APPENDIX A: Comparison of Minimum and Extensive Scope Options for the Governance Review

Component	Extensive Scope	Minimum Scope
Board Structure	- Review roles & responsibilities (Board, Chair, Vice-Chair, ED, Chief); - Succession planning and onboarding; - Code of conduct, conflict of interest; - Committee mandates; - Delegations of authority; - Board self-evaluation.	- Review Committee mandates.
Oversight and Accountability Functions	- Assess oversight tools; - Mechanisms for monitoring OPS compliance with Board policies.	Not included.
Reporting and Information Flows	- Review and streamlining of Chief's reporting requirements, including frequency, source, statutory or policy basis, and strategic relevance. - Review of reporting templates; - Identify opportunities to consolidate reporting, eliminate duplication, and introduce summary tools such as dashboards to increase efficiency. - Improve data-informed governance; - Review of internal reporting and information flows from ED/staff to Board, incl. pre-meeting briefings, minutes, ED reports, memos, internal tracking tools and dashboards.	- Streamline reporting requirements; - Consolidate or eliminate redundant reports; - Ensure alignment of monitoring calendar with key oversight functions incl. strategic planning.
Strategic Planning and Policy Framework	- Evaluate how Board oversight links to strategic plan and core mandate of ensuring adequate and effective policing; - Review and formalize frameworks/processes for strategic planning and policy development.	Not included.

Meeting Management and Work Planning	- Review meeting frequency, structure, and alignment with decision cycles and monitoring requirements; - Optimize agenda planning (e.g. consent agendas); - Revision of calendar.	- Reduce number and length of meetings; - Ensure meeting alignment with business cycle; - Consider consent agenda use.
Board Operations & Staff	- Review of Board Office & ED mandate; - Evaluation of staffing strategy incl. development, retention, and capacity; - Staff performance management; - Systems and tools; - Board budget process and reporting.	Not included.
Governance Policies	- Comprehensive review of Board's policy suite (GA, BC, CR series); - Modernize policies to reflect CSPA, equity principles, governance best practices.	- Review of policies/by-laws impacting committees, monitoring requirements, meeting management.
Community and Stakeholder Engagement	- Review of public engagement practices, incl. social media, spokesperson roles, crisis communications planning; - Coordination of communications between Board and Service; - Feedback loops: mechanisms for integrating community input into oversight, policy, and strategic planning, incl. via advisory committees; - Review of City Council/Board relationship, incl. information flows, coordination.	Not included.
Training, Development and Support	- Review of Board competency matrix; - Review of training policy, and conference attendance; - Staff professional development.	Not included.

Risk Management and Compliance	- Review of risk oversight; - Development of risk management policy; - Risk registers and risk assessment/tracking tools.	- Ensure reporting requirements are compliant with CSPA provisions.