministry because of the lack of appointments from the ministry and i am aware of at least two qualified individuals who have applied for the spots. Hopefully the Sol Gens office will do their part in helping us provide safer policing in Ontario and meet the standards they set out in the PSA Don Smith Chair Lakehead Opp Detachment Board Sent from my iPhone

Solicitor General

Office of the Solicitor General

25 Grosvenor Street, 18th Floor

Toronto ON M7A 1Y6

Tel: 416 326-5000

Toll Free: 1 866 517-0571

Minister.SOLGEN@ontario.ca

Solliciteur général

Bureau du solliciteur général

25, rue Grosvenor, 18^e étage

Toronto ON M7A 1Y6

Tél. : 416 326-5000

Sans frais : 1 866 517-0571

Minister.SOLGEN@ontario.ca



132-2025-2397

By email

July 25, 2025

Don Smith

Chair

Thunder Bay (Lakehead) OPP Detachment Board

4766 Highway 61

Neebing ON P7L 0B5

dsmith@shuniah.org

Dear Don Smith:

Thank you for your correspondence regarding the request for the appointment of two provincial members to the Thunder Bay Ontario Provincial Police (OPP) Detachment Board. As Solicitor General of Ontario, I appreciate the opportunity to respond.

I understand and appreciate the concerns raised regarding the vacancies in the Provincial Appointee positions on your board. Transparent and timely appointments are essential to maintaining public trust and ensuring that boards like yours are able to function effectively and independently.

We will continue to make every effort to ensure that all provincial vacancies are filled in a timely manner to support the governance of police services across Ontario.

I am confident that with your support, we will continue to ensure that boards across Ontario are comprised of capable, qualified and committed members serving our communities.

I would like to thank you and the other members of the Thunder Bay OPP Detachment Board your dedication and commitment to public safety.

Thank you again for taking the time to write.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Michael S. Kerzner'.

The Honourable Michael S. Kerzner
Solicitor General

From: Kelsie Van Belleghem <kvanbelleghem@kenora.ca>
Sent: September 1, 2025 12:46 PM
Cc: Fergusson, Katherine (OPP)
Subject: Dues and Annual AGM
Attachments: OAPSB 2025 Invoice.pdf; OACP & OAPSB 2025 AGM Invite.png

Hi All,

Please see attached for the Zone 1 joint OAPSB and OACP AGM Invitation and 2025 Zone Dues.

Please send Zone dues by cheque mailed to:

Paul Malashewski
 PO Box 1233
 Terrace Bay, ON
 P0T2W0

Please forward AGM invite to your boards and RSVP by Oct. 1st, 2025, to katherine.fergusson@opp.ca

Best,

Kelsie Van Belleghem
 Councillor, City of Kenora
 1 Main Street South,
 Kenora, ON P9N 3X2
 Phone: 807-464-4806
kvanbelleghem@kenora.ca
www.kenora.ca



The City of Kenora acknowledges that we are on the traditional territory of the Anishinaabe and Metis of Treaty #3. To support stewardship of the land, the City recognizes the importance of a strong relationship with our Treaty #3 partners.

You Are Invited To



OACP & OAPSB

ZONE 1

ANNUAL MEETING

Location: Lakehead University - Faculty Lounge

955 Oliver Rd, Thunder Bay, ON

Date & Time

13 November 2025 at 0900 Hrs

Hotel Room Block

TownePlace Suites by Marriott

RSVP by 01 October 2025 to KATHERINE.FERGUSON@OPP.CA

OAPSB ZONE DUES**INVOICE**

Attention: Zone 1 Board Members

Date: 09/01/2025

pmalashewski@gmail.com

PO Box 1233
Terrace Bay, ON
P0T2W0

Description	Quantity	Unit Price	Cost
Zone DUES	1	\$125.00	\$125.00
		Subtotal	\$125.00
		Total	\$125.00

Please send a cheque mail to Paul Malashewski to address attached

Best,

Kelsie Van Belleghem

Treasurer

From: OAPSB Training and Communications Team <communications@oapsb.ca>
Sent: August 26, 2025 12:01 AM
To: Erika Kromm
Subject: Fall Forward Updates: Training, Budget Prep & Governance Tools



Dear OAPSB Members,

As we enjoy these last days of summer and step into September routines, we're excited to share a roundup of key updates, upcoming training, and new resources designed to support your board's success.

Critical Thinking in Police Governance – Virtual Training

Back by popular demand! If you missed our session at the Spring Conference, now's your chance to join us virtually. This repeat session will cover the same high-impact content in a virtual format. This is just a taste of what is coming when we expand into full on training that will dive deeper than ever into topics like these. There are two sessions to choose from. These sessions are free but registration is required.

Information and registration details can be found here: <https://oapsb.ca/events/critical-thinking-in-police-governance/>

Fall Discussion Groups Are Back!


We're relaunching our popular discussion groups with tailored sessions for:

Administrative and municipal staff supporting boards

Board members seeking peer exchange and practical insights

Again, we offer these sessions for free but registration is required. The dates and registration details can be found here: <https://oapsb.ca/events/oapsb-discussion-group-sessions/>

Series on LinkedIn

We have been very active and sharing lots of best practices and insights via our LinkedIn  page. Be sure to follow us for some great information. Here is a summary of the last few series for your information:

◆ Budgeting for Police Governance

As budget season approaches, the Ontario Association of Police Service Boards (OAPSB) is spotlighting a critical but often overlooked priority: funding for board development.

Through its recent “Building Better Boards – Budgeting for Governance” series, OAPSB highlights the urgent need for police governance boards to secure modest, targeted funding to support their own capacity. Under the Community Safety and Policing Act (CSPA), boards are expected to lead with strategic oversight, transparency, and accountability—yet many operate without the resources to train members, access tools, or fulfill their legislative obligations.

Key takeaways from the series include:

- **The Budget Blind Spot:** Boards oversee multi-million dollar policing budgets but often lack a budget of their own, creating risk and limiting oversight.
- **Development Is Not Excess:** Investment in board development is not discretionary—it’s a safeguard against governance failure and public mistrust.
- **Balancing Cost with Innovation:** Development doesn’t have to be expensive. Boards can reduce costs through regional collaboration, virtual training, mentorship, and grant-supported initiatives.

Strong governance isn’t optional—it’s essential. OAPSB encourages boards to advocate for the resources they need to lead effectively and build safer communities.

◆ Future-Proofing Your Board

As Ontario transitions under the Community Safety and Policing Act, police boards are being called to evolve—from administrative oversight to strategic leadership. Over the past week, we shared a five-part series exploring how boards can future-proof their governance and meet this moment with clarity and confidence.

The series emphasized three key themes:

- **Strategic Activation:** Boards must move beyond reactive oversight to proactive governance—asking better questions, anticipating risks, and shaping outcomes.
- **Capacity Building:** Effective governance demands continuous learning. Boards need to understand emerging issues, technologies, and community dynamics.
- **Role Clarity:** Strong governance starts with clear roles. Boards can lead by defining responsibilities, aligning with partners, and fostering shared understanding.

This is more than a legislative shift—it's a leadership opportunity. Boards that embrace this change will be better equipped to serve their communities and steward public trust.

Website Updates & Member Resources

We're continuously improving our website to make it easier for members to find what they need. Explore refreshed layouts and new content under the Member Resources section.

Coming Soon: Member Newsletter & Partner Webinar Series

We're excited to launch our Fall Member Newsletter, packed with updates, insights, and tools to support your board's work. Watch your inbox for the first edition—coming soon!

Also launching this fall: our new Partner Webinar Series, featuring expert-led sessions on governance, leadership, and board development. These webinars will offer practical strategies and fresh perspectives from sector leaders and collaborators. Stay tuned for the full schedule and registration details.

Let's make this fall a season of growth, connection, and forward-thinking governance.

Warm regards,

Your Ontario Association of Police Service Boards Team

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here.](#) If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.

Inspector General of Policing Memorandum

TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Service Boards
FROM: Ryan Teschner, Inspector General of Policing of Ontario
DATE: July 15, 2025
SUBJECT: Inspector General Memo #6: Release of the Inspector General of Policing
2024 Annual Report

I am pleased to share my 2024 Annual Report, “*On the Road to Excellence: A year of Progress and Purpose.*” This report, mandated by the Community Safety and Policing Act (CSPA), provides a comprehensive picture of the state of policing in Ontario and delves into the common challenges police services and boards face across the province, as well as successful approaches and initiatives to confront those challenges.

As required by the CSPA, the Annual Report details how I have been fulfilling my legislative responsibilities to independently oversee the compliance and performance of legislated entities under the CSPA, including: complaints investigated and dealt with, inspections conducted, and any directions and measures issued.

The report also outlines the important and wide-ranging work being carried out by the dedicated professionals at the Inspectorate of Policing who are working every day to bring my mandate to life. I sincerely thank each of them for their tireless efforts and contributions, and look forward to continuing our work in the years to come.

I also want to extend my gratitude to you—the policing sector—for providing much of the insight and content reflected in this report. Your input has been invaluable, and we deeply appreciate your continued support.

Thank you for your continued trust and confidence in the Inspectorate of Policing.

Sincerely,



Ryan Teschner
 Inspector General of Policing of Ontario



On the Road to Excellence: A Year of Progress and Purpose

Annual Report of the
Inspector General of Policing

2024

Office of the Inspector
General of Policing

777 Bay St.
7th Floor, Suite 701
Toronto ON M5G 2C8

Bureau de l'inspecteur général
des services policiers

777, rue Bay
7^e étage, bureau 701
Toronto ON M5G 2C8

June 27, 2025

The Honourable Michael Kerzner
Solicitor General of Ontario
Ministry of the Solicitor General

Dear Solicitor General Kerzner:

Section 103 (1) of the Community Safety and Policing Act mandates that the Inspector General of Policing (IG) deliver an annual report to the Minister, on or before June 30 of each year. I am pleased to present my Annual Report of the Inspector General of Policing that details the Inspectorate of Policing's (IoP) activities and progress for the period January 1 to December 31, 2024.

In accordance with section 103 (1), my Annual Report must include information about the following items:

1. The activities of the IG, including:
 - Inspections conducted;
 - Complaints dealt with under section 106 and 107;
 - Notifications sent to the Law Enforcement Complaints Agency (LECA) Director or the Special Investigations Unit (SIU) Director;
 - Directions issued under section 125; and
 - Measures imposed under section 126.
2. The compliance of the police service boards, Ontario Provincial Police (OPP) detachment boards, First Nation OPP boards, chiefs of police, special constable employers, police services, and prescribed policing providers with this Act and the regulations.
3. Any other prescribed matters.

In the pages that follow, you will see the information I am required to report, as well as the significant range of work being undertaken by the dedicated professionals at the IoP, who have brought my mandate to life. These public servants work each day to improve policing performance to make everyone in Ontario safer.

Pursuant to subsection 103(2) and the IoP's commitment to transparency and accountability, my Annual Report will also be published on the internet.

It is a real honour to serve as Ontario's Inspector General of Policing. I look forward to the work that lies ahead, and to contributing to public safety in Ontario.

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Teschner", with a stylized flourish at the end.

Ryan Teschner

Inspector General of Policing of Ontario

Copy: Deputy Solicitor General Mario Di Tommaso, O.O.M.

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Land Acknowledgement

The Inspectorate of Policing (IoP) recognizes that its work, and the work of its community partners take place on traditional territory of Indigenous Nations in Ontario, including the Anishinaabe (comprising the Algonquin, Mississauga, Ojibwe, Anisinew (Oji-Cree), Odawa, and Pottawatomi peoples), the Omushkego (also known as Swampy Cree), the Lenape, and the Haudenosaunee (Mohawk, Onondaga, Oneida, Cayuga, Tuscarora, and Seneca), and the Métis peoples.

We acknowledge that there are 46 treaties and other agreements that cover the territory now known as Ontario. We acknowledge that we continue to live and work in these territories and are thankful to the First Nations and Métis peoples who have cared for these lands since time immemorial. Their enduring contributions continue to strengthen Ontario and enrich all communities. We also acknowledge the many other Indigenous peoples from Indigenous nations who call this place home.

The IoP is honoured to collaborate with First Nations, Inuit, and Métis leadership, partners, and communities across their territories. The IoP is committed to deepening its understanding of the rich history of this land while honoring the inherent and treaty rights of Indigenous peoples.

The IoP would also like to acknowledge that its office is located in Toronto and on the traditional territory of many First Nations including the Mississaugas, the Anishinabek Nation, the Chippewas, the Haudenosaunee Confederacy, and the Wendat peoples, and is now the home to many diverse First Nations, Inuit, and Métis persons. We also acknowledge that Toronto is covered by Treaty 13 signed by the Crown and the Mississaugas of the Credit First Nation, and the Williams Treaties signed with multiple Mississaugas and Chippewa nations.

Message from the Inspector General of Policing of Ontario

In a time when public trust in policing remains both essential and fragile, the role of independent oversight has never been more critical.



Across Ontario – and indeed around the world – policing is facing complex and evolving challenges. From rising concerns about public confidence and community safety to the need for modern police governance and accountability, we must meet this moment with vigilance, transparency and leadership.

My Annual Report highlights the vital and unique role of the Inspector General of Policing (IG) and the Inspectorate of Policing (IoP) in Ontario: mandated to deliver modern, evidence-based, and independent oversight that is focused on strengthening public trust through improved policing performance.

Since our inception, the IoP has remained steadfast in its mission to improve policing performance to make everyone in Ontario safer. Through our monitoring, inspection, investigation, and advisory work, we have already had success in raising the ‘performance bar,’ be it in the operational work of police services, or governance work of police service boards. I remain committed to independently examining the issues, following the information and evidence, and using the various tools in my oversight toolbox to enhance Ontario’s position as a global public safety leader. The team at the IoP works hard each day to breathe life into this commitment, and I feel fortunate to be working alongside professionals who deeply care about contributing to the public good.

As we carry out our work, it is increasingly evident that policing does not operate in isolation. Our work is informed not only by the unique context at play in different Ontario communities, but also by global developments, best practices, and lessons learned from oversight bodies in other jurisdictions. For example, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services in the United Kingdom has drawn attention to ongoing concerns about police legitimacy, ethical leadership, and the need for systemic reform. In Ireland, the Policing Authority has highlighted the essential role of governance, transparency, and meaningful engagement with communities. We have developed strong links with our national and international oversight partners and look forward to contributing to a mutual knowledge exchange that enhances the work we do in our respective spaces. Our membership in the Canadian Association for Civilian Oversight in Law Enforcement, where I serve as a member of the Board of Directors, is also a testament to the developing community of practice that is so important to ensuring that independent police oversight remains modern and responsive not just to current, but also to future needs and challenges.

These global perspectives also echo what we are seeing here at home in Ontario, where public expectations around police accountability and transparency have never been higher. Police services and boards are being asked to navigate complex social issues while confronting operational pressures, emerging public safety risks, and resource demands. At the same time, there is a clear opportunity to move beyond the models of yesterday and towards a modern policing approach grounded in human rights, equity, and public trust.


This year's Annual Report outlines how the IoP is already responding to these challenges and opportunities. It provides an overview of our current and anticipated inspections, investigations, and thematic reviews. It highlights common issues we are seeing across police services and boards – from governance gaps to operational challenges – and identifies where change is needed. It also profiles the valuable work being done by those across the policing sector who are committed to excellence, integrity, and continuous improvement in protecting over 16 million residents and tens of millions of other visitors across Ontario.

But beyond facts and figures, this Report is an invitation – to police leaders, board members, policymakers, and every Ontarian – to engage in a shared commitment to public safety, integrity, and accountability. That is the standard the people of Ontario deserve, and it is the standard we at the IoP will continue to advance, together.



Ryan Teschner

Inspector General of Policing of Ontario
June 2025



About Ontario's Inspector General and the IoP

The IG has a mandate to drive improved performance and accountability in policing and police governance by ensuring adequate and effective policing is delivered across Ontario in compliance with the province's policing legislation and standards.

The IG leads the IoP, an arm's-length division of the Ministry of the Solicitor General. The IoP provides operational support to inspect, investigate, monitor, and advise Ontario's police services and boards. By leveraging independent research and data intelligence, the IoP promotes leading practices and identifies areas for improvement, ensuring that high-quality policing and police governance are delivered to make everyone in Ontario safer.

Ryan Teschner is Ontario's first IG with duties and authorities under the Community Safety and Policing Act (CSPA).

The Mandate of the IG

The IG's duties, powers and responsibilities are described in Part VII of the CSPA.

The IG, supported by the IoP, serves the public interest by promoting improved performance and accountability in the policing sector, while ensuring compliance with the CSPA and its regulations.



Under Ontario's CSPA, the IG is empowered to:

- Independently assess and monitor legislated policing entities;
- Provide advice and support to legislated policing entities on governance and operational matters by sharing evidence-based research and data related to performance;
- Monitor and conduct inspections of legislated policing entities to ensure compliance with the CSPA and its regulations;
- Investigate complaints concerning the delivery of policing services and the conduct of police board members;
- Issue directions to ensure compliance with the CSPA and its regulations – and, if necessary – impose measures, if there is a failure to comply; and,
- Publicly report on the activities of the IG, including publishing inspection results and an annual report.

Who the IG Oversees

Under the CSPA, the IG oversees the following Ontario policing entities:

- Municipal police services and police service boards;
- Chiefs of police;
- The Ontario Provincial Police (OPP) and OPP detachment boards;
- First Nations OPP boards and First Nations police service boards that opt-in to the CSPA;
- Any entity providing policing by an agreement authorized by the CSPA;
- Any public sector body that may be prescribed to provide policing; and
- Organizations that employ special constables.

The IoP remains committed to engaging all these entities to consider the diverse needs of the public as we work to improve policing performance that makes everyone in Ontario safer.

Organizational Values

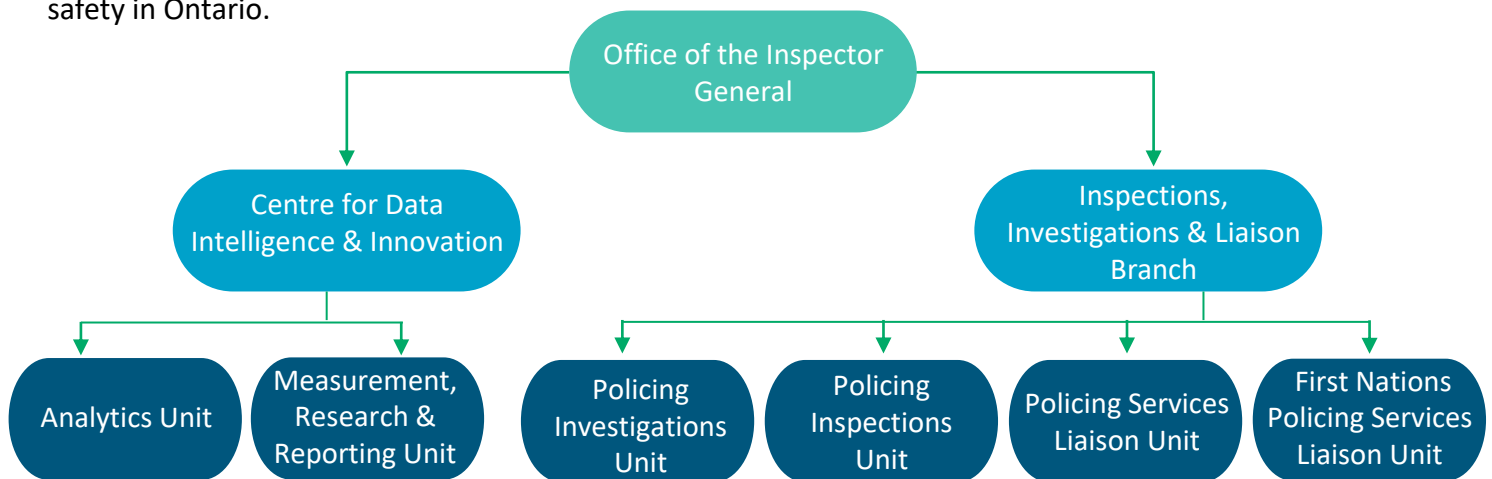
Driving improvements in policing performance begins with collectively operating under a set of values that shape the IoP's approach and culture.

At the IoP, we believe in:

- ➔ **Continuous Improvement:** We will identify effective performance in the policing sector, and where improvements are needed. We will focus on addressing the areas that matter most to the public.
- ➔ **Fairness:** We will address issues of non-compliance in an objective and timely manner that considers local context, with a focus on ensuring trust and confidence in the policing sector.
- ➔ **Risk-informed approaches:** We will select the right tools for the right problems and consider the level of risk present when enforcing policing and police governance compliance.
- ➔ **Transparency:** We will be transparent in our decision-making and publicly report on our work and their results with the sector and the public.
- ➔ **Independence:** We will operate at arm's-length from government or any other influence to ensure impartiality and confidentiality in our operations and decision-making.
- ➔ **Collaboration:** We will work collaboratively with our partners and the regulated entities we oversee to support their success in our shared mission of making Ontario safer.
- ➔ **Integrity:** We will engage in activities in a way that inspires public confidence, and that preserves our objectivity, integrity, and impartiality.

IoP Organizational Framework

The IoP's three branches effectively support the IG in enhancing policing performance and public safety in Ontario.



Office of the Inspector General

Supports the arm's-length decision making authority of the IG through independent legal counsel, police sector and stakeholder relations, and public communications.

Investigations, Inspections, and Liaison Branch

Responsible for the investigative, inspection, monitoring, advising, and liaison function of the Inspectorate as per the IG's authorities under Part VII of the CSPA. Comprised of:

Policing Investigations Unit: Investigates public complaints concerning delivery of policing services and conduct of police service board members.

Policing Inspections Unit: Monitors and conducts inspections of police services and boards to ensure compliance with the CSPA and its regulations.

Policing Services Liaison Unit: Provides monitoring, advisory, and liaison services to support police services and boards, OPP detachment boards, and special constable employers.

First Nations Policing Services Liaison Unit: Provides advice to First Nation police services, chiefs, and boards who opt-in to the CSPA, and facilitates cultural awareness training to the IoP.

Centre for Data Intelligence and Innovation

The IoP's data powerhouse that drives continuous improvement in Ontario's policing sector through data collection, analysis, research, and performance measurement. Comprised of:

Analytics Unit: Uses a wide range of technologies, including Artificial Intelligence, and other advanced analytical tools to transform raw data into actionable insights, informing decision-making processes across the IoP.

Measurement, Research & Reporting Unit: Conducts research on relevant issues faced by the sector and responsible for developing a performance measurement framework to support evidence-based decision-making and evaluation.

Complaints & Disclosures Within the IG's Jurisdiction

Under the CSPA, the IG accepts different types of public complaints or disclosures from members of a police service or special constable employer. Complaints are carefully reviewed to determine the appropriate course of action, which can include conducting an investigation or inspection, providing compliance advice and support, or forwarding it to the appropriate oversight agency, police service or police service board for resolution. Each complaint is individually assessed using the information provided by a complainant. The screening process includes consideration of the IG's mandate as well as the statutory requirements set out by the CSPA.

The IG may choose not to investigate a complaint based on a number of reasons, including a complaint being frivolous, vexatious, submitted in bad faith, or not in the public interest to investigate. Similarly, a complaint may be referred to another oversight agency.

Over the next few pages are several illustrations of the types of complaints within the IG's jurisdiction:

- Section 106 complaints
- Section 107 complaints
- Section 185 disclosures



Section 106 Complaints



Complaints about the conduct of an individual police service board member (section 106 complaints) are related to conduct that is believed to have violated the Code of Conduct for police service board members as codified in the relevant CSPA regulation.

Jasmine attended a meeting of her city's police service board as part of a community group seeking to raise concerns about their recent interactions with the police. When it was her turn to speak, Jasmine began presenting the group's perspective. However, she was repeatedly interrupted by a particular board member, who used profane language, referred to her in a derogatory manner, was dismissive, and ultimately cut her presentation short.

Feeling that her right to be heard was unfairly limited and that she was spoken to in an offensive way, Jasmine filed a complaint with the IoP. She believed the board member's conduct showed a lack of respect for public input and contributed to an unwelcoming, even hostile, environment for community participation. In her complaint, Jasmine argued that the board member failed to uphold the standards of professionalism and impartiality required under the Code of Conduct for board members.

Jasmine's complaint may prompt the IoP to assign an Inspector to investigate the conduct of the board member in question. This process could include interviews with Jasmine, relevant witnesses including the board member involved, and review of footage from the meeting. Following a thorough review and analysis of all available information, the Inspector would prepare a findings report and submit it to the IG. Based on the report, the IG would make the ultimate determination as to whether the board member committed misconduct under the Code of Conduct. If misconduct is identified, the IG will also determine whether any measures should be imposed to address the misconduct. Measures can include a reprimand, a suspension, or even the member's removal from the board.

Section 107 Complaints

Complaints about the delivery of policing (section 107 complaints) are related to:

- The adequacy and effectiveness of policing provided to an area,
- A failure to comply with the CSPA or its regulations, and
- The policies of a police service board, OPP Detachment Board, First Nation OPP Board or the Minister, and procedures established by a chief of police.



Sam filed a complaint with the IoP after calling 911 to report a domestic disturbance involving a neighbor who appeared to be in distress. He placed the call shortly after 9 p.m. and remained on the line for several minutes as dispatch attempted to assign the call to available officers. Despite emphasizing the urgency of the situation, police did not arrive on the scene until the next day.

Sam expressed deep frustration, noting that this was not an isolated incident. He recalled a previous situation where police response times were also unusually delayed. Concerned about these delays, Sam submitted a formal complaint to the IoP stating that he did not believe he was receiving adequate policing services.

Based on the details of the complaint, the IoP may decide to initiate an inspection. This could involve interviewing Sam to gather all relevant information

related to the specific facts and circumstances. The assigned Inspector may also collect and review policing data—such as Records Management System entries, Computer-Aided Dispatch logs, and other relevant police records—to compare the reported concerns with the documented actions of the police service, and to identify any facts that are relevant to assessing the compliance of the police service with applicable legal requirements and standards. Once the review is complete, the Inspector would prepare a findings report and submit it to the IG, who would then make a final determination about whether the police service complied with applicable legal requirements and standards. If the IG determines there has been non-compliance, the IG has the legal authority to issue directions to the police service and the chief of police to remedy the non-compliance.

Section 185 Disclosures



Disclosures to the Inspector General about internal misconduct matters (section 185 disclosures) can be submitted by members of a police service or special constables if they believe misconduct has occurred within their current or former organization.

Officer Rahim, a frontline officer with over ten years of experience, submitted a confidential disclosure to the IoP after he had been passed over for promotion multiple times, even as less experienced colleagues advanced. Officer Rahim, who identifies as a racialized person, began to suspect there was racism in the promotion process within his service.

When Officer Rahim raised his concerns internally, he received no response—and, soon after, experienced subtle forms of reprisal. He was excluded from high-profile assignments, removed from mentorship opportunities, and increasingly sidelined in decision-making spaces he had previously been a part of.

Based on the detail provided, if the disclosure is focused on alleged misconduct by an individual police officer, the IG may decide to refer the complaint to the Law Enforcement Complaints Agency (LECA) for investigation. However, if the disclosure contains information alleging a more systemic issue, the IG may elect to initiate a formal inspection of the police service. This could involve reviewing records, interviewing witnesses, and assessing whether the police service or board is meeting its legal obligations. Depending on the findings, the IG may issue directions to ensure compliance with the CSPA and regulations.

Complaints Process

Complaints are Received



The IoP accepts public complaints from a variety of sources, including its **website**, **e-mail** or **regular mail**. Anonymous complaints are not accepted.

Screened



Each complaint is **carefully reviewed** by the IoP. A decision is made whether the complaint **falls within the IG's jurisdiction** and qualifies for further consideration.

Screened Out

Complaints that are screened out can be:

- **out of jurisdiction** or scope of the IoP's mandate;
- **refused** for being frivolous, vexatious or made in bad faith, or deemed not in the public interest to inspect or investigate;
- **abandoned** by the complainant.

Referred

To ensure public complaints get to the right place, the IoP will **refer** complaints determined to be out of jurisdiction to the relevant oversight body:

- Law Enforcement Complaints Agency
- Special Investigations Unit
- Police chief or board to conduct their own inspection of the complaint

Assigned for Investigation or Inspection



All accepted complaints are **assigned to an inspector**, who reviews all information, creates an investigation plan and conducts their inspection or investigation.

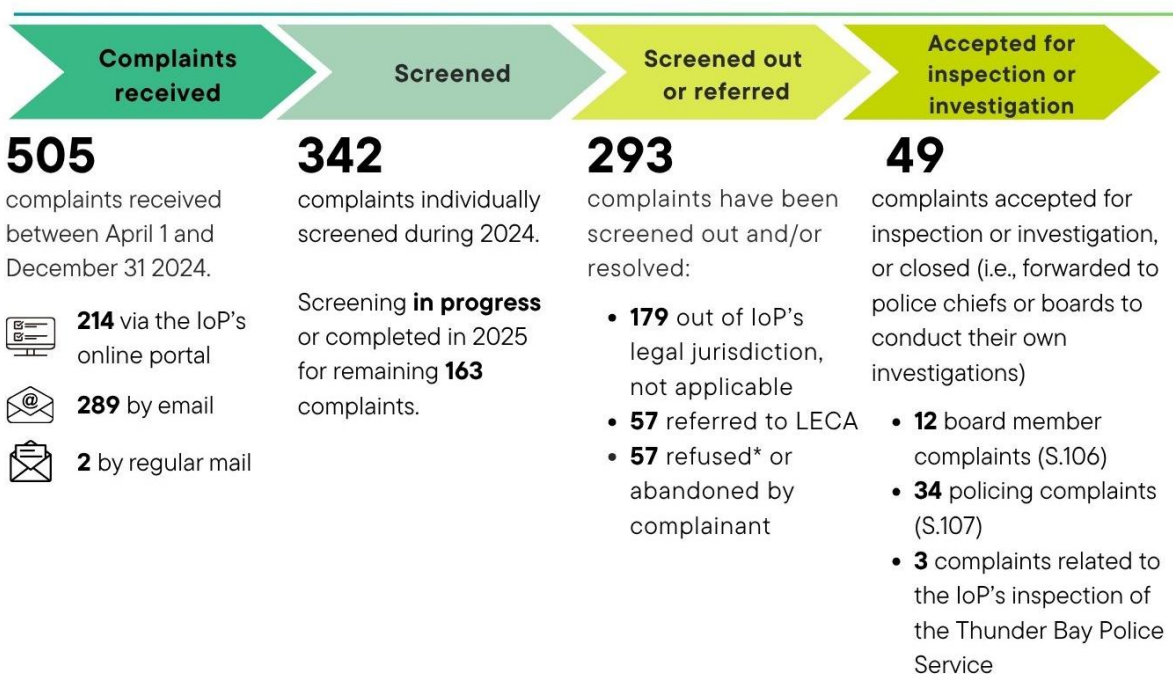
Findings Report and IG Determination



Inspectors prepare and submit a final findings report to the IG, who makes a **final determination** of whether misconduct or non-compliance has occurred. If so, the IG may impose **directions or measures** on the policing entity involved.

The IoP's Operations: 2024 Facts & Figures

My Annual Report details activities from January 1 to December 31 of each calendar year. As I officially began my mandate with the coming into force of the CSPA on April 1, 2024, the data provided in this section only covers the period from April 1 to December 31, 2024.



*Complaints can be refused for being frivolous, vexatious, made in bad faith, or deemed not in the public interest to inspect or investigate.

Note: Although not part of our mandatory reporting requirements, the IoP received **five** S.185 disclosures from police service or special constable employees in 2024, all of which were screened, referred to LECA and marked as closed.

Complaint-Based Inspection

In 2024, the IoP initiated **46** complaint-based inspections related to public complaints.¹ Emerging themes seen in the public complaints we have received to date relate to:

- Issues raised during protests, including lack or type of response from police;
- Issues surrounding police response and reporting relating to instances of intimate partner violence;
- Concerns about the quality of police investigations;
- Complaints regarding traffic violations and the effectiveness of police response;
- Delays in police response or lack of response to public concerns;
- Delays and lack of communication regarding requirements for records checks; and,
- Complaints regarding allegations of specific officer conduct which do not fall under the IG's legal jurisdiction but are referred to the appropriate agency.

Issue-Specific Inspection: Thunder Bay Police Service and Board

Issue-specific inspections of a police service or board can occur where repeated, system level issues have been identified through public complaints and/or the IoP's independent monitoring activities.

On October 10, 2024, the IG initiated the IoP's first **issue-specific inspection**, focusing on the Thunder Bay Police Service's handling of **death and missing persons investigations**, as well as the Thunder Bay Police Services Board's governance and oversight responsibilities. This inspection will evaluate compliance with the CSPA and alignment with leading investigative practices. It also examines how both the Police Service and the Board are addressing previous recommendations issued by other oversight bodies that have reviewed policing and governance in Thunder Bay. The inspection is expected to be completed in late 2025.

Directions Issued Under Section 125

Under section 125(1), if the IG is of the opinion that there is evidence of non-compliance with the CSPA or its regulations, the IG may issue Directions to prevent or remedy non-compliance. I did not issue any Directions under section 125 in 2024.

¹ The remaining 3 complaints received and accepted in 2024 were related to the IoP's broader issue-specific inspection of the Thunder Bay Police Service and Board.

Measures Imposed Under Section 126

If an entity fails to comply with a section 125(1) Direction, the IG is empowered to impose any of the following Measures pursuant to section 126(1) of the CSPA:

- Removing or suspending a chief of police, one or more members of a police services board, or the whole board;
- Appointing an administrator to a police service; or,
- Dissolving a police services board or disbanding a police service.

I did not impose any Measures under Section 126 in 2024.

Compliance with the CSPA

My statutory mandate requires a sector-wide and continuous assessment of compliance with the CSPA and its regulations. The IoP engages in various bodies of work to evaluate compliance and performance of police services, boards, and special constable employers, based on an assessment of risk:

- **Investigations of Public Complaints:** When serious concerns are raised—such as allegations that policing services were not adequately delivered, a board member engaged in misconduct, the suggestion of broader police governance failures, or systemic issues—an Inspector conducts a formal investigation. This process may include interviews, document reviews, an analysis of operational data, and other research to determine whether the entity is meeting its obligations under the CSPA. The Inspector then compiles and presents their Findings Report to the IG who determines whether misconduct or non-compliance has occurred.
- **Proactive Inspections:** The IoP also conducts planned inspections of police services, boards, and other policing entities to assess their compliance with CSPA standards for adequate and effective policing and police governance.
- **Monitoring, Advisory, and Liaison Services:** Through the work of the Policing Services Liaison Unit, we maintain ongoing engagement with Ontario's 43 municipal police services and boards, the OPP, 88 OPP detachment boards, 15 authorized special constable employers across the province, and the Nishnawbe Aski Police Service and Board who have opted-in to the CSPA. Advisors provide guidance on CSPA compliance, monitor developments across the sector, and serve as a vital link between the IoP and policing organizations—ensuring we remain responsive and informed about emerging issues, and provide guidance to address developing compliance issues, and advice on other opportunities for performance improvement.

Additional Prescribed Matters

I do not have any other prescribed matters to report on under this section.

A Snapshot of the IoP's Work in 2024

Creating a Policing Data and Knowledge Hub to Drive Intelligence-Led Decision-Making

Bridging Cultures: The Inspectorate's Commitment to Indigenous Policing



Building Strong Connections with the Policing Community



Forging National and Global Partnerships

Establishing Public Trust Through Transparency



Creating a Policing Data and Knowledge Hub to Drive Intelligence-Led Decision-Making

In today's policing environment, where evidence-based approaches are essential, data serves as a critical asset that supports informed and effective decision-making.

High quality data and analysis are essential for understanding areas of public safety risk, the gaps that need to be addressed, and the best practices in police service delivery and governance that should be shared and embraced to improve performance across the Ontario policing sector. Accurate and timely data collection enables the IoP to identify emerging issues and trends,

measure policing performance and promote transparency through reporting and data sharing.

The IoP's data collection efforts and analysis are integral to supporting our modern oversight function, and to improving transparency that will enhance trust in our work. To lay the groundwork for collecting and leveraging data from all police services and police service boards in Ontario – something that has never been done at this scale before – the IoP is working on several simultaneous fronts. Over the next few pages are the IoP's significant efforts in this area.

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“I find meaning in analyzing data to fulfill the IoP's strategic objective of propelling greater insights and foresights to address risks. I enjoy developing products to help my colleagues make data-driven decisions for improving Ontario's policing performance and thereby serving the public interest.”

*-Bharat Sharman, Data Scientist
Centre for Data Intelligence and Innovation*

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Data Collection and Analytics Initiatives

This past year, the IoP set out to develop and test two data collection initiatives with Ontario's municipal police services and police service boards. The **Police Services Information Form (PSI)** and the **Police Service Boards Information Form (PSBI)** were designed both to test the IoP's collection processes and obtain data that will establish frameworks to support consistent information sharing and reporting from the entire policing sector. The data obtained through the PSIs and PSBIs provide **unprecedented access to a range of information** related to the size, composition, operations and resources available to police services and boards. Equipped with this knowledge, the IoP is better able to support the IG's legislated duties under the CSPA, including monitoring compliance by police services, boards and special constable employers. This data will also **establish a baseline from which the IoP can measure police performance and support continuous improvement** in the years to come. We also recognize that the policing sector has important work to do, so our approach to collecting data is one that minimizes operational and administrative burdens.

The IoP greatly appreciates the engagement and responses received from the initial nine municipal police services and seven police service boards that piloted this data collection initiative. Their feedback helped optimize and expand the administration of the PSI and PSBI to all municipal police services and boards in late 2024. The lessons learned from this pilot project will be applied to future data collection initiatives, all enabling the IoP to gather and analyze data in a high-quality, standardized, and replicable manner.

Through its advanced analytics capability – driven by a dedicated team of skilled data scientists and data specialists – the IoP is analyzing the data collected and has begun to share the preliminary insights with the pilot group of police services and police service boards through insightful interactive reports. Over time, we will share the insights with the entire sector, reflecting our commitment to

transparency and collaboration. This work marks a significant first step towards achieving our strategic objectives of propelling greater policing insights and foresights to address risks and improving policing performance in Ontario.

The **Policing Insight Statement** is a first-of-its-kind, IoP-administered survey that provides a voice for police services and boards to highlight **important initiatives, current internal and external challenges, and their impact** on policing service delivery and governance in Ontario communities.

The Policing Insight Statement provides an important opportunity for the IoP to hear directly from those doing the work of delivering and governing policing services in Ontario and **provides a clearer picture of the current state of policing across the province**. These insights also support the IoP's planning, prioritization, research, and investigation of key sector issues that enables the identification of leading practices to promote continuous improvement. Surveys were sent to all 43 municipal police services and police service boards in late 2024, providing each service and board with an opportunity to provide the IoP with their unique perspectives. Key findings from these surveys have been integrated into the State of Policing section of this Annual Report.

The IoP is currently working with the OPP, special constable employers, and First Nations police services that have opted-in to the CSPA on tailored data collection initiatives, including the Policing Insight Statement. These additional data collection initiatives will start rolling out in 2025. Naturally, establishing the IoP's data collection approaches will take time and will necessarily evolve with learnings. Our strategy is to build in increments, consistently evaluating our progress to ensure it meets our objectives, delivers analytical insights of value, and ultimately, supports the IoP's work to drive improvements in the Ontario policing sector.

Implementation of the IoP's Case Management System

The ability to access important and accurate information in a timely way is a key ingredient to the successful operations of an oversight body with regulatory functions. To carry out the IG's legislated mandate effectively and efficiently, and leverage the data that the IoP collects to drive our risk-based compliance activities, a comprehensive Case Management System was built and implemented as part of the IoP's operational infrastructure.

In 2024, the IoP officially started accepting public complaints through the IoP's website, using its Case Management System. This system is the 'spine' that supports our mandated oversight activities, including:

- ➔ **Complaints intake, screening assessment, and assignment** to a member of the IoP's Investigations, Inspections and Police Service Liaison Unit for **investigation**, or, where the mandate of another policing oversight body is engaged by the complaint, the **referral** to either the Law Enforcement Complaints Agency (LECA) or the Special Investigations Unit (SIU).
- ➔ Leveraging analytics to provide clear, understandable information related to the **number, type, status, and progress** of complaints, inspections, and investigations.
- ➔ **Identifying trends and risks** to public safety and/or compliance with the CSPA that can inform the IG's monitoring and advisory functions, including whether a broader inspection or some other IoP intervention is warranted beyond the investigation of an individual public complaint. This includes the IG's ability to intervene in real-time to order another police service to deliver policing in an area when adequate and effective policing is not being provided, or when an emergency exists.

Bridging Cultures: The IoP's Commitment to Indigenous Policing

Under the CSPA and for the first time in Ontario's history, **First Nation Police Services Boards can choose to opt-in to the province's policing legislation** after engaging in a process with the Solicitor General. By opting to come under the umbrella of the CSPA, First Nations police services would receive access to the same level of support as municipal police services while adhering to the same provincial laws, standards and regulations, as well as the mandates of Ontario's policing oversight bodies, including the IG's.

I appreciate that to build strong working relationships with First Nations police services and

boards, **our team must build a deep and respect understanding of the communities they serve.** An important part of the province's commitment to Indigenous Reconciliation is to apply our work in a manner that acknowledges the generational harm of the past, while forging a more culturally aware future. To ensure that dedicated attention and expertise is part of how we deliver on this component of our work, the IoP's structural design includes a dedicated First Nations Policing Liaison Unit (FNPLU). The FNPLU's focus is to ensure the culturally responsive application of the IG's duties and authorities under the CSPA, specifically for those First Nations police services and boards that have opted-in to the legislation.

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“We work daily to understand the importance of history, culture, and tradition within First Nations communities – including how this history, culture, and tradition impact policing issues and the Inspector General's compliance oversight mandate. Our dedicated First Nations Policing Liaison Unit is focused on applying our provincial oversight in a culturally respectful manner.”

-Ryan Teschner, Inspector General of Policing of Ontario

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The First Nations Policing Liaison Unit:

- ➔ **Provides support** to constituted First Nation boards, police services and chiefs of police, and applies the IG's advisory and monitoring mandate in a culturally responsive manner;
- ➔ **Supports the application of the IG's inspection and investigation mandates** in a culturally responsive manner that recognizes the unique First Nations context, thereby enhancing relationships and trust with First Nation communities as this work is carried out; and,
- ➔ **Facilitates the necessary training of the IoP team** to ensure that they have a cultural understanding of the history, resilience, and diversity of First Nations, Inuit and Métis people as they discharge their duties.

Working Together with the Nishnawbe Aski Police Service and Board

In September 2024, my team and I had the pleasure of meeting with the Nishnawbe Aski Police Service (NAPS) Board and senior police leadership. During this meeting, we explained my mandate and the approach that the IoP would be taking in executing my duties and authorities under the CSPA. This session served as a valuable exchange of information, as the Board and Service leadership shared meaningful insights into their work and the principles guiding their efforts on behalf of the communities they serve. I appreciated the opportunity to listen, provide information and answer questions, and open a dialogue as we embark on this new chapter in Ontario policing.

In December 2024, the NAPS Board marked a historical milestone when it officially opted in and was constituted as a First Nation board under the CSPA. The FNPLU is working closely with the NAPS Board and with NAPS's executive policing team to deepen relationships and provide support regarding the understanding and interpretation of the CSPA and its regulations. By opting-in to the CSPA, NAPS gains access to a modern oversight system that is culturally informed—an important step in strengthening trust and legitimacy in policing within the communities that NAPS serves. With NAPS now part of Ontario's policing oversight framework, the IoP will be able to, over time, develop a more complete and accurate picture of policing across the province, supporting better analysis, trend identification, and system-wide improvements. Ultimately, this helps ensure that more people across Ontario benefit from efforts to modernize and enhance public safety.

A Focus on Culturally Responsive Training

FNPLU's work in 2024 was focused on equipping IoP staff with an understanding of Indigenous history and culture in Ontario, with a specific focus on how this history informs modern policing approaches and issues. Specifically, the IoP:

- ➔ Partnered with Ontario's Ministry of the Attorney General Indigenous Justice Division to provide **Bimickaway training** to all IoP staff. Bimickaway focuses on justice sector employees within the Ontario Public Service **to provide an awareness and understanding about the history of assimilative government laws and policies targeting Indigenous Peoples**. This training challenges participants to consider and face their own perceptions about Indigenous Peoples and Canada's history. Bimickaway will better inform the work that the IoP will engage in with NAPS and any other First Nations Police Board that may become constituted under the CSPA's opt-in framework in the future.
- ➔ Worked with the OPP's Indigenous Policing Bureau to participate in a three-day **Indigenous Awareness Training** course for IoP Inspectors, prior to initiating the issue-specific inspection of the Thunder Bay Police Service on the handling of death and missing persons investigations. **IoP Inspectors had the opportunity to learn about the history, beliefs, customs, and traditions of Indigenous Peoples**, as well as issues impacting Indigenous communities. Chief Michele Solomon of Fort William First Nation was a guest speaker, along with representatives from the Thunder Bay Indigenous Friendship Centre.
- ➔ Worked closely with NAPS and its Board **to develop a Nishnawbe Aski Nation (NAN)-specific cultural orientation** for IoP members. Through this exchange, the IoP is working to ensure that our staff develop an understanding of NAN's individual communities as they engage in their oversight activities, including inspections, investigations, and monitoring for compliance.

I am committed to providing IoP members with the tools and resources they need to fulfill our mandate in a culturally appropriate way. I believe this will support respectful and effective oversight interactions with Indigenous police services, boards, and the Indigenous communities they serve.





Building Strong Connections with the Policing Community

The transition to the CSPA on April 1, 2024, marked an important modernization milestone for Ontario policing, police governance, and oversight. It was the first of literally a generation. When I assumed the role of IG, I committed to actively engage with the policing sector I oversee, to ensure they understood my mandate and how I intend to apply it, the role of the IoP, the new requirements under the CSPA, and to provide support in their transition to this new legislative framework.

In 2024, myself and members from across the IoP participated in various **local, provincial, and national meetings and conferences** where we provided information about my mandate, how the IoP approaches its work, our operations, and our priorities. These included conferences hosted by the Ontario Association of Chiefs of Police, the Ontario Association of Police Service Boards, the Police Association of Ontario, the Canadian Association of Police Governance, the Canadian Association for Civilian Oversight of Law Enforcement, and the Alberta Association of Chiefs of Police.

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Over the past year, working with Inspector General Teschner and the Inspectorate of Policing has been instrumental in advancing our shared goals of enhancing policing performance and public trust. The IoP's commitment to transparency, accountability, and collaboration has set a new standard for modern policing oversight and effective governance in Ontario. Together, we are making significant strides towards a safer and more trusted policing environment for all communities.”

*-Deputy Chief Roger Wilkie, 2024-2025 President
Ontario Association of Chiefs of Police*

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Inspector General Tours Across Ontario

In February 2024, I made a commitment to visit all 43 municipal police services and boards across the province, as well as the OPP. I believe it is **important for the IoP to meet one-on-one and in-person with both boards and senior policing command teams across the province** to introduce our team, share information about how we are approaching the delivery of my mandate, and hear about local challenges and opportunities directly from services and boards.

Through our “IG Tours,” my team and I had the privilege of **visiting 31 police services and boards across Ontario in 2024, with the remaining visits scheduled for 2025**. These tours proved invaluable, serving as a meaningful introduction to my role as IG, while also giving us direct insight into the realities of policing in different communities across the province. Many in the sector helped identify areas where further legislative change may be needed and offered thoughtful suggestions with respect to IoP priorities and operational approaches.

I was especially encouraged by how the Ontario policing sector welcomed us into their police headquarters and boardrooms. Meeting Ontario’s policing leaders in their own communities helps me and the IoP team better understand the unique challenges and opportunities they face.

Together, we engaged in **meaningful conversations about the future of policing and how we can collaborate to achieve our shared goal: making communities across Ontario safer**.



Supporting Change through Insights and Advice

To support the policing sector's transition to the new legislation, I issued my first Inspector General Memo in August 2024 along with five Advisory Bulletins. These Advisory Bulletins are what I use to communicate about the new aspects or requirements in the CSPA and its regulations, and provide my interpretation as the regulator to help guide the Ontario policing sector. These Advisory Bulletins are a resource for police chiefs, police services, police service boards and special constable employers as they navigate Ontario's new policing legislation. The first five Advisory Bulletins addressed the following topics:

- **Advisory Bulletin #1 – How Policing is Delivered:** advice on how to apply CSPA requirements to address local service delivery and assistance between police organizations, including what notifications should be submitted to the IG (CSPA, sections 14 and 19).
- **Advisory Bulletin #2 – Right to Disclose Misconduct:** information on the new ability for members of a police service or special constable employer to report misconduct relating to their own police service or employer, including procedural requirements and the role of the IG in relation to this subject (CSPA, section 185).
- **Advisory Bulletin #3 – Conflicts of Interest Regulation:** information and tools to support compliance with the requirements set out in the new Conflicts of Interest Regulation which addresses when a police service should not investigate one of their own members, outlining key decision points and notification requirements, as well as the corresponding Ministry of the Solicitor General-approved forms.
- **Advisory Bulletin #4 – Board Member Code of Conduct Regulation:** information on key requirements for board members with respect to handling potential misconduct and conflicts of interest, including when the IG must be notified.
- **Advisory Bulletin #5 – Forwarding Complaints to the IG:** outlines a process that can be used by chiefs of police, police service boards, and others to forward matters to the IG where a complaint falls within the IG's mandate, as required by the CSPA (CSPA, section 108).

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"The Inspectorate of Policing has emerged as a trusted and valued partner in supporting strong, transparent, and accountable police governance across Ontario. Their collaborative approach has helped police service boards navigate their evolving oversight responsibilities with greater clarity and confidence, reinforcing public trust in our institutions."

- Al Boughton, Chair Ontario Association of Police Service Boards

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I recognize that many of the requirements in the CSPA are new, and how they are interpreted and applied will impact the policing sector and the public. For this reason, I am committed to providing advice that will assist the sector in improving their compliance and overall performance.

As the IoP gains further operational experience and insights, and through ongoing engagement with Ontario's policing sector, I will continue to share information and advice through these IG Memos and Advisory Bulletins to support the sector in meeting requirements under the CSPA and its regulations. This is part of **my commitment to maintaining open and transparent communication**, emphasizing risk mitigation and performance improvement. The IoP will be dedicated to a **"no surprises" approach, ensuring our work is constructive and never a game of "gotcha."** IG Memos and Advisory Bulletins are available on the IoP's website as a resource for all to access.

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“The Inspectorate of Policing has already been instrumental in advancing modern and effective police governance in Ontario. Their dedication to transparency and accountability has significantly bolstered our efforts to ensure robust oversight and build public trust in our police services.”

- Lisa Darling, Executive Director, Ontario Association of Police Service Boards

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Forging National and Global Partnerships

In 2024, the IoP became the newest member of two important national police oversight organizations: **The Canadian Association for Civilian Oversight of Law Enforcement (CACOLE) and the Heads of Police Oversight Agencies**. I was also honoured to be elected to the CACOLE's Board of Directors during its 2024 Annual General Meeting.

Being a member of these organizations **enables us to forge strong connections with the full panoply of provincial and federal policing oversight agencies across Canada**. This creates a forum for the IoP to participate in an ongoing knowledge exchange, identify common challenges and solutions, and bring back ideas to our own work in Ontario.

In addition to this, my team has established strong connections with organizations around the world that are invested in improved policing performance through modern oversight. We are honoured to have forged strong working relationships with **Chicago's Office of the Inspector General, Police Scotland, Policing Authority Ireland and His Majesty's Inspectorate of Constabulary and Fire & Rescue Services**. We appreciate the ongoing willingness of these oversight organizations to share their perspectives. I am excited to continue our exchanges, learn from their insights, share our own experiences and ideas, and address common challenges together.

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“The best part of my job is getting to collaborate with leaders in policing and police governance to identify and address challenges and opportunities to improve policing across the province. Building trusting relationships allows me to identify potential issues and find solutions that benefit police services and the people of Ontario.

*-Morgan Terry, Senior Manager of Strategic Initiatives
Office of the Inspector General of Policing*

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Establishing Public Trust Through Transparency

Transparency and openness about my mandate and the work of the IoP is at the heart of how we do what we do. Effective communication ensures that Ontario's policing sector, the government and the public are informed about the IoP's activities and findings, as well as decisions I am empowered to make to ensure adequate and effective policing in Ontario. **This commitment to transparency and accountability helps to build public trust and confidence in the oversight system**, ultimately increasing trust in Ontario's policing system – a key ingredient for policing by consent that is at the core of modern, democratic community policing.

The IoP's Communications Team is responsible for giving voice to my mandate and providing updates to the public and policing sector about the IoP's work through our website and social media channels (X and LinkedIn), responding to media questions, developing and issuing news releases, as well as creating content for stakeholder meetings, and presentations to the policing sector and more broadly.

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“My work at the Inspectorate of Policing is driven by the goal of improving the safety of everyone in Ontario, which inspires me to continue serving the public. I'm reassured that Ontario is supported by a dedicated oversight body that is working closely with the policing sector to contribute to this vital mission.”

*-Kiera Gentles, Administrative Coordinator
Office of the Inspector General of Policing*

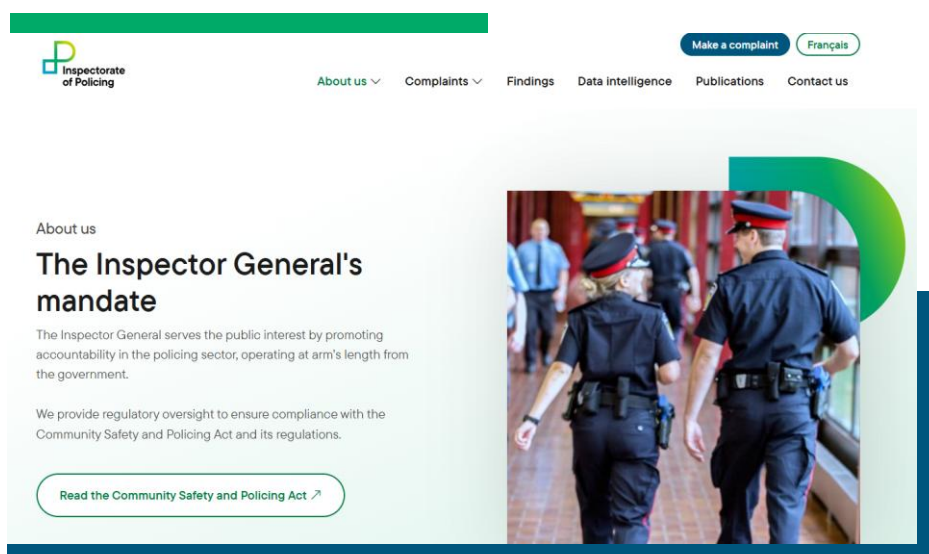
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Empowering Public Engagement through the IoP's Digital Presence

The IoP's website serves as a mechanism for the public and policing sector to learn about my mandate, the role and responsibilities of the IG and IoP, and other current information relevant to the oversight of policing in Ontario. It is also the primary vehicle for the public to file complaints with the IoP and then track the progress of their complaint through the IoP's Portal. Findings Reports that flow from any of the IoP's inspections or investigations, and IG Decisions about what Directions or Measures to impose to remedy non-compliance will also be posted on our website.

Copies of the communications and advice I issue to the policing sector through my IG Memos and Advisory Bulletins are also posted on our website.

The IoP also has a social media presence, providing updates on our work in both official languages through our X (formerly Twitter) and LinkedIn accounts, which launched on April 1, 2024, and has already developed a strong following.



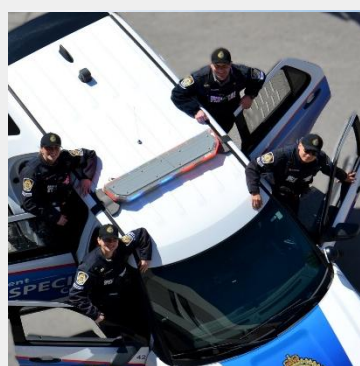
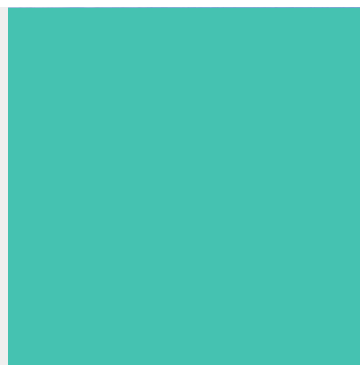
Keeping the Public Informed through the Media

In 2024, the IoP addressed **dozens of media inquiries**, covering topics from the IG's new mandate and role in Ontario's policing oversight system, to questions about potential or active inspections or compliance issues. This active engagement with the media underscores the IoP's commitment to transparency and public accountability, ensuring that we keep the public informed about key developments and activities. Members of the media can reach the IoP's

communications team through a dedicated email address and can join a mailing list by signing up through the media page on our website. This allows members of the media to be alerted whenever the IoP issues a news release or publishes a report.

The State of Policing in Ontario

The Inspector General of Policing's First Spotlight Report: Policing of Protests and Major Events



Pathways to Reconciliation :
Indigenous-
Focused Initiatives
Across Ontario's
Policing Sector

What We Heard
from
the Policing
Sector



Successes, Opportunities and Challenges

Every year, as part of the IG's annual report, I will be sharing a comprehensive picture of policing in Ontario. Over time, this 'state of policing in Ontario' overview will be shaped by several sources, including trends in public complaints received by the IoP, analyses on the arrangements for the delivery of policing across the province, inspection results, and independent research conducted by our Centre for Data Intelligence and Innovation.

Sections 14 and 19 of the CSPA require police service boards to notify the IG whenever they enter into an agreement with another police service or the OPP to provide a specific policing function or temporary assistance. These notifications are essential for ensuring transparency, accountability, and enabling the IG to maintain oversight of adequate and effective policing across Ontario.

Together, these sources will help the IoP in painting a more accurate picture of how policing in Ontario is delivered, including potential challenges and risks that can inform future inspections and other IoP oversight interventions.

In this year's Annual Report, I am focusing on highlights from the IoP's first-ever Spotlight Report on Public Order Maintenance, which reviewed all municipal police services and the OPP. In late 2024, we also launched the IoP's Policing Insight Statement which was sent to Ontario's 43 municipal police services and boards. Their responses gave us valuable insight into the challenges they are facing and the steps they are taking to improve policing and better serve communities across Ontario. Common challenges and successes that they shared through their completed statements have also been highlighted in this section.



First Spotlight Report: Policing of Protests of Major Events

Often sparked by provincial, national, and global issues, Ontario has seen a rise in protests and demonstrations that require increasing police resources.

Between May 2023 and February 2024, the IoP conducted an inspection to ensure compliance with provincial Public Order Maintenance requirements, focusing specifically on public order unit (POU) standards by all municipal police services and the OPP. This inspection was conducted under the former *Police Services Act*, prior to the implementation of the CSPA and the

establishment of the IG's authority. It also served as a 'trial run' for the IoP's new inspection methodology before official inspections under the CSPA began. Given these circumstances and the continued relevance of the inspection's analysis to the policing sector and Ontario government, **the findings were published in a broader, Ontario-wide context, along with 12 recommendations directed to police services, boards, and the Ontario Ministry of the Solicitor General.**

The Findings and Recommendations

The IoP's first Spotlight Report includes my recommendations to ensure Ontario's policing sector can continue to meet the growing demand and complexity of public protests and demonstrations while delivering effective, community-focused policing.

Overall, I concluded that **the state of public order policing in Ontario is strong**. The legal and governance infrastructure that should surround POUs and their operational work is generally in place in the form of police service board policy and governance, chief of police procedures and direction, and operational planning processes. Ontario POUs have proven themselves to be generally responsive to emerging and evolving conditions, where they can deploy effectively in both planned and unplanned circumstances.

However, I note that **there are signs of strain within the system**, such as officer well-being and difficulty recruiting new members to join POUs, the increased cost of policing, and some services not having a debrief as part of their post-event process.

In line with my commitment to transparency, and to enhance the public's understanding of key aspects of policing delivery, the Spotlight Report was publicly released and published on the IoP's website in May 2025.



Highlights of the Spotlight Report's findings include:

- ➔ POU deployments in Ontario have **increased over 184 per cent** between 2018 and 2022.
- ➔ Despite the increase in deployment trend, there were **no situations** where current POU resources – either from the 'home' police service or a cooperating police service – were unable to respond to an event within a reasonable amount of time.
- ➔ At the time of inspection, public order maintenance was delivered **through 11 dedicated POUs**, which were provided across the province by **ten municipal services and the OPP**, leaving many services relying on another police service to deliver this core function through a cooperative agreement.
- ➔ The inspection discovered **a few challenges**, including recruitment of new officers into POU units and the strain on existing officers given the increasing demand, minor inconsistencies between the Chief's procedure and the local board's policy, and a lack of a debriefing process after a public order event.

To further strengthen Ontario's leadership in public order policing and enhance overall performance, I issued a series of recommendations to the policing sector and government. These include:

- **Strengthening Ontario's Public Order Response by Formalizing the Ontario Public Order Hub:** The Hub – made up of the OPP and the 10 municipal police services with public order units – plays a vital role in coordinating police deployments for large or unexpected public events across the province. To build on its success and ensure long-term sustainability, I strongly recommend that the Ministry of the Solicitor General make the Hub a permanent fixture of Ontario's policing system which could occur through amendments under the CSPA.
- **Ensuring All Communities Have Access to Public Order Policing:** Municipal police boards who do not have their own POUs must ensure they have valid agreements in place to have another board or the OPP Commissioner provide POU services, in compliance with section 14 of the CSPA. Police services, governed by local police service boards, must maintain a constant state of readiness to ensure public safety is delivered, particularly when unpredictable mass gatherings occur in local communities.
- **Enhanced Training for Public Order Unit Officers:** Under the CSPA, all officers assigned to POUs must now complete mandatory training on safe crowd management and maintaining public order. I recommend police services go beyond this requirement by offering additional training tailored to the specific communities and contexts in which they operate. This could include culturally sensitive approaches that support better communication and more effective management of public events.
- **Further Integration of Partnerships into Public Order Responses:** POUs reported that working with external emergency partners such as fire services and medical professionals improved safety for both the public and police during large events. I recommend police services formalize these relationships through written agreements that clearly outline roles and expectations, and that the Ministry of the Solicitor General eventually make these agreements a requirement under Ontario's policing regulations.

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“The reality is that the scope and magnitude of public order events are taking on a new shape. This new shape makes it evident that public order policing is a whole-of-province priority and responsibility. With this responsibility, comes a need to open up important discussions on how to sustain the “some delivering for all” approach to public order policing in the long-term. To maintain the highest level of public order policing provincially amid rising demand and complexity, we need to invest in it appropriately to ensure it is not stretched too thin.”

- Inspector General of Policing's Spotlight Report: Policing of Protests and Major Events: Public Order Maintenance in Ontario (2023 -2024)

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Future Spotlight Reports

I commit to publishing future Spotlight Reports to further develop the overall provincial picture of policing and police governance on various topics of interest to the policing sector, the government, and the public. We will shine a constructive light on any compliance shortfalls we discover, identify how to improve compliance and performance overall, and promote leading and promising practices across jurisdictions so that Ontario can continue to distinguish itself as an international policing and police governance leader.

What We Heard from the Policing Sector

The IoP has created various channels to ensure we have our finger on the pulse of Ontario's policing sector and keep open lines of communication with police services, the boards that govern them and special constable employers. This allows us to quickly identify compliance issues early on and steer them in the right direction before they become problems that impact public safety.

In 2024, I visited 31 of Ontario's 43 municipal police services and boards in the local communities that they serve. During each one of these visits, I actively listened to police chiefs, deputy chiefs and senior policing leaders, board members, and other stakeholders who generously shared their perspectives, successes, and challenges in meeting demands and public expectations. What I heard was inspiring, informative, and helpful in directing my focus as IG towards the unique opportunities and challenges across the province.

Over the next few pages, I highlight some of the common challenges that services and communities of all sizes are facing across Ontario's diverse policing landscape. As a testament to the dedication and determination of the sector in addressing each of these challenges head on, I am also highlighting several impactful initiatives that are already making a real difference.

I would also like to acknowledge that this is not an exhaustive list, and some initiatives may be offered in similar variations by services that are not explicitly mentioned below. However, those captured here represent shining examples of innovation and commitment to providing adequate and effective policing service to all Ontarians, especially the most vulnerable in our communities. I will continue to use my Annual Report to profile more examples of how Ontario's police services and boards are delivering on their public safety mandate.

Officer Wellness and Resource Strain

Police services at both municipal and provincial levels are facing significant challenges related to officer wellness. Increased short and long-term absences due to stress and psychological injury are straining staffing and resources, contributing to employee burnout and lower morale. This issue is particularly acute for smaller services with fewer frontline staff, resulting in gaps in service delivery and further impacting the wellness of remaining members. Wellness-related staffing shortages sometimes require services to operate on a priority response basis, limiting their ability to be proactive and preventative in communities, offer specialized services for complex needs, and engage more deeply with the residents and organizations they serve.

Facing these realities, police services have implemented various strategies and approaches that promote health and wellness among their membership and effectively reintegrate officers into the workplace after short and long-term absences.



One of these approaches include **Barrie Police Service's** mental health incentive that encourages members to make use of their psychological benefits to earn eight hours of lieu time once benefits have been accessed.



The **Chatham-Kent Police Service** has already experienced the benefits of a dedicated Health and Wellness Coordinator that helps develop, implement, and evaluate a variety of wellness strategies, by seeing a reduction in sick days, improved performance, morale, and job satisfaction, risk reduction and cost savings. The focus on officer wellness has also created a more accepting and understanding organization surrounding the stigma of mental health.



Cornwall Police Service's Community Safety Officer positions are staffed by officers returning to the workplace following short- and long-term absences. This operational area provides two important benefits: providing meaningful work to officers reintegrating into the workplace, and diverting low priority calls for service away from the frontlines and alleviating the burden on the community patrol division.



Officer Wellness and Resource Strain



By prioritizing hiring of sworn and civilian members to meet growing operational demands, the **Ottawa Police Service's** staff stabilization strategy has led to improved morale and reduced workload for existing members. Launched in March 2024, Ottawa's expanded District Special Constable Program has taken on a range of duties – from helping with mental health hospital escorts to managing road closures and crime scene security – and responded to 940 calls for service in 10 months, saving more than 2,540 hours of frontline duty that can be reallocated elsewhere.

Experienced Ottawa Police Service officers also help instruct law enforcement personnel from across the province at the newly established Eastern Ontario Special Constable Training Centre (EOSCTC), a cutting-edge facility that provides comprehensive, practical training that is both provincially mandated (e.g., annual use of force certification) and specialized in a range of legal and tactical subjects (e.g., Scenes of Crime Officer course). By learning from those who have been in the field and understand the modern challenges that officers face, EOSCTC trainees are better equipped to meet demands through training that is current and effective.



EOSCTC
EASTERN ONTARIO
SPECIAL CONSTABLE
TRAINING CENTRE

The promising outcomes of these initiatives highlight the reciprocal connection between officer wellness and available resources to meet demands for service.

A Unified Crisis Response is Needed for Vulnerable Communities

A prominent theme identified by most services and boards involves police officers responding to individuals experiencing a constellation of often intersecting issues related to mental health crises, addictions, and homelessness. These complex cases require significant and increased support from other emergency, social and health-related services to alleviate the burden that is disproportionately placed on police to respond 24 hours a day, 7 days a week, 365 days a year. Police services and boards have also highlighted that in the absence of effective, long-term, and holistic solutions, law enforcement often becomes the default response – even when it may not be the most suitable one.

Responding to these human and complex matters places significant strain on police service members and stretches limited resources thin.

Many police services are addressing this challenge through various alternative response initiatives that deploy units comprised of police officers and qualified social and health service professionals to respond to calls involving individuals experiencing a mental health crisis.

However, many services have noted that a lack of consistent, long-term funding can jeopardize the sustainability of these programs.



St. Thomas Police Service's CRU-SADER Youth

Engagement Initiative focuses on the health and well-being of vulnerable youth, including children at risk of victimization or engaging in criminality, and establishes ongoing positive connections between police officers and young people in the community.

This strategy sees the St. Thomas Police Service and Canadian Mental Health Association (CMHA) Mobile Outreach Support Team work closely with social workers to engage vulnerable youth in non-traditional programming in environments outside of a school setting. By working together with parents, this initiative also addresses trending issues with community-based solutions to build positive relationships and prevent criminality among at-risk youth.



A Unified Crisis Response is Needed for Vulnerable Communities

➔ **The Toronto Police Service** Mobile Crisis Intervention Team (MCIT) partners specially trained police officers with mental health nurses from six healthcare networks and hospitals across the city. The program consists of 25 police officers, and 35 full-time, part-time, and casual mental health nurses, and operates in 16 divisions across Toronto. When MCIT attends a call, they will make an immediate on-site clinical assessment of the person in crisis and arrange an appropriate follow-up service or referral. The MCIT's mandate is to enhance the quality of service delivered to persons experiencing a mental health crisis and remove these individuals from serious harm to themselves or others. Since 2021, the Toronto Police Service has responded to over 30,000 mental health-related calls a year. In 2024, MCIT responded to 6,323 events and diverted 4,128 interactions from involuntary hospital attendance.

➔ The **Barrie Police Service** successfully piloted their CARE team (Community Alternative Response and Engagement), which dispatches paramedics and CMHA crisis workers to social disorder calls where weapons are not present. This is an evidence-based approach, modelled after measured and effective programs in the United States. These responses allow a more comprehensive and client-focused approach to complex critical cases and assist the most vulnerable members of our communities to make sure the right care is provided by the right service in a timely way. Data shows that CARE was able to dedicate nearly 1,000 frontline hours to individuals in crisis in the City of Barrie since October 2024. It has successfully diverted 230+ calls for service away from police and found that nearly 60% of clients served were not previously connected with mental health supports.

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“I believe that those who put a uniform on every day, who have to run towards danger so the rest of us can run away from it, are heroes, and that those that support the front-line also play an integral role in keeping us all safe.

I also believe that those who invest their time in bettering the police governance that communities rely on to ensure police services are delivered in a manner that aligns with community needs and priorities, are giving their time to a noble cause.”

- Ryan Teschner, Inspector General of Policing of Ontario at the Employment and CSPA Summit, February 2024

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Repeat Offenders and Judicial Processes

Court backlogs and the presence of repeat offenders in the legal system have been identified as significant challenges for Ontario's police services. A significant proportion of municipal police services identified some of the more specific concerns they are observing in the criminal justice system, including:

- The bail system that is seen to criminalize individuals with complex health and social issues, but ineffectively address criminality and recidivism, especially among perpetrators of intimate partner violence (IPV) and auto theft.
- Significant court backlogs and disclosure requirements that increase officer time spent in and preparing for court, reducing frontline capacity and increasing overtime costs. One police service also highlighted the negative impact on victims who must continually relive their experiences by preparing for and attending court proceedings that are often delayed.

Several Ontario police services have developed unique initiatives in an effort to address these issues, and some of the crime trends that underlie them, including:

- ➔ Police services of all sizes such as **Owen Sound, LaSalle, Windsor, and York Regional Police Services** have created bail compliance and warrant apprehension (BCWA) units comprised of both sworn and civilian members to track repeat offenders and ensure bail conditions are being followed. Due to the proactive efforts of the Owen Sound Police Service BCWA, as one example, the number of individuals charged for reoffending while out on bail in 2024 (156) was almost double the number of apprehended reoffenders in 2023 (80).



Joint BCWA unit with Windsor and LaSalle Police Services.

- ➔ **The Ontario government** launched its Provincial Bail Compliance Dashboard – a new tool designed to help police services monitor and manage high-risk offenders who are out on bail for firearms-related offences. The dashboard allows police to consolidate and share real-time information about individuals on bail, improving situational awareness and enforcement of bail conditions right across the province. It is currently being used by the **OPP, Toronto, Peel, York, and Guelph Police Services**, with availability extended to all municipal and First Nations police services in Ontario.

Repeat Offenders and Judicial Processes



The OPP has launched several units and projects dedicated to addressing various aspects of this multifaceted challenge. The Detachment Abuse Issues Investigator (DAII) program created 70 specially trained detective constable positions across the province. Their presence within OPP detachments is essential to ensuring members are equipped to recognize, respond to, and thoroughly investigate incidents of abuse, all while prioritizing the needs and safety of victims and survivors through trauma-informed and victim-centered lenses.

Part of their larger Bail Support Team, the OPP expanded the Repeat Offender Parole Enforcement (ROPE) Squad from 5 to 10 teams strategically deployed throughout the province to apprehend high-risk offenders who are unlawfully at large. This enhancement contributed to a record number of 1,583 arrests of high-risk offenders in 2024 – a 30 per cent increase over 2023.

Pooling resources with police services across the Greater Toronto Area and Criminal Intelligence Service Ontario, the OPP also established a Provincial Carjacking Joint Task Force (PCJTF) which was an interim initiative from December 2023 – March 2024 that led to significant arrests, charges, seizures and recovery of vehicles and firearms. Through inter-provincial and national collaboration, the OPP's Provincial Auto Theft and Towing (PATT) Team launched Project Vector, which disrupted the illegal exportation of stolen vehicles at the Port of Montreal. As of March 2025, Project Vector has recovered 1,591 vehicles stolen from both Ontario and Quebec that are connected to various types of crimes, including carjackings and home invasions, with a value of more than \$130.5 million.



Brantford Police Service established a civilian Crown Disclosure Team to streamline processes for all required disclosure documents, ensuring that the Crown's Office receives comprehensive and complete disclosure packages prior to court appearances, reducing subsequent requests and improving efficiency of criminal justice proceedings and outcomes.

Financial and Operational Challenges to Modernize Policing

As communities grow and policing needs become more complex, police services and boards continue to point to the rising costs of policing as a significant challenge. This is especially so for smaller police services that provide policing to neighbouring communities and struggle with sustainable funding sources.

In a range of policing operations, technology has proven to drive effectiveness and efficiency. Balancing fiscal responsibility and increasingly sophisticated operational demands also complicates efforts to modernize aging infrastructure and invest in much-needed technology, including mandatory upgrades to communications systems, the roll-out of body-worn cameras, the use of virtual reality training approaches and expanding data and analytical capacity.



One innovative example of a police service tapping into emerging technology is a program founded by the **Belleville Police Service** called CAMSafe. More than one dozen municipal police services, including **Hanover, Ottawa** and **Waterloo**, have worked together with municipal and community partners to introduce this no-cost program where residents and business owners can register their personal security cameras and consent to provide police services with relevant footage that can assist with criminal investigations. The program has also been adopted province-wide by the **OPP** and has received endorsement by the **Ontario Association of Chiefs of Police (OACP)**.



Cornwall Police Service's Digital Evidence Management Unit was established to modernize administrative processes that support front-line officers in their efforts to keep the community safe. Comprised of three dedicated members, the Unit ensures the efficient operation and organization of a newly adopted digital evidence platform. By liaising with community stakeholders, leveraging modern technology, and continuously seeking innovative solutions, the Unit plays a key role in enhancing both the investigative process and court proceedings.



Financial and Operational Challenges to Modernize Policing



Leveraging integrated camera feeds from multiple sources, the **Guelph Police Service** has established a Community Safety Operations Centre (CSOC) to increase community safety in the downtown core. Using innovative software, the CSOC provides frontline officers with guidance on the appropriate response to calls generated within camera boundaries, including the dispatch of available units or diverting non-emergency calls for later follow up and investigation. Since its inception, the CSOC has significantly reduced citizen wait times and delays in suspect identification, reflecting efficient issue resolution and streamlined communication.



Staffing Strain and Need to Better Meet Growing Diversity in Communities

Police services and boards identified several common staffing challenges that are being experienced across Ontario, particularly in recruiting and retaining adequate personnel levels to meet both increasing and increasingly complex demands. Succession planning and leadership development are also significant issues, as a high number of new hires results in a younger, less experienced workforce, with fewer seasoned officers available to supervise, mentor, and train newcomers.

Police service boards, like the services themselves, face high rates of board member turnover. This turnover reduces the return on investment for the completion of the CSPA's new mandatory training requirements, and leaves critical gaps in skills, institutional knowledge, and momentum that impact the effectiveness and efficiency of a board's governance functions.

Additionally, both services and boards emphasize the importance of ensuring their members are representative of the diverse communities they serve. They recognize the need for inclusive policing approaches to better reflect and address the growing diversity within their communities. Taking action on this front, police services have developed creative approaches for increasing inclusive policing within their communities:



➔ **Peel Regional Police (PRP)** has launched two unique recruitment strategies to address challenges related to staffing and diversity:

- **Experienced Officer (EO) Incentive Program:** Developed in collaboration with the PRP Police Service Board and the Peel Regional Police Association, this program offers a financial reward to members who refer experienced police officers that are successfully hired by PRP, which costs significantly less and saves approximately 37 weeks of training time compared to a new recruit. PRP has been successful in hiring 11 EOs over the past two recruit classes, resulting in immediate cost savings and improved efficiency of staffing.
- **30x30:** In October 2024, PRP was the first service in Ontario (and sixth in Canada) to take the 30x30 Initiative Pledge, which is part of an international movement to increase the representation of women in police recruitment classes to 30% by 2030, and to create a culture that intentionally supports the success of qualified women officers throughout their careers. Other outreach events like the FIT Bootcamp Mentorship Program for Women, Ladies' Night Information sessions, and the Women in Policing Symposium reflect PRP's commitment to ensuring visibility and support of female members.

Staffing Strain and Need to Better Meet Growing Diversity in Communities



The **Ottawa Police Service** Recruitment Strategy focuses on increasing diversity by actively engaging with underrepresented communities through targeted outreach and recruitment initiatives. It includes mentorship programs and support networks to assist candidates from diverse backgrounds throughout the application process, as well as application fee waivers and financial assistance for training and educational programs to ensure that qualified applicants are not deterred by economic constraints. By prioritizing equity, diversity, and inclusion, the strategy aims to build a police force that mirrors the multicultural makeup of Ottawa, thereby enhancing its ability to serve the community effectively.



Transitioning to the New Requirements of the Community Safety and Policing Act

Several police services and boards expressed difficulties related to allocating resources (i.e., personnel, time, and budget) to understanding, developing, implementing, and tracking changes to policies and procedures in accordance with new requirements under the CSPA. Many boards, particularly smaller ones with fewer resources, expressed a need for full-time administrative support and enhancing analytical capacity to assist with this transition. These more short-term, operational needs can impact boards' ability to set and monitor the achievement of long-term strategic goals.

Municipal police service boards also commonly cited a lack of understanding of their governance roles and responsibilities by members of the public, local municipal and regional councils, as well as the police service. To remedy this, several boards noted plans to increase public engagement, outreach, and education through their website, holding town halls and community events, and administering community surveys.

- ➔ Some police services and boards are demonstrating leadership in the development of thoughtful policies and processes that address new CSPA requirements and add value to the board's governance function. For example, the **Halton Regional Police Service Board** became the first in the province to adopt a policy for the Provision of Adequate and Effective Policing under the CSPA. This new policy focuses on community safety through assessing, establishing, verifying, funding, and modifying the police service's capabilities and responsiveness as well as the strategic outcomes of policing functions. The Board's approach to ensuring the delivery of adequate and effective policing occurs through a lens that takes into consideration the unique circumstances of the local community, comparator communities, and best practices. The Policy will be regularly reviewed and updated, ensuring it remains relevant and achieves its governance aims.
- ➔ The **Chatham-Kent Police Service** has undertaken a comprehensive and strategic transition to align with updated requirements of the CSPA, including updating policies and procedures, enhancing officer training to meet or exceed requirements, investing in new and enhanced safety equipment for responding officers, and increasing public education efforts to promote awareness and compliance. In addition, the Service has established key documents and processes that they have actively shared with the sector to facilitate their transition to the CSPA, including a Special Constable Request for Appointment form and a framework for performance evaluation of the Chief of Police by the police service board.

Through its Police Service Advisors, the IoP is working closely with boards to provide advice, understand new requirements under the CSPA, and support them through this transition.



Pathways to Reconciliation: Indigenous-Focused Initiatives Across Ontario's Policing Sector

Front-line policing to First Nations communities is provided through a variety of service delivery models, including direct policing by:

- A First Nation police service or municipal police service under the CSPA;
- The OPP;
- Options established through tripartite agreements under the federal First Nations and Inuit Policing Program.

The following initiatives reflect the policing sector's ongoing commitment to serving, engaging with, and learning from Indigenous communities, while also advancing meaningful pathways toward truth and reconciliation within Ontario's policing landscape.

- The **Greater Sudbury Police Service** has expanded an Indigenous-focused initiative to support identified at-risk Indigenous youth. In collaboration with Sudbury Restorative Justice, these youth are referred to the two-week Mooz Akinonmaaget Maa Aki (Moose Hunt) program, which is facilitated by Elders, mentors, and the police service's members. By integrating Indigenous traditions and restorative justice practices, this program provides a supportive and culturally responsive environment for youth, reinforcing the police service's commitment to community-led programs and positive youth development.



- The **Toronto Police Service Board** established an Indigenous Engagement Advisor position to develop, lead, and implement board engagement strategies with First Nations, Inuit, and Métis members of the diverse urban Indigenous community of Toronto, including youth, Elders, and Knowledge Carriers, and Treaty and Territorial Rightsholders. Since the implementation of this role, members of the Indigenous community have been actively involved in both the Board's policy development and the shaping of its strategic plan. This engagement has ensured that Indigenous voices, experiences, and priorities are not only heard, but meaningfully reflected on issues ranging from systemic racism to mental health, youth well-being, and accountability. The involvement of the Indigenous Engagement Advisor continues to guide the Board in building relationships rooted in respect, reciprocity, and a shared commitment to reconciliation.



Operation Northern Exposure 2024 was a 5-month outreach opportunity involving the **NAPS**, the **Halton Regional Police Service**, **Peel Regional Police** and **York Regional Police** and supported by the **Ontario Association of Chiefs of Police**. Officers from southern Ontario were deployed for two-week periods to join NAPS officers in the northern communities of Kashechewan, Fort Albany, and Attawapiskat and learn about Indigenous culture, strengthening police-Indigenous relationships, and supporting truth and reconciliation efforts. The exceptional partnership between police services allowed officers to build positive relationships with their NAPS counterparts as they created strong bonds with band leaders and residents and learned more about community policing in Indigenous communities. Listening to survivors, families, and elders taught officers how important it is to consider the history of each community when interacting with them.



Peel Regional Police officers delivering donated toys to northern communities as part of Operation Northern Exposure. Source: Ontario Association of Chiefs of Police

Looking Ahead

The IoP's 2024-2027
Strategic Plan

Establishing
the IoP's
'Centre of
Excellence'

Building a
Policing
Performance
Measurement
Framework



Transforming
Compliance:
Releasing our
Enhanced
Monitoring
Framework

Preparing for a
Thematic
Inspection:
Police Response
Times

Enhancing
Border Safety:
Monitoring
Ontario Police
Operations



The IoP's 2024-2027 Strategic Plan

In April 2025, coinciding with the first anniversary of our operations, the IoP released its inaugural Strategic Plan. This Plan serves as a roadmap, guiding the IoP in fulfilling its mandate and achieving its vision over the next three years. It outlines our strategies and the specific actions we will undertake to create a lasting, positive impact on Ontario's policing sector and the diverse communities we all serve. The Strategic Plan is available to the public on the IoP's website.

Over the next three years, the IoP will focus on three key objectives:

**We will improve Ontario's policing
performance and set a global
benchmark**

We will serve the public interest

**We will propel greater insights and
foresights to address risks**

The IoP is now establishing key performance indicators (KPIs) for each objective in our Strategic Plan. Once we establish our KPIs, we will detail them and our achievements in my future annual reports, tracking our progress.

Establishing the IoP's 'Centre of Excellence'

The IoP's vision is to **improve policing performance to make everyone in Ontario safer**. To achieve this, we must create the conditions for Ontario's policing sector to go beyond mere compliance and strive for excellence.

Establishing a **Centre of Excellence** within the IoP has been woven into our foundation since our inception and is a core deliverable in our Strategic Plan. Our goal is to significantly impact the policing and police governance landscape in Ontario by promoting best and leading practices while driving continuous improvement.

Two core principles are at the heart of what the IoP's Centre of Excellence will achieve:

- **We want to share what is already there** through identifying and promoting leading practices that already exist and have the potential to benefit all Ontario police services and boards; and,
- **We want to look around corners** by conducting research and engaging with police leaders to proactively tackle emerging issues and identify potential solutions.

The IoP team has begun work on the key pillars and functions of a Centre of Excellence. The first pillar will be to **identify and advise on leading practices, including resources and information related to police operations and its governance**. The IoP will share local knowledge and practice for wider provincial benefit and also provide the IoP's commentary and advice for improvement to raise the collective bar across the province.

Second, we are developing the concept for an **IoP Advisory Collaborative**, which would bring together **expertise and experience to support capacity building for police service boards and**

chiefs of police. This Advisory Collaborative would be a partnership between the IoP, the Ontario Association of Police Service Boards and the Ontario Association of Chiefs of Police that would work with the mandates and strengths of our respective organizations to provide holistic, responsive supports for boards and chiefs of police that leverage peer networks and resources as appropriate to address specific challenges and gaps. Here, the collective power of the IoP, as a provincial policing oversight body, and participating associations can be applied for local benefit.

Third, we will seek to tackle **significant and cross-sector issues and identify actions to improve performance by hosting Ontario's policing sector at an annual Inspector General of Policing Roundtable** that will be issue-specific and action-oriented. The Roundtable will create an important forum to share research, trends, experiences, and lessons learned to arrive at concrete next steps that will improve performance across Ontario's policing sector overall. Not only would the IoP actively ask if and how we can help drive or make improvements, but we would aim to bring together provincial and national knowledge and expertise for the benefit of all Ontario police services and boards, to address an identified topic.

Finally, we will create an **IoP Advisory Council — a channel for ongoing sector input, subject matter expertise, and advice on the IoP's work**. The Advisory Council will include cross-sector representation and will advise on the development and effective implementation of IoP initiatives, from research and data collection to inspections, ensuring our work adds the greatest value for the sector we oversee, and the public we serve.

Building a Policing Performance Measurement Framework

In April 2024, I committed to developing a Policing Performance Measurement Framework for Ontario. The Framework will increase the IoP's understanding of how well police services and boards are performing, how adequately and effectively policing services are being delivered locally or provincially and highlight areas of strength and potential intervention. **The Framework will also help strengthen public confidence and trust through transparent reporting on performance across the sector.**

The performance measurement experts at the IoP have made significant strides in creating an evidence base on which our Framework will be premised. This work has included:

- **Conducting a comprehensive environmental scan of national and international police performance measurement frameworks**, analyzing these frameworks to identify components of interest, and reviewing academic literature, reports from auditors general and Ontario's Office of the Chief Coroner, as well as reports of commissioned inquiries, to ensure that our work is informed by an understanding of relevant research and evidence.
- **Engaging with policing research experts from academia, and international organizations** involved in police performance measurement from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services and Police Scotland, to gain a broader perspective as well as understanding key lessons learned in undertaking the development and application of a performance measurement framework in the policing context.

The development of a Policing Performance Measurement Framework for Ontario policing is an entirely new and important body of work. The Framework will take time to build, and to get right. Therefore, **we will build our Framework incrementally, constantly testing what we have done to ensure it achieves our goals and provides value to the public and the Ontario policing sector.** The Framework is one important area that will bring to life the IoP's vision of data-informed decision-making that drives improved overall performance in Ontario policing. It will also serve as an important source of information to identify emerging risks in the sector so that we can apply the right tools in our oversight toolbox to effectively address them.

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“I am proud and excited to be part of a team that is committed to driving improvements in policing for everyone at the table – the public, police services, boards, and the dedicated officers who keep us safe. It is deeply fulfilling to apply my expertise as an applied police researcher to making a positive impact in my own community and across the province.”

*-Dr. Paula Di Nota, Senior Performance Measurement & Reporting Analyst
Centre for Data Intelligence and Innovation*

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Transforming Compliance: Releasing our Enhanced Monitoring Framework

An important and unique ingredient to the execution of the IG's mandate lies in the dedicated efforts of our Police Services Liaison Unit. This Unit provides **essential monitoring, advisory, and liaison services** to support all Ontario police services and boards, as well as special constable employers and prescribed policing providers. The members of the Unit are at the forefront of helping the sector adapt to the requirements of the CSPA and its regulations, providing advice to assist with ongoing compliance and performance improvement, and are the 'face' of the IoP's work as it unfolds in the communities where policing and its governance takes place.

Our Police Services Advisors work to ensure that:

- Emerging issues that could impact the delivery of adequate and effective policing in Ontario are quickly identified, and monitor to confirm that corrective action is being taken locally; and,
- If issues are substantial and resolution does not seem likely, these issues are escalated so that additional corrective action can be taken locally, or, if necessary, by the IG through the application of the authorities available under the CSPA.

To ensure a consistent approach to overseeing the entities under the IG's mandate, the IoP is developing an **Enhanced Monitoring Framework**. This Enhanced Monitoring Framework will detail actions the IoP will take when either identified compliance issues remain unresolved, there are indicators of board governance dysfunction, or systemic issues exist within a policing entity. Our Enhanced Monitoring Framework is being

designed to support compliance, with a **strong focus on identifying, assessing, and mitigating risks before they impact public safety**.

When an entity moves into "enhanced" monitoring, the IoP will provide additional supports to address the identified concerns, and will:

- **Notify the entity**, including reasons for enhanced monitoring and a specified review period;
- **Increase involvement** by the assigned Police Services Advisor and other members of the IoP, if applicable; and,
- **Create an action plan** between the entity and the assigned Police Services Advisor, including defined actions and timelines to remedy areas of concern and ensure compliance.

Our Enhanced Monitoring Framework will be founded on the key principles of independent oversight, transparency, and collaboration.



Preparing for a Thematic Inspection: Police Response Times

When the public calls on the police to protect them, every second counts. Response time – the time it takes for the police to respond to emergency and non-emergency calls – is an important indicator of police performance. It is also an indicator that can impact public confidence in local policing. In recent years, police services, police service boards, and communities across the province have identified response time as a critical issue. We have also observed this issue as a trend in complaints the IoP has received from the public about adequate and effective police service delivery, as well as in the responses of police chiefs and boards to our Policing Insight Statement survey. Clearly, there is wide interest in examining police response time more closely.

The IoP's work on police response time in Ontario **reflects our commitment to meeting the needs of the public and using our oversight mandate to address the most urgent challenges in Ontario policing.** We recognize that addressing such a large-scale issue takes time and will not be resolved by a one-size-fits-all solution, so we will engage in several activities to create a thoughtful and evidence-based approach to our work in this area.

We have already begun by conducting independent research on the topic of response times, including a literature review and jurisdictional scan to gather available information on response times from all 43 municipal police services in Ontario, the OPP, and police services outside Ontario, both nationally and internationally. **A total of 80 sources were analyzed.** Our research found:

- **Limited publicly available information on response time data in Ontario**, with more comprehensive reporting found in national and international jurisdictions;
- **Inconsistencies** in the definition and calculation methods for response times by police services, making it difficult to have an objective grasp on how police services are performing in this area;
- A **wide range** of calls for service priority levels exist across police services, varying from three to seven levels, and with varying definitions and terminology; and,
- **Use of inconsistent metrics** in reporting response time data (e.g., average, median, percentile).

In addition, the IoP asked police services and boards questions about response times through our Policing Insight Statement survey. **Our analysis of the submissions identified response times as a province-wide issue**, as many police services have experienced an increase in their own response times, irrespective of size or location of service. The submissions also noted several challenges with capturing and reporting response time data, with some services highlighting the potential benefit of standardization.

From a governance perspective, some police service boards told us that they use information received on response times from the police services they govern — including average response time, dispatch and travel times, and average call wait and duration times — to help inform the board’s decision-making around the police budget, strategic planning, as well as staffing and resource decisions.

The information and knowledge gleaned through our research will help inform the IoP’s future work on response times, including a thematic inspection on the topic — all with a view to improving Ontario police performance in this important area.

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"I find it deeply rewarding to collaborate with dedicated professionals committed to advancing policing standards across Ontario. I embrace the challenge of evaluating systems and practices to ensure they uphold the highest standards, knowing that our collective efforts foster meaningful change and help build safer, more secure communities."

*-Nahid Almashni, Inspector
Inspections, Investigations and Liaison Branch*

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Enhancing Border Safety: Monitoring Ontario Police Operations

To enhance international border security and combat cross-border criminal activity, the Ontario government launched **Operation Deterrence**. The OPP's role in this provincial initiative is to support and collaborate with partner agencies on deterring, detecting, and disrupting criminal activity with a shared goal of enhancing border security. As part of the provincial initiative, the OPP increased proactive patrols in the air, on land, and on waterways in an effort to further deter, detect, and disrupt illegal activity at Ontario's border with the US. It is important to note that this work is carried out in collaboration with the OPP's federal, municipal, and Indigenous partners.

Part of the statutory mandate of the IG is to ensure adequate and effective policing and police governance is provided to all Ontario communities at all times. I rely on several tools to assess adequate and effective policing, including the monitoring, advisory, and liaison support of our Police Services Liaison Unit, evaluating themes arising from the public complaints we receive, and the analysis that flows from inspections of police services and boards that the IoP conducts. Given the size and scope of Operation Deterrence, I will be monitoring the operation closely to ensure that the OPP is able to continue to provide adequate

and effective policing throughout the province. As part of my monitoring mandate and along with my executive team, I was briefed by the OPP Commissioner and other members of the Commissioner's team on the work of Operation Deterrence, and how this work has been integrated within broader OPP operations and with other police services. Based on my assessment to date, **I am satisfied that the OPP is able to deliver adequate and effective policing throughout the province, as it increases its focus on the Canadian border.**





Acknowledgements

I would like to thank all boards, chiefs of police, and the members of their police services in Ontario, including the OPP and the Commissioner, for their assistance and cooperation during the creation of my Annual Report.

I also would like to thank the Ontario Association of Chiefs of Police and the Ontario Association of Police Service Boards for their ongoing support of my and the IoP's work.

Lastly, I want to express my gratitude to the many individuals in the IoP who were involved in the creation of my Annual Report and brought their talent and creativity to this endeavour.

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to make everyone in Ontario safer*

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Ce rapport est aussi disponible en français

From: OAPSB Training and Communications Team <communications@oapsb.ca>
Sent: June 30, 2025 4:48 PM
To: Erika Kromm
Subject: Quarterly Newsletter 2nd Edition

The Latest From Ontario's Police Governance Community

We're excited to announce that the Second Edition of the OAPSB Quarterly Newsletter is now available on our website!

This issue is packed with updates, success stories, and upcoming opportunities that matter to police service boards across Ontario. Whether you're looking to stay informed, celebrate progress, or learn from peers, there's something inside for you.

☀ In this issue:

- A message from the Chair, the Executive Director and Inspector General
- Highlights from our Spring Conference & AGM
- Key Information for Boards
- Training & Development Updates

...and much more!

Thank you for being a part of our growing network of committed police service board members. Together, we're shaping safer, stronger communities.

Download your copy [here](#)

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