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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **New Mandatory Online Learning for the Public Safety Sector**

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In March 2019, the government passed the *Community Safety and Policing Act, 2019* (CSPA), as part of the *Comprehensive Ontario Police Services Act, 2019*. The CSPA comes into force on April 1, 2024. Once in force, the CSPA will replace the current *Police Services Act*. The CSPA is an opportunity to modernize policing and enhance community safety in Ontario. I would like to thank all policing partners for your support throughout the regulatory development process.

As part of the work to bring the Act into force, the Ministry of the Solicitor General has been developing the legislatively required training referred to in sections 35, 83, 92, 102, 111, 132 and 136 of the CSPA. The intent is to provide foundational knowledge and increase standardization of training across the public safety sector.

This memo provides an update on the status of the development of the online learning modules to assist your organization in preparing for your transition to the CSPA.

Police Service Boards Roles and Responsibilities Training

The CSPA mandates training approved by the Solicitor General for members of police service boards, including opted-in First Nation boards, OPP detachment boards, First Nation OPP boards, and members of board committees on their roles and responsibilities. Content will include information on legislative requirements.

This training has been developed in partnership with the Ontario Association of Police Services Boards and a community of practice represented by various police service boards.

The course will be an online, self-directed e-learning course delivered through a dedicated online portal managed by the ministry, where board and committee members will be able to access both this training and the thematic training noted below. It is anticipated that most learners will be able to complete the roles and responsibilities training in under three hours.

The ministry is targeting to launch the *Roles and Responsibilities* training by February 2024, to ensure that current board members can complete the training prior to the CSPA coming into force. There will be a continuous intake for the course as new board members are appointed.

Thematic Training E-learning Modules

The CSPA also requires police officers, special constables, oversight bodies (i.e., Inspectorate of Policing and Law Enforcement Complaints Agency), members of police service boards, including opted-in First Nation boards, Ontario Provincial Police [OPP] detachment boards and First Nation OPP boards, and members of board committees to successfully complete minister-approved training (*Thematic Training*) on the following topics:

1. human rights;
2. systemic racism;
3. the diverse, multicultural, multiracial nature of Ontario society; and,
4. rights and cultures of First Nation, Métis, Inuit Peoples.

The four e-learning courses will be delivered online, self-directed (learn at your own pace), and available in English and French. It is anticipated that most learners will be able to complete the training in under eight hours.

This training was developed by an expert vendor in e-learning, that was selected by an evaluation panel comprised of members of municipal and First Nation boards, policing subject matter experts (SME), and partner ministries.

The ministry is targeting to launch the English version of the *Thematic Training* by March 2024. Different learning groups have different timeframes in which the thematic training courses need to be successfully completed. Please refer to **Appendix A** for the timeframes for each learning group.

Access to Training

Police officers will automatically be enrolled in the *Thematic Training* online module when published. Other identified organizations, including police service boards, will be requested to submit bulk enrollments to gain access to *Thematic* and *Roles and Responsibilities* training, as applicable, prior to training going live. Requests for access to training can be directed to opcpl@ontario.ca.

If you have any questions or require further information about enrolling or accessing online training, please contact opcdl@ontario.ca.

Sincerely,

K. Weatherill

Ken Weatherill
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Public Safety Division

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Executive Director, Ontario Association of Police Services Boards

Stephen Leach
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APPENDIX A

CSPA-mandated Training Learner Groups

Learning Group / Training Type	Employment / Membership Status	Timeline
Police Officers <i>CSPA Thematic Training</i>	Recruit	Before appointment
	Active	By March 31, 2027
Special Constables <i>CSPA Thematic Training</i>	Recruit	Before appointment
	Active	Before re-appointment (depending on appointment, but no later than March 31, 2027)
Board Members & Committees <i>CSPA Thematic Training</i>	Active	By September 30, 2024
	New	no later than 6 months after appointment
Board Members & Committees <i>PSB Roles & Responsibilities Training</i>	Active	Before April 1, 2024
	New	Prior to exercising powers or performing duties
Oversight Bodies <i>CSPA Thematic Training</i>	-	Before April 1, 2024