



## WOODSTOCK POLICE SERVICE BOARD

### PUBLIC MEETING AGENDA

**DATE: May 29, 2023**

**Time: 3:00 p.m.**

**LOCATION:** Woodstock Police Service Headquarters and via Zoom

1. Call to Order
2. Welcome
3. Approval of Agenda  
**Recommendation: The Board approves the agenda as circulated (or with the following additions)**
4. Declaration of Pecuniary Interest
5. Approval of Minutes from April 17, 2023  
**Recommendation: That the Board approves the minutes of April 17, 2023 as circulated.**
6. Business arising from the minutes
7. Correspondence
  - i) Report from OACP Meeting
  - ii) Correspondence regarding Baker Inquest
8. Verbal Report from the Chair
9. Verbal Report from the Chief
10. Statistics/Reports – Deputy Chief
  - a. Calls for Service Statistic
  - b. Calls for Service Report
  - c. Charge Comparison
  - d. Report on Complaint Investigations
  - e. Other reports as necessary**Recommendation: That all statistics and reports under item 9 be received**
11. Financial Statements – Summary for period ending April 30, 2023  
**Recommendation: That the Financial Statements as presented be accepted for information**

12. Woodstock Police Service Implementation Letter re Baker
13. Unfinished Business
14. Closed Session
15. **Recommendation: That the Board adjourns to Closed Session at \_\_\_\_\_ pm to discuss intimate financial or personal matters or other matters may be disclosed of such a nature having regard to the circumstances, that the desirability of avoiding their disclosure in the interest of any person affected or in the public interest outweighs the desirability of adhering to the principle that proceedings be open to the public. R.S.O. 1990, c. P15, S. 35 of the *Ontario Police Services Act*.**
16. Motions arising from Closed Session
17. New Business (if necessary)
18. Date of Next Board meeting Monday, June 26, 2023 @ 3p.m. at Woodstock Police Service, via Zoom
19. Adjournment



## **WOODSTOCK POLICE SERVICES BOARD**

The Woodstock Police Services Board met on April 17, 2023 at Woodstock Police Service headquarters and via ZOOM at 3:00 p.m.

Present were: Ken Whiteford, Provincial Appointee; Mayor Jerry Acchione, Council Representative; Leslie Farrell, Provincial Appointee; Daryl Stevenson, Community Appointee; and Amy Hartley, WPSB EA.

Also in attendance were Chief Rod Wilkinson; Deputy Chief Nick Novacich; Kristi Lampman, Human Resources Coordinator; Jamie Taylor, Inspector.

Regrets: David Tilley, Zone 4 Police Advisor

### **1. CALL TO ORDER**

Ken WHITEFORD called the meeting to order at 2:56 p.m.

### **2. WELCOME**

Ken WHITEFORD welcomed everyone.

### **3. APPROVAL OF AGENDA**

Moved by Connie LAUDER

Seconded by Jerry ACCHIONE

Resolved that the Board approve the agenda as amended and circulated.

i. Amended to add '14. New Business – Jerry Acchione as delegate on AMO Taskforce'

CARRIED

4. There were no declarations of pecuniary interest.

### **5. MINUTES**

Moved by Daryl STEVENSON

Seconded by Leslie FARRELL

resolved that the Board approve the minutes of March 20, 2023 as circulated.

CARRIED

## 6. BUSINESS ARISING FROM THE MINUTES

None.

## 7. VERBAL REPORT FROM CHAIR

- Chair Whiteford asked the Board members if there was any interest in attending the Zone 4 OPSBA meeting on May 3. Daryl, Jerry and Connie offered to attend and report back to the Board at the next meeting.
- Chair Whiteford confirmed and noted that Leslie would be attending the OAPSB Conference in Niagara Falls.
- Discussion was held regarding updating the Board by-laws. It was agreed that throughout the upcoming meetings a few of the by-laws would be discussed and amended if necessary.

## 8. VERBAL REPORT FROM CHIEF

- Chief Wilkinson advised the Board that WPS will be accepting Youth in Policing Initiative (YIPI) applications for the upcoming summer.
- Two officers from WPS attended the funeral in Edmonton for the fallen officers killed in the line of duty. This is aided by the PAO and the WPS Police Association to help cover costs of sending representation out of the province. Chief Wilkinson thanked those attendees who attended on the Service's behalf.
- Chief Wilkinson introduced and welcomed Inspector Jamie Taylor.
- The week prior to the meeting was Emergency Communicator Week. Chief Wilkinson thanked the communicators and dispatchers for their continued service and work. He noted that this is a difficult job and we always need to keep them in mind as an integral part of WPS.
- Chief Wilkinson advised the Board that two retired members have passed, Reni and Gary. The service for Gary was held on April 17, the Chief and Deputy Chief were in attendance. The visitation for Reni will be held on Sunday, April 23.

## 9. STATISTICS/REPORTS – Deputy NOVACICH

- A) Calls for Service Statistics
- B) Calls for Service Report
- C) Charge Comparison Report
- D) Report on Complaint Investigations

Moved by Daryl STEVENSON  
Seconded by Jerry ACCHIONE  
resolved that the Board receive all statistics and reports presented  
in Item 9. CARRIED

10. FINANCIAL STATEMENTS

Moved by Jerry ACCHIONE  
Seconded by Connie LAUDER  
resolved that the Board receive the financial statements ending March 31,  
2023 in Item #10.  
CARRIED

11. STRATEGIC PLAN 2023-2025

Discussion was held regarding the direction of the Strategic Plan for 2023-  
2025. The Board agreed that the procedure for preparation of the Plan  
three years ago should be adhered to again. No external consultants need  
to be used. Chief was asked to bring forward a draft version of the Plan  
for the Board's input.

12. FREEDOM OF INFORMATION ANNUAL REPORT

Moved by Daryl STEVENSON  
Seconded by Connie LAUDER  
Resolved that the Board receive the report for their information.  
CARRIED

13. MISSING PERSONS ANNUAL REPORT

Moved by Jerry ACCHIONE  
Seconded by Leslie FARRELL  
Resolved that the Board receive the Annual Report pursuant to Section 8  
of the Missing Persons Act.  
CARRIED

14. UNFINISHED BUSINESS

15. CLOSED SESSION

Moved by Daryl STEVENSON

Seconded by Jerry ACCHIONE

resolved that the Board adjourns to Closed Session at 3:59 pm to discuss intimate financial or personal matters or other matters may be disclosed of such a nature, having regard to the circumstances, that the desirability of avoiding their disclosure in the interest of any person affected or in the public interest outweighs the desirability of adhering to the principle that proceedings be open to the public.

R.S.O. 1990, c.P15, s.35 of the Ontario Police Services Act.

CARRIED

16. CLOSED SESSION RISES

Moved by Connie LAUDER

Seconded by Daryl STEVENSON

resolved that the Board does now rise from Closed Session and reconvenes at 4:50 pm

CARRIED

17. MOTIONS ARISING FROM CLOSED SESSION - # 1 - # 6

CLOSED SESSION # 1 - CLOSED SESSION AGENDA

Moved by Daryl STEVENSON

Seconded by Connie LAUDER

resolved that the Board approve the Closed Session Agenda as circulated.

CARRIED

CLOSED SESSION # 2 - PERSONNEL REPORTS a) STAFFING REPORT

b) STAFFING ACTIVITY

Moved by Jerry ACCHIONE

Seconded by Leslie FARRELL

resolved that the Board receives for information the Staffing Report and Staffing Activity Report dated as of March 31, 2023.

CARRIED

CLOSED SESSION # 3 - OVERTIME - CHIEF

Moved by Daryl STEVENSON

Seconded by Jerry ACCHIONE

resolved that the Board receive the monthly tracking report for information.

CARRIED

CLOSED SESSION # 4 - STATUS OF LEGAL CASES – DEPUTY CHIEF

Moved by Leslie FARRELL

Seconded by Daryl STEVENSON

resolved that the Board receive the updates presented in Item #4.

CARRIED

CLOSED SESSION # 5 – RESIGNATION

Moved by Leslie FARRELL

Seconded by Connie LAUDER

Resolved that the Board receive the resignation letter of the Part-Time Communicator.

CARRIED

CLOSED SESSION # 6 – OPC SECONDMENT/RETIREMENT AGREEMENT

Moved by Daryl STEVENSON

Seconded by Leslie FARRELL

resolved that the board authorize the Chair to sign the attached Retirement Agreement between WPSB, WPA and PC Diane Ruppert.

CARRIED

CLOSED SESSION # 7 – GHD QUOTE

Moved by Leslie FARRELL

Seconded by Daryl STEVENSON

resolved that the Board authorize the Chief to sign and approved quote to create a portal for the WPSB.

CARRIED

CLOSED SESSION # 8 – OTHER BUSINESS

None.

18. NEW BUSINESS

- Discussion was held as to whether Jerry should take on a position on the AMO Taskforce. It was determined that there was not an apparent conflict and to use his best judgement based on the information provided. The Board advised that more information was required regarding the position to make an informed decision.

19. Date of Next Board Meeting MONDAY, May 29 2023 at 3pm at the Woodstock Police Service Headquarters.

20. ADJOURNMENT

Moved by Connie LAUDER

Seconded by Jerry ACCHIONE

resolved that the Board does now adjourn at 5:01 pm

CARRIED

*"Original Signed by"*

---

Ken Whiteford, Chair  
Woodstock Police Service Board

*"Original Signed by"*

---

Leslie Farrell, Vice Chair  
Woodstock Police Service Board



## OACP – Zone 4 meeting – May 3, 2023

### Mandate & Functions of the Inspectorate of Policing as per the Community Safety & Policing Act (CSPA) – Ken Weatherhill

- This Branch provides Inspection & Investigation of Police Forces
- They advise & monitor compliance under the CSPA which come into power in 2019
- Oversee Board Conduct
- Delivery of Policing aided by research, data & analytics
- Inspects & investigates complaints
- Special constables are appointed by the Police Board (ie University special constables)

3 different offices:

1. Office of the Inspector General – deals with Issues Management & Media Inquiries
2. Office of the Deputy Inspector General – deals with inspections and complaints
3. Center for Data Intelligence – deals with Analytics and Performance Management

#### Overview of the Inspection Unit:

1. Public Order Units
2. Chiefs Annual Report
3. Investigations of certain incidents (SIU) reported by the chief of police
4. Major Case Management

#### Overview of the Investigations Unit – Nancy Lopez

- Intake and triage complaints
- Investigate Board Misconduct
- Provision of adequate and effective policing
- Compliance within the CSPA
- Policy & procedural complaints

#### Overview of the Police Services Liason Unit

- Monitor local issues
- Advice to Boards
- Support Orientation of Boards
- Strategic Intervention

#### OACP – update – Jeff McGuire

- 71<sup>st</sup> year in Service
- 1300 Members
- New position of Staff Sargent, or Civilian Equivalent
- School Board issues – not allowing police on the property, unless called (media attention around this)
- New opportunities in Police Recruiting, no requirement for Post Secondary, Grade 12 only
- A lot of cases are not going to make it to trial because of backlog of cases, will be dismissed
- Fire arm buyback program (did not elaborate)

### **Ambassador Bridge – Blockade – Superintendent Dana Earley O.P.P.**

There were 2 different operations, 1. Windsor Police, 2. O.P.P. West Region

Windsor Police dealt with

- Related Protests
- Pre-Blockade Protests and Intelligence
- Preparation for the blockade
- Managing the protest
- Resource Requests
- Jurisdictional Integration

O.P.P. West dealt with

- Highway issues – slow moving convoys
- Garbage dump – Lambton county
- Bluewater Bridge Blockade
- Ottawa Deployments
- Municipal Convoys
- Provincial Liaison Team

\$300 - \$400 Million worth of product passes over the Ambassador Bridge daily

15,000 vehicles cross that Bridge daily

Every 2 hours, situational report with Deputy Chief

3 briefings per day & Everyone had a chance to speak

Nightly protests – violence increased

Media strategy through Windsor Police. Windsor Mayor and Police Board Included in the Media Strategy

Educate the Public on Police Role

Collaboration with Many areas such as:

- MTO – brought in cement barriers
- Local Crown Attorney – on speed dial
- Fire Department – put out fires lit, to keep the protestors warm
- By Law – parking on side streets – tickets and tow
- Housing and Food – CBSA supplied 2 warehouses
- Michigan Police
- Michigan Mayor offered 150 Tow trucks
- Various police Associations

A traffic plan was developed

Presence of Children – Childrens Aid Society

VSOC

In the end the message was to reach out to the OPP if you need help. These are policing incidents. 47

Arrests made with no injury to police.

**Race & Identity Based Data Collection – Inspector Callender – Hamilton Police**

Anti Racism Act of 2017

Community based data collection

Internal & External collection

Data Analysis Framework:

Race Centered

Officer & Self identification

Varied Collection

Sound Methods

Disparity does not always equal discrimination

A tool kit can be provided

**OAPSB Meeting – started at 11:19am**

18 in attendance

The CSPA is being dissected in depth to help with what should happen with Boards

Training will be online and in person – 2 year project

Curriculum is being developed for the training currently

The goal is for training to take place 3 months prior to this coming into effect. **Have to have the training before we can be a voting member of the board**

It will dissect what we have today and what we will need in the future

Announcement for funding and training of new officers

The # of members on the board will change(unsure if this affects WPS Board).

Board may be responsible for more areas now

Financials:

Starting balance	-	\$620.99
Membership fees	-	\$500.00
Ending Balance	-	\$1,120.99

## Implementation of jury recommendations - BAKER Inquest Q2023-04

Chua, Samantha (SOLGEN) <Samantha.Chua@ontario.ca>

Mon 2023-04-24 1:07 PM

To: chief@police.windsor.on.ca <chief@police.windsor.on.ca>

Cc: policeboard@police.windsor.on.ca <policeboard@police.windsor.on.ca>; hartley\_amy@hotmail.com <hartley\_amy@hotmail.com>

 2 attachments (329 KB)

Windsor PS implementation letter.docx; BAKER verdict-recs redacted.pdf;

Dear Chief Mizuno:

At the inquest into the death of Beau Baker, the jury made recommendations addressed to all police services in Ontario for implementation. Please see the attached letter and inquest documents for reference.

We look forward to your response.

Sincerely,

**Samantha Chua**

Program Administrator

Inquest Unit

Office of the Chief Coroner & Ontario Forensic Pathology Service

25 Morton Shulman Ave.

Toronto, ON M3M 0B1

Mobile: (437) 999-5703

Phone: (647) 329-1874

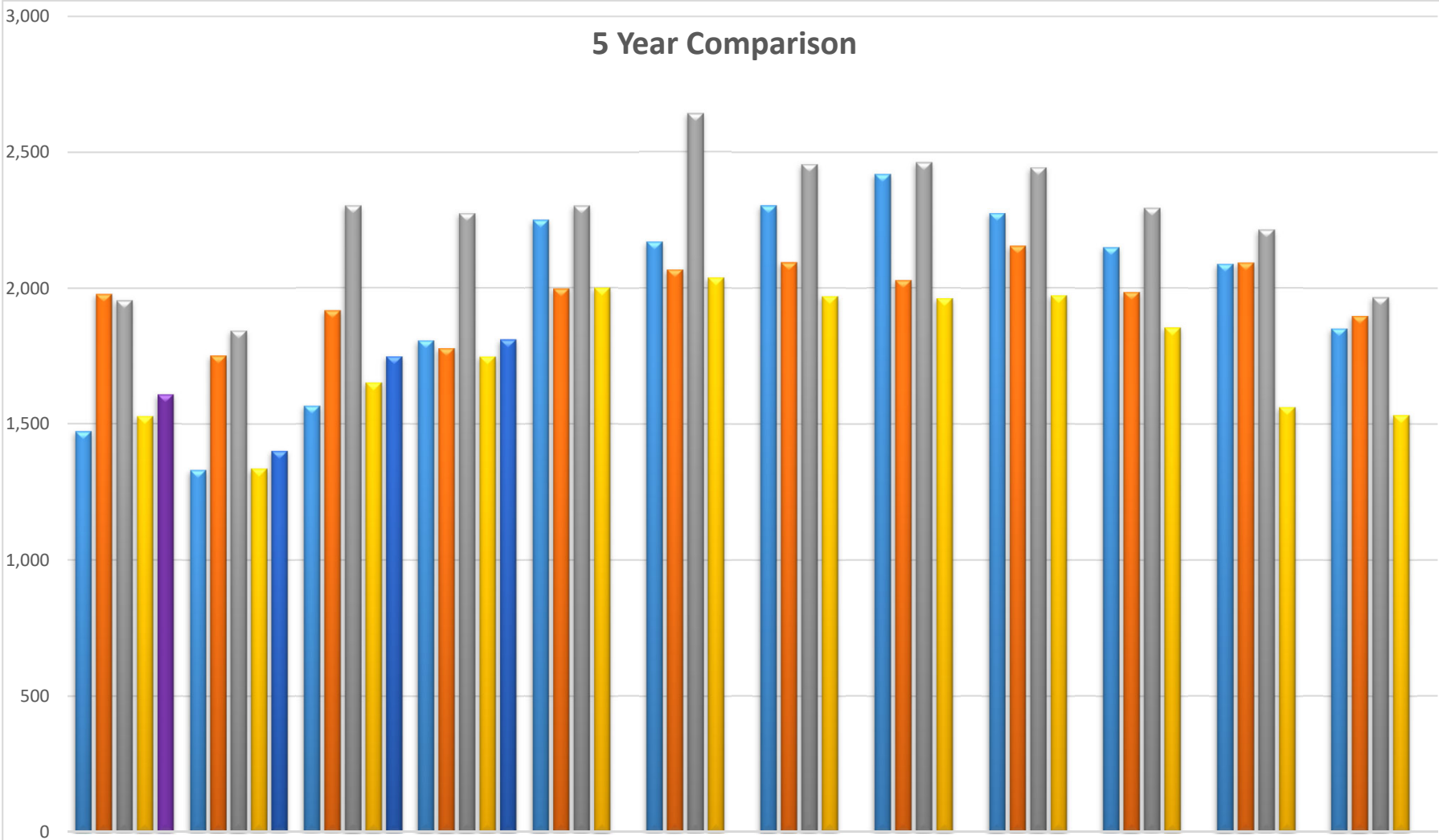


*If you have any accommodation needs, require communications supports or alternate formats to access the content in this email, please let me know.*



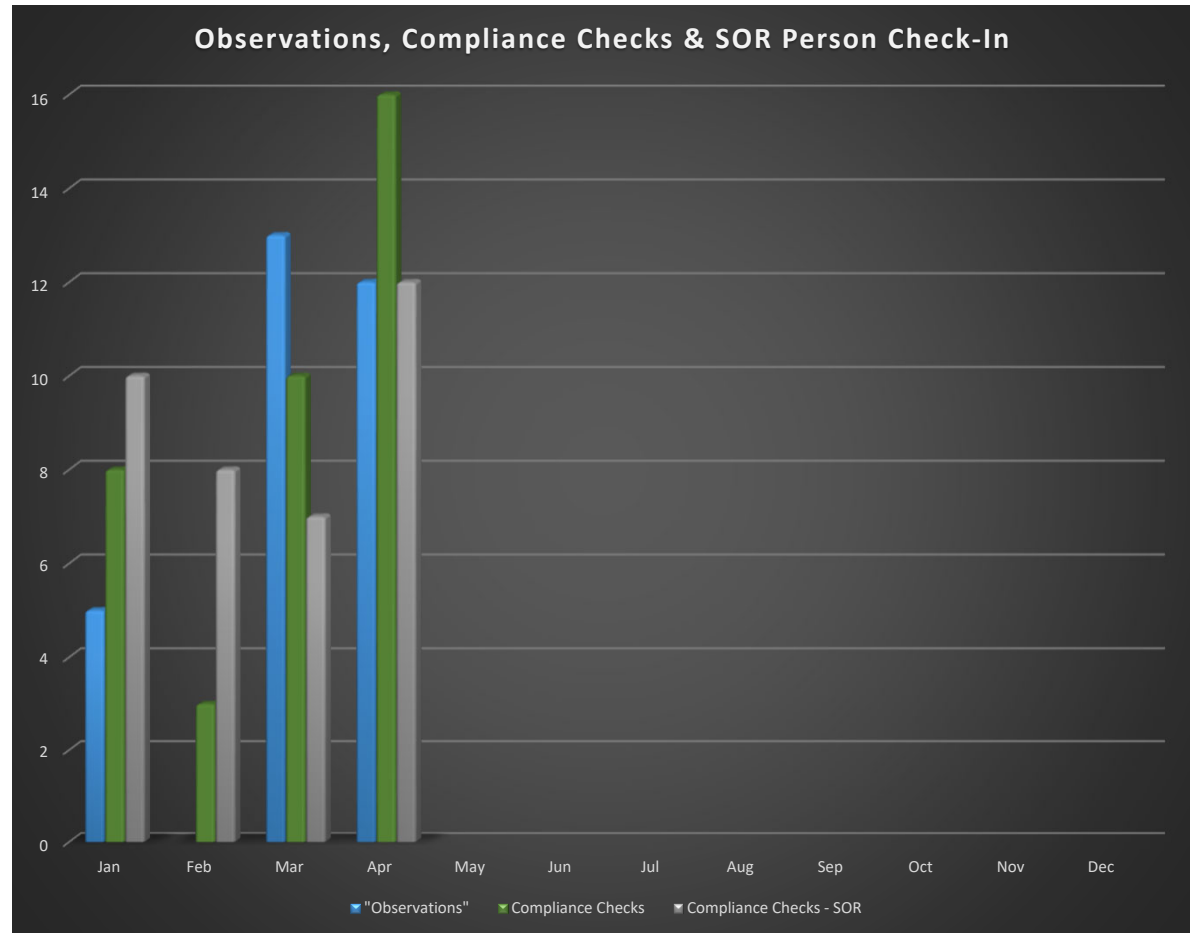


### 5 Year Comparison



■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023

	"Observations"	Compliance Checks	Compliance Checks - SOR
Jan	5	8	10
Feb		3	8
Mar	13	10	7
Apr	12	16	12
May			
Jun			
Jul			
Aug			
Sep			
Oct			
Nov			
Dec			
	<b>30</b>	<b>37</b>	<b>37</b>







## 2023 Report Complaint Investigations

<b>Total Officers (actual authorized strength)</b>	85	
<b>Total Chief's Initiated Complaints 2023</b>	0	
<b><u>Total Public Complaints 2023 (OIPRD)</u></b>	6	
- Conduct	3	
- Service	3	
- Policy		
<b>TOTAL CHIEF INITIATED COMPLAINTS UNDER INVESTIGATION</b>		
<b>TOTAL PUBLIC COMPLAINTS UNDER INVESTIGATION</b>		
<b><u>Allegations of Misconduct</u></b>		
Incivility/Insubordination		
Neglect of Duty	1	
Discreditable Conduct		
Excessive/Unnecessary Use of Force	1	
Unlawful/Unnecessary Exercise of Authority		
Unsatisfactory Work Performance	1	
Other Service Complaints - Unknown	2	
<b><u>Dispositions</u></b>		
Not Dealt with- Section 59 (frivolous, vexatious, bad faith, outdated, not affected)	3	
Informal Resolution without a Hearing		
- Conduct		
- Service		
- Policy		
Withdrawn by Complainant	1	
Unsubstantiated through investigation	2	
Police Service Act Hearing		
Lost jurisdiction		
Early Resolution		

WOODSTOCK POLICE SERVICE

Reserve & Reserve Funds to  
April 30, 2023

	Name	January 1, 2023	2023 Contributions	Reserve Fund Interest Earned	Transfers between Funds	Expenditures	Transferred to : Operating/Capita:	Balance April 30, 2023
0180-52031	Sick Leave Severance Reserve Fund	<b>739,421.09</b>	10,000.00	9,185.29			200,000.00	<b>558,606.38</b>
0170-51152-0000	Insurance Loss Reserve	<b>202,232.66</b>	5,000.00			(80,629.05)		<b>287,861.71</b>
0170-51153-0000	Reserve for Legal Fees	<b>204,313.34</b>						<b>204,313.34</b>
0170-51156-0000	Reserve Building & Operations	<b>130,343.35</b>						<b>130,343.35</b>
0180-52032	Voice Radio Replacement Reserve Fund	<b>12,085.00</b>		3,150.57				<b>15,235.57</b>
0170-51157-0000	Honour Guard Reserve	<b>2,100.80</b>						<b>2,100.80</b>
0170-51158-0000	Labour Relations Reserve	<b>632.91</b>						<b>632.91</b>
0170-51159-0000	Reserve for Information Technology	<b>440,805.40</b>					150,000.00	<b>290,805.40</b>
0170-51161-0000	Canine Unit	<b>13,645.95</b>						<b>13,645.95</b>
0170-51166-0000	Capital Projects Reserve	<b>326,819.44</b>						<b>326,819.44</b>
0170-51171-0000	Reserve for Specialized Services & Wellness	<b>18,855.28</b>						<b>18,855.28</b>
0170-51172-0000	Reserve for Civilian Clothing	<b>2,273.33</b>						<b>2,273.33</b>
	Totals	<b>2,093,528.55</b>	15,000.00	12,335.86	-	(80,629.05)	350,000.00	<b>1,851,493.46</b>

Insurance proceeds pending  
vehicle replacement

Reserve for Information Technology - Opening balance has been increased to reflect the allocation of 2022 surplus.

Time: 11:14:48 AM

## Woodstock Police Service Board - April 30, 2023

<u>Account</u>	<u>Description</u>	2023 BUDGET	<u>ACTUAL</u> <u>Y.T.D.</u>	DIFFERENCE	Percentage Spent
<b><u>Revenues</u></b>					
0500-63027-0000	ONTARIO - RIDE PROGRAMME	\$15,000.00	\$0.00	\$15,000.00	0.00%
0500-63028-0000	ONTARIO - VICTIM SUPPORT GRANT	92,800.00	46,400.00	46,400.00	50.00
0500-63031-0000	ONTARIO - DIGITAL EVIDENCE MGMT SUBSIDY	0.00	13,424.00	(13,424.00)	0.00
0500-63033-0000	ONTARIO - COURT SECURITY COSTS RECOV.	435,152.00	0.00	435,152.00	0.00
0500-63034-0000	CRUISER COSTS RECOVERED CISO	8,000.00	0.00	8,000.00	0.00
0500-63035-0000	ONTARIO - HCEIT GRANT	7,000.00	5,900.00	1,100.00	84.29
0500-63036-0000	COMMUNITY SAFETY & POLICING GRANT - LOCAL	332,569.00	0.00	332,569.00	0.00
0500-63037-0000	COMMUNITY SAFETY & POLICING GRANT - PROV	152,008.00	0.00	152,008.00	0.00
0500-63038-0000	PROV - PROVINCIAL STRATEGY GRANT	12,750.00	0.00	12,750.00	0.00
0500-63039-0000	ONTARIO YOUTH IN POLICING GRANT	5,000.00	0.00	5,000.00	0.00
0500-63048-0000	POLICE-ALPR GRANT - PROV	285,552.00	214,164.00	71,388.00	75.00
0500-69202-0000	TRANSPORTATION OF PRISONERS-	40,000.00	12,650.00	27,350.00	31.63
0500-69203-0000	ACCIDENT REPORTS & MISCELLANEOUS-	85,000.00	31,288.99	53,711.01	36.81
0500-69204-0000	DISPATCH SERVICES RECOVERED - VARIOUS	140,000.00	68,790.18	71,209.82	49.14
0500-69205-0000	COUNTY 911	48,033.00	0.00	48,033.00	0.00
0500-69207-0000	RECOV. FROM COUNTY COURT SECURITY	10,276.00	0.00	10,276.00	0.00
0500-69216-0000	POLICE - ALARM REVENUE	80,000.00	54,247.50	25,752.50	67.81
0500-69219-0000	REVENUE - PAID DUTY	20,000.00	2,575.51	17,424.49	12.88
0500-69220-0000	REVENUE - PAID DUTY - ADMINISTRATION	3,500.00	284.60	3,215.40	8.13
0500-69222-0000	PROV. OFFENCES COURT SECURITY	6,000.00	3,065.99	2,934.01	51.10
0500-69225-0000	REFUND SURPLUS GREAT WEST LIFE	80,000.00	80,000.00	0.00	100.00
0500-69248-0000	SECONDMENT PAYMENTS - VARIOUS	343,689.00	87,932.18	255,756.82	25.59
0500-69259-0000	TRANS FROM SICK LEAVE SEVERANCE RES FUN	200,000.00	0.00	200,000.00	0.00
0500-69262-0000	PROPERTY AUCTION PROCEEDS	0.00	1,898.61	(1,898.61)	0.00
0500-69263-0000	TRANSFER FROM INFO TECHNOLOGY RESERVE	150,000.00	0.00	150,000.00	0.00
0500-69265-0000	WSIB REIMBURSEMENTS	520,000.00	242,558.33	277,441.67	46.65
0500-69508-0000	POLICE-GAIN/LOSS ON SALE OF FIXED ASSETS	20,000.00	10,443.12	9,556.88	52.22
<b>Total Revenues</b>		<b>\$3,092,329.00</b>	<b>\$875,623.01</b>	<b>\$2,216,705.99</b>	<b>28.32%</b>

**Expenditures**

0500-72211-0000	POLICE - COURT SECURITY EXPENSES	\$804,752.00	\$197,931.82	\$606,820.18	24.60%
0500-72212-0000	POLICE COMMUNICATIONS EXPENSES	\$1,723,815.00	\$533,273.42	\$1,190,541.58	30.94%
0500-72210-0000	POLICE - CIVILIAN EXPENSES	\$2,000,808.00	\$605,276.09	\$1,395,531.91	30.25%
0500-72220-0000	POLICE - ENFORCEMENT EXPENSES	\$13,614,705.00	\$4,296,257.13	\$9,318,447.87	31.56%

**Woodstock Police Service Board - April 30, 2023**

<u>Account</u>	<u>Description</u>	2023 BUDGET	<u>ACTUAL</u> Y.T.D.	DIFFERENCE	Percentage Spent
0500-72230-0000	POLICE SERVICES BOARD EXPENSES	\$102,428.00	\$24,925.55	\$77,502.45	24.34%
0500-72240-0000	POLICE - GENERAL ADMINISTRATION EXPENSES	\$3,517,607.00	\$1,853,912.48	\$1,663,694.52	52.70%
0500-72244-0000	ONTARIO YOUTH GRANT EXPENSES	\$5,000.00	\$0.00	\$5,000.00	0.00%
0500-72245-0412	VICTIMS SUPPORT GRANT EXPENSES - OTHR CH	\$92,800.00	\$45,590.27	\$47,209.73	49.13%
0500-72247-0412	POLICE -COMMUNITY ENGAGEMENT OFFICER GF	\$0.00	\$1,987.20	(\$1,987.20)	0.00%
0500-72248-0412	POLICE - CISO SPECIAL PROJECT EXPENSES	\$0.00	\$33,604.64	(\$33,604.64)	0.00%
0500-72250-0000	POLICE - BUILDING MAINTENANCE EXPENSES	\$354,876.00	\$88,582.16	\$266,293.84	24.96%
0500-72298-0000	POLICE - GENERAL CRUISER EXPENSES	\$306,448.00	\$59,545.44	\$246,902.56	19.43%
	<b>Total Expenditures</b>	<b>\$22,523,239.00</b>	<b>\$7,724,303.80</b>	<b>\$14,798,935.20</b>	<b>34.30%</b>
	<b>Total Revenues</b>	<b>(\$3,092,329.00)</b>	<b>(\$875,623.01)</b>	<b>(\$2,216,705.99)</b>	<b>28.32%</b>
	<b>Net Difference</b>	<b>\$19,430,910.00</b>	<b>\$6,848,680.79</b>	<b>\$12,582,229.21</b>	<b>35.25%</b>

Ministry of the Solicitor General

Ministère du Solliciteur général

Office of the Chief Coroner  
Ontario Forensic Pathology Service

Bureau du coroner en chef  
Service de médecine légale de l'Ontario



Forensic Services and  
Coroners' Complex  
25 Morton Shulman Avenue  
Toronto ON M3M 0B1

Complexe des sciences judiciaires  
et du coroner  
25, Avenue Morton Shulman  
Toronto ON M3M 0B1

Telephone: (416) 314-4000  
Facsimile: (416) 314-4030

Téléphone: (416) 314-4040  
Télécopieur: (416) 314-4060

April 24, 2023

Via email: [rwilkinson@woodstockpolice.ca](mailto:rwilkinson@woodstockpolice.ca)

Rod Wilkinson  
Chief of Police  
Woodstock Police Service  
615 Dundas Street  
Woodstock, ON N4S 1E1

Dear Chief Wilkinson:

**Re: Inquest into the death of: Beau Aaron BAKER**  
**Date Death Pronounced: April 2, 2015**  
**OCC Inquest File No.: Q2023-04**  
**Date Inquest Jury Verdict &**  
**Recommendations Received: March 31, 2023**

---

The jury in the inquest into the death of Beau Aaron Baker has made recommendations which your organization may be in a position to implement. Please report back regarding your consideration to implement the recommendations relating to your organization by completing the attached chart, *Responses to Jury Recommendations*. Your response is requested by **October 24, 2023**.

A list of organizations requested to report back is provided.

We are pleased to provide you with a copy of the inquest jury verdict and recommendations. The presiding officer's verdict explanation will follow when it becomes available.

I would like to explain the significance of inquests and consequent recommendations under the *Coroners Act*. An inquest is a public hearing conducted by a presiding officer before a jury of five community members. Inquests are held for the purpose of informing the public about the circumstances of a death. An inquest does not find fault, blame or legal wrongdoing but rather examines the circumstances of one or more deaths and looks for lessons that can be learned from the death(s) that may contribute to a safer future for the living. Juries often make recommendations based on these learned lessons and, while they are not binding, it is hoped that implemented recommendations will prevent future deaths in similar circumstances.

Responses to inquest recommendations will be made public. Therefore, your response should not contain personal identifiers with the exception of identifying the decedent.

Please provide us with the name and contact information of the individual leading your organization's response by June 11, 2023. As well, if you feel any of the recommendations should be directed elsewhere, complete the attached *Contact Information and Recommendation Referrals* form and forward to [OCC.inquests@ontario.ca](mailto:OCC.inquests@ontario.ca).

As noted above, inquest jury recommendations are not legally binding; however, we trust they will be given careful consideration for implementation and, if not implemented, that your organization provides an explanation.

Thank you for participating in this important process. Please contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script, appearing to read "D. Cameron".

David A. Cameron, MD, LLB, CCFP  
Regional Supervising Coroner – Inquests

/msp

Attachments:

Responses to Jury Recommendations

List of Organizations Requested to Respond to Jury Recommendations

Contact Information and Recommendation Referrals

**Responses to Jury Recommendations**  
BAKER Inquest Q2023-04

**WOODSTOCK POLICE SERVICE**

RECOMMENDATIONS:

**# 13, 15 and 24**

<b>REC. #</b>	<b>ORGANIZATION'S RESPONSE</b>

## **List of Organizations Requested to Respond to Jury Recommendations**

BAKER Inquest Q2023-04

Regional Municipality of Waterloo

Province of Ontario

Ministry of Municipal Affairs and Housing

All Ontario Police Services

Children's Aid Societies of Ontario

Ontario Health

Ministry of the Solicitor General

Waterloo Regional Police Service

Medical Schools in Ontario

Ministry of Health

College of Physicians and Surgeons of Ontario

Ontario Ministry of Education



**Contact Information and Recommendation Referrals**

Responses to Jury Recommendations

BAKER Inquest Q2023-04

**WOODSTOCK POLICE SERVICE**

**Part I: Contact Information**

Name	Position Title
Email address	Telephone number

**Part II: Referral**

We believe the following recommendations may be best addressed by these organizations:

Recommendation Number	Organization Name & Address	Contact Name & Title

Forward to [occ.inquests@ontario.ca](mailto:occ.inquests@ontario.ca)



Office of the  
Chief Coroner  
Bureau du  
coroner en chef

## Verdict of Inquest Jury Verdict de l'enquête

The Coroners Act – Province of Ontario  
Loi sur les coroners – Province de l'Ontario

We the undersigned / Nous soussignés,

\_\_\_\_\_ of / de \_\_\_\_\_  
\_\_\_\_\_ of / de \_\_\_\_\_  
\_\_\_\_\_ of / de \_\_\_\_\_  
\_\_\_\_\_ of / de \_\_\_\_\_  
\_\_\_\_\_ of / de \_\_\_\_\_

the jury serving on the inquest into the death(s) of / membres dûment assermentés du jury à l'enquête sur le décès de:

Surname / Nom de famille

Baker

Given Names / Prénoms

Beau Aaron

aged 20 years held at virtually from Toronto, Ontario  
à l'âge de \_\_\_\_\_ tenue à \_\_\_\_\_

from the 20th of March to the 31<sup>st</sup> of March 20 23  
du \_\_\_\_\_ au \_\_\_\_\_

By Dr. / D<sup>r</sup> David Eden Presiding Officer for Ontario  
Par \_\_\_\_\_ président pour l'Ontario

having been duly sworn/affirmed, have inquired into and determined the following:

avons fait enquête dans l'affaire et avons conclu ce qui suit :

Name of Deceased / Nom du défunt

Beau Aaron Baker

Date and Time of Death / Date et heure du décès

April 2, 2015 at 10:10pm

Place of Death / Lieu du décès

St. Mary's General Hospital, Kitchener ON

Cause of Death / Cause du décès

Gunshot wound of the torso

By what means / Circonstances du décès

Suicide

Original confirmed by: Foreperson / Original confirmé par: Président du jury

\_\_\_\_\_  
\_\_\_\_\_

Original confirmed by jurors / Original confirmé par les jurés

The verdict was received on the 31<sup>st</sup> day of March 20 23  
Ce verdict a été reçu le \_\_\_\_\_ (Day / Jour) \_\_\_\_\_ (Month / Mois)

Presiding Officer's Name (Please print) / Nom du président (en lettres  
moulées)

Dr. David Eden

Date Signed (yyyy/mm/dd) / Date de la signature (aaaa/mm/dd)

2023/03/31

Presiding Officer's Signature / Signature du président

We, the jury, wish to make the following recommendations: (see page 2)

Nous, membres du jury, formulons les recommandations suivantes : (voir page 2)



Office of the  
Chief Coroner  
Bureau du  
coroner en chef

## Verdict of Inquest Jury Verdict de l'enquête

The *Coroners Act* – Province of Ontario  
*Loi sur les coroners* – Province de l'Ontario

Inquest into the death of:  
L'enquête sur le décès de:

**Beau Aaron Baker**

### JURY RECOMMENDATIONS RECOMMANDATIONS DU JURY

#### **We the jury recommend to The Regional Municipality of Waterloo:**

1. Coordinate and lead all necessary local stakeholders in submitting an Application with an evidence-based Business Plan to the Province of Ontario for the funding of one or more Youth Wellness Hubs to be established in Waterloo Region.

#### **We the jury recommend to The Province of Ontario:**

2. Provide base funding for, and facilitate the creation of, Youth Wellness Hubs across the Province as introduced under the Ontario's 2020 Road to Wellness Strategy, using the following eight (8) guidelines:
  - a. operate with extended hours and in transit-friendly locations, appropriate for transition-aged youth (aged 16-24);
  - b. be housed in youth-friendly, non-clinical settings to support trust and comfort amongst youth;
  - c. be connected to a 24-hour crisis line with sufficient funding and staffing to ensure callers encounter no wait times;
  - d. provide developmentally appropriate primary care, peer supports, mental health and addiction services;
  - e. ensure that the voice of transition-aged youth is included in the design and delivery of the design of the sites and the delivery of services;
  - f. conduct outreach through methods appropriate for transition-aged youth to ensure that youth are aware of the services provided;
  - g. be subject to continuous research and evaluation to ensure that they operate in a manner that is evidenced-based, and
  - h. promote/communicate awareness of the program within the community.
3. Provide full funding to Children's Aid Societies for youth aged 18 to 23 in the care of a Children's Aid Society through the Ready Set Go Program. To achieve the Government's stated goals of the Ready Set Go initiative, full funding needs to be permanent and guaranteed for the duration of the program.
4. Adequately fund community mental health and addiction services (evidenced by no wait lists) for assessment, treatment and relapse prevention services. The Province of Ontario should increase system capacity to provide adequate levels of in-home and live-in intensive treatment services across the Province.
5. Adopt a commitment to move away from licensing traditional group home settings and toward licensing and fully funding smaller, family model care settings, with access to multi-disciplinary care teams that wrap around a youth and respond to their individual needs effectively, to improve outcomes and support youth health and wellness.

6. Identify and implement critical linkages between its Child Welfare Redesign strategy (Ministry of Children, Community and Social Services) and its Roadmap to Wellness strategy (Ministry of Health) to streamline access and facilitate early intervention and wraparound services for children and families. The Province of Ontario should adequately fund and implement community-based prevention services to avoid intrusive Child Welfare involvement. This should include addiction and mental health services for parents.
7. Provide sufficient and sustained funding for programs like IMPACT (i.e., Mobile Crisis Intervention Teams) and Crisis Call Diversion Programs and specifically, those initiatives in the Waterloo Region for the Canadian Mental Health Association Waterloo Wellington.
8. Support and implement Waterloo Regional Police Service's submitted 2021 Ontario Association of Chiefs of Police resolution, as endorsed and passed, as it relates to Response to Mental Health (Non-Public Safety) Calls and Authorities under the Mental Health Act.
9. Ensure that Community-based non-police crisis response teams are available 24/7 across the Province and are sufficiently funded to provide effective response times.
10. Create or amend legislation, and provide supporting funding, that would allow for "Situation Tables" or "Connectivity Tables" within all communities to be mandated. Consideration should be given to authorizing the sharing of information to allow for the efficient identification of persons in crisis for referrals and support. The mandate of such Tables should be the identification and support of those that may be receiving treatment while in crisis but not accessing or offered support in between those crises.
11. Use the model adopted by the Gerstein Crisis Centre to roll out similar programs across Ontario and continue support of the existing centre in the City of Toronto.

**We the jury recommend to The Province of Ontario and Municipal Governments:**

12. Adopt a Housing First commitment for youth 16 and over in the care of a Children's Aid Society and receiving extended support from a Society under the Ready Set Go program, by ensuring there is adequate funding and supply for affordable, supportive transitional housing up to and including young adults aged 23.

**We the jury recommend to all police agencies, Children's Aid Societies, and healthcare clinics or healthcare professionals who are supporting a transition-aged (16-24) young person with complex needs:**

13. Be empowered to initiate case conferencing and case management if such a process would be helpful in coordinating supports for the young person. Any case conference process should be strengths-based and place the young person and his or her family at the centre.

**We the jury recommend to Children's Aid Societies:**

14. Ensure youth are being connected with a worker in the community in which they reside in order to maximize knowledge of, and referrals to, local resources and supports. In the case of interjurisdictional case management, information about available local services should flow regularly and freely between the collaborating agencies.

**We the jury recommend to Police services that employ Mobile Crisis Intervention Teams:**

15. Ensure that such teams are promptly advised of any calls involving persons in crisis for which they are not part of the initial response by police, subject to applicable privacy laws and other statutory restrictions. This will ensure that the MCIT is available to engage in any follow-up with the person after the immediate crisis is resolved.

**We the jury recommend to The Ministry of the Solicitor General:**

16. Support initiatives (including amendments to any adequacy standards or legislation) that would allow for the transfer of first response to mental health calls not involving safety concerns (such as a threat of violence to others or the person in crisis) to other, community-based non-police agencies.
17. Consult with mental health experts, people with lived experience, and the police, to create, maintain and mandate integrated Use of Force, mental health and de-escalation training for all police officers (after recruitment training). This training should also be made available to crisis response workers who work with police to respond to persons in crisis.

**We the jury recommend to the Waterloo Regional Police Service (WRPS):**

18. Until such time as there is provincially mandated curriculum as set out in recommendation 17 above, undertake to have their in-service training with respect to use of force and de-escalation reviewed by peer-run advocacy groups and other community-based crisis and mental health service providers prior to the training being delivered. The Ministry of the Solicitor General should provide sufficient and consistent funding to allow the WRPS to engage in this type of training review and to allow for members from the same peer-run advocacy groups and other community-based crisis and mental health service providers to assist with the delivery of de-escalation training.
19. Ensure that any officer involved in a situation in which they are required to draw their firearm as a result of threat of serious bodily harm or death shall receive a documented debrief with a supervisor prior to their next shift.

**We the jury recommend to The Province of Ontario and Medical Schools in Ontario:**

20. Take necessary measures to ensure that patients have timely access to Child and Adolescent Psychiatrists, including but not limited to funding for additional Residency positions dedicated to Child and Adolescent Psychiatry.
21. Take necessary measures (i.e. raising caps) to allow for training of additional primary care physicians and Child and Adolescent Psychiatrists.

**We the jury recommend to The College of Physicians and Surgeons of Ontario:**

22. Encourage physicians to remain up-to-date with evidence-based treatment plans and drugs related to mental health cases.

**We the jury recommend to The Ontario Ministry of Education:**

23. Provide information on mental health supports available in the community through schools and incorporate age-appropriate curriculum regarding mental health.

**We the jury recommend to ALL recipients:**

24. Secure adequate funding and resources to implement these recommendations.

Personal information contained on this form is collected under the authority of the *Coroners Act*, R.S.O. 1990, C. C.37, as amended. Questions about this collection should be directed to the Chief Coroner, 25 Morton Shulman Avenue, Toronto ON M3M 0B1, Tel.: 416 314-4000 or Toll Free: 1 877 991-9959.

Les renseignements personnels contenus dans cette formule sont recueillis en vertu de la *Loi sur les coroners*, L.R.O. 1990, chap. C.37, telle que modifiée. Si vous avez des questions sur la collecte de ces renseignements, veuillez les adresser au coroner en chef, 25, avenue Morton Shulman, Toronto ON M3M 0B1, tél. : 416 314-4000 ou, sans frais : 1 877 991-9959.