



LONDON POLICE SERVICE BOARD

MINUTES FROM THE OPEN MEETING

Wednesday, December 17, 2025

HYBRID: Police Headquarters-Executive Boardroom / Teams

ATTENDANCE	
LONDON POLICE SERVICE BOARD	LONDON POLICE SERVICE
Ryan Gauss, Chair	Chief Thai Truong
Nancy Branscombe, Vice Chair	Deputy Chief Paul Bastien (Regrets)
Steve Lehman, Member	Deputy Chief Scott Guilford
Josh Morgan, Member (Regrets)	Deputy Chief MacSween
Susan Stevenson, Member	Legal Director Madeline McKinnon
Mike Wallace, Member (Regrets)	Sam Santos, Executive Assistant
Stephanie Johanssen, Executive Director	
Melanie Coleman, Executive Assistant	
GUESTS	
Ron LeClair, Police Service Advisor	Addison Nadrofsky, YIPI Recipient
Jody Graham, Director of Legal Services	Superintendent Blair Harvey
Jason Senese, Director, Capital Assets and Projects at City of London	Sean-Michael Stephen, Watson and Associates
Jessie Rodger, Executive Director, Anova	Jennifer Dunn, London Abused Women's Centre

1. Procedural Matters

Meeting Called to Order: 9:07 am

Moved By: S. Stevenson

Seconded By: N. Branscombe

“**THAT** The London Police Service Board moves from Open to Closed Session pursuant to Section 44(2) of the Community Safety and Policing Act, 2019.”

CARRIED

1. Procedural Matters

Return To Open Meeting: 1:00 pm

Disclosures of Interest: Chair Gauss noted that Member Wallace had declared a conflict regarding Item #3, Development Charge Study Report #2512FF03, during the closed session.

New Business: None

Moved By: N. Branscombe

Seconded By: S. Stevenson

“**THAT** The London Police Service Board accept and approves the minutes of the November 24, 2025 Board Meeting as presented.”

CARRIED

2. Ceremonial and Special Matters

YIPI Scholarship Award Presentation

The Board recognized Addison Nidrovsky as one of three recipients of the London Police Service Board scholarship associated with the Youth in Policing Initiative (YIPI). The Board highlighted that the program provides local youth with hands-on experience in policing, mentorship, leadership development, and pathways to post-secondary education and careers. The Chief spoke to the value of YIPI in building trust with marginalized communities, supporting crime prevention, and investing in youth, noting that several current officers are former program participants. The Board congratulated the recipient and reaffirmed its continued support for the program.

3. Finance

Development Charge Study Report #2512FF03

Mr. Senese, Director, Capital Assets and Projects at the City of London, and Mr. Stephen, Watson and Associates, joined the Board to answer any questions.

Moved By: S Stevenson

Seconded By: N. Branscombe

“**THAT** the London Police Service Board approve the Growth Capital Needs Assessment, which represents the gross capital costs for inclusion in the City’s 2028 Development Charge (D.C.) Background Study prior to D.C deductions

CARRIED

4. Presentation

Anova and London Abused Women’s Centre – Case Review Advisory Committee

The Board received a presentation from Jessie Rodger and Jennifer Dunn around the work, findings, and recommendations of the Sexual Assault Case Review Committee. The presenters acknowledged the leadership and advocacy of community partners in raising awareness and advancing support for survivors of sexual violence and recognized the contributions of London Police Service members to child abuse and sexual assault investigations. The discussion covered innovative approaches to victim reporting, such as virtual reporting models, and the importance of trauma- and violence-informed practices. Chief Truong outlined current and evolving officer training, including foundational trauma-informed training at the police college, specialized training for sexual assault investigators, and a new service delivery model that builds investigative expertise across all sections to improve response, capacity, and outcomes for the community.

5. LPSB: Oversight and Statutory Compliance

Community Safety and Policing Act (CSPA) Compliance: Strategic Plan Consultations and Diversity Plan Approval Report #2412PB01

Section 37(1)(e) of the *CSPA* requires the board to prepare and adopt a diversity plan to ensure that members of the Police Service reflect the diversity of the area for which the Board has policing responsibility.

Moved By: N. Branscombe

Seconded By: S. Stevenson

“THAT The London Police Service Board adopt the Board Diversity Plan as presented, designate it as a guiding document for the Service’s operational EDI Plan and related work, and direct its implementation and monitoring in accordance with the Board’s strategic priorities and oversight responsibilities; and,

THAT the London Police Service presents its plan to operationalize this guiding document at an upcoming open Board meeting to ensure alignment.”

CARRIED

6. Verbal Updates

Chair Gauss provided a verbal update on the Board’s work throughout 2025 and thanked everyone for their commitment and contributions. Highlights included introducing a new Board visual identity; increasing focus on communication, transparency, governance training, and community engagement; re-establishing advisory committees; participating in provincial conferences; and initiating an external organizational review that led to changes to the governance and leadership model. The Chair noted progress on strategic planning, diversity initiatives, policy development, fiscal accountability and advocacy, and reaffirmed the Board’s commitment to transparency and responsible stewardship of public funds.

Chief Truong provided a verbal update noting that service data, metrics, and crime trends have shown significant improvement over the past two years, driven by focused efforts and collaboration across the organization. The Chief also marked the one-year anniversary of the tragic death of a seven-year-old, acknowledging the impact on the family and community, and advised that the Service is supporting the family in their advocacy for awareness and potential legislative change to help prevent similar tragedies.

7. New Business

No New Business.

8. Adjournment

Moved By: S. Stevenson

Seconded By: S. Lehman

“THAT The London Police Service Board Adjourn the Open Session of the December 17, 2025 meeting and move back into closed session.”

CARRIED

Adjournment 1:48 pm



Ryan Gauss, Chair
London Police Service Board

January 15, 2026

Date

CARRIED