

**PEEL POLICE SERVICE BOARD  
ONTARIO PROVINCIAL POLICE**

**PUBLIC MINUTES  
FRIDAY November 22, 2024 AT 10:00 A.M.**

REGION OF PEEL  
COUNCIL CHAMBERS, 5<sup>TH</sup> FLOOR  
10 PEEL CENTRE DRIVE, BRAMPTON, ONTARIO

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The Public meeting of the Section 10 - OPP Caledon Detachment commenced at 10:00 a.m.

**ROLL CALL**

Members Present: N. Iannicca, Chair  
S. Kohli, Vice Chair  
P. Brown  
A. Boughton  
L. Carby  
O. Khan

Members Absent: C. Parrish

Others Present: Inspector N. Majer, Det. Commander Caledon OPP  
R. Serpe, Executive Director  
A. Suri, Manager, Board Operations  
S. Yasseen, Executive Assistant

**ANNOUNCEMENTS**

Chair N. Iannicca introduced the new OPP Detachment Commander of Caledon, Natalie Majer and welcomed her to her first Peel Police Service Board meeting.

**DECLARATIONS OF CONFLICT/PECUNIARY INTEREST – NIL**

**APPROVAL OF MINUTES**

1. Minutes of the Public Section 10 Board meeting held on Friday, September 27, 2024.

***Resolution:***

***That the Minutes of the Public Section 10 Board meeting held on Friday, September 27, 2024 be adopted as read.***

Moved by: L. Carby  
Seconded by: A. Boughton

CARRIED 01-11-24

## NEW BUSINESS

2. **OPP – 2024 3<sup>rd</sup> Quarter Operations/Statistical Analysis Report** – The Board considered the 2024 3<sup>rd</sup> Quarter Operations Summary and Statistical Analysis report with respect to policing the Town of Caledon by Inspector N. Majer, OPP Caledon Detachment Commander. The reports provided statistics and analysis for July - September 2024 for the following areas:

- Public Complaints
- Motor Vehicle Collisions
- Criminal Code and Provincial Statute Charges Laid
- Violent Crime
- Property Crime
- Drug Crime
- Clearance Rates

**Presentation: 50 Years of Women in Uniform - Ontario Provincial Police (OPP)** – Inspector N, Majer and her colleagues provided a presentation highlighting the challenges and successes of women at the OPP over the past 50 years.

A. Boughton expressed appreciation for the presentation and noted the progress in female representation within policing. He inquired about the percentage of women in policing in the United States, acknowledging that the U.S. average is 12%, compared to 21% locally and 22% in Canada. He highlighted the region's leadership in this area, mentioning Superintendent Dawn as the first female head of a Tactical Unit. Mr. Boughton also referenced the 30x30 Initiative by Peel Regional Police, which aims for 30% female representation in policing by 2030, expressing hope for even faster progress.

A. Boughton commended Commander Major and her team for conducting another truck safety blitz in Bolton, following a previous one held two weeks earlier. He acknowledged the incredible work being done and noted that the initiative involved not only the OPP but also the Ministry of Transportation (MTO), Ministry of the Environment, and other agencies.

To show support for the officers working long hours—especially in challenging weather conditions—he arranged to provide lunches for the team that day. This gesture was intended as a token of appreciation for their dedication.

Vice-Chair S. Kohli congratulated the team on their 50-year milestone and praised their community outreach efforts, noting their impressive recruitment numbers. She commended their dedication to increasing female representation in policing and encouraged them to continue their great work in creating opportunities within the OPP.

Chair N. Iannicca highlighted some of the challenges recruitment teams face with the hiring female recruits. The OPP team discussed challenges and strategies in police recruitment, particularly in attracting younger generations and increasing female representation in policing. It was noted that modern job expectations—such as work-life balance and flexibility—impact recruitment efforts, given the demanding nature of police work. Efforts to adapt recruitment strategies were highlighted, including targeted outreach, mentorship programs, and showcasing career mobility within policing. The importance of branding the profession in alignment with the values of Millennials and Gen Z, such as social justice, was also emphasized.

Chief N, Duraiappah and board members acknowledged ongoing barriers but reinforced their commitment to innovative recruitment strategies and provincial advocacy to modernize hiring approaches.

**Recommendation:**

***That the information be received.***

Moved by: A. Boughton

Seconded by: S. Kohli

CARRIED 02-11-24

**ADJOURNMENT**

The Public meeting of the Section 10 - OPP Caledon Detachment / Peel Police Service Board adjourned at 10:28 a.m.