



# THUNDER BAY POLICE SERVICE

November 16, 2016

Renu Mandhane, Chief Commissioner  
Office of the Chief Commissioner  
Ontario Human Rights Commission  
180 Dundas Street West, Suite 900  
Toronto, ON  
M7A 2R9

Dear Chief Commissioner Mandhane:

We write to you as a follow up to our letter of November 2, 2016.

As you are aware, the Thunder Bay Police Services Board met yesterday to discuss, among other things, our commitment to organizational change.

It was unanimously decided that we would welcome your assistance with implementing further organizational change to the Thunder Bay Police Service, in the human rights context. We are all too aware of the issues that exist with respect to human rights and policing in Thunder Bay and feel as though we can only benefit from having your expertise at the table. We truly hope that this is the beginning of a productive working relationship. We take this as a great opportunity to improve and bring about change.

For some time now, we have committed ourselves to effecting change within the organization. We are dedicated to improving our human rights and policing procedures and practices. To date, we have pursued internal training programs to focus attention on the human rights issues that exist within our community. We have also attempted to actively engage our senior staff members with respect to cultural awareness and police practices. We continue to undertake numerous other initiatives to make our organization better.

We feel that with your assistance, we can take what we have done and build upon it to make it an effective project that will help us see the desired results.

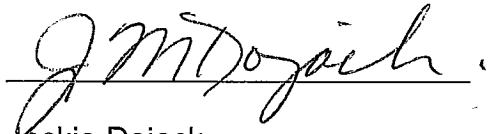
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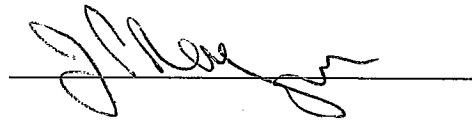
J.P. LEVESQUE, CHIEF OF POLICE

We would kindly request that you contact the Chief's office to schedule a date for a meeting. At this meeting, we would hope to present you with our projects to date and get your feedback on how to improve upon those projects, and how we can effectively move forward in implementing the steps outlined in your initial letter.

Sincerely,



Jackie Dojack  
Chair  
Thunder Bay Police Services Board



J.P. Levesque  
Chief of Police  
M.O.M., CMM III Police Executive

JPL/amn

cc: Hon. David Oraziotti, Minister of Community Safety and Correctional Services  
Hon. Yasir Naqvi, Attorney General  
Mr. Gerry McNeilly, Independent Police Review Director  
OHRC Commissioners