



NIAGARA REGIONAL POLICE SERVICE

Police Services Board Report

PUBLIC AGENDA

Subject: Special Fund Request for NRPS Women in Police Lunch and Learn Initiative

Report To: Chair and Members, Niagara Police Services Board

Report Date: 2025-02-04

Recommendation(s)

That the Niagara Police Service Board approves a special fund request of \$3,000.00 to cover the costs of hosting Lunch and Learn sessions for members.

Key Facts

- The purpose of this report is to seek the Board's approval for a \$3000.00 Special Fund contribution to cover the costs of bringing in speakers for the NRPS Women in Policing Internal Support Network (ISN).
- The Women's ISN was formed following the success of the September 2022 International Association of Women Police Conference in Niagara Falls.
- ISNs support and encourage a culture of inclusion and mentorship within the Service for equity-seeking groups.
- Lunch and learn opportunities further this initiative and will focus on various topics such as Indigenous policing and awareness.

Financial Considerations

- \$3,000.00 Special Fund request
- The Board has a discretionary pool of funds, which it uses for grants and donations. Disbursements from the fund are in accordance with guidelines provided in the Community Safety and Policing Act (CSPA), and also with Board By-law 403-2024, Special Fund Administration, Limitations and Guidelines. Section 258 (2) of the CSPA establishes that the Niagara Police Service Board has the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The Act stipulates that "the Chief of Police may cause the property to be sold, and the Board may use the proceeds for any purpose that it considers in the public interest, including charitable donations." These funds do not form part of the police operating budget and are separate from the Regional tax base. If this request is approved by the Board, the cheque can be made payable to the Chief's Office in care of Inspector Nilan Davé.

Analysis

Following the success of the International Association of Women Police conference in September of 2022, the Niagara Regional Police Service Women in Policing Internal Support Network (ISN) was formed by the organizing committee.

An ISN consists of members of an identified group coming together to share ideas and support one another, in this case females. ISN's exist in some Services for visible minorities, LGBTQ, females, and others depending on the size and composition of the service, both civilian and sworn who are interested in supporting each other. Assistance can be in the form of career guidance, personal guidance, sharing experiences, and providing a safe area/group that you can seek out assistance.

Ultimately, this ISN will provide a safe zone for members to meet, network, and support other women from across the Service with varying backgrounds of life experience and tenure.

Additionally, through the hosting of Lunch and Learn sessions, the ISN will continue to increase educational opportunities for members across the Service.

Alternatives Reviewed

To not support this request.

Relationship to Police Service/Board Strategic Priorities

This funding would directly address the objective of promoting a culture that embraces equality, diversity, and inclusion (EDI) under Goal 4, Member Wellness and Resiliency identified in the Police Services Board 2022-2025 Strategic Plan. The development of Internal Support Networks for members of equity seeking groups is listed as a performance metric which has been achieved.

Additionally, the funding would speak to Objective 2.0 to promote and encourage healthy lifestyles and the physical well-being of members with the intention to provide initiatives such as lunch and learns to Service members.

Relevant Policy Considerations

Board By-law 403-2024, Special Fund Administration, Limitations and Guidelines

Other Pertinent Reports

Not applicable

This report was prepared by Corporate Communications Manager Stephanie Sabourin, and reviewed by Luigi Greco, Acting Chief of Police.



Submitted by:
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Acting Chief of Police

Appendices

Not applicable