

# City of London - Application for Appointment to a City of London Board or Commission

## Application

Please choose the Board or Commission you are interested in serving on: **London Police Services Board**

## Contact Information

Name: **Susan Toth**

City: **London**

Province: **ON**

Postal Code: **N6B 1X5**

## Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters):

**I have had the privilege of serving on the London Police Services Board for the last 6 years. The last 6 years has seen a great deal of change in policing, internally and externally. Four years ago, I was the head of the chief selection committee that was in charge of finding our next chief. I was also part of the bargaining committee that helped negotiate a collective agreement between the London Police Association and the London Police Services Board. While I was on the Board, we also passed a first-of-its-kind sexual assault investigation policy that was developed in consultation with community members and women with lived experience. In the last two years, the Board has responded to calls for greater equity, diversity and inclusion within policing. Greater scrutiny has been placed to ensure a commitment to anti-Black racism. The Board has also dealt with increasing number of calls for service, and the fallout from increasing levels of poverty, mental health crisis and addictions. As the Chair/Vice Chair, I was part of implementing two community advisory panels that are tackling both these issues and bridge the divide between the community and police: the Anti-Racism Advisory Panel and the Mental Health and Addictions Advisory Panel. Next year brings a bargaining year with the London Police Association, as well as a consultation process to set a new business plan, and the selection of a new Chief of Police. While all this is happening, the Board is facing a significant change in its membership. We will be losing three members, and the remaining members will have served for less than a year. This means that heading into a bargaining year, and a year that will include picking a new Chief of Police, I would be the only member with historical and institutional knowledge. I hope that my re-appointment, should I be re-appointed, will help provide a measure of stability and constancy to the Board.**

What do you hope to contribute or learn as part of a Board or Commission? (max. 3000 characters):

**I hope to be able to provide some continuity to the Board during a period of change. I will be the longest serving member and able to bring my knowledge and experience from previous bargaining years and previous chief selections and guide the Board through both processes. I believe that Board members more than ever need to apply an equity lens to governance, which is something I have always prioritized. As Board Chair, I have also dealt with media requests. This has been a steep learning curve and I hope to be able to continue to be transparent and available to media and the public. I hope to continue learning about how to make policing transparent and responsive to community needs, through governance and oversight.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Something I have been focussed on over the past year has been increasing the transparency of the Board. As chair, I implemented a new policy that would require all items that are being heard in camera to have a form filled out to justify, pursuant to the Police Services Act, why they must be heard in camera. All matters that do not pass this scrutiny are put into public session.**

**This measure of accountability forces us as a Board to always deliberately and thoughtfully justify what items are dealt with in camera. I hope that this will support the obligations and the work of the Board.**

**In addition, as a woman of colour, I believe I bring much needed diversity to the role. It is something I have fought for and will continue to fight for.**

**Finally, I am fortunate, as the partner of my law firm, to have flexibility and control over my time. This allows me to ensure that I am available and responsive when issues arise.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**The London Police Services Board is a highly technical Board. It requires knowledge of law, Police Services Act, budgets and unions. It also requires diplomacy, accountability, transparency and being accessible to the public and media.**

**As a lawyer who has experience in human rights law, labour law, and police law, I believe that I have significant skills to contribute.**

**I have been fortunate in my law practice to represent police associations, and in that capacity I have experience with the Police Services Act. I keep up to date with respect to caselaw that impacts policing. As a labour lawyer, I have knowledge and experience with unions and associations. Finally, as a human rights lawyer, I understand and am passionate about human rights and civil liberties.**

**I have built strong relationships both with community leaders and with the London Police Association. I hope to continue to build on these relationships for the good of the police services and the community.**

**As the only member remaining who has been through a previous chief selection process, bargaining process and business plan process, I believe I can help transition this Board through a time of change and through some of its most important functions.**

**Thank you for considering my application.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity: (optional): **City Website**

If you selected 'Other', please specify:

Submitted on: **10/17/2022 8:31:31 PM**