

City of North Bay Report to Council

Report No: CORP-2026-058

Date: June 12, 2026

Originator: Karen McIsaac, City Clerk

Business Unit:

Department:

Corporate Services

Clerks Department

Subject: Diversity Policy re: Appointments to the North Bay Police Service Board

Closed Session: yes ☐ no ☒

Recommendation

That Council adopt the Diversity Policy for Appointments to the North Bay Police Service Board attached to Report to Council CORP 2026-058 from Karen McIsaac, dated June 12, 2026.

Background

Subsection 28(1) of the *Community Safety and Policing Act*, 2019, (the Act) provides that every municipality that maintains a municipal police service board:

“shall prepare and, by resolution, approve a diversity plan to ensure that the members of the municipal board appointed by the council are representative of the diversity of the population in the municipality.”

The plan shall be considered in any appointment or reappointment by Council of a member of the North Bay Police Service Board. Specifically, subsection 33(1) of the Act states that:

“In appointing or reappointing a member of a police service board, the appointing person or body shall consider:

- (a) the need to ensure that the police service board is representative of the area it serves, having regard for the diversity of the population in the area;
- (b) the need for the police service board to have members with the prescribed competencies, if any; and
- (c) any applicable diversity plan.”

The attached Diversity Policy is meant to ensure that the Members of the North Bay Police Service Board appointed by Members of North Bay Council are representative of the diversity of the population in North Bay and in accordance with Subsection 28(1) of the *Community Safety and Policing Act*, 2019.

In addition to the Diversity Policy, a separate North Bay Police Service Board Application Form has been established and is attached to this report. The application is intended to assist Council in considering applications and making appointments to the Board.

In preparation of the Diversity Policy, we have reviewed Diversity Policies from other municipalities including Peel Region, City of Windsor, the Regional Municipality of Niagara, the City of Toronto and the City of Ottawa.

The Clerk's Office, with assistance from the Communications Officer, will establish a targeted communication process to advertise vacancies for appointments to the North Bay Police Service Board and encourage applications from individuals with diverse backgrounds, skills and experiences.

Financial/Legal Implications

There are no financial or legal implications.

Corporate Strategic Plan

- | | |
|---|---|
| ☐ Natural North and Near | ☐ Economic Prosperity |
| ☐ Affordable Balanced Growth | ☒ Spirited Safe Community |
| ☒ Responsible and Responsive Government | |

Specific Objectives

Encourage openness and diversity in the community for all residents.

Ensure continuous improvement of governance and administration.

Options Analysis

Option 1: That Council adopt the Diversity Policy for Appointments to the North Bay Police Service as attached to Report to Council CORP 2026-058, from Karen McIsaac dated June 12, 2026.

This is the recommended option.

Option 2: That Council not adopt the Diversity Policy for Appointments to the North Bay Police Service as attached to Report to Council CORP 2026-058, from Karen McIsaac dated June 12, 2026.

Recommended Option

That Council adopt the Diversity Policy for Appointments to the North Bay Police Service Board attached to Report to Council CORP 2026-058 from Karen McIsaac, dated June 12, 2026

Respectfully submitted,

Name: Karen McIsaac, Dipl. M.A.
Title: City Clerk

I concur with this report and recommendation

Name: Peter E.G. Leckie, B.A. (Hons.), LL.B.
Title: City Solicitor

Name: John Severino, P.Eng., MBA
Title: Chief Administrative Officer

Personnel designated for continuance:
Name: Karen McIsaac, Dipl. M.A.
Title: City Clerk