



**PEEL POLICE SERVICES BOARD
PUBLIC MINUTES
FRIDAY MAY 28, 2021 AT 10:00 A.M.
VIRTUAL MEETING**

The Public meeting of the Regional Municipality of Peel Police Service Board commenced at 10:19 a.m. via ZOOM CONFERENCING.

ROLL CALL

Members Present: A. Attia, Chair
R. Chatha, Vice Chair
N. Iannicca
B. Crombie
A. Boughton
L. Howell
M. Medeiros

Absent: None

Others Present: N. Duraiappah, Chief, Peel Regional Police
M. Andrews, Deputy Chief, Community Policing Operations
H. Ramore, Acting Commander, Corporate Services
A. Odoardi, Deputy Chief, Innovation and Technology
N. Milinovich, Deputy Chief, Investigative and Emergency Services
S. McKenna, Staff Superintendent
M. Ottaway, Superintendent, Executive Officer
T. Saliba, A/Superintendent, Executive Services
M. Figueiredo, Acting Associate Administrator
S. Wilmot, Legal Counsel to the Chief
C.L. Holmes, Director, Finance
T. Wilson, Director, Human Resources
B. Ford, Inspector, OIC, Professional Standards
T. Ventura, IT Director, PRP
R. Serpe, Executive Director to the Board
L. Perkins, Board Manager
A. Suri, Executive Assistant

DECLARATIONS OF CONFLICT/PECUNIARY INTEREST - NIL

CHIEF'S UPDATE

Chief N. Duraiappah reported that PRP recently completed several Senior Officer promotions; 15 Senior Officers have been promoted to the rank of Superintendent and Inspector. He stated that the organization is anticipating another round of promotions to the ranks of Staff Sergeant and Sergeant in the Fall. He also reported that on the afternoon of May 28, 2021 there will be a Greater Toronto Safety Summit hosted by Toronto Mayor J. Tory and Toronto Police Chief J. Ramer. The major goal of the summit is to discuss the common themes of gun and gang violence. He reported that in 2020, 88% of illegal handguns that were seized in Peel originated in the United States.

Deputy Chief N. Milinovich provided the Board with a brief update on the first full month since the initiation of the Intimate Partner Violence (IPV) Unit. He reported that family and intimate partner violence results in approximately 40% of the homicides in Peel. He stated that PRP is the largest service in Canada to incorporate and adopt the successful move to a family justice centre model. One of the foundational keys to success has been to lessen the involvement by uniform police personnel in instances of intimate partner violence. He reported that in all the instances of criminal intimate partner violence, they have been able to utilize the IPV unit in 98% of those cases. One of the aims of the unit is to provide a more culturally appropriate and inclusive opportunity for survivors to come forward and report to police.

Chief N. Duraiappah briefly spoke about the written deputation received from Mr. D. Anand, MPP Mississauga Malton advocating a Bill for the mandatory prepayment of fuel to prevent instances of gas and dash. He reported that the Ontario Association of Chiefs of Police have endorsed the bill that is currently in the process of being legislated. He stated that in the past 5 years, PRP have responded to approximately 21,000 instances of gas and dash drive offs; in 2018 alone, there were more than 4,000 instances. He stated that the bill would afford the Ontario Association of Convenience Store workers greater safety on the job and would cut down on all the time that officers would spend responding to and investigating the gas and dash thefts.

Chief N. Duraiappah stated that many PRP senior leaders and officers have been wearing green epaulettes in May to show support for Mental Health Awareness Month. He acknowledged that this initiative is driven by *Peel Beyond the Blue*, a peer-led, not-for-profit organization that is endorsed by PRP, the Peel Regional Police Association (PRPA) and the Senior Officers Association (SOA). The goal is to encourage conversation to end the stigma around discussing mental health and seeking support from peers and the organization. Chief N. Duraiappah acknowledged the tragic loss of an officer from the London, Ontario police service due to mental health related suicide. He also reported that in recent years, the Ontario Provincial Police (OPP) has encountered many issues with members struggling with mental health issues. To help combat this growing trend, the Provincial Government and the Solicitor General have invested significant resources to support the mental health and wellness of OPP members. Chief N. Duraiappah thanked the Board for their continued support of the programming of mental health and organizational wellness for PRP members. He reported that the Board has authorized the establishment of an off-site organizational wellness office.

BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS

B. Crombie recognized the challenge of protests taking place in city squares in Peel during a Provincially mandated stay at home order. She acknowledged that groups have a constitutional right to assemble and protest, however, pandemic related health restrictions on assembly need to be taken into consideration. She asked Chief N. Duraiappah whether people could be charged for violating the emergency measures restrictions.

Chief N. Duraiappah acknowledged that despite the pandemic lasting over a year, it has been a year of many compelling geo-political, international and local issue-based protests. He stated that the paramount role of PRP is to protect the safety and security of all members of the public and to balance the ability of those who wish to gather and protest in a constitutional manner. PRP has endeavored to deal with this dichotomy in a fair and balanced manner by contacting organizers of events to ensure gatherings remain peaceful and are done as safely as possible. If there are egregious acts being committed at the protests, PRP will take action against individuals and organizers.

Deputy Chief N. Milinovich recognized that facilitating large protests during a lockdown is a complex issue that is difficult to manage while balancing competing interests. He stated that PRP has built a comprehensive plan that is considerate on the need to balance the two interests and that large protests have not evolved into real public and community safety issues.

Deputy Chief M. Andrews reinforced the concept of working with the community by building a robust internal process. PRP has worked to develop a network within the community to ensure contacts are established with organizers prior to large events; this has helped to facilitate gatherings of upwards of 15-20 thousand people in a safer more organized manner.

B. Crombie recognized that many of the protest causes are legitimate and very important to people in the community; however, many residents are frustrated with adhering to the rules of the emergency orders while others choose not to comply at all.

APPROVAL OF MINUTES

1. Minutes of the Board Meeting held Friday, April 23, 2021.

Resolution:

That the Minutes of the Board Meeting held Friday, April 23, 2021 be adopted as read.

Moved by: R. Chatha
Seconded by: L. Howell

CARRIED 01-05-21

DEPUTATIONS

2. **Mr. Deepak Anand, MPP Mississauga Malton** – The Board considered the written submission dated May 3, 2021 received from Mr. D. Anand advocating for *Bill 231 Protecting Ontarians by Enhancing Gas Station Safety to Prevent Gas and Dash Act, 2020* that calls for a mandatory system of fuel prepayment to enhance safety and prevent gas station theft.

Chair A. Attia thanked MPP D. Anand for his submission and stated that the Board will continue to support any legislation that is in the public benefit of the residents of Peel.

Resolution:

That the deputation be received as information.

Moved by: N. Iannicca
 Seconded by: M. Medeiros

CARRIED 02-05-21

PRESENTATIONS

- 3.1 **PRP Human Rights Project - Overview** - Deputy Chief A. Odoardi, Innovation and Technology Command, and Executive Sponsor for the Human Rights project and Inspector J. Edwards provided the Board with an overview of the project undertaken by PRP and PPSB with support from the Ontario Human Rights Commission (OHRC) to develop and implement recommendations founded upon OHRC's seven principles for eliminating systemic racism in law enforcement. Ena Chadha, Chief Commissioner, OHRC and Raj Dhir, Executive Director & Chief Legal Counsel, OHRC were also present for this overview.

Chair A. Attia started with introductory remarks on behalf of the Board, highlighting that in October 2020 the Peel Police Services Board signed a historic Memorandum of Understanding (MOU) with the Ontario Human Rights Commission (OHRC) and Peel Regional Police. The MOU is centered around remedies that aim to end systemic racism and discrimination in policing, promote transparency and enhance public trust throughout Peel Region. The public can access the MOU through the Peel Police Services Board website by clicking the following link <https://www.peelpoliceboard.ca/en/board-meetings/reports.aspx> and scrolling to the report at the bottom of the page entitled Ontario Human Rights Commission Memorandum of Understanding. Chair A. Attia stated that the Board acknowledges the importance of dealing with systemic racism and anti-Black racial profiling. He further stated that the Board is fully supportive of the MOU and the overall initiative and are actively involved in its implementation. He stated that the Board is supporting many initiatives to ensure that PRP becomes the most progressive police service in Canada. Chair A. Attia reinforced that the Board believes in and fully supports the work of the members of PRP and the Board is committed to ensuring that the resources necessary to provide the best training, police operations and the best equipment and technology are made available to our police service.

He highlighted that the community is an important stakeholder in the MOU and the community will continue to be engaged and informed throughout the implementation process. This direct engagement will be made through leaders in the Anti-Racism and Human Rights Committee. He acknowledged and thanked Inspector J. Edwards, Human Rights Project Lead for her hard work and dedication to the project. Chair A. Attia concluded by stating how proud the Board is of the team at PRP and OHRC for their ongoing collaborative efforts in implementing recommendations founded upon the OHRC's seven principles for eliminating systemic racism in law enforcement.

Chief N. Duraiappah prefaced the presentation by acknowledging the many stakeholders involved with the MOU project and by recognizing the hard work going into implementing meaningful reforms. He stated that Canadian officers are equipped, supported, trained and governed with oversight to make them among the best policing models on a global scale. He also recognized that every organizational system has the opportunity to continuously improve. He noted the shift to evolving from a traditional law enforcement model towards a pro-public health model that is rooted in a human rights focus that adopts and implements principles under a systemic change framework. He recognized and congratulated J. Edwards for recently being promoted to the rank of Inspector.

Chief Commissioner E. Chadha began her opening remarks by recounting that 25 years ago the Supreme Court of Canada stated that racism is buried in the human psyche, rooted in unconscious bias and cannot be easily identified or set aside. The court recognized that all social institutions including the criminal justice system reflect and perpetuate negative racial stereotypes. She highlighted the roadmap to develop and implement legally binding remedies to identify and target systemic racism and discrimination in policing in Peel Region. She accepted that addressing systemic racism requires hard work and takes time. She acknowledged that the PRP organization has signaled that they are willing to engage in meaningful work to face the reality of systemic discrimination through the MOU. Peel Regional Police is among the first police services in Canada that have committed to the MOU to tackle structural barriers, implement accountability and monitoring mechanisms and examine the role of policing in addressing community calls for de-escalation and defunding. She stated the OHRC is willing to work collaboratively with Chief N. Duraiappah, PRP members and the Board to provide human rights expertise and guidance to support the necessary work to bring about organizational change that will help dismantle systemic racism. She stated the PRP have already undertaken critical steps from engaging respected experts in race-based data collection and conducting anti-racism and de-escalation training to working with the newly formed Anti-Racism Human Rights Committee. She further recognized that the binding commitments will not be finalized unless we reflect on the experiences and the issues of communities affected by policing in Peel; particularly those of Black, racialized and Indigenous Peoples. The critical next step is to implement a robust engagement plan that builds on long-term, ongoing connections with and communication channels for affected communities to ensure police services respect the human rights, safety and dignity of everyone in Peel.

L. Howell requested clarification on what race-based data collection entails and if it includes data on crimes committed by race and the correlation of use of force.

He also inquired about the inclusion of Asian race groups in race-based data collection. Deputy Chief A. Odoardi reported that PRP is working with community partners Dr. L. Foster and Dr. L. Jacobs on setting race-based data collection standards that currently do not exist. He stated that the standards for data collection and reporting are currently being reviewed and defined and that the race-based data will include data from all races.

M. Medeiros asked about the composition of the Anti-Racism Human Rights Committee. Inspector J. Edwards stated the committee was formed to advise the service on the recommendations once they have been finalized and that the committee is comprised of experts in the field and members of the community with lived experience. She further stated that there was not an application process to participate on the committee.

B. Crombie stated that while conducting consultations in the community with her Black Caucus, she encountered some concern over trust and accountability between the community and police. Deputy Chief A. Odoardi stated that when the draft recommendations are released to the community, they will be further informed by members of the community. Following this, there will be an implementation timeline and strategy that will include measurables being put in place to determine successes. He stated that this a multi-year plan and that the trust, transparency, accountability, and effectiveness of the service will be measured over time.

Chair A. Attia stated that this project aims to improve public trust, therefore we need to ensure there is transparency in the project implementation stages. He stated there was an opportunity for community involvement through the creation of a web page dedicated to the Human Rights Project within the Peel Regional Police website; this could include information about members of the Anti-Racism Human Rights Committee. He also suggested opportunities for wider community engagement through town halls and webinars to share project progress and drafted recommendations. Chair A. Attia inquired how the project is engaging the PRP membership to seek their perspective. Deputy Chief A. Odoardi reported that information on the Human Rights initiative is being shared with the PRP membership via emails and the internal PRP intranet portal. Inspector J. Edwards stated that the communications plan begins with the engagement of PRP membership to ensure they have a full understanding of the initiative, additionally Inspector J. Edwards is providing presentations to the various departments of PRP.

Chair A. Attia inquired about the timeline for the implementation of the OHRC recommendations. Inspector J. Edwards stated that they do not want to commence the implementation process until PRP membership and the community have had ample opportunity to provide feedback. She reported that they are aiming for the draft recommendations to be ready in the Fall, however, due to the multiple streams tied to the project, the timeline is fluid.

B. Crombie identified the *Malton People's Movement* and *Advocacy Peel* as groups in Peel Region that are directly affected by the issues of systemic racism and that also have a distrust of the police. She inquired how the consultation process is going to be structured to amplify their voices and she asked how to

broaden the scope for wider community engagement. Inspector J. Edwards stated that consultations will be open to the general public and she recognized the need to find various ways to engage the community as many people may not use social media or access the PRP website.

M. Medeiros asked Chief Commissioner E. Chadha whether the OHRC, as a best practice, engages with community groups before designing the framework for providing recommendations. Chief Commissioner E. Chadha stated that their goal is to build solutions based on the lived experiences of community members. She stated that the voice of the community is essential and the OHRC is working with Chief N. Duraiappah and his team to ensure it is as comprehensive and expansive as possible.

Chair A. Attia thanked the OHRC for their participation and Chief N. Duraiappah and his leadership team for proactively acknowledging the issues of systemic racism and discrimination. He also thanked the PRP membership for their courage and collaboration to embark on initiatives that will set an example for police services across Canada.

Resolution:

That the presentation be received as information.

Moved by: B. Crombie
Seconded by: M. Medeiros

CARRIED 3.1-05-21

- 3.2 Situation Table Presentation** – Deputy Chief M. Andrews, Community Policing Operations Command and Cst. J. Brown, providing the Board with a presentation on the multi-sector partnership between various community agencies in the Region that meet on a weekly basis. This collaborative table receives referrals of persons, families or communities and provide a focused, ‘wraparound’ support approach to those most vulnerable and at a heightened risk of harm.

Chair A. Attia asked how many individuals PRP has submitted to the situation tables since the launch of the project. Cst. J. Brown stated that Peel Police have submitted 29 out of 39 cases to the situation tables.

Resolution:

That the presentation be received as information.

Moved by: A. Boughton
Seconded by: R. Chatha

CARRIED 3.2-05-21

CONSENT MOTION

Items **#4 to #6** were approved by one motion, as reflected on each item.

NEW BUSINESS**CONSENT AGENDA**

4. **2020 Current, Capital & Reserve Financial Report – Year End** – The Board considered a report dated May 5, 2021 from Deputy Chief R. Patrick, Corporate Services Command, providing the Board with the 2020 year-end reporting. Note: *The Police Services Board’s Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.*

Resolution:***That the information be received.***

Moved by: A. Boughton
 Seconded by: N. Iannicca

CARRIED 04-05-21

5. **Provincial Adequacy Regulation - Annual Compliance Report** – The Board considered a report dated May 5, 2021 from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the provincial adequacy regulation annual compliance report. Note: *The Police Services Board’s Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.*

Resolution:***That the information be received.***

Moved by: A. Boughton
 Seconded by: N. Iannicca

CARRIED 05-05-21

6. **Annual Procurement Activity Report (January 1 – December 31, 2020)** – The Board considered a report dated May 5, 2021 from Deputy Chief R. Patrick, Corporate Services Command, providing the Board with the procurement activity for 2020. Note: *The Police Services Board’s Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.*

Resolution:***That the information be received.***

Moved by: A. Boughton
 Seconded by: N. Iannicca

CARRIED 06-05-21

OTHER NEW BUSINESS

7. **Peel Regional Police 2020 Annual Report** – The Board considered a report dated May 3, 2021 from Deputy Chief A. Odoardi, Innovation and Technology Command providing the Board with the 2020 Peel Regional Police annual report.

Chief N. Duraiappah stated that the annual report is a requirement of the Adequacy Standards for the Board and Police Service.

A. Boughton congratulated Chief N. Duraiappah and his team for the thorough report and highlighted the high number of female and racialized new hires that were detailed in the report. He inquired whether the report was compiled using internal staff or if a third party was hired to complete the report. Chief N. Duraiappah stated that the report was compiled internally by the Strategic Planning & Analytics department.

Resolution:

That the Board approve the 2020 Annual Report;

And further that, upon approval, the 2020 Annual Report be provided to Regional Councillors. Following receipt by Council, the report will be distributed internally and made available to the public.

Moved by: A. Boughton
Seconded by: B. Crombie

CARRIED 07-05-21

8. **Body Worn Camera Status Report** – The Board considered a report dated May 12, 2021 from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the status report for body worn cameras for the period of May 1, 2021 – May 31, 2021.

Deputy Chief A. Odoardi reported that through the PRP partnership with the Ministry of the Solicitor General and the early adoption of the digital evidence management system that correlates with the body worn cameras, it has been identified that some funding will be provided for the project. The funding that will be received in the coming months will be redirected to mental health and addictions crisis response through the body worn camera project. He also reported that the body worn camera project continues to be on track, on schedule and slightly under budget.

Resolution:

That the information be received.

Moved by: R. Chatha
Seconded by: L. Howell

CARRIED 08-05-21

9. **Request for Direct Negotiation with Optiv Canada** – Report dated May 6, 2021 from Deputy Chief A. Odoardi, Innovation and Technology Command, providing the Board with the request for direct negotiation for the supply of cybersecurity software and hardware and professional consulting services with Optiv Canada.

Deputy Chief A. Odoardi reported that the request for negotiation is specifically a request for an increase to the purchasing authority. The vendor of record works in public safety across Canada and is currently working on Provincial and Federal contracts. He further stated that the budget for this contract increase has already been allotted for.

Chair A. Attia inquired if the acquired software was used to protect our internal systems from cyber security attacks. Deputy Chief A. Odoardi stated that the software does help provide protection against cyber security attacks and the vendor also provides consulting services to advise on privacy impact and identity risk management.

Resolution:

That an award for the supply of cybersecurity software, hardware and professional consulting services for Peel Regional Police (PRP) be awarded to Optiv Canada for a contract period of 5 years from the date of contract execution.

And further, that subject to budget availability, approval be granted to the Director of Procurement to increase the contract if actuals exceed the estimated cost or quantity.

Moved by: R. Chatha
Seconded by: B. Crombie

CARRIED 09-05-21

ADJOURNMENT OF PUBLIC MEETING

The Board public portion of the meeting adjourned at 12:34 p.m.



A. Attia, Chair



R. Serpe, Executive Director