

## COMPETENCIES AND ATTRIBUTES RECOMMENDED FOR MEMBERS OF THE WINNIPEG POLICE BOARD

The Winnipeg Police Board operates under the authority of the *Police Services Act* and is composed of a minimum of seven and a maximum of nine members, including the Chair and the Vice Chair. A minimum of five and a maximum of seven of these members are appointed by the Mayor and Council. The remaining two members are appointed by the Province. The Board strongly recommends that when making appointments to the Board, both levels of government consider the competencies and attributes discussed herein.

Board members work together to fulfill the Board's [mandate](#) by providing civilian governance respecting the enforcement of law, the maintenance of public peace and the prevention of crime in Winnipeg. They also provide the administrative direction and organization required to provide an adequate and effective police service in the city. Since the Board is relatively new, Board members are still in the process of establishing the structures and processes the Board will use to fulfill its regular duties.

The Winnipeg Police Board has identified a range of the attributes, characteristics and competencies it considers important for members to effectively contribute to the Board. It is not intended that potential members necessarily possess all of these competencies. However, taken as a whole, the Board should ensure that through its membership, all of these competencies are represented. They are:

**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 conscious of this objective, always considering the community's best interest when making governance decisions.

**c. Board experience**

An appointee should have demonstrated experience serving on community or corporate boards of directors and a demonstrated understanding of the governance role.

**d. Strategic thinking and priority setting**

Setting and focusing on strategic priorities for the Winnipeg Police Service is a core component of the Board's mandate. A Board appointee should be able to actively contribute to developing multi-year strategic plans for the Service.

**e. Integrity and professionalism**

An appointee should have a demonstrated record of integrity, professionalism, discretion, and good judgment.

**f. Financial literacy**

The Board has a responsibility to monitor the Winnipeg Police Service budget and recommend an annual budget that is sufficient to provide adequate police services. Therefore, appointees should have the basic financial literacy to participate in budget discussions and understand information provided by the Winnipeg Police Service regarding how the Board's strategic priorities may affect the Service's resources.

**g. Availability**

An appointee should be willing to commit the time necessary to properly fulfill his or her responsibilities on the Board, including preparing for and participating in Board and committee meetings.

**h. Compatibility**

An appointee should have the ability to develop strong working relationships with other Board members, the Police Chief, and other stakeholders. An appointee should share the Board's interest in community safety and effective policing.

**i. Education and/or life experience**

An appointee should be able to read and understand substantial amounts of material with the ability to critically evaluate it, problem-solve and meaningfully participate in Board discussions.

**j. Understanding of the environment for policing in Winnipeg**

An appointee should be committed to making governance decisions that are informed by the environment for policing in Winnipeg. An appointee should understand that the city's history and socioeconomic trends influence crime and policing priorities.

In addition to these, the Board has identified 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 pursuing a positive working relationship with the Winnipeg Police Service, City Council and other stakeholders. The Board prefers to make decisions by consensus wherever possible.

**b. Diversity**

The Board should be composed of members with different experiences and perspectives to create a Board that reflects the community it serves.

**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 characterized by high ethical standards.

**d. Collectively knowledgeable of key governance areas**

In order for the Board to be effective, each Board member should have 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
- Strategic planning
- Policy making
- Financial management and budgeting
- Risk management / audit
- Public service / municipal government
- Communications
- Conflict resolution
- Community services and development