



Diversity Policy for Appointments to the North Bay Police Service Board

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1. **POLICY:**

- 1.1 The City of North Bay supports the North Bay Police Service Board (the Board) and its commitment to excellence in service through the strength of its people, teamwork, integrity and values.

2. **PURPOSE:**

- 2.1 This policy is meant to ensure that the members of the North Bay Police Service Board appointed by 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* (the Act).

3. **SCOPE:**

- 3.1 This policy applies to all Council appointments and reappointments to the Board, which include:
- (i) The Mayor of the City of North Bay.
 - (ii) One (1) Member of Council appointed by Council Resolution.
 - (ii) One (1) Public Member appointed by Council Resolution, who is neither a Member of Council nor a Municipal Employee.
- 3.2 This policy does not apply to the Members appointed by the Lieutenant Governor in Council under the Act.
- 3.3 This policy supplements any other applicable policies and legislative requirements.

4. **INELIGIBILITY:**

4.1 Section 33(3) of the Act sets out individuals that are ineligible to be a member of the Police Service Board as follows:

- (i) A Judge or Justice of Peace.
- (ii) A Member of a Police Service, a Special Constable or a First Nation Officer.
- (iii) Any person who practices criminal law as a defence counsel or as prosecutor.
- (iv) A director, officer or employee of a prescribed policing provider.
- (v) Any other prescribed person. Schedule 1, s. 33(4)
- (vi) A former Member of a Police Service is not eligible to be a member of a Police Service Board, unless:
 - a) the Police Service Board does not maintain a Police Service that the person was a member of; and
 - b) at least one year has passed since the person ceased to be a Member of any Police Service.

5. RESPONSIBILITY:

5.1 To ensure compliance with statutory requirements, this Diversity Policy shall be provided to all decision-making bodies for consideration in any process to appoint or reappoint a Member of Council or Public Member to the North Bay Police Service Board, as applicable.

5.2 The City Clerk or designated staff who administer the appointment process for a public member must also consider the requirements of this policy in any applicable recruitment and communications.

6. GOVERNING RULES AND REGULATIONS:

6.1 This Diversity Policy applies to all Council appointments and reappointments to the North Bay Police Service Board. In accordance with composition requirements under Section 31 of the Act, Council appointments will include:

Appointment of elected Member of Council to the Board:

- (i) Mayor of the City of North Bay.
- (ii) One Member of the City of North Bay Council.
- (iii) If the Mayor chooses not to be or is ineligible to be a member of the board, another Member of Council shall be appointed.

Appointment of Public Member to the Board:

- (i) The City will implement proactive outreach and recruitment to encourage participation. This proactive approach is adopted with the purpose of reflecting the City of North Bay's diverse demography inclusive of Indigenous peoples, members of Black and other racialized communities, persons with disabilities, women, gender diverse people, and members of the 2SLGBTQQIA+ communities, etc.
- 6.2 This Diversity Policy will be provided to all Members of Council during the selection process for appointments or reappointments to the North Bay Police Service Board.
- 6.3 Knowledge and Experience:
 - (i) The following standards have been identified to ensure that the Police Service Board Members have the required knowledge and skills to effectively represent and make recommendations and decisions that impact the well-being and safety of the community:
 - a) Frontline, not-for-profit, corporate, and community experience.
 - b) Meaningful volunteer engagement – regular and long-term volunteer contribution.
 - c) Advocacy and mentorship experience with youth, newcomers, and people facing both historical and current barriers.
 - d) Active commitment to sustainable change.
 - e) Understanding of mental health and wellness and the detrimental impact on diverse communities and peoples.

7. ADVERTISEMENT OF VACANCIES:

- 7.1 Advertisement of Vacancies:
 - (i) The recruitment and selection process for the public member will include advertisements for interested applicants placed by the Office of the Clerk, on the City's website and social media channels.
- 7.2 Additional Considerations:

To further enhance diversity in applicants and appointments, staff will consider:

 - (i) Using plain language in recruitment materials for accessibility.
 - (ii) Incorporating optional self-identification in applications.

8. **PUBLICATION, REVIEW AND REPORTS:**

8.1 Subsections 28(2) and 28(4) of the Act require the following with respect to the Diversity Policy:

- (i) The Policy shall be published on the internet in accordance with the Regulations made by the Minister, if any;
- (ii) North Bay City Council shall review and, if appropriate, revise the Policy at least once every four (4) years; and
- (iii) North Bay City Council shall publish reports on the implementation of the Policy on the internet in accordance with the Regulations made by the Minister, if any.