

**BRANTFORD POLICE SERVICES BOARD  
AGENDA  
FRIDAY, MAY 30, 2025 – 8:30 A.M.  
BEST WESTERN HOTEL CONFERENCE ROOM,  
HOLIDAY DRIVE, BRANTFORD**

Allan Lovett in the Chair

<b>ROLL CALL</b>
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<b>1. PRESENTATIONS/DELEGATIONS</b>
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<b>2. DECLARATIONS OF CONFLICT OF INTEREST</b>
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<b>3. ITEMS FOR CONSIDERATION</b>
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**3.1 Issues Update – Interim Deputy Chief Paolini**

Attached (1) Reports

**3.1.1 Police Station Renovation Project Update**

THAT the report from Interim Deputy Chief Paoloni dated May 20, 2025 regarding 344 Elgin Street Construction Update BE RECEIVED.

**3.2 Issues Updates – Chief Saunders**

No Formal Reports – verbal update if required

**3.3 Financial Reports**

**3.3.1 Monthly Financial Reports**

THAT the following Financial Reports dated May 19, 2025 BE RECEIVED:

- Auction Proceeds Trust Account – current to May 14, 2025;
- Police Seized Currency Trust account – current to May 14, 2025;
- First Quarter Variance Report – current to May 15, 2025
- Monthly Overtime Report - current to April 30, 2025.

<b>4. CONSENT ITEMS</b>
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**4.1 Minutes**

THAT the April 24, 2025 Regular Police Services Board Minutes BE APPROVED.

#### **4.2 Annual Reports**

THAT the following Annual Reports BE RECEIVED:

4.2.1 2025 Secondary Activities Report.

#### **4.3 Information Items**

THAT the following Information Items BE RECEIVED:

4.3.1 Letter from City Clerk dated May 2, 2025 regarding Council resolution regarding “One Brantford: Inclusive City Strategy” and report.

4.3.2 Letter from R. Teschner, Inspector General of Policing of Ontario dated May 2, 2025 regarding annual Ontario Police Memorial Foundation Ceremony of Remembrance.

<b>5. NEW BUSINESS</b>
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**5.1 Chair Update on Activities on behalf of Board – (no copy)**

**5.2 New Business Matters from Members of the Board (no copy)**

<b>6. RESOLUTIONS</b>
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<b>7. NOTICES OF MOTION</b>
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<b>8. NEXT MEETING DATE</b>
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June 26, 2025

<b>9. ADJOURNMENT</b>
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## BOARD REPORT

Date: May 20, 2025

To: Chair and Members  
Brantford Police Services Board

From: Rich Paolini  
Interim Deputy Chief

Subject: Construction Update Report (Christina Bergman)  
Construction Progress Chart (Rich Paolini)

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### PURPOSE:

To provide the Brantford Police Services Board with an update on the status of construction at 344 Elgin St.

### BACKGROUND:

Construction continues at 344 Elgin Street and stakeholders continue to meet on a regular basis. The following information was reported by Melloul-Blamey on May 7, 2025:

Construction Activities Weeks of April 5 to May 2, 2025:

#### Block A (3 Storey North Tower Addition)

- Window frame installation has commenced
- Work on penthouse roof continues
- Exterior sheathing & aluminum framing continues
- Masonry at 3rd Floor Electrical Room continues
- Fireproofing continues
- Mechanical & Electrical installations continue
- Sanitary and water line work continues to the existing sanitary connection

#### Block B (Garage Area, Detention area, Generator Room)

- Slab on grade has been poured

- Cell area ceiling slab has been poured
- M&E Rough-ins & installations continue
- Masonry block being finished
- Interior steel stud framing, mesh at file storage & boarding continues
- Generator building housekeeping pads poured
- Generator building Electrical Room board installed
- Sanitary sump louvre removal & excavation work started
- Existing building Forensics area hoarding wall started

#### Construction Activities Anticipated May 2025:

##### Block A (3 Storey North Tower Addition)

- Glazing Installations to start
- Exterior wall insulation & boarding
- Chiller framing
- Air vapour barrier to continue followed by composite panels
- Penthouse slab topping to be poured
- Balance of East slab on grade to be poured

##### Block B (Garage Area, Detention Area, Generator Building)

- Overhead door Installation
- Interior framing & drywall to continue

These construction activities will continue into the end of May 2025. No delays of concern are expected.

The project remains on budget. The City has requested that the consultant review and monitor potential issues and complexities around tariffs, and cost avoidance has been realized for certain material orders. Value Engineering efforts are continually in progress.

See the attached Appendix A - Construction Progress Chart.

#### RECOMMENDATION:

Receive the Construction Update Report.



## Construction Update - 344 Elgin Street

**Brantford Police Service**

**Acting Deputy Chief Rich Paolini**

Project start date: 2024-06-10

Scrolling increment: 321

Milestone description	Category	Progress	Start	End	Days
Phase 1	On Schedule	<div><div></div></div> 35%	2024-06-10	2026-01-06	575
Preparation of the construction site on the north side of the building. Construction of new generator site.	On Schedule				
Construction of new tower on northwest corner.	On Schedule				
Garage addition.	On Schedule				
Abatement of firing range.	On Schedule				
Renovation of interior area.	On Schedule				
Phase 2	On Schedule	<div><div></div></div> 0%	2024-06-10	2026-06-02	722
Demolition/renovation cell area.					
Demolition/renovation property section, offices, armoury and parade room and washrooms.					
Demolition/renovation offices, armoury and parade room, and washrooms.					
Phase 3	On Schedule	<div><div></div></div> 0%	2024-06-10	2026-11-30	903
Construction/renovation of classroom, offices and washroom.					
Renovation of existing Administration area.					

Legend:

On Schedule

### Behind Schedule

Complete

[illegible]



## BOARD REPORT

Date: May 19, 2025

To: Chair and Members  
Brantford Police Services Board

From: Inspector Kristen Bell-Samson, Administration

Subject: May Financial Report

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### **PURPOSE:**

To provide the April Financial and Overtime reports.

### **BACKGROUND:**

Appendix A – Auction Proceeds Trust Account for the period ending May 14, 2025  
Appendix B – Police Seized Currency Trust Account for the period ending May 14, 2025  
Appendix C – First Quarter Variance Report current to May 15, 2025.  
Appendix D – Monthly Overtime Report current to April 30, 2025

### **RECOMMENDATION:**

Report only

Appendix A - Auction Proceeds Trust Account (TF0706) For the period ending May 14, 2025			
<b>2024 ending balance</b>			<b>\$ 76,798.47</b>
<b>Revenue</b>			
<b>Auction Net Proceeds - as per policy #07-01(132016.67590)</b>			
	February	388.98	
Total Auction Net Proceeds			<b>388.98</b>
<b>Investment Income earned (TF0706.43410)</b>			<b>1,112.19</b>
<b>Found money - as per policy #91-04 (132001.43722)</b>			
	February	846.92	
	March	80.05	
	April	122.15	
Total Found Money			<b>1,049.12</b>
<b>Total Revenue</b>			<b>2,550.29</b>
<b>Expenditures (132016.45115)</b>			
Date	Sec.	Description	
Approved			
23-Jan-25	3.5	Auction Proceeds Account - Request for Funds – 2025 Special Olympics Summer Provincial Games Sponsorship	2,095.77
23-Jan-25	3.6	Auction Proceeds Account – Annual Contribution – Children’s Safety Village as per 2025 budget	10,000.00
27-Mar-25	3.4.1	Auction Proceeds Account – Request for Funds - Brantford Police Association/Charity Golf Tournament – June 13, 2025	2,000.00
27-Mar-25	3.4.3	Auction Proceeds Account - Request for Funds – CAA Safety Patrol Program	1,500.00
<b>Total Expenditures as approved by board motion</b>			<b>15,595.77</b>
<b>Balance at May 14, 2025</b>			<b>\$ 63,752.99</b>

## Appendix B - Police Seized Currency Trust Account (TF0707)

For the period ending May 14, 2025

<b>2024 ending balance</b>	<b>\$</b>	<b>61,654.97</b>
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### 2025 Deposits:

<b>Deposit date:</b>	<b>Incident #</b>	<b>Date Seized</b>	<b>Amount</b>	<b>Notes</b>
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### Disbursements:

<b>Total balance as at May 14, 2025</b>	<b>\$</b>	<b>61,654.97</b>
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Estimated as at May 15th, 2025

YTD Budget %

38%

Brantford Police Service	Annual		YTD		Available Balance	% Rec'd/Spent	Comments (YTD)
	Budget	Projected	Budget	Actual			
<b>Revenues</b>	<b>A</b>			<b>B</b>	<b>A-B</b>	<b>B/A</b>	
Grants and Subsidies	\$ 3,461,699	\$ 3,456,082	\$ 1,298,137	\$ 192,218	\$ 3,269,481	6%	The YTD revenue (18%) is less than anticipated (38%) due to most of grants (YTD portion) has not been received yet
Fees and Services Charges	\$ 1,128,000	\$ 986,546	\$ 423,000	\$ 238,073	\$ 889,927	21%	
Other Operating Recoveries	\$ 1,787,911	\$ 1,933,677	\$ 670,467	\$ 731,641	\$ 1,056,270	41%	
<b>Total Revenues</b>	<b>6,377,610</b>	<b>6,376,305</b>	<b>2,391,604</b>	<b>1,161,932</b>	<b>5,215,678</b>	<b>18%</b>	<b>Overall, revenues are estimated within budget targets at year end</b>
<b>Expenses</b>							
Wages and Benefits	50,730,682	\$ 50,341,165	\$ 19,024,006	\$ 17,867,947	\$ 32,862,735	35%	The YTD Actual (37%) is slightly less than anticipated (38%) by 1%.
Overtime Costs	2,005,000	\$ 2,748,250	\$ 751,875	\$ 518,547	\$ 1,486,453	26%	
Other Labour Costs inc. EAP & Recruitment etc	389,958	\$ 389,958	\$ 146,234	\$ 126,449	\$ 263,509	32%	
Goods incl. Material, Supplies, Hardware, Equipment & Furniture etc	983,457	\$ 1,036,612	\$ 368,796	\$ 282,959	\$ 700,498	29%	
Training- Conference&Courses&Other Travel Expenses	409,759	\$ 424,264	\$ 133,660	\$ 125,969	\$ 283,790	31%	
ESCO (Emergency Services Cooperative of Ontario, rebranded from PRIDE)	1,262,797	\$ 1,262,797	\$ 473,549	\$ 352,808	\$ 909,989	28%	
Services - Professional	283,200	\$ 283,200	\$ 106,200	\$ 90,982	\$ 192,218	32%	
Security Service	354,340	\$ 354,340	\$ 132,878	\$ 104,385	\$ 249,955	29%	
IT - Computer Software & Hardware License, R & M, Internet, Telephone, Cell phones & Other	1,499,789	\$ 1,648,751	\$ 562,421	\$ 677,439	\$ 822,350	45%	
Facilities & Fleet R & M	808,013	\$ 832,155	\$ 303,005	\$ 221,906	\$ 586,107	27%	
Lease & Rent incl. Equipment Property & Vehicle	718,791	\$ 749,630	\$ 269,547	\$ 559,751	\$ 159,040	78%	Overall, expenditures are anticipated within budget targets at year end
Inter-departmental Charges	47,523	\$ 47,523	\$ 17,821	\$ 0	\$ 47,523	0%	
Operating Financing	1,300,000	\$ 1,300,000	\$ 487,500	\$ 1,300,000	\$ -	100%	
<b>Total Expenses</b>	<b>60,793,309</b>	<b>61,418,644</b>	<b>22,797,491</b>	<b>22,229,143</b>	<b>38,564,166</b>	<b>37%</b>	
<b>Total Net Expenditure</b>	<b>\$ 54,415,699</b>	<b>\$ 55,042,339</b>	<b>\$ 20,405,887</b>	<b>\$ 21,067,212</b>	<b>\$ 33,348,487</b>	<b>39%</b>	<b>Net Budget is anticipated within budget targets</b>

## Appendix D - Monthly Overtime Hours Report April, 2025

Below is an overview of monthly overtime report from January to April 2025. Business units that have been highlighted show an elevated level of overtime hours (4-Month Average) >15 hours/FTE/Month, relative to the number of full-time employees in that business unit.

BU Number	BU Name	Jan-25	Feb-25	Mar-25	Apr-25	Average (4-Month)	Head Count (FTE)	Average/ Head Count
132000	POLICE DEPARTMENT ADMIN							
132002	CANINE UNIT	66.50	44.25	32.45	-	44.36	2	-
132003	EMERGENCY RESPONSE TEAM				34.25	-	3	14.79
132005	COMMUNITY SAFETY&CRIME PREVENT	46.75	80.00	65.38	76.25	67.09	7	9.58
132007	INFORMATION TECHNOLOGY SYSTEMS				-	-	4	-
132010	COURT SECURITY	183.00	256.13	201.13	225.00	216.31	22	9.83
132014	SCHOOL SAFETY PROGRAM				-	-	1	-
132023	POLICE FACILITY MAINTENANCE	12.00	20.00	3.75	26.50	15.56	4	3.89
132024	POLICE FLEET MANAGEMENT				-	-	1	-
132120	CORPORATE COMMUNICATION	20.50		2.63	14.63	9.44	1	9.44
132130	HUMAN RESOURCES				-	-	2	-
132131	RECRUITING		3.00		-	0.75	2	0.38
132140	BPS SPECIAL PROJECTS	245.50	296.50	262.25	280.25	271.13	10	27.11
132200	DEPUTY CHIEF				-	-	1	-
132300	CHIEF FINANCIAL OFFICER				-	-	1	-
132310	FINANCE				-	-	3	-
132400	OPERATIONS					-		
132410	PLATOON A	531.75	452.50	379.88	551.88	479.00	28	17.11
132411	PLATOON B	581.88	697.63	647.88	487.63	603.75	23	26.25
132412	PLATOON C	429.25	406.48	352.88	565.88	438.62	28	15.66
132413	PLATOON D	521.38	502.25	596.50	586.25	551.59	24	22.98
132414	BETTERENFORCEMENT ACTION TEAM	48.50	35.13	15.75	64.75	41.03	4	10.26
132415	ALTERNATIVE RESPONSE UNIT(ARU)	6.00		1.50	16.50	6.00	7	0.86
132416	TRAFFIC	184.50	150.25	172.25	88.25	148.81	6	24.80
132417	OUTWARD FACING	56.50	35.88	61.50	98.23	63.03	8	7.88
132430	TRAINING	175.75	139.50	149.25	81.75	136.56	6	22.76
132500	CRIMINAL INVESTIGATION	51.50	7.75	75.00	49.00	45.81	4	11.45
132510	CHILD ABUSE/SEXUAL ASSAULT	114.50	76.00	35.25	100.00	81.44	5	16.29
132511	DOMESTIC VIOLENCE	72.50	56.38	67.00	119.38	78.81	9	8.76
132512	FORENSIC IDENTIFICATION	100.00	144.38	138.75	120.50	125.91	6	20.98
132513	CRIME ANALYSIS	63.00	36.00	73.50	12.00	46.13	1	46.13
132514	FRAUD	117.50	31.00	29.00	-	44.38	3	14.79
132550	MAJOR CRIME	146.75	106.13	189.50	225.75	167.03	6	27.84
132551	HIGH RISK/REPEAT OFFENDER	32.00	36.00	5.63	18.75	23.09	2	11.55
132552	INTERNET CHILD EXPLOITATION	9.50	12.00	32.75	18.75	18.25	6	3.04
132553	CRIMINAL INTELLIGENCE UNIT	68.25	82.50	137.00	166.75	113.63	8	14.20
132554	T.I.G.E.R	21.75	51.75	81.25	58.00	53.19	4	13.30
132555	HEAT	27.00	56.25	133.50	11.75	57.13	3	19.04
132600	QUALITY ASSURANCE				-	-	1	-
132610	911 CALL CENTRE	851.00	811.25	888.63	724.63	818.88	24	34.12
132640	PROFESSIONAL STANDARDS				-	-	1	-
132630	RECORDS	100.75	213.00	373.50	315.50	250.69	30	8.36
132660	CALEA				-	-	1	-
132670	EVIDENCE MANAGEMENT				-	-	4	-
Total - Current Year		4,885.75	4,839.85	5,205.20	5,138.73	5,017.38		
Total - Last Year		4,842.63	5,485.00	3,638.63	4,036.75	5,108.18		
Difference		43.12	-645.15	1,566.58	1,101.98	-90.80		

**BRANTFORD POLICE SERVICES BOARD  
MINUTES  
THURSDAY, APRIL 24, 2025 – 9:00 A.M.  
BOARDROOM, 344 ELGIN STREET, BRANTFORD**

Allan Lovett in the Chair

<b>ROLL CALL</b>
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PRESENT:           Allan Lovett, Chair  
                      Councillor Mandy Samwell, Vice-Chair  
                      Mayor Kevin Davis  
                      Dan Houssar  
                      Krupesh Shah

ALSO PRESENT:   Chief Jason Saunders  
                      Interim Deputy Chief Rich Paolini  
                      Police Staff – A/Insp. M. Sciberras, Insp. K. Reeder, R. Matthews-  
                      Osmond, T. Fischer  
                      Virginia Kershaw, Executive Assistant

<b>1.       PRESENTATIONS/DELEGATIONS</b>
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**Presentation**

**1.1**   Robin Matthews-Osmond, Corporate Communications Manager  
      Re:   Item 3.2.1 - BPS Website Redevelopment Update

Robin Matthews-Osmond, Corporate Communications Manager addressed the Board and provided an overview of the BPS website redevelopment.

<b>2.       DECLARATIONS OF CONFLICT OF INTEREST</b>
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None

<b>3.       ITEMS FOR CONSIDERATION</b>
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Items 3.1 and 3.2 were separated for discussion purposes prior to calling the vote on all Items for Consideration and Consent Items.

**3.1   Issues Update – Interim Deputy Chief Paolini**

Interim Deputy Chief Paolini addressed the Board and provided his reports. Questions of clarification on the various reports made were answered by Staff.

### **3.1.1 Police Station Renovation Project Update**

Moved by D. Houssar  
Seconded by K. Shah

THAT the report from Interim Deputy Chief Paoloni dated April 14, 2025 regarding 344 Elgin Street Construction Update BE RECEIVED.

CARRIED

### **3.1.2 Monthly Statistical Analysis**

Moved by D. Houssar  
Seconded by K. Shah

THAT the report from Interim Deputy Chief Paolini dated April 14, 2025 regarding Monthly Statistical Analysis (February 2025) BE RECEIVED.

CARRIED

## **3.2 Issues Updates – Chief Saunders**

Chief Saunders addressed the Board and provided his reports. Questions of clarification on the various reports made were answered by Staff. Chief Saunders responded to a concern raised by a parent about a recent hold and secure situation at a Brantford school, noting that A/Insp. Sciberras has reached out the parent about the matter.

### **3.2.1 BPS Website Redevelopment Update**

Moved by D. Houssar  
Seconded by K. Shah

THAT the report from Robin Matthews-Osmond dated April 16, 2025 regarding BPS Website Redevelopment Update BE RECEIVED.

CARRIED

### **3.2.2 Provincial Bail Compliance Dashboard**

Moved by D. Houssar  
Seconded by K. Shah

THAT the report from Mike Potter, Information Technology Manager dated April 16, 2025 regarding Provincial Bail Compliance Dashboard BE RECEIVED.

CARRIED



### **3.2.3 County Funding for Local Court Security Costs**

Moved by D. Houssar  
Seconded by K. Shah

THAT the report from Inspector Bell-Samson dated April 16, 2025 regarding County funding for local Court Security Costs BE RECEIVED.

CARRIED

## **3.3 Financial Reports**

### **3.3.1 Monthly Financial Reports**

Moved by D. Houssar  
Seconded by K. Shah

THAT the following Financial Reports dated March 17, 2025 BE RECEIVED:

- Auction Proceeds Trust Account – current to April 14, 2025;
- Police Seized Currency Trust account – current to April 14, 2025;
- First Quarter Variance Report – current to March 31, 2025
- Monthly Overtime Report - current to March 31, 2025.

CARRIED

<b>4. CONSENT ITEMS</b>
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## **4.1 Minutes**

Moved by D. Houssar  
Seconded by K. Shah

THAT the March 27, 2025 Regular Police Services Board Minutes BE APPROVED.

CARRIED

## **4.2 Annual Reports**

Moved by D. Houssar  
Seconded by K. Shah

THAT the following Annual Reports BE RECEIVED:

- 4.2.1 2024 Annual Canine Report.
- 4.2.2 2024 Annual Use of Force Report.

CARRIED

**4.3 Quarterly Report – Q1 – 2025 – Public Complaints Against Police**

Moved by D. Houssar  
Seconded by K. Shah

THAT the First Quarter Report 2025 – Public Complaints Against Police Report dated April 9, 2025 BE RECEIVED.

CARRIED

<b>5. NEW BUSINESS</b>
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**5.1 Chair Update on Activities on behalf of Board – (no copy)**

None

**5.2 New Business Matters from Members of the Board (no copy)**

None

<b>6. RESOLUTIONS</b>
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None

<b>7. NOTICES OF MOTION</b>
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None

<b>8. NEXT MEETING DATE</b>
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May 30, 2025.

<b>9. ADJOURNMENT</b>
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The meeting adjourned at 9:19 a.m.

The minutes of this meeting were adopted on May 30, 2025.

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Executive Assistant



## BOARD REPORT

Date: May 8, 2025

To: Chair and Members  
Brantford Police Services Board

From: Chief Jason Saunders

Subject: Secondary Activities

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### **PURPOSE:**

To provide the Board with information related to secondary activities in accordance with section 89(6) of the *Community Safety and Policing Act* (CSPA).

### **BACKGROUND:**

Section 89 of the CSPA sets out the parameters in which members are permitted to perform secondary activities, such as part-time employment outside of their work as a member of the Police Service. Under section 89(4), the Chief of Police or the Board shall make a determination as to whether or not the member is permitted to engage in the activity and any such restrictions that may be imposed.

Our Service currently has a policy "*Secondary Activities*" that outlines the reporting requirement for members.

Section 89(6) requires the Chief to report to the Board any decisions made under section 89 to permit or deny a secondary activity request. All requests to date are listed below. This report satisfies the reporting requirements under the CSPA.

## SECONDARY ACTIVITIES REPORT – 2025

### **SWORN**

Total Number of Applications of Secondary Activities to the Chief of Police	4
Nature or Type of Each Secondary Activity Applied for:  a. Instructor at Conestoga College (2) b. Server at Restaurant c. Volunteer with Shelter Movers	
Total Number of Secondary Activities Approved by the Chief of Police	3
Total Number of Secondary Activities Denied by the Chief	0
Total Number of Applications Pending of Secondary Activities	0

### **CIVILIAN**

Total Number of Applications of Secondary Activities to the Chief of Police	1
Nature or Type of Each Secondary Activity Applied for:  a. Certified Court Transcriptionist	
Total Number of Secondary Activities Approved by the Chief of Police	1
Total Number of Secondary Activities Denied by the Chief	0
Total Number of Applications Pending of Secondary Activities	0

### **RECOMMENDATION:**

The Board receives this report.



May 2, 2025

Brantford Police Services Board

Sent via email: [jsaunders@police.brantford.on.ca](mailto:jsaunders@police.brantford.on.ca); [vkershaw@police.brantford.on.ca](mailto:vkershaw@police.brantford.on.ca)

To Whom it may concern

Please be advised that Brantford City Council at its meeting held April 29, 2025 adopted the following:

**12.3.7 One Brantford: Inclusive City Strategy [Financial Impact: None], 2025-67**

- A. THAT Report No. 2025-67 titled "One Brantford: Inclusive City Strategy" BE RECEIVED; and
- B. THAT City Council ENDORSE the "One Brantford: Inclusive City Strategy"; and
- C. THAT staff BE DIRECTED to implement the actions outlined in the "One Brantford: Inclusive City Strategy" and provide annual progress reports to City Council.

I trust this information is of assistance.

Yours truly,

Chris Gauthier  
City Clerk, [cgauthier@brantford.ca](mailto:cgauthier@brantford.ca)



Alternative formats and communication supports available upon request. Please contact [accessibility@brantford.ca](mailto:accessibility@brantford.ca) or 519-759-4150 for assistance.

**Date** April 15, 2025 **Report No.** 2025-67

**To** Chair and Members  
Committee of the Whole – Planning & Administration

**From** Aaron Wallace  
Director of Strategic Initiatives

## 1.0 Type of Report

Consent Item ☐

Item For Consideration ☒

## 2.0 Topic One Brantford: Inclusive City Strategy [Financial Impact: None]

## 3.0 Recommendation

- A. THAT Report No. 2025-67 titled “One Brantford: Inclusive City Strategy” BE RECEIVED; and
- B. THAT City Council ENDORSE the “One Brantford: Inclusive City Strategy”; and
- C. THAT staff BE DIRECTED to implement the actions outlined in the “One Brantford: Inclusive City Strategy” and provide annual progress reports to City Council.

## 4.0 Executive Summary

In May 2022, the City of Brantford joined the UNESCO Coalition of Inclusive Municipalities ([Report No. 2022-198](#)).

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In support of this designation, City Council endorsed the Inclusive Community Plan (ICP) as a framework to work with local organizations to support a welcoming and vibrant community. Over the past two years, this plan has generated a number of projects and initiatives to support the community (see *Appendix B: Inclusive Community Plan Annual Report*, and the 2023 ICP Annual Report ([Report No. 2024-217](#)).

In August 2023, Council provided further direction to staff through the People Master Plan ([Report No. 2023-411](#)) to develop an internal strategy focused on building an inclusive workplace and business practices.

The Inclusive City Strategy combines these two complementary Council directions into a unified plan (see *Appendix A: One Brantford: Inclusive City Strategy*). This approach will streamline reporting, while creating opportunities to develop additional internal and community initiatives.

This strategy outlines 35 actions that reflect the municipality's role, focused on three core objectives:

1. Provide inclusive programs, services and facilities
2. Create a welcoming and inclusive workplace
3. Help build an inclusive community

This strategy builds on existing initiatives from various plans, including the Brantford Accessibility Plan, Municipal Cultural Plan, and the Empowering Youth Strategy, while outlining new actions to be implemented over the next several years.

The Inclusive City Strategy also responds to legislative requirements outlined in the *Community Safety and Policing Act, 2019*, which came into effect on April 1, 2024. This Act, which replaced the Police Services Act, mandates that municipalities approve a diversity plan to ensure that members of the Police Services Board appointed by the municipality represent the diversity of the local population.

## 5.0 Purpose and Overview

This report recommends Council approval for the Inclusive City Strategy.

## 6.0 Background

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In May 2022, Brantford City Council approved the following recommendations:

- A. THAT [Report 2022-198](#) titled Brantford Immigration Partnership Annual Update BE RECEIVED; and
- B. THAT City Council RESOLVES to join the United Nations Educational, Scientific and Cultural Organization (UNESCO) Coalition of Inclusive Municipalities and endorses the commitments championed by this network; and
- C. THAT the Mayor of The City of Brantford BE AUTHORIZED to sign the Declaration to join the Coalition as attached as Appendix B; and
- D. THAT staff BE DIRECTED to follow communication protocols including informing the Canadian Commission of UNESCO of the City's resolution to join the Coalition and publicly announcing the City's Coalition membership to local partners and residents.

Joining the UNESCO Coalition of Inclusive Municipalities highlights the City of Brantford's commitment to working with local experts and organizations to create a community where everyone can fully participate.

In June 2023, Brantford City Council approved the following recommendations:

- A. THAT [Report 2023-21](#) titled Inclusive Community Plan 2023 – 2026 BE RECEIVED; and
- B. THAT Appendix A: Inclusive Community Plan 2023 – 2026 BE ADOPTED.

This plan was designed to promote and celebrate diversity and inclusion in support of the City's UNESCO designation.

In August 2023, Brantford City Council approved the following recommendations:

- A. THAT [Report 2023-411](#) regarding the People Master Plan BE RECEIVED; and
- B. THAT staff BE DIRECTED to implement the recommendations and actions outlined in the People Master Plan and provide a status update to City Council on a semi-annual basis; and



- 
- C. THAT resources required to undertake the initiatives referenced in the 2023-2027 People Master Plan BE INCLUDED in the 2024-2027 multi-year budget process.

The People Master Plan was informed by a comprehensive engagement process, which included the 2023 Employee Engagement Survey. This plan also outlines several actions to promote diversity, equity and inclusion, such as Indigenous awareness training for all staff, the development of a multi-year strategy that covers municipal services and workforce initiatives, and the implementation of the identified actions in the approved strategy.

## 7.0 Corporate Policy Context

Brantford City Council Priorities 2023-2026

- Strategic Theme #1: Develop strategies to build trust amongst Council, while evolving the corporate culture
- Strategic Theme #2: Focus on productive and collaborative partnerships
- Strategic Theme #6: Effectively and consistently engage with community

## 8.0 Input From Other Sources

CAO & Mayor's Office

Community Development

Community Services and Social Development

Corporate Services

Public Works

## 9.0 Analysis

As highlighted in *Appendix A: One Brantford: Inclusive City Strategy*, several existing City plans support inclusion and community vibrancy such as the Brantford Accessibility Plan, Building Community from the Kids Up Plan, the Healthy Aging Strategy, the Empowering Youth Strategy, the Economic Development Strategy, the Municipal Cultural Plan, the People Master Plan, the Inclusive Community Plan, and the Brantford Immigration Partnership Action Plan.

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These strategies and initiatives support the community and the corporation in a variety of ways, such as:

- Celebrating diverse music, art and history through cultural initiatives, the preservation of local artifacts and grant programs
- Ensuring inclusive and connected public spaces through accessible buildings, amenities and transit options
- Promoting community partners, allies and days of recognition through flag raisings, ceremonial lights and proclamations
- Creating a welcoming workplace through employee engagement activities, supportive policies and inclusive hiring practices
- Expanding access to City services and information through website enhancements, virtual meetings and web-based service platforms
- Supporting affordable access to childcare, housing and other essential services

The development of the Inclusive City Strategy does not replace or supersede existing actions. Instead, it serves as an opportunity to consolidate updates on current initiatives that support the three core objectives outlined below.

## 9.1 One Brantford: Inclusive City Strategy

The Inclusive City Strategy provides a unified structure for tracking and reporting actions that support the following three objectives:

1. We will provide inclusive programs, services and facilities
2. We will create a welcoming and inclusive workplace
3. We will help build an inclusive community

**Community Engagement:** In support of the Inclusive Community Plan 2023-2026, staff across the Corporation continue to collaborate with community partners to design and implement projects that support a welcoming community. Key examples from the past year are highlighted in *Appendix B: Inclusive Community Plan Annual Report*. Moving forward, updates on the Inclusive Community Plan will be reported on through the Inclusive City Strategy.

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**Staff Engagement:** As outlined in the People Master Plan, City of Brantford staff will receive support to achieve the objectives of the Inclusive City Strategy through targeted training. Additionally, staff will have opportunities to join project teams focused on initiatives and events that foster an inclusive and welcoming workplace. These project teams will be selected through an internal Expression of Interest process and will ensure that proposed projects are informed by best practices and evidence-based approaches.

**Key Initiatives: 2025-2026:** While the Inclusive City Strategy provides a framework to report progress within a number of existing plans and strategies, several key initiatives are planned over the next 1-2 years.

- Support the long-term success of the Brantford 2050 City Vision through establishing updated workplace Values.
- Collaborate with Indigenous partners to advance the goals of Truth & Reconciliation.
- Develop training that supports workplace inclusion
- Support community-led projects focused on inclusion, gender equity, anti-racism and anti-hate initiatives.
- Ensure hiring policies and practices support the recruitment of candidates from diverse backgrounds, including representation on committees, community advisory boards and other local boards where the City makes appointments.
- Create an anti-racism charter that includes guiding principles for creating a safe and equitable workplace where diversity is valued and racism is actively challenged.
- Develop a dedicated webpage on the City's public facing website featuring resources, dates and events for both internal and external partners.
- Establish internal project teams focused on supporting inclusion-based projects, events and initiatives.

## 10.0 Financial Implications

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There are no Financial Implications associated with this report. The existing strategies and new actions within the Inclusive City Strategy will be funded through the current operating and capital budgets. Staff will also continue to pursue third party funding, grants and community partnerships to advance the goals of the strategy.

## 11.0 Climate and Environmental Implications

There are no Climate and Environmental Implications associated with this report.

## 12.0 Conclusion

This report recommends Council endorse the One Brantford: Inclusive City Strategy. This strategy outlines 35 actions that reflect the municipality's role as a service provider, employer and community developer, focused on three core objectives:

1. Provide inclusive programs, services and facilities
2. Create a welcoming and inclusive workplace
3. Help build an inclusive community

Staff will provide annual progress reports regarding the strategy to Brantford City Council.



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Aaron Wallace  
Director of Strategic Initiatives

Prepared By:

Brooke Papple, Manager, Social Development & Policy

Attachments (if applicable)

Appendix A - One Brantford: Inclusive City Strategy

Appendix B - Inclusive Community Plan Annual Report

Report No. 2025-67  
April 15, 2025

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Page 8

Copy to:

N/A

In adopting this report, is a by-law or agreement required? If so, it should be referenced in the recommendation section.

By-law required ☐ yes ☒ no

Agreement(s) or other documents to be signed by Mayor and/or City Clerk ☐ yes ☒ no

Is the necessary by-law or agreement being sent concurrently to Council? ☐ yes ☒ no

# One Brantford: Inclusive City Strategy



## Message from the Mayor

On behalf of City Council, I am proud to reaffirm the City of Brantford's ongoing commitment to fostering a workplace and community where every individual and family, regardless of background, has equal opportunities to succeed, thrive, and belong. Brantford is a city that embraces and celebrates the diverse cultural, social, and ethnic fabric that makes us stronger together.

Our community's strength lies in its diversity, and it is through collaboration with our community partners that we can create a more inclusive and welcoming city. I want to extend my gratitude to our partners and staff, whose ongoing efforts are essential to ensuring that inclusion is not only a goal but a shared value throughout Brantford.

The Inclusion City Strategy embodies Brantford's determination to lead by example as a municipality committed to inclusivity. It emphasizes our dedication to developing and implementing best practices, that will not only create an inclusive, welcoming workplace, but also a community that recognizes and values the contributions of all its diverse members. Together, with our community partners, we are building a future where diversity is celebrated, and every individual has the opportunity to thrive.



Kevin Davis, Mayor of Brantford



## Message from the CAO

It is with great pride, and a deep sense of responsibility, that I endorse the Inclusive City Strategy.

This comprehensive plan has been thoughtfully developed to ensure that all staff and residents, regardless of background, ability, or circumstance, is not only valued but empowered to thrive and succeed in Brantford.

The City of Brantford is a workplace that takes immense pride in its ethnically, socially, and culturally diverse team. Our diversity is our strength, and it is essential that municipal services, programs, and policies reflect and include the perspectives, needs, and talents within our workplace. We are committed to fostering an environment where racism and discrimination has no place. The City's focus is to create an inclusive space where everyone feels respected and valued, with equal opportunity to succeed.

We are dedicated to building a future where inclusion, respect, and opportunity is not only our core value but a reality for all. Together, we will continue to create a community that celebrates what makes us all unique.



Michael Bradley, Chief Administrative Officer



## Introduction

In May 2022, the City of Brantford joined the UNESCO Coalition of Inclusive Municipalities (CIM), committing to collaborate with local experts and organizations to ensure everyone can fully participate in economic, political, social, and cultural life.

In June 2023, the City launched its [Inclusive Community Plan](#), designed to promote and celebrate diversity. Endorsed by over 30 community partners, the plan is based on three Guiding Principles:



Learn from Each Other



Stand Up for Each Other



Celebrate Each Other

These principles have shaped new initiatives and community partnerships, laying the groundwork for our efforts to foster inclusive programs, services, and workplace culture. They also complement several internal initiatives that support the goals of the Inclusion City Strategy.

## Terminology

Inclusion is a broad concept that recognizes the diverse experiences within communities and the harm caused by hate, discrimination and inequity. While the terminology may differ, inclusion-related strategies generally focus on three key elements:

1. Communities consist of individuals with differing experiences and opportunities
2. Tangible actions can help ensure that all individuals feel welcome and included
3. Acknowledgment that strategies must continually evolve and adapt to meet the needs of the community



**Equity** - Everyone is treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent.



**Diversity** - Unique characteristics and qualities every individual possesses, including race, ethnicity, age, gender, sexual orientation, religion, economic status, physical abilities, and life experiences. While diversity is a fact, inclusion is a choice.



**Inclusion** - Creation of a culture that values and respects diversity, ensuring that individual needs are met so everyone feels valued, respected, and empowered to contribute fully.

A comprehensive glossary from the [Canadian Centre for Diversity and Inclusion](#) further defines key terms related to equity, diversity and inclusion.



## We will provide inclusive programs, services and facilities

Focusing on inclusion is a strategic business decision. It promotes innovation, increases revenue, and prepares the municipality for long-term success in a diverse and evolving landscape. As highlighted in the AMO's 2022 "We All Win" guide, embracing diversity in all its forms—gender, identity, ethnicity, race, age, and ability—helps build stronger, more inclusive communities.

### How will we do this?

- Action 1.1 Seek community input to better understand the needs and preferences of diverse populations to enhance customer satisfaction and improve service delivery.
- Action 1.2 Reduce language barriers by making program and promotional materials more accessible.
- Action 1.3 Provide training to staff that supports a greater understanding of equity, diversity, and inclusion, such as Indigenous cultural competency training.
- Action 1.4 Continue to implement the [Brantford Accessibility Plan](#) to improve accessibility features across programs and facilities, in alignment with the City's Accessibility Policy.
- Action 1.5 Advance the inclusivity goals of the [Building Community from the Kids Up Plan](#) through integrating Indigenous culture into child and family programs, ensuring specialized supports are available in licensed child care, and expanding affordable child care in underserved areas.
- Action 1.6 Prioritize the inclusion of older adults and youth by supporting the initiatives of the [Healthy Aging Strategy](#) and the [Empowering Youth Strategy](#).
- Action 1.7 Support the goals of the Inclusion and Access Pathway for Early Learning and Child Care to develop an inclusive, equitable, and accessible system.
- Action 1.8 Advance the goals of the Customer Code of Conduct Policy to ensure a welcoming environment for patrons and staff.
- Action 1.9 Promote the preservation and celebration of cultural assets through the [Economic Development Strategy](#).
- Action 1.10 Support public art that reflects Brantford's diverse history and amplifies local artists as outlined in the [Municipal Cultural Plan](#) and the Public Art Policy.



## We will create a welcoming and inclusive workplace

Corporations that prioritize inclusivity enjoy competitive advantages, including attracting and retaining a diverse workforce, enhanced employee engagement, and greater workplace efficiency. Studies by the Canadian Association for Supported Employment show that inclusive workplaces have over 90% job performance efficiency, better safety ratings, and reduced turnover. Diverse leadership also boosts creativity, problem-solving and adaptability to technological change. In the public sector, a workforce reflective of local demographics creates more equitable policies and services. Leadership is key in fostering an inclusive workplace; inclusive leaders are self-aware, promote collaboration and create a welcoming environment.

### How will we do this?

- Action 2.1 Ensure hiring policies and practices support the recruitment of candidates from diverse backgrounds, including representation on committees, community advisory boards and other local boards where the City makes appointments.
- Action 2.2 Engage with Indigenous community leaders and local organizations to identify and recruit talent within Indigenous communities.
- Action 2.3 Continue integrating recruitment language and imagery that resonates with a broader and more diverse candidate pool.
- Action 2.4 Spotlight equity, diversity, inclusion, and accessibility information on the Human Resources landing page on the City's intranet.
- Action 2.5 Promote an inclusive workplace across departments by sharing toolkits that include definitions, FAQs, and tangible actions.
- Action 2.6 Establish internal project teams focused on supporting inclusion-based projects, events, and initiatives.
- Action 2.7 Ensure all employees are aware of the Respectful Workplace Standard, the reporting channels for workplace harassment or discrimination, and the City's Safe Reporting Process.
- Action 2.8 Review anti-harassment and discrimination policies regularly to ensure effective action on incidents.
- Action 2.9 Implement the People Master Plan and its actions to create a safe, healthy, and inclusive workplace.
- Action 2.10 Continue soliciting feedback on equity, diversity, and inclusion in the workplace through exit interviews, stay interviews, and employee engagement surveys.
- Action 2.11 Embrace inclusion as part of retention strategies through supporting career growth, employee resource groups, and training opportunities.
- Action 2.12 Review corporate policies and standard operating procedures across departments based on best practices outlined in the [Human Rights-Based Approach Framework](#).
- Action 2.13 Create an anti-racism charter that includes guiding principles for creating a safe and equitable workplace where diversity is valued and racism is actively challenged.



## We will help build an inclusive community

When every member of a community is included, the entire community thrives. According to Ontario's Anti-Racism Strategic Plan and the Federation of Canadian Municipalities, integrating equity, diversity and inclusion principles into municipal planning can:

- Strengthen social cohesion
- Improve public services
- Increase economic growth
- Enhance public safety
- Support resilience and adaptation
- Increase democratic participation
- Reduce legal risk

### How will we do this?

- Action 3.1 Advance the principles of the [Inclusive Community Plan](#) by learning, standing up and celebrating each other.
- Action 3.2 Collaborate with Indigenous partners to advance the goals of Truth & Reconciliation.
- Action 3.3 Elevate the visibility and voices of inclusion-focused groups, committees, and planning tables.
- Action 3.4 Co-design community-based, inclusion-focused programs and initiatives.
- Action 3.5 Support community-led projects focused on inclusion, anti-racism, gender equity, and anti-hate initiatives.
- Action 3.6 Promote participation in flag-raising events to support diverse community groups.
- Action 3.7 Celebrate diversity by supporting events that highlight community differences and strengths.
- Action 3.8 Maintain and promote an events calendar recognizing significant days, weeks, and months.
- Action 3.9 Develop a dedicated webpage on the City's public facing website featuring resources, dates, and events for both internal and external partners.
- Action 3.10 Encourage community members to apply for local grant opportunities to promote diversity in Brantford.
- Action 3.11 Grow partnerships and support community organizations working with priority groups, including women, Indigenous, Black, 2SLGBTQIA+, people with disabilities and those experiencing poverty.
- Action 3.12 Support the success and prosperity of new immigrants through the [Brantford Immigration Partnership Action Plan](#).

## References

[Association of Municipalities of Ontario \(2022, February, 9\). We All Win – Diversity on Council](#)

[Canadian Association for Supported Employment \(2021, January\). HR Inclusive Policy Toolkit](#)

[Canadian Centre for Diversity and Inclusion. \(2024\). Creating a diversity, equity, and inclusion strategy.](#)

[Canadian Centre for Diversity and Inclusion. \(2022\). Making the case for diversity, equity, and inclusion.](#)

[Federation of Canadian Municipalities. \(n.d.\). Factsheet: Advancing equity, diversity, and inclusion in municipal service delivery. Green Municipal Fund](#)

[Ontario. \(2023\). Building a stronger and more inclusive Ontario: Ontario's anti-racism strategic plan. Government of Ontario](#)

# Inclusive Community Plan Annual Report 2024



## UNESCO Coalition of Inclusive Communities

In June 2022, the City of Brantford joined the UNESCO Coalition of Inclusive Municipalities (CIM), committing to collaborate with local experts and organizations to ensure everyone can fully participate in economic, political, social, and cultural life.



## Inclusive Community Plan 2023-2026

As part of our commitment to the CIM, the City of Brantford worked with a range of organizations to develop the Inclusive Community Plan 2023-2026. The plan was developed in partnership with the Wilfrid Laurier University School of Social Work. The consultation process included a breadth of research and community engagement activities, including literature reviews, environmental scans, focus groups, workshops, surveys and key informant interviews.

## Our Guiding Principles

Inclusion is a broad concept that recognizes the diverse experiences within communities and the harm caused by hate, discrimination and inequity. Endorsed by over 30 community partners, the plan is based on three guiding principles:



Learn from Each Other



Stand Up for Each Other



Celebrate Each Other







## Queer Joy Bike Rides

In partnership with Heron Head Bikes and Queer Joy Brantford, weekly cycle meetups were hosted during fall 2024 for Brantford’s 2SLGBTQIA+ community and allies to socialize, get active, and engage with the local bike trail system.



## Community Peace Mural Ribbon Cutting Ceremony

On Friday, June 14, the City of Brantford unveiled the Community Peace Mural through a ribbon cutting ceremony. The mural was a collaboration between artist Yasaman Mehrsa and local workshop participants. The design, shaped by input from community members during May’s weekly workshops, reflecting symbols of identity, culture and peace. Water, a key theme of the piece, represents the participants’ shared history with the Grand River and their diverse cultures and experiences.



## Bad at Cricket!

This fun, low-pressure event gave youth with little experience or confidence in cricket a chance to try the sport. It was a collaboration between the City of Brantford, Brant County Cricket League, BGC Brantford, and Brantford Youth Council. The program concept was developed by the Brantford Youth Council and provides opportunities for youth who consider themselves “bad at sports” to gain skills, meet new people and have fun, while promoting social inclusion and cross-cultural exchange through play.



## Brantford Immigration Partnership

Established in spring 2020, the Brantford Immigration Partnership (BIP) represents a network of stakeholders working together to create a welcoming community for New Canadians. Over the past year, the BIP developed a number of events and programs to support cultural inclusivity.

**Flavours of Brantford:** In collaboration with the Grand River Community Health Centre (GRCHC), this program offered free cooking classes for newcomers and community residents. Participants shared recipes and stories from their culture, while establishing new community connections and friendships.

**Newcomer Welcome Day 2024:** Over 200 individuals attended an event hosted by over 35 service providers/community organizations. Newcomers enjoyed a variety of activities while making connections to local resources and programs.

**Building Belonging EarlyON Project:** In collaboration with EarlyON Community Living Brant, Child and Family Services of Grand Erie, YMCA Immigrant Services, and Brant Haldimand Norfolk Catholic District School Board (BHNCD SB), this pilot project created engagement opportunities between EarlyON staff and families, while also designing and delivering culturally informed programming, holiday celebrations and events.

**Brantford Water Welcome Program:** Provided newcomer families the opportunity to learn swimming and water safety basics, while also connecting them to Brantford's aquatic recreational programs at the Wayne Gretzky Sports Centre.





## Healthy Kids Program

Since 2015, the Healthy Kids Program has offered a wide range of programs and awareness campaigns to support child well-being in Brantford)

**Healthy Kids Bright Futures** aims to support childhood development as measured by the Early Development Index (EDI) by decreasing vulnerability in the 5 domain areas of the EDI. Throughout 2024, this program stream offered various opportunities focused on equitable access to physical health and wellbeing resources:

### March Break Activities

Welcomed over 1,200 children ages 0 – 14 to enjoy free access to painting, swimming, skating, music lessons, pottery, coding, martial arts, dance classes, and ninja warrior classes across Brantford.

### “Has Your Child Skipped Today?” Campaign

In collaboration with local organizations, over 6,000 free skipping ropes and dance streamers were distributed to children and youth in Brantford, highlighting the benefits of active movement on childhood development and learning.

### Storybook Walk

In partnership with Margot’s Place and EarlyON Child and Family Centres, this free event brought together children and caregivers to enjoy music, movement, Zumba, and engaging with the outdoors through a storybook walk.

### Healthy Eating Skills

In partnership with Woodview Mental Health and Autism Services, children ages 5-14 years old had the opportunity to practice social skills in a supportive, structured environment while learning the benefits of healthy eating and cooking.

### Little Chefs and Cooking is Fun

In partnership with EarlyON Community Living Brant, and Child and Family Services, these programs were hosted for children ages 2-6 to support families in emphasizing the importance of healthy eating and nutritious food choices.





**Healthy Kids, All Kids** aims to support inclusion practices of children and youth programs and organizations, resulting in increased diversity in participation. Some key initiatives developed include:

**B United Events**

In collaboration with 10 community partner agencies, Healthy Kids All Kids hosted three community events focused on helping Brantford newcomers feel at home in the city. Events included features like coding, face painting, Indigenous craftmaking, robotics, African games, food, and music.

**Training and Education**

Over 50 participants from 15 different child serving organizations have attended a first session in a two-part series of introductory equity, diversity and inclusion workshops.



**Brantford-Brant Business Resource Enterprise Centre**

Over 50 participants from 15 different child serving organizations have attended a first session in a two-part series of introductory equity, diversity and inclusion workshops.



**Futurpreneur Partnership**

Through a long-standing partnership with Futurpreneur the BRC has provided tailored mentorship, financing, grant funding and business advisory services to underrepresented entrepreneurs, helping them launch and grow sustainable businesses.

**RAISE Grant**

Through active promotion of the RAISE grant, which provided funding opportunities for racialized individuals, BRC works to break down financial barriers to entrepreneurship. Through these partnerships the BRC can provide access to resources, address systemic barriers, and create opportunities for diverse business owners.



## In Partnership with Wilfrid Laurier University

### Introduction to Indigenous Matters Course

In January 2025, the City of Brantford launched a free, online learning course to provide community members with an opportunity to learn about Indigenous peoples experiences, history and culture. Offered through the Department of Indigenous Studies, Law and Social Justice, the course modules guide participants through the lives of Indigenous communities before contact, the dynamics of early contact, and contemporary issues and experiences.



### Summit for Creative Community Solutions

Hosted by the Laurier Hub for Community Solutions, this inaugural event included keynote speakers, presentations, and interactive workshops featuring community leaders, academics, creators and entrepreneurs, all centered around the themes of innovation, sustainability, and inclusion.



## Community ChangeMaker Program

Developed in partnership with Laurier LaunchPad, this free six-week course teaches project management, program design and budgeting, and supports the development of grassroots projects and programs that support social development in Brantford.

### ChangeMakers Fall 2024 Cohort: Cultivating Belonging

This series focused on increasing a sense of social belonging in Brantford. Projects developed include:

- **Neurodivergent Arts Collective by Mikayla Hughes:** A drop-in arts space designed for neurodiverse individuals of all ages to engage in independent and collaborative art projects while building social connections.
- **Activ4Kids Sports Experience by Chris Kartik:** A low-barrier recreational program for parents and young children to explore a variety of sports together while strengthening bonds and encouraging active lifestyles.
- **New Paths Brant by Katie MacDonald, Nancy Smith, and Serena Fordham:** A project advocating for long-term sustainable, accessible, and supportive housing solutions for adults with disabilities.
- **Eagle Place Community Pantry by Maggie Nendick:** A dedicated community pantry for fresh and shelf-stable foods and staples to be located in the Eagle Place Community.
- **Shared Pulse by Sumedha Mongia:** A program to promote cross-cultural connection, reduce social isolation in Newcomers and create relationship-building opportunities through a Bollywood-inspired dance program.
- **The Little Neighbourhood That Could by Chad Martin:** A community engagement initiative to create and activate a health and wellness garden at City View Park.



## Fusion Beats

Held at the historic Sanderson Centre for the Performing Arts, the second annual Fusion Beats event celebrated the diverse talent of artists living in Brantford. A collaborative effort between Laurier Brantford, Conestoga Students Inc., and the City of Brantford, the event featured headline performer Layla Staats, a musician, filmmaker, and activist based in Six Nations. The lineup also included:

- **The Bald Parts of Their Hearts:** Laurier Social Work students Ashley Robertson and Brent Watts
- **Akhil Prabhu:** First-year Criminology student and flamenco guitarist
- **Kaya Kanashiro:** UX Design student and vocalist
- **Sreekar Kanchi:** Master's in applied computing student and Hindi rapper
- **KAOS Dance Team:** Laurier Brantford's dance team
- **Hadassah Olagoke-Daniel:** Local post-secondary student and Yoruba singer
- **Amanpreet Singh:** Local post-secondary student who mixes Desi hip-hop with freestyle
- **Karan Singh:** Local post-secondary student and traditional Punjabi classical and folk singer
- **Paromita Kar & Alex Iarocci:** Local Brantford artists collaborating in dance and music





International Film Series – Fall 2024 & Winter 2025

The International Film Series offers the community a free opportunity to explore and celebrate diverse cultures and languages through cinema. Before each screening, an invited speaker shares insights and perspectives related to the film and their work in the community. These events foster cultural inclusion by promoting understanding and appreciation through film and the arts. Films that have been/will be shown this year include:

Fall 2024

- A Peck of the Cheek (India)
- Becoming Astrid (Sweden)
- Pan’s Labyrinth (Spain)
- Parasite (Korea)
- A Separation (Iran)
- Guten Tag, Ramón (Mexico)



Winter 2025

- Angry Indian Goddesses (India)
- Shoplifters (Japan)
- Let the Right One In (Sweden)
- Once (Ireland)
- Wadjda (Saudi Arabia)
- Rams (Iceland)

Support for Community Initiatives and Events

- Indigenous Peoples Day Celebration
- Pride in the Park
- Day for Truth and Reconciliation
- Sisters in Spirit Vigil





## 2024 Flag Raisings

- Bell Let's Talk - Mental Health  
January 24, 2024
- International Women's Day  
March 8, 2024
- Transgender Day of Visibility  
March 28, 2024
- Autism Awareness Month  
April 2, 2024
- Youth Sports Week  
April 6, 2024
- Sikh Heritage Month  
April 12, 2024
- National Volunteer Week  
April 15, 2024
- Brantford Youth Council  
May 1, 2024
- Mental Health Week  
May 6, 2024
- National Public Works Week  
May 21, 2024
- Intergenerational Day  
May 30, 2024
- 2SLGBTQ+ Pride  
June 1, 2024
- ALS Awareness Month  
June 21, 2024
- International Villages Kick Off  
June 28, 2024
- Childhood Cancer Awareness Month  
August 29, 2024
- FASD Awareness Day  
September 4, 2024
- World Suicide Prevention Day  
September 10, 2024
- National Day of Truth and Reconciliation  
September 23, 2024
- Breast Cancer Awareness Month  
October 1, 2024
- Senior's Day  
October 4, 2024
- Cadet Week  
October 7, 2024
- PROBUS  
October 11, 2024
- Transgender Day of Remembrance  
November 20, 2024
- Hindu Heritage Month  
November 21, 2024
- International Day for the Elimination  
of Violence Against Women  
November 25, 2024
- MADD Project - Red Ribbon  
November 28, 2024
- Christian Heritage Month  
December 3, 2024











**Inspectorate  
of Policing**

**Office of the Inspector  
General of Policing**

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Toronto ON M5G 2C8

**Service d'inspection  
des services policiers**

**Bureau de l'inspecteur général  
des services policiers**

777, rue Bay  
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Toronto ON M5G 2C8

May 2, 2025

Dear Chiefs of Police and Board Chairs,

On behalf of the Inspectorate of Policing, I want to recognize the dedication of those who serve in Ontario's police services as we remember the province's fallen officers this weekend at the annual Ontario Police Memorial Foundation Ceremony of Remembrance.

Each year, this ceremony serves as a reminder of the ongoing risks your officers face each day and the profound impact their commitment has on the well-being and safety of Ontario's communities. We honour the officers who have made the ultimate sacrifice in the line of duty, the families who mourn their loss, and the colleagues who continue to serve with unwavering commitment.

Thank you for your continued leadership and service to your community.

Sincerely,

**Ryan Teschner**

Inspector General of Policing of Ontario