

## **OPP Detachment Board Member Competencies and Attributes**

### Competencies

#### a. Service to the community

A prospective Board appointee should be an active member of the community, contributing through volunteerism and other activities.

#### b. Community-oriented

Civilian governance of police is intended to make police agencies more consistent with and responsive to community needs, values and expectations. An appointee should be highly conscious of this objective, always considering the community's best interest when making governance decisions.

#### c. Board experience

An appointee should have demonstrated experience serving on community or corporate boards of directors and a demonstrated understanding of the governance role.

#### d. Strategic thinking and priority setting

Setting and focusing on objectives and priorities for the Haliburton Highlands O.P.P. as determined by the Board and the Detachment Commander is a core component of the Board's mandate. A Board appointee should be able to actively contribute to the Haliburton County O.P.P. Detachment Board policing objectives and priorities, Local Action Plan, and serving on one or more of the Board's committees.

#### e. Integrity and professionalism

An appointee should have a demonstrated record of integrity, professionalism, discretion, and good judgment.

#### f. Financial literacy

The Board has a responsibility to monitor the Haliburton County O.P.P. Detachment Board budget and recommend an annual budget that is sufficient to provide funding for the Board to effectively and efficiently function. Therefore, appointees should have the basic financial literacy to participate in budget discussions.

#### g. Availability

An appointee should be willing to commit the time necessary to properly fulfill his or her responsibilities on the Board, including preparing for and participating in Board and committee meetings.

#### h. Compatibility

An appointee should have the ability to develop strong working relationships with other Board members, Board Staff, the Detachment Commander, Board Committees, Council, and other stakeholders. An appointee should share the Board's interest in community safety and effective policing.

#### i. Education and/or lived experience

An appointee should be able to read and understand substantial amounts of material with the ability to critically evaluate it, problem-solve and meaningfully participate in Board and Committee discussions. Although not necessary, any postsecondary education, and training or education related to governance, finances, policing or related fields will be taken into consideration.

#### j. Understanding of the environment (policing areas) for policing Haliburton Highlands O.P.P. Detachment is responsible for.

An appointee should be committed to making governance decisions that are informed by the environment for policing in their respective community. An appointee should understand how the Haliburton Highlands O.P.P. Detachment's policing objectives and priorities, local policies, rules and procedures are developed, and their role in the development of the Detachment's local action including the priorities identified in their Community's Safety and Well-being Plan.

An asset would be working knowledge of the *Community Safety and Policing Act, 2019*, knowledge of police oversight bodies, and past policing experience, especially at the supervisory or senior/executive leadership level.

#### Attributes

In addition to these, the Board has identified a set of attributes that should characterize the Board members collectively:

##### a. Collaboration

The Board will strive to operate collaboratively, valuing the contributions of all Board members and pursuing a positive working relationship with the Haliburton Highlands O.P.P. Detachment Commander, Council and other stakeholders. The Board prefers to make decisions by consensus wherever possible.

##### b. Diversity

The Board should be composed of members with different experiences and perspectives to create a Board that reflects the community it serves. The need to ensure that the Board is representative of the area it serves, having regard for the diversity of the population it serves.

c. High ethical standards

The Board will strive to lead by example by valuing ethical behaviour and accountability. Board members will actively promote an organizational culture characterized by high ethical standards as outlined in the Board's Rules and Procedures, Code of Ethics, and Code of Conduct.

d. Collectively knowledgeable of key governance areas

In order for the Board to be effective, each Board member should have knowledge and experience in one or more of the following fields and vacancies should be filled with consideration given to any gaps in the Board's collective expertise:

- Board governance
- Knowledge of policing including senior police/ executive leadership
- Knowledge of civilian oversight bodies
- Knowledge of the *Community Safety and Policing Act, 2019*
- Knowledge of their Community's Safety and Well-being Plan
- Strategic planning
- Policy making
- Financial management and budgeting
- Risk management / audit
- Public service / municipal government
- Communications
- Conflict resolution
- Community services and development
- Information Technology Systems