

**Red Lake-Ear Falls O.P.P. 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 mindful of this objective and always consider the community's best interest when making governance decisions.

**C. Board experience**

An appointee should have demonstrated experience in serving on a community or corporate Board of Directors and a clear understanding of the role of governance.

**D. Strategic thinking and priority setting**

Setting and focusing on objectives and priorities for the local O.P.P. Detachment, as determined jointly 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 Red Lake-Ear Falls O.P.P. Detachment Board's policing objectives and priorities. The Detachment Commander is responsible for developing and overseeing the Local Action Plan, and the Board supports this work through governance and monitoring roles rather than by directing or managing the Plan.

**E. Integrity and professionalism**

An appointee should demonstrate integrity, professionalism, discretion, and good judgment.

**F. Financial literacy**

The Board is responsible for monitoring the Red Lake-Ear Falls O.P.P. Detachment Board budget and for recommending an annual budget to Council that is sufficient to enable the Board to function effectively and efficiently. Therefore, appointees should have basic financial literacy to participate in budget discussions.

**G. Availability**

An appointee should be willing to commit the time necessary to fulfil their responsibilities on the Board, including preparing for and attending meetings.

#### H. Compatibility

An appointee should be able to develop strong working relationships with other Board members, Board Staff, the Detachment Commander, 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, critically evaluate it, solve problems, and meaningfully participate in Board discussions. Although not required, any post-secondary education, training, or education related to governance, finance, policing, or related fields will be considered.

#### J. Understanding of the environment (policing areas) for policing that the Red Lake-Ear Falls O.P.P. Detachment Board is responsible for.

An appointee should be committed to making governance decisions informed by the Red Lake community's policing environment. An appointee should understand how the Red Lake-Ear Falls O.P.P. Detachment Board's objectives and priorities are developed, as well as the local policies, rules and procedures.

The appointee should also understand the Board's role in monitoring the Detachment Commander's performance, including how the Detachment Commander's Local Action Plan aligns with community priorities identified in the Community Safety and Well-Being Plan.

An asset would be working knowledge of the *Community Safety and Policing Act, 2019*, and of police oversight bodies.

### **Attributes**

In addition, 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 fostering a positive working relationship with the local O.P.P. Detachment Commander, the Council and other stakeholders. The Board prefers to make decisions by consensus wherever possible.

#### B. Diversity

The Board should comprise members with diverse experiences and perspectives to reflect the community it serves. The need to ensure that the Board is representative of the area it serves, with due regard for the population's diversity.

#### 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 of high ethical standards,

as outlined in the Board's Rules and Procedures and Code of Conduct.

D. Collectively knowledgeable of key governance areas

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
- Knowledge of civilian oversight bodies
- Knowledge of the *Community Safety and Policing Act, 2019*
- Knowledge of their community's *Community 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