



**PEEL POLICE SERVICES BOARD
PUBLIC AGENDA
FRIDAY JUNE 25, 2021 AT 10:00 A.M.
VIRTUAL MEETING**

ROLL CALL

DECLARATIONS OF CONFLICT/PECUNIARY INTEREST

CHIEF'S UPDATE

BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS

APPROVAL OF MINUTES

1. Minutes of the Board Meeting held Friday, May 28, 2021.

Recommendation:

That the Minutes of the Board Meeting held Friday, May 28, 2021 be adopted as read.

DEPUTATIONS

2. **Stop Police Profiling** – A written submission dated May 18, 2021, received from the Stop Police Profiling Group.

Recommendation:

That the deputation be received.

PRESENTATIONS

- 2.1 **Recruitment Update** – Presentation will be provided by Peel Regional Police, report to follow.

Recommendation:

That the presentation be received.

- 2.2 **Organizational Leadership Strategy** – Presentation will be provided by Peel Regional Police, report to follow.

Recommendation:

That the presentation be received.

NEW BUSINESS

3. **2021 VCOM Group Annual Report** - Report dated May 14, 2021 from Deputy Chief A. Odoardi, Innovation and Technology Command providing the Board with the 2021 VCOM Group Annual Report

Recommendation:

That the information be received;

And further that, the 2021 VCOM Group Annual Report be forwarded to Regional Council for information;

And further that, the 2021 VCOM Group Annual Report be forwarded to Regional Fire Coordinator for information.

4. **2020 Persons At Risk Annual Report** - Report dated June 3, 2021 from Deputy Chief N. Milinovich, Investigative & Emergency Services Command, provided a consolidated annual overview of Child Abuse and Neglect, Elder and Vulnerable Abuse, Family and Intimate Partner Violence, Youth Crime and Internet Child Exploitation in Peel Region.

Recommendation:

That the information be received.

5. **2020 Equal Opportunity Report** - Report dated June 1, 2021 from Deputy Chief R. Patrick, Corporate Services Command, providing the Board with the 2020 equal opportunity plan results.

Recommendation:

That the information be received.

6. **Body Worn Camera Status Report** – Report dated June 7, 2021 from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the status report for body worn cameras for the period of June 1, 2021 – June 30, 2021.

Recommendation:

That the information be received.

- 6.1 **Globe & Mail Opinion Editorial** – Article dated June 14, 2021 by Mr. J. Sukhera, Chair, London Police Services Board and Mr. A. Attia, Chair, Peel Police Services Board, providing the Board with an opinion editorial about hate-motivated crimes and the Canadian justice system. This article was written in response to the London, Ontario incident where a family of five Muslim pedestrians was deliberately struck by a driver resulting in the death of four of the family members.

Recommendation:

That the information be received.

ADJOURNMENT OF PUBLIC MEETING



**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

Deputation: Stop Police Profiling Group – received by PSB May 18, 2021

AMENDED: Hi on behalf of Stop Police Profiling Group as well as for people with disabilities mental or otherwise, we request:

- 1) Strict limitation of police bodycam usage to only extreme situations and 6 month limitation on retention on video and audio materials obtained by Peel Police.
- 2) Abolishment of Form 1s system: We wish to propose that police should not be involved in any way with the administration, handling or enforcement of Form 1s. Form 1s need to be handled by special internal doctor personal security or hospital security administration and such situations need to be recorded only in the doctor system or hospital system only. Police are not doctors and their invasion of peoples private medical care is shameful and needs to stop. If police want to create jobs and businesses in the community to help low income people then by all means. That is an area where they can actually do some good.
- 3) Apologies for False accusations against men: its time for police to punish Previous He said/He said and She said/He said 911 calls and take a Hard line on police callers and create nuisance classified occurrence reports against callers that fraudulently use the police as their own bodyguards. Immediate Expungement of reports from such calls is called for.
- 4) Limits of 2 Years on Retention times of Occurrence reports and frivolous situations. We live in Fast Times. Police are not counsellors, referees or doctors. This is creating an industry where police are criminalizing people with mental illnesses which is aggravating their illnesses.
- 5) It's time for apologies from peel police on behalf of their members who falsely arrested innocent bystanders who they saw were carrying cellphone cameras during the g20 and were only documenting the g20 protest.
- 6) There needs to be an Upgrade of the police complaints system 1) there needs to be an amnesty for people who have complaints from the last 10 years to have their complaints reconsidered 2) that modifications be made in the system to give greater merit and double credit to complainants with disabilities to take into account that they are a challenged group in the complainants system with greater empathy and compassion provided to them. Especially those suffering from mental illnesses.3) That the limitation period to make a police complaint be extended to 5 years.
- 7) That there be remedies in the police complaints system made to people who complained against police and were later retaliated against through police profiling (ie,apologies/financial compensation made to the victim)

- 8) For all the budget increase in the police budget there seems to be a bottleneck at the FOI dept at 22 division and that it needs to be open on weekends. Surely there can be some reallocation of labour resources to get the line moving at the FOI dept. As well, that it be immediately physically reopened with physical distancing measures.
- 9) The group also asks that Peel Police be aware that citizens' rights are especially more vulnerable during the pandemic. It is our opinion that citizens get treated badly by lawyers (many of which are prejudging cases before even taking them on), employers (who have been extremely judgemental as well to vulnerable workers) as well as media (newspaper and radio; which refuses to give the "time of day" to civil issues lately as well as other entities). In light of this we ask for greater sensitivity from police wrt to civil and human rights during the exceptional times we live. Greater tolerance is greatly needed during these very rough and turbulent times.

Presentation: Recruitment Update

Presentation will be provided by Peel Regional Police, report to follow.

Presentation: Organizational Leadership Strategy

Presentation will be provided by Peel Regional Police, report to follow.

03-06-21



FORWARDED TO
POLICE SERVICES BOARD
DATE MAY 18, 2021
[Signature]
CHIEF OF POLICE

REPORT
Police Services Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: _____

PSB REC: MAY 18 21
LOG# 29-21
FILE CLASS: V04

DATE: May 14, 2021
SUBJECT: 2021 VCOM GROUP ANNUAL REPORT
FROM: Anthony Odoardi, Deputy Chief, Innovation and Technology Command

RECOMMENDATION

IT IS RECOMMENDED THAT the 2021 Vcom Group Annual Report be received by the Police Services Board for information

AND FURTHER THAT, the 2021 Vcom Group Annual Report be forwarded to Regional Council for information.

AND FURTHER THAT, the 2021 Vcom Group Annual Report be forwarded to the Regional Fire Coordinator for information.

REPORT HIGHLIGHTS

- System Activities & Service Levels
- Financial Trend Summary
- Private Public Safety Broadband Network Project (PSBN)
- Vcom Interference from LTE operations in the 800 MHz band

DISCUSSION

1. Background

In accordance with the June 8, 1995 agreement between the Regional Municipality of Peel, the City of Brampton, the City of Mississauga, the Town of Caledon, and the Peel Police Services Board, a Vcom Group was formed in the summer of 1997 to manage the operation of the radio system. Section 6 of that agreement states in part:

The Vcom Group will be accountable to Regional Council through the Police Services Board and report annually in September of each year on its activities to Regional Council,

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MAY 18 2021
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OFFICE OF THE CHIEF

through the Chief of Police to the Police Services Board with an information report forwarded to the Regional Fire Coordinator.'

2. Findings

Vcom Group Activities

The Vcom System entered its 24th year of operation, functioning well to support 8 public-safety/public-service agencies within the Region of Peel. Since 2008, the Vcom System has delivered an average of one million minutes of airtime per year.

The following are noteworthy activities from the past year:

- **System Users:**

At present, the Vcom System supports a total system capacity of 5,514 radios at a Public-Safety Grade of Service. System loading to date is well within operational tolerances. Average Site Utilization during the past 12 months was 23%. Service levels remain acceptable during this reporting period.

Current users of the Vcom system along with the number of radios as of April 2021 are:

Peel Regional Police *	1867	34.2%
Brampton Fire & Emergency Services *	299	5.5%
Caledon Fire & Emergency Services *	187	3.4%
Mississauga Fire & Emergency Services *	384	7.0%
Region of Peel Works *	536	9.8%
Total Vcom Group	3110	60.0%
Alectra Brampton	139	2.5%
City of Mississauga Non-Emergency	1236	22.6%
Canada Border Services Agency (CBSA) – Toronto Pearson International Airport	810	14.8%
Total Vcom Users	2184	40.0%
Grand Total of All Vcom System Users	5295	100.0%

* denotes Vcom Group member, others are Vcom Users.

3. Organizational Wellness / Occupational Health and Safety / Risk Management

- **Private Public Safety LTE Project**

Vcom has initiated a pilot project to establish a private public safety LTE Broadband network within the Region of Peel. Vcom has identified 9 sites throughout the Region which will provide good coverage throughout the Region for the proof of concept. With the understanding during the proof of concept, there will not be full coverage in the Region of Peel.

In late 2020, the PSBN LTE network was operationalized and available for Vcom partner use. Vcom is currently working with all interested partners in piloting the LTE network for their individual needs. The pilot project will run until October 2022.

In June 2019, the Federal Government issued a progress report on a National Public Safety Broadband Network, which had a mandate to develop options and recommendations for a PSBN for public safety and first responders across Canada. This interim report noted there are number of delivery models being considered for a national PSBN, and there may be a number of different models required ensuring national coverage. The three options remain, a private dedicated model, one of which is the Halton Police Service/Peel Police deployment, a Public/Private model, an example is FirstNet in the US and a Commercial Network, fully owned by public commercial carriers as in the UK. The Federal Government continues to study the options and expects to have a policy paper presented to the Federal-Provincial-Territorial Ministers in charge of Emergency Management in mid 2021.

Peel Police, along with their PSBN Innovation Alliance members - which represents municipal First Responder agencies covering municipalities with a population of over 4 million people –continue to promote a Canadian Public Safety Broadband Network, which would enable more efficient, reliable, secure, resilient and cost-effective communications for First Responders across Canada.

- ***Vcom Interference from LTE operations in the 800 MHz band***

In May 2018, Vcom received a complaint of coverage in what was known to be an area with good coverage. Upon investigation Vcom found the control channel was degraded to the point of being inoperable, the signal appeared to just disappear. Vcom observed a Rogers Wireless cellular site was within close proximity to the area.

Vcom reached out to Rogers and after a quick test with the Rogers interference specialist, confirmed Vcom's suspicion of interference. Vcom learned that Rogers had begun their deployment of 850 MHz LTE. Vcom received more complaints of subscribers showing "out of range" on the radio display. Vcom and Rogers investigated each area and confirmed the same issue. The new LTE band was interfering with Vcom subscribers on both Motorola and Tait user gear, which poses a serious safety risk to public safety operations within the Region of Peel. Rogers immediately decreased its base station power level on a precautionary basis following the tests and Vcom service returned to normal levels immediately. Rogers will not increase the power to their base stations until the issue can be resolved.

In October 2018, Vcom submitted a report describing the results of these tests to the Federal Government Agency- Innovation, Science and Economic Development (ISED) who oversee radio telecommunications in Canada, describing the situation whereby the Rogers LTE base stations were causing desensitization of Vcom's mobile and portable radios. ISED in turn conducted in-field tests in collaboration with Vcom technologists and Rogers, over three days in March 2019.

In June 2019, ISED sent Vcom and Rogers their findings, which did confirm signal loss but were not able to make a determination on how to proceed. They have requested that continued testing and information gathering continue while the Rogers signal must remain at the decreased level.

Over the course of June 2019 through December 2019, ISED continued to examine their findings. Unable to arrive at a workable solution, ISED has returned to work with Vcom and Rogers and plan to conduct additional testing with our Region. Tests scheduled to begin in late March/early April 2020 were delayed ISED in light of the Covid19 pandemic.

In June of 2020, Vcom and Rogers did extensive testing in a lab environment to collect data. Testing was done to see if a filter could be installed to resolve the interference problem. The lab results showed promise using a filter; Vcom was less impacted when Rogers used filters on their transmitters. During Fall 2020, the testing was taken to the field and the filters were installed on select sites for field verification. The testing did not yield the same results in the lab.

In early 2021 a new approach was taken for the testing, the findings showed that while the Rogers signal did have an impact on Vcom, the Vcom signal is strong enough and posed no major concerns to the performance of user equipment.

Vcom is waiting for the final report from ISED, which will propose a phased turn up of the Rogers sites. This will ensure Vcom can monitor any issues and keep them localized. The original issue can be attributed to a technician error turning the power up more than twice for which Rogers is licensed. This increased power overpowered the front RF components of the user gear, resulting in what appeared to be "dead areas" for the users.

At this time, Rogers is transmitting at a low power level, ensuring Vcom is not experiencing any interference from their deployments.

ORGANIZATIONAL IMPACTS

Financial

Vcom operates on a not-for-profit business model. Users only pay for the services required to operate and maintain the Vcom System infrastructure. The P25 Vcom Infrastructure operating budget is based on a Public Safety Grade of Service (GOS) capacity of 5,514 radios. The 2021 per radio operating cost of \$485.66 is an increase of \$34.60 per radio from 2020. This value is based on a total gross operating budget of \$2,959,850 less expected tower revenues of \$281,900. The increase of 7.67% in operating costs was due to a rise in software maintenance, licence fees, wages and Regional chargebacks. These expenses were partially offset by an increase in tower revenues on Vcom tower sites.

CONCLUSION

The Vcom Group is pleased to report that the Vcom System continues to serve the needs of our member municipalities and partner agencies with reliable and cost effective communications.

Approved for Submission:



Anthony Odoardi, Deputy Chief, Innovation and Technology Command

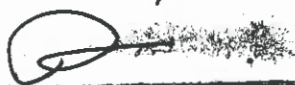
For further information regarding this report, please contact Deputy Chief Anthony Odoardi at extension 4060 or via email at anthony.odoardi@peelpolice.ca

Authored By: Susan Payne, Manager - VCOM and Support Services, ext. 4943.



FORWARDED TO
POLICE SERVICES BOARD

DATE JUNE 8, 2021


CHIEF OF POLICE

04-06-21

REPORT
Police Services Board

For Information

File Class: 1-01-02-01

PSB REC: JUN 08, 21
LOG #32-21
FILE CLASS: P01

Cross-Reference File Class: _____

DATE: June 3, 2021

SUBJECT: **2020 PERSONS AT RISK ANNUAL REPORT**

FROM: Nick Milinovich, Deputy Chief, Investigative and Emergency Services Command

RECOMMENDATION

That the 2020 Persons at Risk Annual Report be received as information.

REPORT HIGHLIGHTS

- Child Abuse and Neglect
- Elder and Vulnerable Adult Abuse
- Family and Intimate Partner Violence
- Youth Crime Report
- Internet Child Exploitation

DISCUSSION

The purpose of this report is to provide the Board with a summary of distinct fields related to Persons at Risk. The reporting categories set out in this Report relate to the following five (5) areas:

- i) **Child Abuse and Neglect** – reporting area, Special Victims Unit
- ii) **Elder and Vulnerable Adult Abuse** – reporting area, Community Mobilization and Well Being
- iii) **Family and Intimate Partner Violence** – reporting area, Family and Intimate Partner Violence
- iv) **Youth Crime Report** – reporting area, Youth Engagement
- v) **Internet Child Exploitation** – reporting area, Internet Child Exploitation Unit

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CHILD ABUSE AND NEGLECT

Background

One of the core responsibilities of the Peel Regional Police (PRP) Special Victims Unit (SVU) is to conduct thorough investigations into allegations of child abuse (children under 18) by caregivers, a category which includes, but is not limited to parents, babysitters, teachers, daycare providers, child youth workers and foster parents.

In recognizing that child abuse can have serious long lasting traumatic effects on the victim, SVU pledges to be sensitive to the needs of victims while providing assistance and support during investigations; working cooperatively with The Children's Aid Society of the Region of Peel (Peel CAS) and community partners.

All investigations in SVU are conducted in accordance with the PRP Criminal Investigation Management Plan and the Region of Peel Child Abuse Investigation Protocol.

The Enhanced Violence Against Women Protocol spear headed by the Peel Committee Against Women Abuse (PCAWA) came into effect in 2018. Peel Regional Police were actively involved in the protocols development. The protocol assists member agencies in providing a consistent, supportive and inclusive response to reduce the systemic barriers that exist for survivors of violence in the Region.

Certain designated offences are mandated by the Solicitor General and has been since 1995, to be investigated in accordance with the Ontario Major Case Management System established guidelines. Officers within SVU are trained to a level that meets or exceeds the necessary investigative skills; they receive on-going training, participation in courses such as:

- Sexual Assault Investigators Course
- Major Case Management Course
- Powercase Course
- Investigating Offences Against Children Course
- Forensic Interviewing Course
- Search Warrant Course
- Advance Search Warrant Course
- Preparation, Engage, Account, Closure and Evaluation (PEACE) Interviewing Course
- Phased Interview Model for Suspects (PIMS) Course

Child abuse investigations where young victims suffer serious, life threatening injuries are usually complex and will often hinge on medical evidence. Over the last several years, SVU has on average, investigated ten (7) of these serious child abuse cases per year.

SVU liaises and works collaboratively with numerous social services and community agencies within the Region of Peel. The Region of Peel Child Abuse Investigation Protocol guides these relationships. Participating agencies include the following:

- Trillium Health Partners
- Peel CAS
- Crown Attorney's Office
- Dufferin-Peel Catholic District School Board

- Ministry of Attorney General – Peel
- EveryMind (formerly Peel Children's Centre)
- Peel District School Board
- William Osler Health System

The Protocol communicates the required reporting, investigative and legal responsibility processes related to incidents of child abuse with the goal of ensuring the safety and well-being of children in Peel Region. The protocol directs that the PRP and the CAS, working together, investigate incidents of a criminal nature jointly.

Findings

In 2020, SVU received 509 calls for assistance directly from the CAS. The calls for assistance were either a query for information or a consultation on an incident they were investigating, with some of these incidents leading to a joint investigation. The review of referrals is an ongoing joint process between PRP and CAS to maintain and refine the reporting criteria and achieve a consistent method of evaluating occurrences. The Covid-19 pandemic caused the closure of schools and daycare centres for a prolonged period, which is a likely cause for a reduction of incidents being reported to police.

Calls for Assistance Received from the CAS

2015	2016	2017	2018	2019	2020
1055	880	773	693	708	509

Special Victims Unit Child Abuse Investigations

In 2020, there was a 14% decrease from 2019 in the number investigations involving Sexual Offences Against Children. There was also a 41% decrease in the number of Physical Assaults Against Children from 2019. There was one neglect investigation, which was the same as in 2019. Overall, there was a 27.5% decrease in the number of investigations conducted from the previous year.

The table below lists the number of physical, sexual and neglect investigations undertaken in the Region in relation to children (<18) by SVU.

ABUSE TYPES	2016	2017	2018	2019	2020	2019-20 Change
Sexual Offences Against Children	111	123	145	230	197	-14%
Physical Assaults Against Children	226	230	226	234	139	-41%
Neglect	2	0	3	1	1	0%
Total Investigations	339	353	374	465	337	-27.59%

Strategic Plan Alignment

Goal: 1. Community Safety and Well-being Together

Priority: 1.5 Priority Populations

Organizational Wellness/Occupational Health and Safety/Risk Management

- a) Given the sensitive and graphic nature of investigations, members assigned to SVU are designated as "high risk", and are subject to the PRP Safeguarding program. PRP is committed to the well being of all our personnel; and,
- b) Established protocols and partnerships maintained with social services and community agencies contribute to ensuring that PRP is able to respond professionally to incidents of child physical and sexual abuse.

Conclusion

PRP SVU continues to work collaboratively with our community partners within the Region of Peel. The Child Abuse Investigation Protocol has been recognized as a standard for the Province, and is a working document that is a testament to our commitment to children and families within the Region of Peel.

ELDER AND VULNERABLE ABUSE

Background

This report provides information about the mandate of the Peel Regional Police (PRP) Elder Abuse and Vulnerable Adult Coordinator and the number of related investigations that were undertaken in adherence to Ontario Policing Standards LE-021. PRP Directive 1-B-701 (F) also provides instructions and guidelines and serves to educate members of the existence of abuse and neglect of elderly and/or vulnerable adults. It also provides instructions for the action to be taken when it is encountered.

The role of the Elder and Vulnerable Adult Abuse Coordinator includes:

- Act as a liaison for all frontline officers and all PRP bureaux when they require assistance in the investigation of Elder/Vulnerable Person Abuse.
- Provide assistance by referring members of the community to external partners and community groups. These groups work collaboratively with the Elder Abuse/Vulnerable Person Coordinator to provide support and resources for Victims, People in Need, Family Members and Caregivers.
- Coordinate training programs, conduct lectures, and disseminate information to members of this service and the public.

- Review all police occurrences involving Elder Abuse/Vulnerable Person(s) and provide investigative assistance to PRP officers and ensure community members have the support and resources they require.
- **4041** occurrences were reviewed in 2020.

The Elder and Vulnerable Adult Abuse Coordinator is the policy centre for the following PRP directives:

<u>Issue Number</u>	<u>Subject</u>
I-B-701 (F)	Elder and Vulnerable Adult Abuse

Definition:

Elder abuse/vulnerable adult abuse refers to any act or behaviour that harms or threatens to harm the health or well-being of an elderly or vulnerable adult. The abuse is often caused by someone in a position of trust or authority that the elderly/vulnerable adult relies upon for their basic needs. Forms of abuse include, but are not limited to physical, sexual, financial and psychological abuse and neglect, whether active or passive.

The age of 60 years has historically been used by P.R.P. as a benchmark for collecting data with respect to incidents involving possible or actual elder abuse, and is the standard amongst police services throughout Ontario.

Persons 60 Years of Age and Over

2020 population estimates for the City of Brampton and City of Mississauga are as follows:

Total Population	1,461,432
Population 60+	295,525
Percentage of population 60+	20.2%

Source: PRP Corporate Planning and Research Bureau

Findings

Between January 1st, 2020 and December 31st, 2020 the Elder Abuse Coordinator reviewed 4,041 police occurrences involving Elder person(s) / Vulnerable adult(s). This was a 13% increase from the 3,575 occurrences that were reviewed in 2019. This increase in occurrences could be attributed in part to the following;

- An aging population within our Region
- Ongoing education, information and awareness of Elder Abuse that promotes the reporting of such incidents

- The completion of training to Record Services on the proper coding of occurrences that directly or indirectly involve persons 60 years of age or older; and
- The current COVID-19 Pandemic that is contributing to isolating seniors from family and community supports.

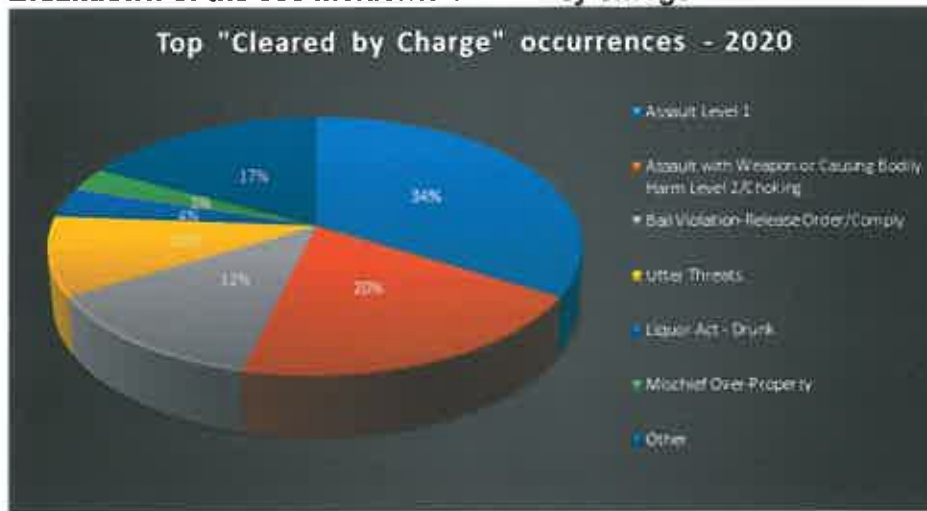
Of the 4,041 police occurrences reviewed by the Elder Abuse Coordinator, 3,012 incidents were further investigated for Elder/Vulnerable Abuse or the potential or Elder/Vulnerable Abuse and were resolved as follows:

- 306 were cleared by charge,
- 66 were cleared other
- 2640 were either solved but deemed non-criminal, or are still under investigation.

Number of Incidents Identified as Potential Elder Abuse 2016 - 2020:



Breakdown of the 306 incidents cleared by charge - 2020:



Presentations

In 2020, the Elder Abuse Coordinator provided 11 internal training sessions to various PRP personnel including: Officers attending the Mental Health Course, New Recruits and Divisional Mobilization Training.

Externally, presentations were delivered to various community members and groups, including: emergency medical services, community agency workers, long-term care service providers, residents, caregivers, elders living in their own home, volunteers and neighbourhood associations.

The presentations were designed to educate the participants as to the issues surrounding elder abuse and vulnerable person abuse.

Senior Safety Calendars

The Elder Abuse Coordinator worked with Corporate Communications in developing a Safety for Seniors Calendar. This calendar included information and resources in relation to Senior Safety and Elder Abuse. Five thousand calendars were distributed to various Senior Groups and Organization within the Region. The Senior Safety Calendar is extremely popular with Seniors, and demonstrates to the Public one of the many ways that Peel Police is dedicated to making the Region of Peel "A Safer Community Together."

Elder Abuse Committee Involvement

The Elder Abuse Coordinator sits on three committees in the Region of Peel that impact Elder and Vulnerable Persons' issues. The role of the Coordinator on these committees is to provide interpretation, direction and guidance from a police perspective on issues tabled. It is also an opportunity to engage stakeholders and partners.

- Law Enforcement Agencies Protecting Seniors (L.E.A.P.S.)

- Peel Elder Abuse Prevention Network (P.E.A.P.N.)
- Vulnerable Person Registry Committee (V.P.R.C)

Strategic Plan Alignment

Goal: 1. Community Safety and Well-being Together
Priority: 1.5 Priority populations

Conclusion

As the percentage of reported Elder Abuse incidents continues to rise in the Region of Peel, the Elder Abuse Coordinator and Peel Regional Police will in collaboration with community partners, continue to provide resources and education to address this complex issue.

FAMILY AND INTIMATE PARTNER VIOLENCE

Background

Note: In April 2021 the Peel Regional Police Service completed a comprehensive overhaul of the service delivery model in the area of Intimate Partner Investigations. Evaluations/details of those changes are NOT reflected in this report or the paragraphs which follow. This report provides information on services for the year 2020. Updates on service innovations for 2021 will follow throughout 2021 and be highlighted in the coming "2022 Annual Persons at Risk Report".

The Peel Regional Police (PRP) Intimate Partner Violence Unit (IPV) plays a key role in ensuring compliance with both internal and external legislation governing this Service's response to matters involving Intimate Partner violence. A function of IPV is to ensure that officers are effectively trained and updated on evolving legislation.

IPV was the policy centre for the following PRP directives:

Issue Number	Subject
I-A-602 (F)	Criminal Harassment
I-B-718 (F)	Project Guardian - Pilot Project
I-B-713 (F)	Intimate Partner Incidents

Findings

Adequacy Standard LE-024 – Training Models

All police services in Ontario are required by Adequacy Standard LE-024 to implement one or more models set out in the Ministry guidelines for the investigation of domestic violence occurrences and to ensure that the police service has access to trained domestic violence investigators. The four models of service delivery offered are:

1. Ensuring that an adequate number of patrol officers are designated as Domestic Violence Investigators, or;
2. Establishing a specialized unit of Domestic Violence Investigators responsible for undertaking, managing, or reviewing all domestic violence investigations, or;
3. Designating a Domestic Violence occurrence as a threshold occurrence under the police service's criminal investigation management plan, thereby requiring that the investigation be undertaken or managed by a criminal investigator, or;
4. Designating patrol supervisors as Domestic Violence Investigators who will be responsible for undertaking, managing, or reviewing all domestic violence investigations.

PRP used a combination of Model #1 and #4 to meet organizational needs but will also incorporate #2 by implementing the new Intimate Partner Violence Unit in 2021. The selected models allow for a variation of supervisors and front line/specialty bureau officers to receive the Ministry of the Solicitor General accredited training. The requirements of LE-024 continues to be met by PRP by having patrol supervisors review and acknowledge the thoroughness of all domestic violence investigations.

Domestic Violence Investigator Training

The Domestic Violence Investigator's (DVI) Course is an extensive four day course held twice yearly at the Emil V. Kolb Centre for Police Excellence. Upon completion, officers are awarded the DVI designation. Historically, priority was given to supervisors and acting supervisors, however, PRP has since adopted a more inclusive approach and includes front line officers and those in investigative bureaus who are exposed to these types of investigations. PRP currently has **845** officers with the DVI designation.

Intimate Partner Violence (IPV) Investigations

IPV calls remain the number one call for service and are considered to be of the highest priority. Due to the high risk inherent in intimate partner situations, officers shall use extreme caution and adhere to proven safety procedures when responding to intimate partner incidents. All Intimate Partner Violence calls are responded to by a minimum of two officers.

PRP's adherence to Provincial Adequacy Standards has resulted in an increase in the time required to thoroughly investigate domestic dispute matters. An example of this is the expectation by the courts that victim statements should be video recorded whenever possible. When interviewing an accused person for IPV related offences, officers shall ensure that all attempts are made to obtain a video recorded statement. As per Directive I-B-727(F) (Video Recording of Interviews) it is the policy of this Service to digitally record all interviews with suspects of criminal offences or persons arrested for criminal offences, who have been returned to a police facility. This has an impact on the time required for a thorough IPV investigation.

PRP is in compliance with the charging guidelines of the Province of Ontario. The mandatory charging guidelines, as directed by the Province are strictly adhered to; where reasonable grounds exist to believe that a criminal offence has occurred, within an intimate partner

relationship, officers shall lay charges. The Service has comprehensive directives that speak to intimate partner investigations. These directives include detailed steps on how domestic related investigations are documented to ensure that officers are conducting thorough investigations.

Safety Issues and Public Awareness

a) Peel Children's Aid

PRP takes a precautionary approach in dealing with matters where a child is likely to be exposed to domestic violence. These incidents are reported directly to the Peel Children's Aid Society (CAS). Peel CAS address a variety of service needs for children and families experiencing struggles with domestic violence. They conduct child welfare assessments and provide ongoing work with families, youth and children who have experienced and been exposed to domestic violence; including intervention plans and referrals to other agencies for support. CAS has *two Domestic Violence Teams solely dedicated to providing support for children who have been exposed to intimate partner violence.*

b) Project Guardian – Support Link

In December 2017, Victim Services of Peel (VSOP) launched Project GUARDIAN which replaced the previous personal alarm system (Domestic Violence Emergency Response System - DVERS). Project Guardian is a pilot project sponsored by VSOP. This project provides victims who are at high risk of life-threatening violence with a portable, personal Global Positioning System (G.P.S.) locator device. Each recipient is provided with a small pendant. When the recipient is faced with immediate danger of physical harm, he/she depresses the SOS button on the pendant. This automatically calls Northern 911 Emergency Centre through 2-way hands-free voice technology who in-turn notifies the appropriate police service.

Criteria and suitability for the program is determined by VSOP. The criterion includes:

- The individual is living in Peel Region (Mississauga or Brampton).
- The individual is not living with the accused.
- The individual has reasonable grounds for feeling at risk (e.g. prior violent acts committed against them, threats of violence).
- The individual is using and abiding by all additional reasonable protective orders available to them (e.g. restraining orders, bail conditions, peace bonds) or are in the process of seeking such protective orders.
- The individual indicates an understanding of, and agree to the use, and limitations of, the GPS Tracker.
- The individual is willing to prepare a Personal Safety Plan in cooperation with the Project GUARDIAN Coordinator.
- The individual is willing to remain in contact with the Project GUARDIAN Coordinator with regards to updates on their situation and to review their Personal Safety Plan.
- The individual accepts the terms of use agreement, including the return of the GPS Tracker upon cessation of need or failure to comply with the terms of use.
- The individual does not already have a GPS Tracker.

- The individuals willing to complete the application sign the user agreement and any other required legal documents pertinent to this project.
- The individual participates in completing an ODARA (Ontario Domestic Abuse Risk Assessment) tool if it is related to intimate partner violence.
- The individual understands that the GPS Tracker is not a long term safety tool, and that other means of protection, planning and safety must be in place before receiving a Tracker.

In 2020, 6 clients were offered services by the program but no new clients enrolled. There were zero actual alarms and zero false alarms triggered when the units were out of service. The program continues to be piloted through 2021.

Public Education and Awareness

Delivering education, promoting awareness, and facilitating access to appropriate resources both within the service and in the community is a high priority for PRP.

In order to provide the public with information regarding family and intimate partner violence and identify community agencies that provide assistance and support to victims and their families the following have been made available:

- In November 2020 PRP partnered with the Region of peel, City of Brampton, City of Mississauga, Town of Caledon, Ontario Provincial Police and numerous Regional community agencies and launched the Awareness Campaign “It’s Not Okay” to generate increased access to information and resources related to Intimate Partner Violence (IPV).

Over the ten-day period of the campaign, the PRP Family and Intimate Partner Violence related webpage had an increase in access by 60%. Therefore demonstrating the widespread effectiveness of these campaigns to inform the community.

Community Partnerships / Committees (Appendix I)

- The PRP is formally represented through membership and participation throughout the Region of Peel’s Community Safety and Well-Being Plan. One of the priorities of this plan is Family and Intimate Partner Violence which has been invaluable in ensuring service alignment to community needs and interests
- PRP continues to maintain long-standing, collaborative working relationships with several community/social services agencies. These agencies focus primarily on the needs of victims and the families of victims impacted by Family and Intimate Partner Violence.
- Beyond formal partnerships, efforts to reduce intimate partner violence through community engagement continue with innovative approaches including providing presentations to external partners and developing strategies to identify and support victims.

Statistical Information

Family and Intimate Partner Violence statistics have shown a decrease in the number of Intimate Partner criminal charges laid when compared to 2019 and a decrease in the number of Intimate Partner verbal and non-intimate partner calls.

The Family and Intimate Partner Violence occurrence categories are defined as follows:

(A) Intimate Partner Violations (Total Cleared)

Statistics for this category relate to occurrences involving intimate relationships involving persons who are married, living common-law, same-sex couples and dating relationships, whether past or current.

These figures identify the number of occurrences **Cleared by Charge** or **Cleared by Other**:

Examples of Cleared by Other include but are not limited to; death/suicide of the accused, the accused was involved in an Intimate Partner Verbal Dispute (No Charges) incident in conjunction with a unrelated offence and was cleared by departmental discretion for the unrelated offence.

Intimate Partner Violations (Total Cleared)

Intimate Partner					
	2016	2017	2018	2019	2020
Total Cleared	2,407	2,402	2,706	3,053	2,975
Cleared by Charge	2,347	2,329	2,660	3,017	2,951
Cleared by Other	60	73	46	36	24

Source: OccDiv 2016-2020

(B) Intimate Partner Violations (Verbal – No Charges)

These statistics involve intimate relationship verbal disputes where **No Criminal Charges** were laid:

Intimate Partner Violations (Verbal-no charges)

Intimate Partner					
	2016	2017	2018	2019	2020
No Criminal Charges*	6,935	7,375	7,593	8,047	7,520

Source: OccDiv 2016-2020

*Includes Unfounded occurrences

(C) Family Dispute Violations (Total Cleared)

These statistics involve family incidents (non-intimate partner), including child, parent, siblings, cousins etc. where occurrences were either **Cleared by Charge** or **Cleared by Other**.

Family Dispute Violations (total cleared)

Family Dispute					
	2016	2017	2018	2019	2020
Total Cleared	1,019	1,001	1,090	1,189	1,068
Cleared by Charge	868	788	880	963	853
Cleared by Other	151	213	210	226	215

Source: OccDiv 2016-2020

(D) Family Dispute Violations (Verbal – No Charges)

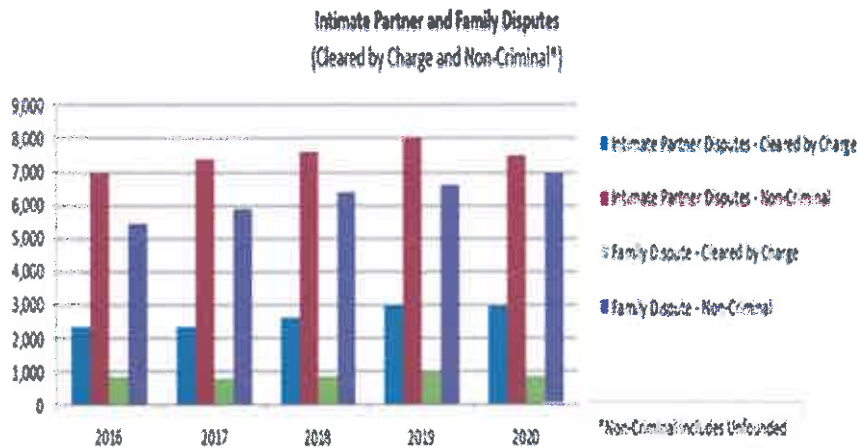
These statistics relate to verbal family disputes (parent/child, siblings etc.) where **No Criminal Charges** were laid:

Family Dispute Violations (Verbal- No Charges)

Family Dispute					
	2016	2017	2018	2019	2020
No Criminal Charges	5,439	5,899	6,386	6,602	6,944

Comparative data for bar graph below	2016	2017	2018	2019	2020
Intimate Partner Disputes - Cleared by Charge	2,347	2,329	2,660	3,017	2,951
Intimate Partner Disputes - Non-Criminal*	6,935	7,375	7,593	8,047	7,520
Family Dispute - Cleared by Charge	868	788	880	963	853
Family Dispute - Non-Criminal*	5,437	5,899	6,385	6,602	6,944

*Includes Unfounded occurrences



Proposed Direction

In April 2021 PRP developed a centralized Intimate Partner Violence (IPV) Unit. The development of this unit will also be accompanied by a comprehensive review and service innovation in the PRP service delivery model in the area of Intimate Partner Investigations. The objectives will be (but not limited to);

- more effective and efficient service delivery
- alignment to the Region of Peel's Community Safety and Well-being Plan,
- Reduced reliance on uniform response to these incidents providing for a more welcoming and culturally appropriate response
- More consistent service delivery, opportunity for overall enhanced care and management of survivors and an increased ability to monitor high risk offenders.

The Unit will be embedded in the William B. Davis Centre for Families and have partnered with the Safe Centre of Peel to provide wrap around support for survivors. The IPV Unit is aligned with the Region of Peel and PRP priorities for addressing family violence and priority populations. This direction is a critical step in achieving meaningful change. Nationally, this model is one of the few that has aligned our service delivery for Intimate Partner Violence with the family justice model and is congruent with the Region of Peel's Community Safety and Well-Being plan. The Unit was operationalized on April 20th, 2021.

In November 2020, PRP collaborated with the Safe Centre of Peel (SCoP) and initiated a 6 month Non-Criminal Intimate Partner Dispute Referral Pilot Project. The pilot project is an intervention opportunity where PRP and SCoP can provide support and services earlier to families where there is high conflict and non-criminal abuse. It is a proactive approach aimed at reducing calls for service involving the same individuals for similar situations and to prevent the severity of the incidents from escalating. The pilot project has been extended until June 2021 and SCoP will be seeking additional funding to implement this organization wide.

Strategic Plan Alignment

Goal: Community Safety and Well-being Together

Priority: 1.3 Intimate partner and family violence

1. Organizational Wellness/Occupational Health and Safety/Risk Management

- c) Given the sensitive and graphic nature of IPV investigations, members assigned to the IPV Unit are designated as "high risk", and are subject to the PRP Safeguarding program. PRP is committed to the well being of all our members; and,
- d) Established protocols and partnerships maintained with our community partners contribute to ensuring that PRP is effective in responding to incidents of intimate partner violence.

Conclusion

The response of PRP to matters of IPV continues to meet, and in some cases, exceed the requirements of established adequacy standards. PRP exceeds the levels set out in the 2016 National Framework for Collaborative Police Action on Intimate Partner Violence.

YOUTH CRIME

Background

The 2020 Youth Crime Report provides insight into crime statistics and trends, related to young persons investigated by the Peel Regional Police (PRP). The PRP Corporate Planning and Research Bureau compiled the statistics within this report.

On March 17, 2020, the Government of Ontario declared a state of emergency due to the COVID-19 pandemic. In the interest of public health, the Government of Ontario imposed individual and community-based measures to flatten the curve and mitigate the spread of the virus. These measures included school closures, stay at home orders, social gathering restrictions, municipal and provincial lockdowns and other emergency measures. The fluctuation in 2020 Youth Crime Statistics reflected in this report correlates highly with the limits placed on youth social interactions due to the pandemic and subsequent provincial restrictions.

The Youth Criminal Justice Act (YCJA) defines a young person as someone between the ages of 12 and 17 years. This legislation includes multi-disciplinary approaches where PRP takes reasonable steps to prevent youth crime, to address underlying causes and provide guidance to those at risk of committing crimes. While recognizing the Canadian Charter of Rights and Freedoms and the Canadian Bill of Rights, members of PRP also respect the interests of victims and witnesses. This ensures accountability through meaningful consequences and effective rehabilitation and reintegration, and reserves the most serious intervention for the most serious crimes with the goal being to reduce incarceration for non-violent young persons.

Findings

Population

In 2020, the combined population of the Cities of Brampton and Mississauga was 1,461,432 of which 104,090 were young persons. The number of youth has remained constant for the past five years. In 2020, Young Persons represented 7.12% of the area population.

a) Crimes Against Persons

Crimes against persons includes offences of Assault, Robbery, Sexual Offences, Criminal Harassment and Threatening.

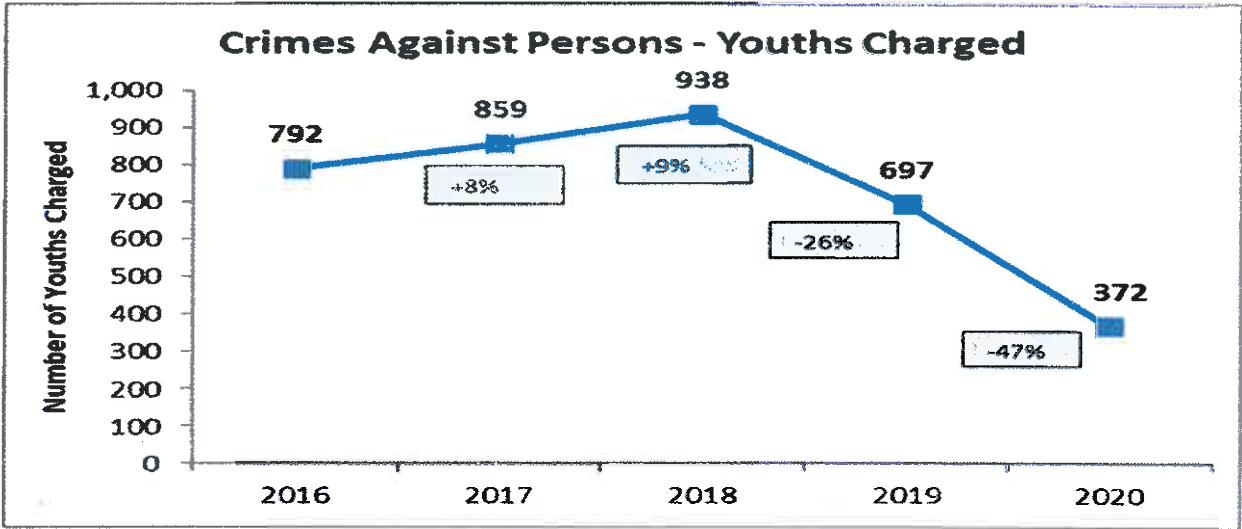


Figure 1

The four most frequently occurring incident types for Crimes against persons were Robbery, Assault (Level 1 and Level 2) and Uttering Threats.

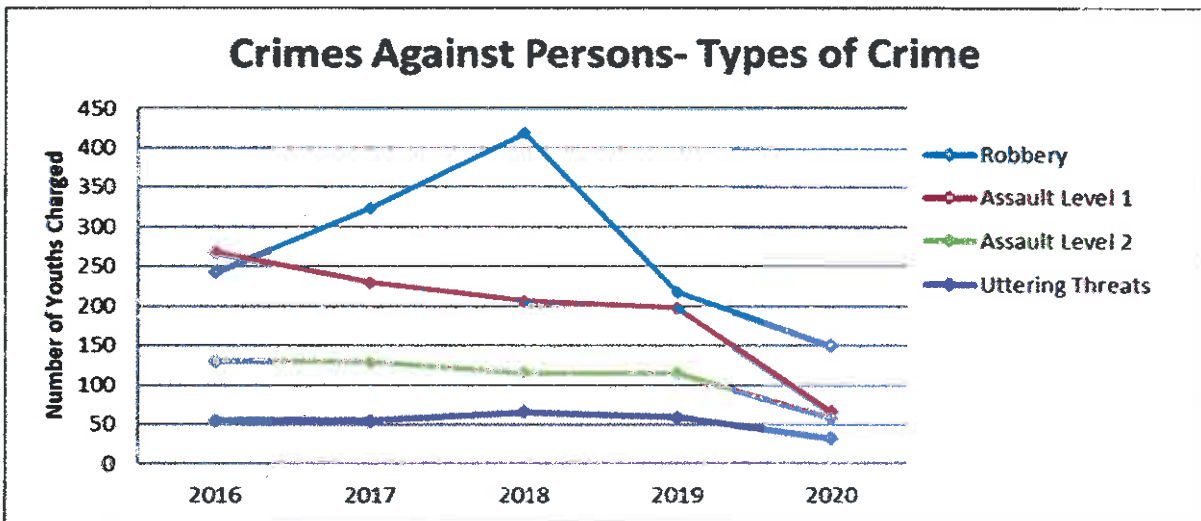


Figure 2

b) Crimes Against Property

Crimes against property include offences such as Break, Enter to Commit an Offence, Theft, Possession of Property Obtained by Crime, Fraud, Mischief and Arson.

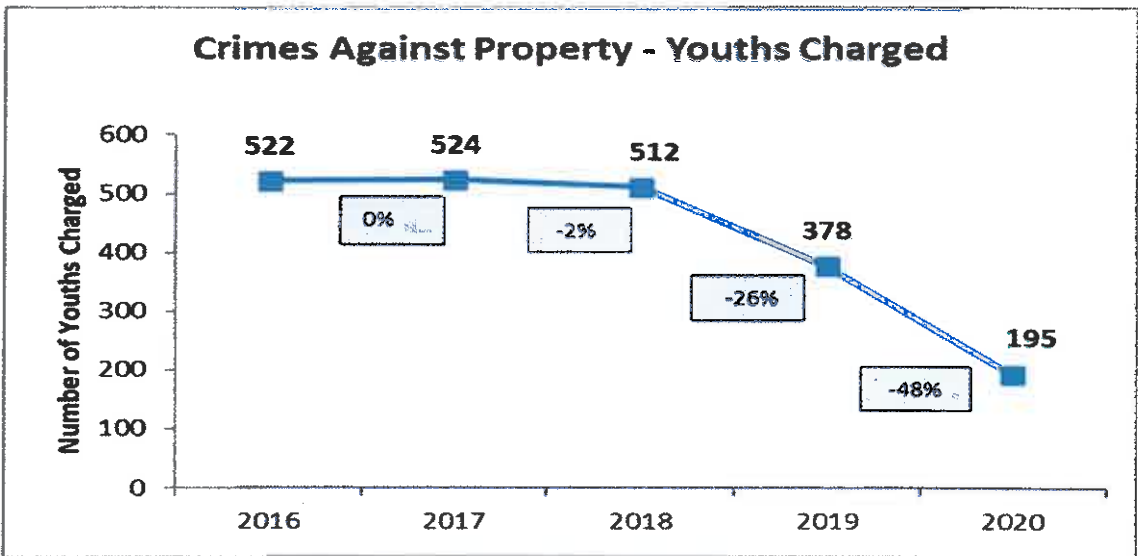


Figure 3

The four most frequently occurring incident types for crimes against property were Possession of Stolen Goods, Break, Enter to Commit an Offence, Theft Under \$5,000 (shop theft) and Mischief.

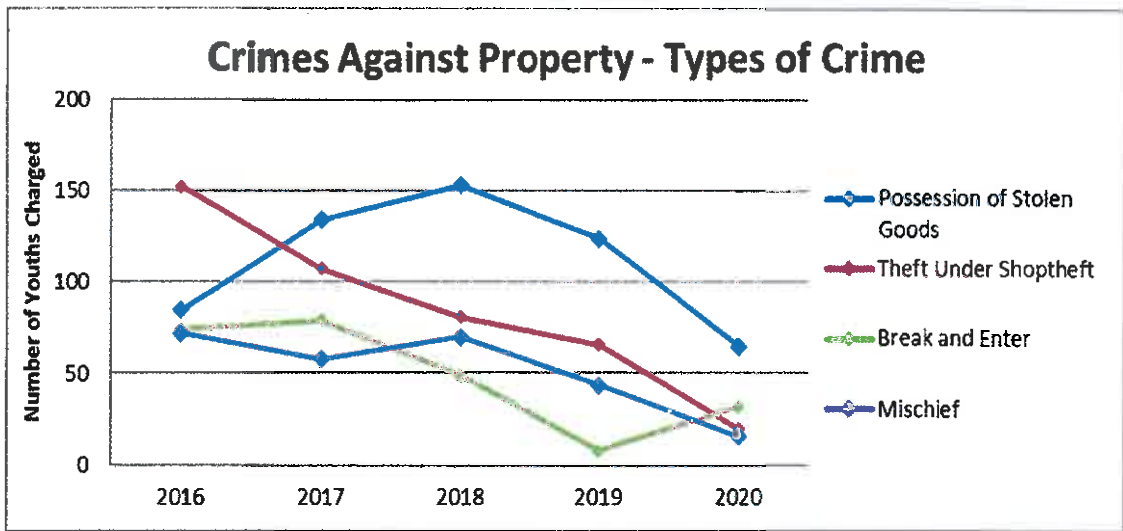


Figure 4

c) Criminal Driving Offences

Criminal driving offences include offences such as Dangerous Driving, Failing to Remain at the Scene of an Accident, Driving While Impaired and Street Racing.

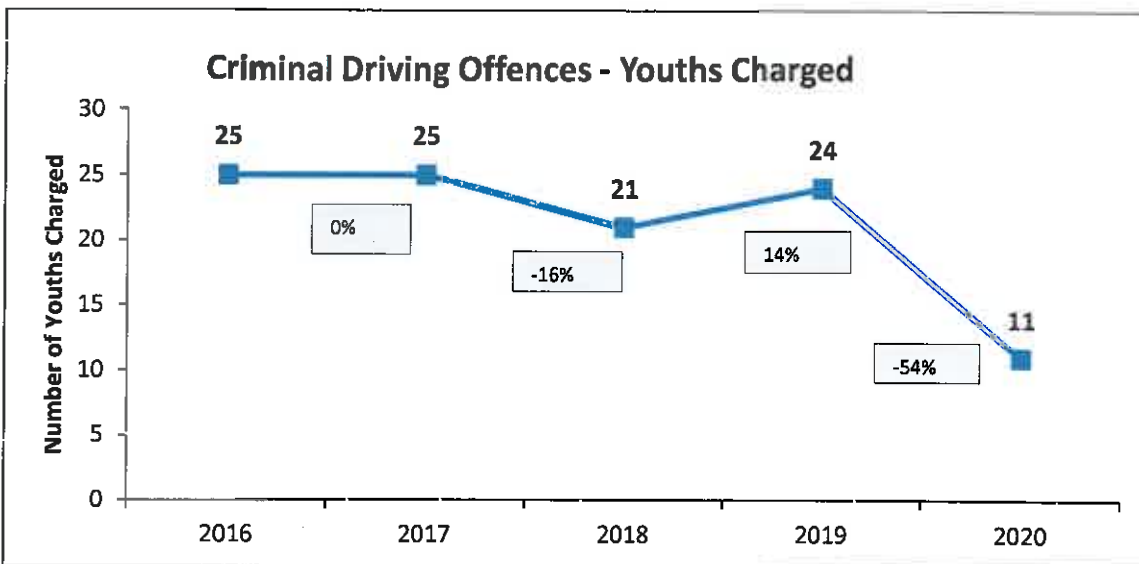


Figure 5

Dangerous Operation of Motor Vehicle (all types) remains the most common criminal driving offence committed by young persons.

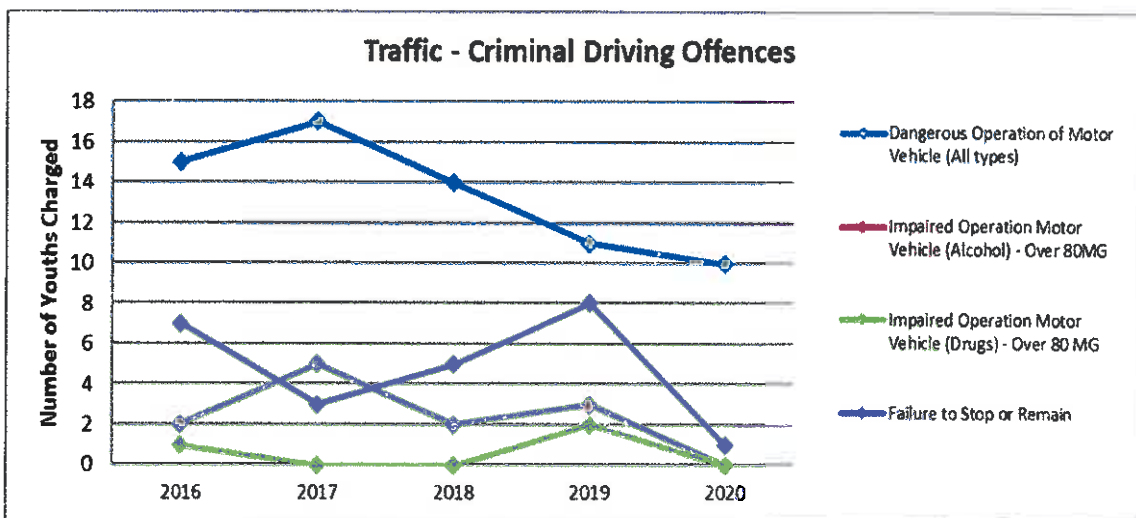


Figure 6

d) Drug Offences

Drug offences included Possession, Trafficking and other related crimes.

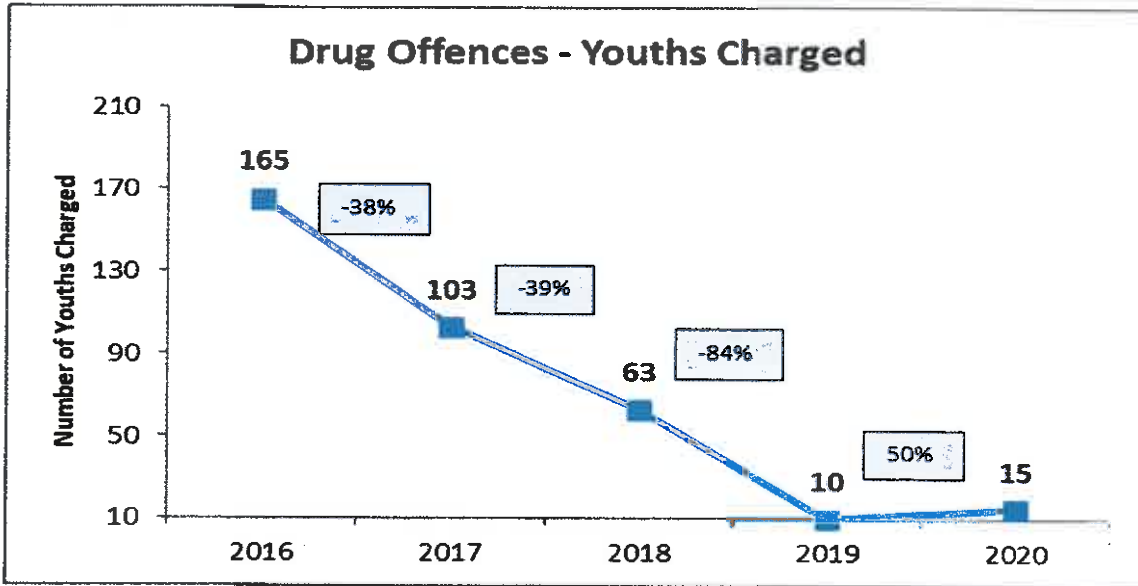


Figure 7

e) Total Young Persons Charged

In 2020, young persons represented 5.3% of all persons charged by PRP with 694 young persons charged, signaling a decrease of 593 or 46% in comparison to 2019.

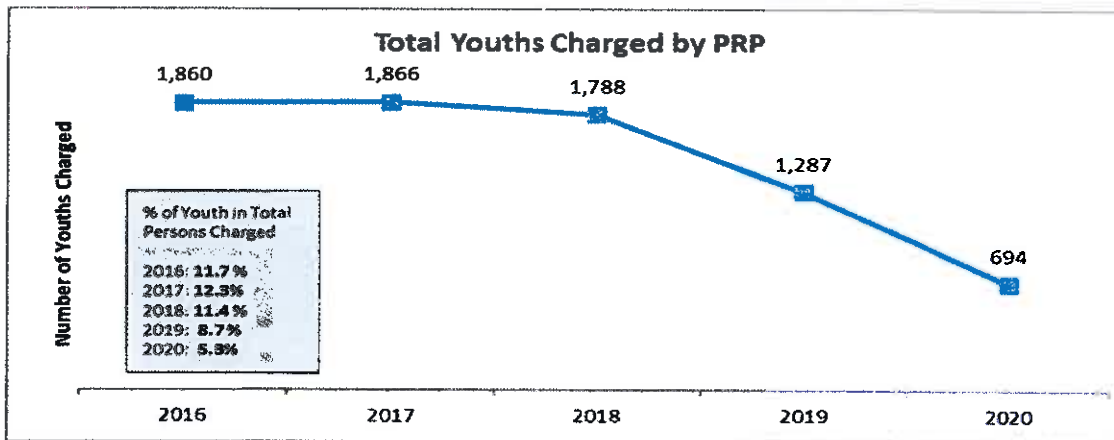


Figure 8

The following chart summarizes the comparative analysis of statistics, on both youth and adult offenders, related to 2019 and 2020.

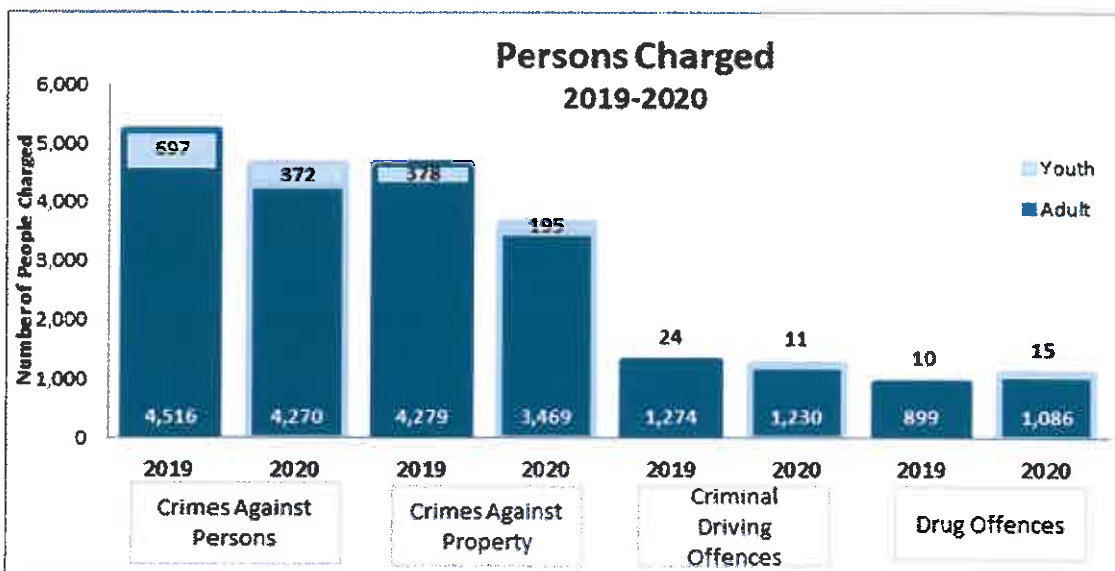


Figure 9

Continuing Work with Young People

- The COVID-19 pandemic had a significant impact on the programming that could be offered to young persons in 2020. However, between January and March 2020, prior to the COVID-19 restrictions 13,458 youth received programming from Youth Education officers.
- Youth Education Officers continued working with the respective school boards in an effort to engage youth virtually across social media to deliver community safety messaging. In November 2020, the School Resource Officer program was cancelled and the role of police within the schools is currently under review.
- Due to the pandemic, PRP placed the Youth in Policing Initiative (YIPI) program on hold. It is hoped (pandemic permitting) to resume in 2022.
- To ensure health and safety of all staff and participants, the Peel Children's Safety Village (PCSV) restricted youth from attending the facility. The PCSV delivered community safety messaging utilizing social media platforms. Combined there were 343,485 views of PCSV posts on social media platforms. PCSV continued with community initiatives including 'Helmets on Kids' where 20 children from the Malton community received bicycle helmets.

Pre-Charge Diversion

A significant component of the Y.C.J.A. is the application of Extrajudicial Measures, a means by diverting young people away from the criminal justice system while still adhering to the principle of ensuring that young offenders are accountable for their actions. Legislation directs officers to consider extrajudicial measures when a young person has committed an offence before laying a charge. Where appropriate, PRP refers youth who have committed a criminal offence to the 'Pre-charge Diversion Program' administered by 'Associated Youth Services of Peel' (AYSP). The

AYSP counsels and administers the performance of tasks that help youth to acknowledge and appreciate the significance of breaking the law.

In 2020, PRP referred 534 cases to AYSP, compared to the 455 referrals made in 2019. This represented an increase in referrals of 79 cases (or 17%). Each month, the Pre-charge Diversion Program Coordinator examines the frequency of referrals compared to the use of Cautions by officers. In 2020, officers referred 55% of all occurrences that met the criteria of the diversion program to AYSP. This represents a 2% increase when compared to the 53% of all cases referred in 2019.

Each month an analysis is conducted on the recidivism rate of youth in comparison with the same period from the previous year. In 2020, 91% of the youth referred to the Pre-Charge Diversion Program, successfully completed all the program requirements where:

- 88% of the youth who successfully completed the referral program **did not** reoffend within a one-year period
- 12% of the youth who successfully completed the referral program **did** reoffend within the one-year period
- 9% of the youth did not complete the referral program. For those who did not complete the referral program, the recidivism rate was 16%.

The Pre-charge Diversion Program enabled 534 young people to have a second chance and learn from their mistakes, in lieu of placing them into the criminal justice system. The Pre-Charge Diversion program is having a positive impact to youth.

Strategic Plan Alignment

Goal: 1. Community Safety and Well-being Together
Priority: 1.5 Priority Populations

Equity and Inclusion Considerations

The Youth Education Bureau and the PCSV consistently review current presentations to ensure the current equity and inclusion standards of the Peel District School Board, the Dufferin-Peel Catholic School Board and PRP are applied.

Organizational Wellness/Occupational Health and Safety/Risk Management

To ensure a safe working environment during the COVID-19 pandemic, an evaluation of the current practices of face-to face presentations was undertaken. Subsequently, alternative delivery models were utilised. Alternative models included internet-based videos, social media platforms and virtual meetings. By using these platforms to deliver programs, officers reduced the risks from unnecessary exposure to the COVID-19 virus to themselves and the community.

Organizational Impacts

Technology

PRP have approved WebEx software for the organization for the use of virtual meetings. PRP Youth Education and PCSV are able to utilize this software to deliver material to local schools.

Conclusion

The PRP 2020 Youth Crime Report lists important data on the involvement of youth in policing related activities. Overall, the COVID-19 pandemic restrictions has had profound impact on the data. The number of youths charged with a criminal offence statistically reduced over the past year by 46%. To meet community needs during the pandemic, the PRP Youth Education Bureau and PCSV reconfigured their service delivery model to accommodate a virtual environment. While waiting for in person opportunities to resurface, PRP Youth Education Bureau will continue to form community-based partnerships to contribute to a safer community together.

INTERNET CHILD EXPLOITATION

Background

The Internet Child Exploitation Unit is comprised of 1 Detective, 6 Detective Constables, 1 Online Lurer, plus 1 accommodated officer. In 2020, the ICE Unit expanded by one investigator resulting from a grant provided by the federal government. Within the Unit, a designation of Victim ID officer was created for one of the investigators. The function of this role will be to spearhead victim ID efforts within the Peel ICE Unit, in addition to their regular investigative duties.

The mandate of the PRP ICE Unit is to identify, investigate and prosecute persons involved in the online victimization of children. Both reactive and proactive investigations are undertaken.

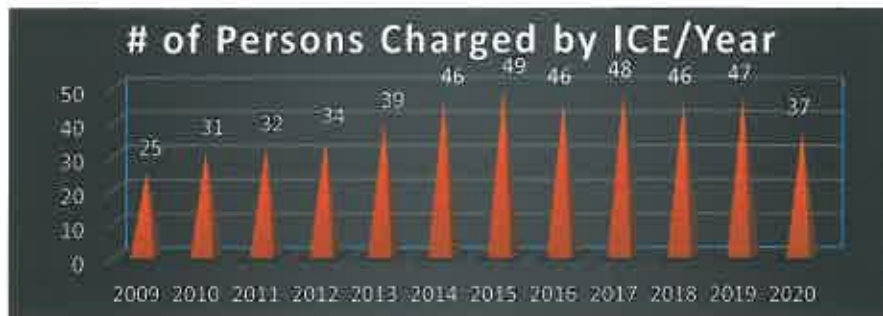
As internet crime has no geographical boundaries, the PRP ICE Unit regularly works with Law Enforcement Partners around the world. In 2020, some of those agencies included; INTERPOL, United States of America Department of Homeland Security (HSI), Canadian Border Services Agency (CBSA), The Department of Internal Affairs Digital Child Exploitation Team in New Zealand, Federal Bureau of Investigation (FBI), RCMP, Ontario Provincial Police (OPP), and 26 other Municipal Police Services that make up the Provincial Strategy.

External to the Law Enforcement Community, the PRP ICE Unit works closely with several Non-Governmental Organizations (NGO's). One of these is the Canadian Centre for Child Protection (C3P) in Winnipeg, which operates Canada's national tip line for online exploitation. The Centre also provides resource material that has been federally approved for dissemination in schools. By connecting the Centre with PRP's Youth Education Bureau, age appropriate information regarding online exploitation has been distributed to Peel's Youth.

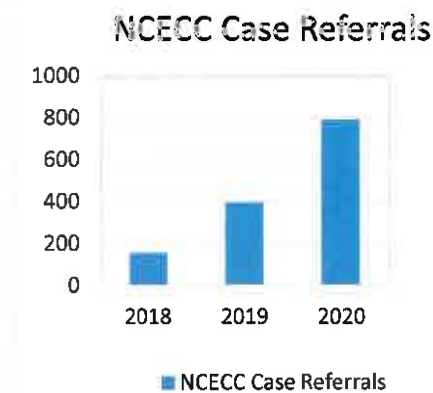
ICE investigations strive to rescue the victims of online exploitation, one of our most important community partners is the BOOST Child and Youth Advocacy Centre. BOOST offers a counselling program supported by the Provincial Strategy that is made available to the victims (and their siblings and parents) of child sexual exploitation. All identified victims are referred to this program where they receive immediate service that is paid for by the Strategy.

Findings

In 2020, the ICE Unit laid a total of 109 charges related to the online exploitation of children and 37 persons were arrested and charged with ICE related offences.



There was a continued exponential growth of cases, specifically in regards to the files received from the National Child Exploitation Crime Centre (NCECC). The NCECC is a department within the RCMP Division in Ottawa that acts as the national receiver of incoming cases into Canada from other countries.



As the chart above illustrates, there is a doubling of referrals from the NCECC each year since 2018. This exponential growth is not a problem unique to the Region of Peel, and reports indicate that this phenomenon is occurring all over the world. With both offenders and victims spending more of their time online it was predictable that there would be more opportunities for more offences to be committed.

Other factors that contribute to this trend are the fact that there is an increase in offenders using mobile devices to access their child pornography collections that are being kept on cloud-based storage. This has resulted in more offences being detected and subsequently reported, leading to a substantial increase in case referrals. Ultimately, a triage is required for these referrals and

the Peel ICE Unit works to identify the most serious cases sent and pursue the investigations that will best protect the public and victims.

In 2020, the Peel ICE Unit also took part in a worldwide project targeting offenders who were utilizing an application that combined both cloud-based storage with a chatting function. This particular platform has become popular with offenders who seek to obtain child pornography and in 2020 the Peel ICE Unit executed ten (10) search warrants against such offenders. Of note, the Peel ICE Unit was the first Unit in Canada to complete its list of referrals on this project.

In 2019 a need was identified to create new processes to make the office more efficient in relation to caseload. The approach was to use triage, training, and technology to streamline and speed up the rate at which an officer can process a case. Most of the progress in 2020 was a result from the new triage process and improvements in technology.

The ICE Unit worked with the software provider that supplies our categorization program to help develop an AI (Artificial Intelligence) add-on application that would assist the officers in identifying images that meet the Criminal Code definition of child pornography (CP). This will ultimately help reduce the strain on organizational resources in decreasing the amount of time it takes officers to categorize the massive collections. Additionally will mitigate the risk of vicarious trauma to investigators.

In late 2020, the Peel ICE Unit was the first police organization to use AI on active case categorizations, which will start to teach the algorithms to be more efficient at identifying criminal files of child pornography.

PRP ICE implemented the new triage software in late 2020 to help identify CP during the execution of warrants. This acquisition, combined with a substantial hardware upgrade for the officers work laptops enabled increase efficiency at processing image and video files. The combination of the hardware and triage upgrade will help officers search devices on the scene of search warrants at a much faster rate than previous.

Proposed Direction

There are a number of goals that have been identified for 2021.

Staffing Assessments

In 2020, PRP received federal funding to increase the compliment by one investigator. It is unknown if this funding will extend beyond 2022. This combined with the compounding numbers of investigative intakes will create potential staffing pressures to respond to demand. Those pressures will be monitored closely to ensure any service gaps are avoided for these priority investigations.

Victim Identification

In 2020, one of the officers in the ICE Unit was formally designated as the Victim ID officer. Moving forward, this role will be firmly established in the internal PRP ICE procedure and the officer will be identified on the internal Intranet ICE web page. This will be in an effort to place more emphasis on the need to focus on not just identifying offenders but to identify victims as well. In addition to their regular investigative duties, this officer will spend time liaising with provincial and federal partners in an effort to ensure that victims of child pornography or the young

victims of the unlawful sharing of intimate images in the Region of Peel are placed on national and international databases. This will help better protect them from having their images indiscriminately shared or in some cases lead to the discovery of new offences by historical offenders.

Training for the Victim ID officer will be sought, to equip them with investigative techniques that will assist in the identification of unknown children or verify suspected victims in seized collections. This will give the ICE Unit a greater capacity to find and identify victims of child pornography and provide stronger evidence for the court process.

Image Categorization Streamlining

One of the constant challenges facing ICE investigators is the ever-increasing size of file collections seized from offenders. This is an issue, which affects all ICE Units across Canada. The current categorization technology cannot keep up with the increasing size of offender collections. These large collections cause strain to operational resources in relation to the time it takes to sort and categorize collections.

In 2019, the ICE Unit processed 12 TB of data, analyzed 2.35 million unique images and 166,000 unique videos. In 2020, the ICE Unit processed 22 TB of data, 5.6 million unique images and 181,000 unique videos. Of note, in 2020 one case had over 2 million unique images on one single hard drive.

For 2021, there will be efforts made to work collaboratively with the Ministry of the Attorney General along with our Strategy and RCMP partners to establish a better approach to categorizing collections. There will be emphasis on how to better leverage other aggravating factors of a collection besides just the total number of files. This will reduce the need to categorize collections whose size has past the point of contributing any more to the strength of the investigation or to a more significant prosecution/sentence.

Strategic Plan Alignment

Goal: 1. Community Safety and Well-being Together

Priority: 1.1 Crime Prevention and response

Organizational Wellness/Occupational Health and Safety/Risk Management

- e) Member wellbeing is a top priority in the ICE Unit. The threat posed by vicarious trauma from viewing child exploitation material is a constant concern and is continuously managed. The ICE Unit takes part in the safeguarding program that sees all members meet bi-annually with a psychiatrist to ensure they remain healthy and have access to resources should they be required, and,
- f) Emphasis is placed on creating a safe and positive work environment. A positive workspace creates resiliency in the face of challenges and is key to attracting future talented applicants to the office.

Organizational Impacts

Financial

In addition to funding received by the Region of Peel, there is also funding from the Provincial Government via The Strategy. The Strategy funding covers 71% of the wage and benefit costs of the full time luring position. It also covers training for all the officers, as well as technology acquisitions and upgrades. The funding received from The Strategy is crucial to making the ICE Unit an effective investigative bureau capable of staying current in a rapidly changing field that protects the public.

Additionally during 2020, the Unit received additional Federal funding which covered approximately 50% of the salary and benefits of the additional investigator added in 2020. This funding was made available in the 2020-2021 funding year and concludes in the 2021-2022 year ending March 31, 2022.

The total 2020 budget of the ICE unit was \$1,192,040 of which \$170,500 was to be funded from the Ministry of Community Safety and Correctional Services. The operational expenses for 2020 were \$1,375,634 and \$170,500 of that was recovered from the Ministry.

Communications Issues

The ICE Unit utilizes media releases to keep the public current on cases and investigations that meet the threshold of requiring the public to be notified. ICE media releases have proved beneficial in the last year where they helped locate previously unknown victims after information about the accused and their usernames were made public.

Conclusion

The ICE Unit's mandate is aligned with the Region and PRP priorities for addressing crime targeting priority populations. This direction is a critical step in achieving meaningful change and ensuring community safety.

This report is the product of five (5) combined annual area statements previously reported upon separately. All five areas continue to convey positive progression, stand by the goals and priorities within the strategic plan and are well positioned for continued success into 2021.

Approved for Submission:



Nick Milinovich, Deputy Chief, Investigative and Emergency Services Command

For further information regarding this report, please contact A/Superintendent Sean Brennan at extension 3300 or via email at 1883@peelpolice.ca

Authored By: A/Superintendent Sean Brennan

APPENDIX I

Community Partnerships / Committees – 2020

Peel Regional Police maintain a strong community partnership and/or committee membership with the following agencies in relation to Family and Intimate Partner Violence:

- Armagh House.
- Catholic Cross Cultural Services.
- Catholic Family Services of Peel-Dufferin.
- COVID-19 Committee's:
 - Family Violence Community Response Table.
 - Court committee.
 - Violence against women committee.
 - Working with men using abuse in their relationships committee.
- Working with Men Action Table.
- Davis Centre Leadership Table.
- Domestic Violence Court Advisory Committee (DVCAC).
- Family and Intimate Partner Violence Awareness Campaign (Region of Peel).
 - FIPV Awareness Campaign - Working Group.
 - FIPV Awareness Campaign - Action Table.
- Family Justice / Child Advocacy Centre.
- Family Services of Peel.
- Hope 24/7 Crisis Line.
- Indus Community Services of Peel.
- Embrave North.
- Embrave South.
- Ministry of the Solicitor General.
- Multilingual Community Interpreter Services (M.C.I.S.).
- Ontario Domestic Violence Coordinators Network (ODVCN).
- Peel Children's Aid Society (CAS).
- Peel Committee Against Women Abuse (P.C.A.W.A.).
- Peel Crown Attorney's Office.
- Probation and Parole (Brampton and Mississauga).
- ReVAMP (Risk Evaluation and Management in Peel).
- Safe Center of Peel (SCoP).
- Ontario Domestic Violence Coordinators Network (ODVCN).
- Salvation Army Family Life Resource Centre.
- Trillium Health Centre (Chantel's Place).
- Victim Services of Peel (VSOP).
- Victim Witness Assistance Program (VWAP).
- Ontario Domestic Violence Death Review Committee.

05-06-21



FORWARDED TO
POLICE SERVICES BOARD
DATE Jun 8, 21

CHIEF OF POLICE

REPORT
Police Services Board

For Information

File Class: 1-02-02-03

Cross-Reference File Class: _____

PSB REC: JUN 08 21
LOG# 34-21
FILE CLASS: P01

DATE: June 1, 2021
SUBJECT: **2020 EQUAL OPPORTUNITY REPORT**
FROM: Randy Patrick, Deputy Chief, Corporate Services Command

RECOMMENDATION

That the 2020 Equal Opportunity Report be received for information.

REPORT HIGHLIGHTS

- The attached Equal Opportunity Report details our efforts and successes in 2020 in providing equitable access to Uniform and Civilian employment with the Organization.
- The Report examines recruiting, hiring, transfer and promotion efforts and outcomes.

DISCUSSION

Annually, Recruitment & Staff Support (R&SS) compiles a statistical report based on information collected through a voluntary self-identification survey process for existing employees and applicants entering and progressing through the employment process. The program identifies four prescribed groups: Indigenous, racialized persons, persons with disabilities and women. The purpose of this Report is to provide the Board with statistically valid data for the calendar year 2020 affirming the organization's support for, and adherence to, the Equal Opportunity principles within the Police Services Act and the policies of the Police Services Board and Peel Regional Police (PRP).

1. Strategic Plan Alignment

Goal: 2. Inclusive, Engaged and Progressive Workplace
Priority: 2.4 Professional and skilled employees that represent our community

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2. Accomplishments

One of the identified areas of focus of PRP's Strategic Plan is to have professional and skilled employees. Our objective is to attract and retain employees representative of our community and to develop and implement initiatives to support diversity, equity and inclusion in our workplace and in the community. The statistical data reflects our successful efforts in 2020.

- Positive Recruitment Trends: These positive trends are a direct result of continued Outreach programs and recruiting initiatives along with new online mediums commenced as a result of the global pandemic. In addition, the establishment of the FIT (Female Inclusion Team) provides mentorship and support for female applicants through the application process and by doing so, positions PRP as the employer of choice for many new applicants;
- Racialized applicants increased to 69% (+3.7%);
- Female applicants increased to 22.4% (+3.3%);
- Persons with Disabilities increased to 1.8% (+0.1%);
- A slight decrease in Indigenous persons to 1.8% (-0.9%);
- In 2020, uniform new hires included 56.2% Racialized Persons, 43.2% Females and 2.5% Indigenous. Civilian new hires included representation from all 4 groups, 60% Racialized Persons, 61.5% Female, 1.5% Persons with a disability and 3.1% Indigenous;
- The Cadet, Auxiliary and COPS programs assist in the development of its members and encourages participating individuals to consider a career in policing. In 2020, there were 20 Cadets promoted to Recruit Constable. Of those promotions, 9 (45%) were Racialized Persons and 11 (55%) were Female and 1 (5%) was Indigenous. Four Auxiliary members were successful in achieving Recruit Constable positions within the organization, which clearly demonstrates the success of these programs.

All of these initiatives contribute to PRP's efforts and progress in building a workforce that is representative of the community served by PRP.

CONCLUSION

PRP's hiring and human resources practices continue to demonstrate a commitment to ensure that employment opportunities are equitable and available to all persons who possess the requisite skills at a competitive level.

PRP recognizes that attracting, hiring and retaining a professional workforce, reflective of the community it serves, is essential to success as an organization. Transparency and integrity requires strict adherence to the principles that merit is the basis of hiring and promoting within the service. R&SS acknowledges and welcomes the responsibility to continue to contribute to the vision of Peel Regional Police: "A Safer Community Together".

Approved for Submission:



Randy Patrick, Deputy Chief, Corporate Services Command

For further information regarding this report, please contact A/Inspector Tony Doherty at extension 3835 or via email at 1837@peel.police.ca

Authored By: A/Inspector Doherty

EQUAL OPPORTUNITY REPORT

2020



TABLE OF CONTENTS

1	EQUAL OPPORTUNITY PLAN	1
	1.1 Overview	1
	1.2 Equal Opportunity Principles.....	2
	1.3 Community Representation Data	2
	1.4 Language Profile – Community and Police Service	2
2	STATISTICS – UNIFORM REPORTING	5
	2.1 Applicant Data - Uniform (Recruit Constable and Cadets)	5
	2.2 New Hire Statistics – Uniform (Recruit Constable and Cadets)...	7
	2.3 Promotions – Uniform	9
	2.4 Composition Profile – Uniform	9
3	STATISTICS – CIVILIAN REPORTING	11
	3.1 Applicant Data - Civilian	11
	3.2 New Hire Statistics - Civilian	12
	3.3 Composition Profile - Civilian.....	12
	3.4 Transfer / Status Change Activity - Civilian	12
	3.5 Promotions - Civilian	13

4	POSITIVE MEASURES	15
	4.1 Uniform Recruiting Strategies	15
	4.2 Uniform Outreach Recruitment	18
	4.3 Civilian Outreach Recruitment	20

5	BARRIER ELIMINATION INITIATIVES	23
	5.1 Equity and Inclusion Bureau	23
	5.2 Human Resources	24
	5.3 Fair and Impartial Policing (FIP)	24
	5.4 The Canadian Centre for Diversity and Inclusion (CCDI) Training.....	24
	5.5 Assessment of Educational Qualifications, Training and Experience Acquired Outside Canada.....	25
	5.6 Accommodation Request.....	25
	5.7 Assisting Members in Addressing Family Issues	25

6	SUMMARY	27
	6.1 Accomplishments and Next Steps.....	27

OUR VISION

A Safer Community Together

OUR VALUES

Trust is the foundation of what we do.

Respect and honour the dignity and rights of all.

Understanding and compassion.

Service excellence that ensures cultural, physical and psychological safety.

Transparency and accountability.

OUR MISSION

To protect the rights and well-being of all through service excellence and community engagement.

Peel Regional Police is committed to attracting and retaining skilled employees who represent our community, serves as the essential foundation to ensure that current and future organizational needs are met while exceeding community expectations. This annual report will showcase our success through change as demonstrated in measurable results amidst the Global Pandemic of 2020.

1.1 OVERVIEW

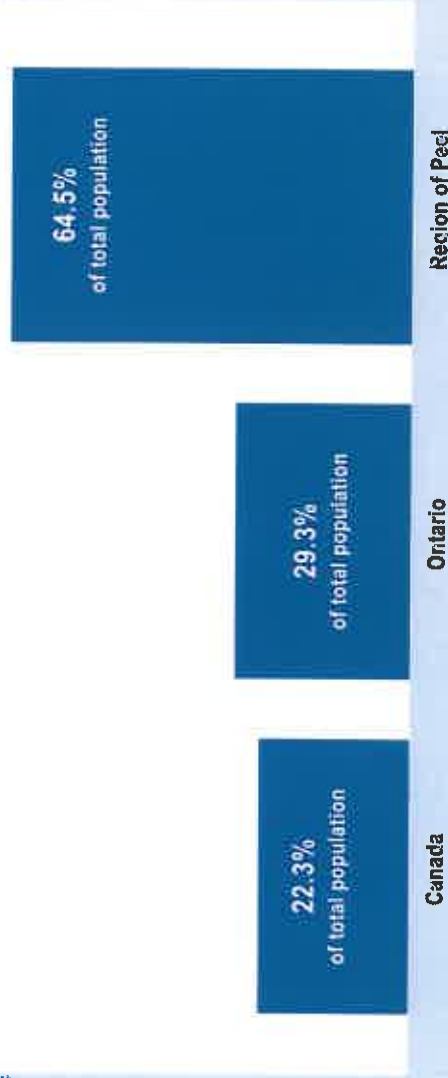
Peel Regional Police (PRP) is the second largest municipal police service in Ontario and the third largest municipal police service in Canada. We serve the Region of Peel which has almost 1.4 million residents serving one of the most diverse regions in Canada, and the Pearson International Airport which saw 13.3 million travellers in 2020. With an authorized budgetary complement of 2,163 uniform officers, 30 cadets and 914 civilian members.

We aim to be an employer of choice by focusing on Our People – Inclusive, Engaged and Progressive Workplace and Our Work – Accountability, Equity and Service Excellence. The priorities are to have professional and skilled employees that represent our community as well as ensuring diversity, equity and inclusivity in our workplace

and our community. Our objectives are to attract and retain skilled employees who represent our community and to develop and implement initiatives to support diversity, equity and inclusion in our workplace and in

the community. In addition, to promote the well-being of our employees and provide resources and opportunities for development and training.

RACIALIZED PERSONS REPRESENTATION NATIONAL, PROVINCIAL AND REGIONAL – COMPARISON 2016 CENSUS DATA



Please note that Community Representation data is based on 2016 Census Data, as per Statistics Canada.

The Police Services Act, declaration of principles, states that police services shall be provided throughout Ontario in accordance with the following principles, “the need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario’s society” and “the need to ensure that police services are representative of the communities they serve”.

Having established a solid foundation of gathering demographic workplace data, PRP has continued collecting the data to monitor and measure progress in hiring, retention and promotion of individuals from the prescribed groups.

1.2 EQUAL OPPORTUNITY PRINCIPLES

- Merit being the basis of hiring and promoting, and other employment practices of this police service, thereby allowing individuals to be judged on their knowledge, skills and abilities.
- Taking the necessary steps to eliminate barriers to equal opportunity, including systemic barriers.
- Taking the necessary steps to eliminate discrimination and harassment by effectively preventing it, and responding to it in a manner consistent with zero tolerance.

- Providing employment accommodation in accordance with the Ontario Human Rights Code.

- Statistical tracking of workforce information collected on a voluntary self-identification survey through the employment process. The program identifies four prescribed groups: Indigenous, Racialized Persons, Persons with Disabilities, and Females.

- Positive measures related to outreach recruitment, pre-employment counseling, internship programs, career development programs, guidance and support programs, and civilizational.

- Barrier-free employment policies and practices, educational training on diversity and human rights, elimination of discrimination and harassment in the workplace, assistance for employees in addressing family issues, and accommodating persons with a disability.

One of the identified areas focused on in PRP’s Strategic Plan is to have an inclusive, engaged and progressive workplace, which is achieved by recruiting professional, skilled employees who reflect our community. The statistical data will demonstrate PRP’s successful efforts in 2020.

1.3 COMMUNITY REPRESENTATION DATA

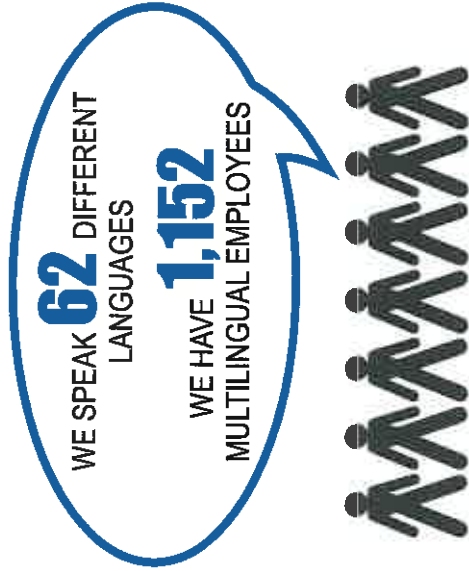
The region demographics are based on the results from the 2016 Statistics Canada Census Data, which states the Region has 64.5% of its population identified as Racialized Persons. Peel is the most diverse region, followed by Toronto at 51.5% and York 49.2%. In comparison, across the country 22.3% of Canadians and 29.3% of Ontarians identify that they are racialized.

1.4 LANGUAGE PROFILE – COMMUNITY AND POLICE SERVICE

The Region of Peel is a linguistically diverse community. Census Bureau statistics (2016) indicate that 46.9% of the Regional population reported their mother tongue to be other than the official languages of Canada. Aside from English, the top three languages spoken at home were Punjabi, Urdu and Mandarin.

In keeping with PRP’s goal of being reflective of the community it serves, PRP collects and maintains information on members who are multilingual. Just over a 1/3 of PRP members (1,111) identify that they are conversant in one or more of 62 different languages. This statistic continues to improve year over

year which is a demonstration of PRP's successful efforts in attracting and employing persons who are representative of the diverse community it serves.

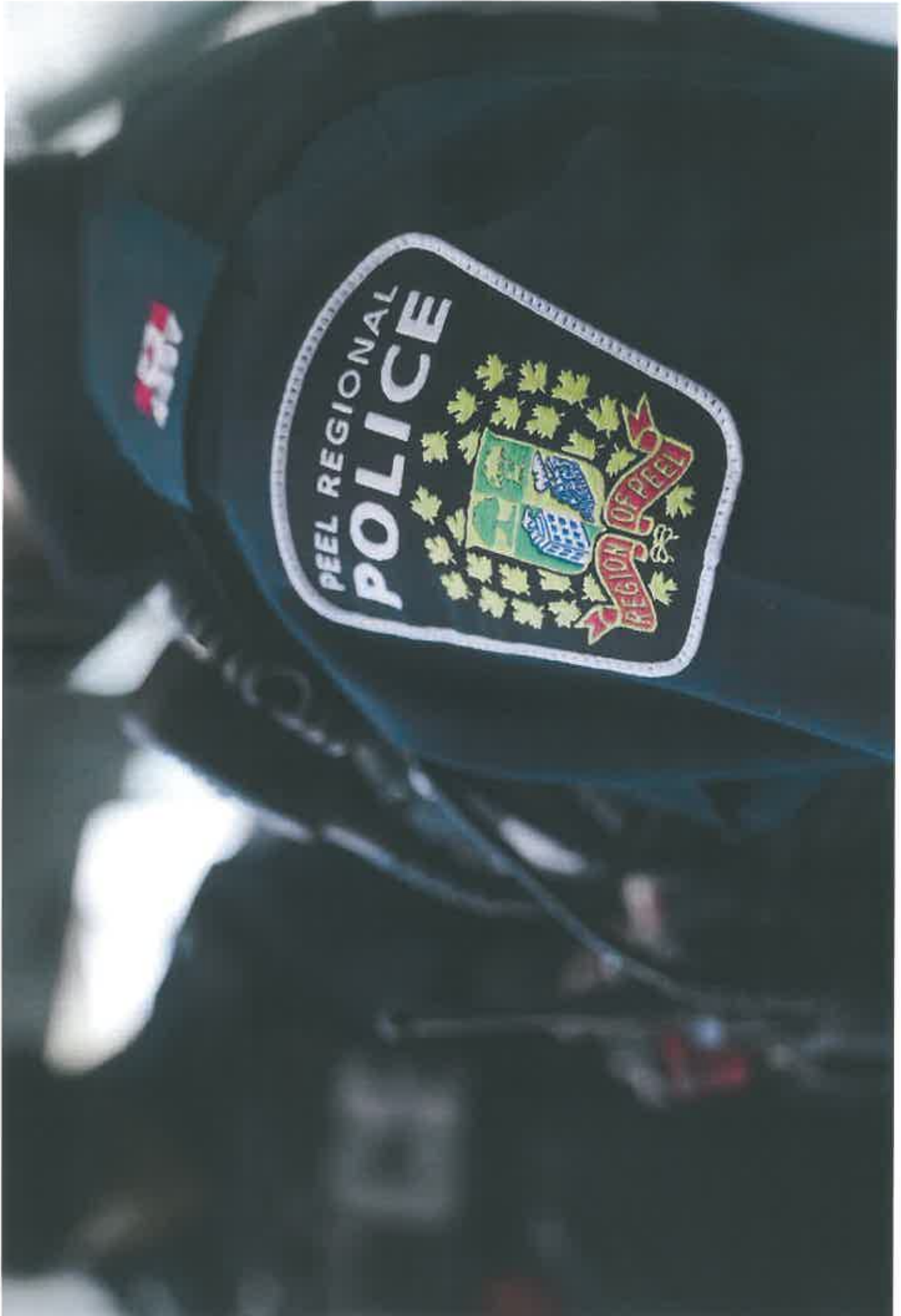


COMMUNITY REPRESENTATION – CENSUS DATA 2016			
INDIGENOUS	RACIALIZED PERSONS	PERSONS WITH DISABILITIES*	FEMALES
0.7%	64.5%	12.7%	50.9%
Percentage			

* Source – 2012 Canadian Survey of Disabilities – Statistics Canada

LANGUAGE PROFILE – 2020		
Number of Languages Spoken*	Number of Members	Number of Auxiliary
1 Language	754	20
2 Languages	242	17
3 + Languages	115	4
TOTAL	1,111	41
		1,152

* Other than English – 62 different languages spoken by Civilian / Uniform and Auxiliary Members.



STATISTICS – UNIFORM REPORTING

2

2.1 APPLICANT DATA – UNIFORM

(Recruit Constable and Cadets)

A goal of the Peel Regional Police 2020-2023 Strategic Plan is to attract and retain skilled employees who represent our community. In 2020, to be eligible to apply for a Police Constable position a prospective applicant was required to meet the following bona fide requirements:

- Possess a valid Ontario Association of Chiefs of Police (OACP) Certificate or Applicant Testing Services (ATS) equivalency.
- Canadian Citizen or Permanent Resident and legally entitled to work in Canada.
- At least eighteen (18) years of age.
- In good health and able to meet the physical, mental and medical requirements of the Peel Regional Police Service.
- Good moral character and habits.
- Successfully completed at least four years of secondary school education or its equivalent.
- Meet vision and hearing requirements as outlined by OACP.

- Possess a valid Ontario driver's licence with full privileges and no more than six accumulated demerit points.
- Possess a valid First Aid and CPR certificate prior to employment.
- Pass a detailed background check that includes security clearance, credit and reference checks.
- If convicted of a criminal offence under a federal statute, you must obtain a pardon. If you have 'Findings of Guilt,' which have resulted in absolute or conditional discharges, the records must be 'sealed' by the Royal Canadian Mounted Police.

Note – Cadet applicants eligibility are the same with two exceptions: 1) they are not required to possess an OACP certificate and, 2) they must possess a minimum G2 class licence.

Peel Regional Police Recruitment and Staff Support Bureau (R&SS) is committed to hiring the most qualified candidates for Police Constable and Cadet Positions. In addition, emphasis has been placed on local community engagement and partnerships, highlighting a continued commitment to attract and motivate applicants that represent the community we serve.

In 2020, PRP received 3,516 applicants for the position of Recruit Constable and Cadet which was an 82.9% increase over applications received in 2019.

UNIFORM APPLICANTS		
YEAR	2020	2019
Number of Applicants	3,516	1,922
		2018
		2,703

93.8% of the uniform applicants completed the voluntary Equal Opportunity Survey which continues to be an exceptionally high completion rate. Of those who responded to the survey, 69% were Racialized Persons, 22.4% were Female, 1.8% were Indigenous and 1.8% were Persons with Disabilities. Of the 3,516 uniform applicants, PRP hired 162 personnel (144 officers and 18 cadets).

PRP has expanded its recruiting efforts beyond traditional channels and is strategically focused on attracting a professional and diverse workforce through community engagement. The global pandemic had a significant impact on these efforts and resulted in a suspension of in-person recruitment information sessions, job/employment recruitment fairs, community events and functions, sporting events and presentations at colleges, universities and local high schools. R&SS staff were required to develop alternative Outreach strategies to bridge the communication and interaction gap with members of the community created by the pandemic circumstances. R&SS staff utilized online platforms such as WebEx to conduct

Information Sessions at post-secondary school institutions and social media platforms, such as Instagram to engage community members interested in pursuing a career in policing. R&SS opened an Instagram account on September 25, 2020 and by year end had grown its followers to approximately 1100 people.

Recruiting prospective candidates is not the sole responsibility of R&SS, rather it is the responsibility of the entire organization and is reinforced in PRP Directives and through Corporate Communications to encourage applicant referrals.

PRP experienced a significant increase (82.9%) in applications, which is directly attributable to recruiting efforts underway from 2019 and through 2020, and is reflective in the categories below:

- Racialized applicants increased to 69% (+3.7%);
- Female applicants increased to 22.4% (+3.3%)

The positive growth in applicant demographic profiles indicate that the initiatives undertaken by the organization and R&SS have been successful in reaching Racialized Persons, Female applicants and Persons with Disabilities. There was however a slight decrease in Indigenous applicants. The goal to attract and retain qualified candidates that reflect the community we serve continues to be an evolving and ongoing effort.

Local Focus Assessments (LFA's) are an opportunity for Recruiters to conduct a preliminary assessment of an applicant to determine their suitability to continue in the Recruitment process. An LFA is comprised of a Pre-Background Questionnaire (PBQ), a short interview with R&SS personnel and performance of the Physical Readiness Evaluation for Police (PREP) fitness test. With the onset of the pandemic, R&SS had to

UNIFORM APPLICANT PROFILE FOR VALID RESPONDENTS – 2020

YEAR	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		APPLICANT TOTALS				TOTAL RESPONDENT		
	Total	%	Total	%	Total	%	Female	%	Male	%	Total Respondent	Total Non Respondent	TOTAL
2020	58	1.8%	2,276	69.0%	61	1.8%	738	22.4%	2,560	77.6%	3,298	218	3,516
2019	49	2.7%	1,182	65.3%	30	1.7%	346	19.1%	1,464	80.9%	1,810	112	1,922
2018	24	0.9%	1,647	62.1%	42	1.6%	492	18.6%	2,160	81.4%	2,652	51	2,703

* This number represents the applicants who chose not to complete the voluntary survey.

SUMMARY OF 2020 UNIFORM RECRUITING ACTIVITIES	
# Local Focus Assessments (LFA's) – 10 regular and 33 modified due to pandemic circumstances	43
# Applicants tested at LFA's	1048
# People who participated in Outreach Initiatives	2081

The number of qualified candidates that reflect the community we serve will vary year to year based on the applicant pool available and the suitability of those applicants to be successfully hired as Constables or Cadets.



and organization. Attrition resulted in the departure of 83 uniform officers and 1 Cadet due to retirements, being hired by another police service or personal reasons.

PRP remains committed to offering equitable uniform employment opportunities for Females and Racialized Persons who are traditionally under-represented as police officers in the community. Of the 162 uniform personnel (144 officers and 18 cadets) hired in 2020, 56.2% were Racialized Persons, 43.2% were Female and 2.5% were Indigenous. These groups all experienced increases over the hire numbers in 2019, and of particular note are the Female hires, which experienced a significant increase of 19.6%. These increases were a result of the concerted recruiting efforts by R&SS officers.

modify these activities. Instead of conducting in-person LFA's where applicants went through all components (PBQ, interview and fitness), the short interview was suspended, the PBQ was administered online and fitness testing resumed once safety protocols had been established.

2.2 NEW HIRE STATISTICS – UNIFORM (Recruit Constable and Cadets)

In 2020, PRP hired 162 uniform personnel, an increase of 31.7% over the 123 hires in 2019. These hires were necessary to address the loss of personnel from attrition and to meet the growing needs of the community



13.1%
FEMALE OFFICERS

25%
RACIALIZED OFFICERS



NEW HIRES UNIFORM PROFILE – 2020

YEAR	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS		
	Total	%	Total	%	Total	%	Female	Male	TOTAL
2020	4	2.5%	91	56.2%	0	0.0%	70	92	162
2019	2	1.6%	61	49.6%	0	0.0%	29	94	123
2018	0	0.0%	72	60.5%	0	0.0%	36	83	119

TOTAL PROMOTIONS – UNIFORM POSITION CATEGORY – 2020

POSITION CATEGORY	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS		
	Total	%	Total	%	Total	%	Female	Male	TOTAL
Senior Officer	0	0.0%	6	30.0%	0	0.0%	3	17	20
Detective Sergeant / Staff Sergeant	0	0.0%	5	29.4%	0	0.0%	3	14	17
Detective / Sergeant	0	0.0%	10	21.3%	0	0.0%	5	42	47
UNIFORM TOTAL	0	0.0%	21	25.0%	0	0.0%	11	73	84

2.3 PROMOTIONS – UNIFORM

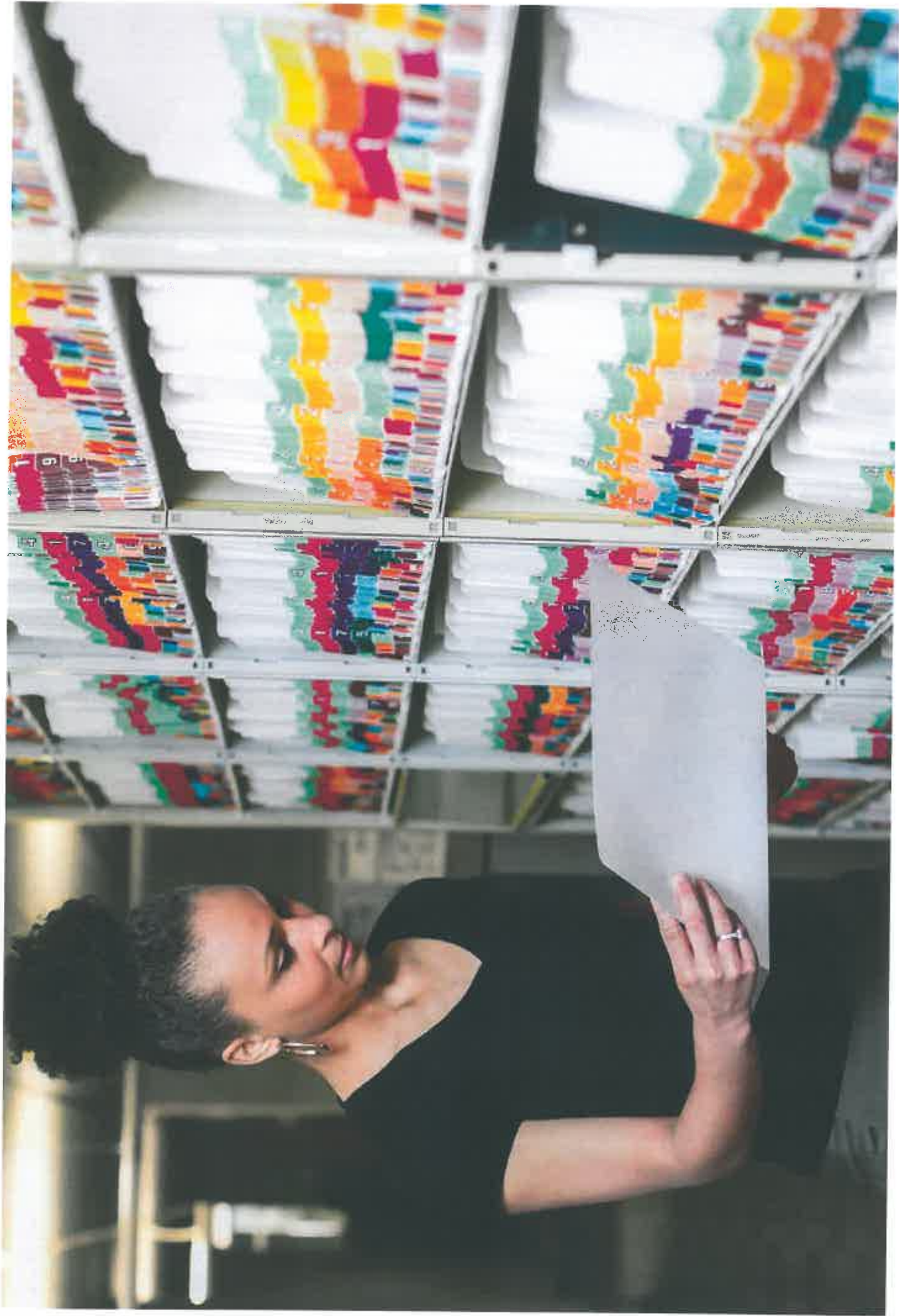
In 2020, there were 84 uniform promotions to the rank of Sergeant and above. Of those promotions, 25% were Racialized Persons and 13.1% were Females.

2.4 COMPOSITION PROFILE – UNIFORM

Composition statistics provide an overview of the organizations representation of designated group members at various ranks.

COMPOSITION PROFILE – UNIFORM POSITION CATEGORY – 2020												
POSITION CATEGORY	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS					
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL	
Senior Officer	1	1.8%	15	26.3%	0	0.0%	9	15.8%	48	84.2%	57	
Detective Sergeant / Staff Sergeant	0	0.0%	14	18.7%	0	0.0%	12	16.0%	63	84.0%	75	
Detective / Sergeant	2	0.8%	36	13.8%	0	0.0%	29	11.1%	232	88.9%	261	
Constable	22	1.2%	543	29.9%	5	0.3%	413	22.7%	1406	77.3%	1,819	
Cadet	0	0.0%	15	62.5%	0	0.0%	9	37.5%	15	62.5%	24	
UNIFORM TOTAL	25	1.1%	623	27.9%	5	0.2%	472	21.1%	1764	78.9%	2,236	

* The uniform complement of 2,236 includes uniform members, cadets, persons on long-term disabilities, job-share arrangements, and secondments.



3.2 NEW HIRE STATISTICS – CIVILIAN

In 2020, PRP hired 130 civilian members, of which 10 were permanent positions and the remaining 120 were temporary positions, which is a decrease in overall hires by 20.2% (163 hires for 2019). Although we experienced an increase in representation in Indigenous hires from 0 to 4 persons in 2020, we experienced a decrease in the percentage of Racialized Person hires of 0.7% and Female hires by 7%.

Temporary vacancies continue to create opportunities for applicants to fill positions which are created as a result of temporary transfers, leave of absence (pregnancy/parental), sick leave, etc. The temporary assignments occur throughout the organization and include hires for Intercept Monitors, College/University Co-operative Education Program, Communications, IT Services, Prisoner Escort, Records Services, as well as Police specific backfills. Of note, with the ongoing global pandemic, the Youth in Policing Initiative (YIPI) program was cancelled for 2020, which would account for some of the decrease in overall hires for the service.

NEW HIRES CIVILIAN PROFILES – 2020											
POSITION CATEGORY	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS				
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL
Permanent	0	0.0%	7	70.0%	1	10.0%	6	60.0%	4	40.0%	10
Temporary	4	3.3%	71	59.2%	1	0.8%	74	61.7%	46	38.3%	120
TOTAL	4	3.1%	78	60.0%	2	1.5%	80	61.5%	50	38.5%	130

3.3 COMPOSITION PROFILE – CIVILIAN

Composition statistics reflect the makeup of the police services representation of designated group members at various levels within the Organization. PRP remains committed to offering equitable employment opportunities for women and Racialized Persons in the community.

time, part-time or, temporary. In 2020, R&SS posted a total of 205 vacancies, 86 of which were for full-time positions. Of those full-time positions, 89.5% were filled internally. In addition, 30 civilian members who were hired externally on a temporary or part-time basis successfully achieved permanent status on a full-time or part-time basis. Both these examples demonstrate PRP's commitment to providing employees with opportunities to compete for permanent positions.

3.4 TRANSFER / STATUS CHANGE ACTIVITY – CIVILIAN

PRP has a very strong internal hiring rate which provides opportunities for members regardless of their current status, e.g. full-

3.5 PROMOTIONS – CIVILIAN

In 2020 there were 27 civilian promotions, a small decrease from the 33 promotions in 2019. These grades are determined based on an evaluation of a position which includes skill, effort and responsibility, and places in them in a grade or category.

COMPOSITION PROFILE PERMANENT AND TEMPORARY CIVILIAN POSITION – 2020												
POSITION CATEGORY	INDIGENOUS PERSONS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS					
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL	
Managers/Directors / Senior Admin	0	0.0%	10	27.0%	1	2.7%	25	67.6%	12	32.4%	37	
Grades 7, 8, 9, 10	3	0.6%	129	24.3%	10	1.9%	325	61.2%	206	38.8%	531	
Grades 4, 5 and 6	8	2.4%	107	32.0%	4	1.2%	287	85.9%	47	14.1%	334	
Grades 1, 2 and 3	0	0.0%	46	44.2%	2	1.9%	66	63.5%	38	36.5%	104	
Other (co-op)	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	100%	1	
CIVILIAN TOTAL	11	1.1%	293	29.1%	17	1.7%	703	69.8%	304	30.2%	1,007	

* The civilian complement of 1,007 includes temporary, part-time and full-time civilian members, persons on long-term disabilities, job-share arrangements, and secondments.

TOTAL PROMOTIONS – CIVILIAN POSITION CATEGORY – 2020												
POSITION CATEGORY	INDIGENOUS PERSONS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS					
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL	
Managers/Directors / Senior Admin	0	0.0%	1	25.0%	0	0.0%	3	75.0%	1	25.0%	4	
Grades 7, 8, 9 and 10	0	0.0%	4	25.0%	0	0.0%	10	62.5%	6	37.5%	16	
Grades 4, 5 and 6	0	0.0%	2	28.6%	0	0.0%	5	71.4%	2	28.6%	7	
Grades 1, 2 and 3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	
CIVILIAN TOTAL	0	0.0%	7	25.9%	0	0.0%	18	66.7%	9	33.3%	27	



POSITIVE MEASURES

4

The development and continued refinement of initiatives and positive measures directed at improving success in recruitment and employee retention remains an ongoing process. The specific efforts undertaken by the organization for Uniform and Civilian hires are detailed in the following section.

4.1 UNIFORM RECRUITING STRATEGIES

4.1.1 Uniform Recruiting Composition

R&SS is comprised of 11 specially trained officers; 9 officers perform the role of Recruit Investigators and 2 perform the role of dedicated Outreach Officers. The Outreach Team are supplemented with an informal "Outreach Officer Pool" comprised of trained officers from diverse backgrounds who possess unique language skills, cultural competence and are willing to engage in community recruiting information events, share personal experiences and help dispel misconceptions about policing.

4.1.2 New Hires and Designated Groups

R&SS continues to make significant strides with hiring from under-represented groups. In 2020, R&SS hired 162 new uniform personnel that consisted of 2.5% Indigenous persons, 56.2% Racialized Persons and 43.2% Female. These positive hiring trends are a direct influence of the Outreach program recruiting initiatives and information sessions tailored to post-secondary institutions and community groups with an emphasis on recruiting Female applicants.

4.1.3 Women in Policing –

Female Inclusion Team

In 2020, R&SS created a Female Inclusion Team (FIT), comprised of 4 dedicated officers, 2 Recruiter investigators and the 2 Outreach officers to attract and retain skilled Female applicants. FIT officers establish meaningful connections with Female applicants by providing mentorship and support throughout the recruitment process. In addition, the FIT hosted Female only physical fitness training sessions for candidates to practice and improve their performance on the PREP. Due to circumstances created by the pandemic, practice sessions in 2020 were suspended for the most part however resumed in 2021 with established safety protocols in place.



4.1.4 Advertising

R&SS works in partnership with other areas of the organization to ensure that advertising campaigns are constantly reviewed to determine if they meet PRP's recruiting needs.

Internally, every Policing Division and Community Station has recruiting information available for prospective applicants. The PRP's website is updated regularly to ensure it is "user-friendly" and provides the necessary information for applicants to learn about the organization and recruitment process for Recruit Constable, Cadet and Auxiliary positions.

To be consistent with the strategic goal of attracting diverse applicants who have been traditionally under-represented in policing, advertising mediums included photos of employees who represented the diversity within our organization.



R&SS endeavor to be supportive of local media outlets, publications and post-secondary institutions to create a mutually beneficial relationship that enhances recruitment opportunities.

4.1.5 Cadet Program

The PRP provides a Police Cadet apprenticeship-style program for younger candidates to gain insight and experience in policing prior to gaining employment as a Recruit Constable with Peel Regional Police. The Cadet Program is a 30-month program that socializes new candidates into the policing culture, provides them with learning and developmental opportunities and familiarizes them with the policies, procedures and work practices of PRP through various training assignments. PRP currently has a complement of 30 Cadets. Cadets provide valuable assistance to the various bureaus



to which they are assigned while gaining experience and exposure to different areas of the organization and better preparing them to be candidates for Recruit Constables. Cadets are required to obtain their Ontario Association of Chiefs of Police (OACP) Certificate to be considered for a Recruit Constable position.

In 2020, there were 18 new Cadet Hires, 9 of those new Cadets lived within the Region of Peel. Of those new hires, 11 or 61.1% were Racialized Persons and 9 or 50% were Female.

In 2020, there were 20 Cadets promoted to Recruit Constable. Of those promotions, 1 (5%) were Indigenous, 9 (45%) were Racialized Persons and 11 (55%) were Female.



4.1.6 Auxiliary Bureau

In January 2020, there were 123 volunteers in the Auxiliary program compiled of 84 (68%) male and 39 (32%) Female Auxiliary Officers.

Auxiliary Officers obtain training and experience in policing. This assists them in determining if they wish to pursue a career in policing while providing invaluable services to the community. In 2020, four Auxiliary officers were successful candidates for the Recruit Constable position.

In 2020, the Auxiliary Bureau participated in approximately 205 events, contributing approximately 13,393 hours to community events such as Project Panda, Women in Policing Seminars, Coldest Night of the Year Walkathon, and GTA Home Show. Auxiliary Officers also worked with uniform patrol officers, conducting 79 Patrol Escorts



and 134 Festive RIDE events. Due to pandemic restrictions, Auxiliary Officers did not participate in many of their customary community functions.

The pandemic created restrictions that impacted on recruitment efforts for Auxiliary positions. The Auxiliary Bureau utilized virtual platforms to share information with community members which kept interest in the program strong throughout the year.

In 2020, 216 people applied to the Auxiliary program and 112 of those individuals moved on to physical fitness testing. Upon completion of fitness testing, 39 people were interviewed for the position of Auxiliary Officer, and of those 25 were selected to become Auxiliary Officers, commencing January 2021, and increasing the total complement to 147 members.

4.1.7 The Cadet Organization Police School (COPS)

This program is offered free of charge through the federally funded Royal Canadian Army Cadet Corps to youth between the ages of 12 and 19 years and Junior Cadets ages 10 and 11. The COPS program provides structured activities through a variety of challenging and rewarding experiences. Cadets learn valuable life-skills including teamwork, camaraderie and leadership. In 2020, there were 224 Cadets and 41 Junior Cadets enrolled in the COPS Program in three locations across Mississauga. COPS is affiliated with two (2) Military Police Regiments out of Dennison Armouries (Toronto). The COPS program maintains a website (www.2824cops.com) and Facebook page.





PRP provides the following support to the COPS Program:

- A full time Police Constable to administer the program;
- A part-time Civilian Clerk;
- Financial and logistical support for trips not covered by the Department of National Defence (DND); and,
- Locations for the COPS Cadets to meet on a weekly basis.

In 2020, all in person activities for the program were suspended by DND and Public Health due to pandemic restrictions. This included both local and national summer courses as well as international exchanges. The COPS annual Spring break trip to Washington D.C. has been postponed until at least 2022. COPS has been using the ZOOM platform to conduct as much mandated training as possible throughout the fall training cycle.



For the fourth year in a row the COPS program was awarded the Lord Strathcona award for top large Army Cadet Corps in Central Ontario. This is awarded to a Cadet Corps that is most efficient in its class and perpetuates the solicitude for patriotism, fitness and discipline.

4.2 UNIFORM OUTREACH RECRUITMENT

Traditionally, R&SS Outreach Officers focused on local recruitment within Peel Region and the Greater Toronto Area (GTA). The preferred method for engaging potential applicants from the community was through personal interactions which provided the opportunity to build rapport, exchange information and create mentorship opportunities. Due to the pandemic and associated restrictions, the biggest modification was to pivot from our traditional in-person outreach methods such



as targeted recruitment forums, information sessions, presentations and career expositions to creating an online presence through social media (Instagram) and other digital platforms. This transition, allowed R&SS to reach a broader audience within Peel Region and outside the GTA.

Successes this year include:

- The creation of an Instagram account in September 2020 that allowed for community engagement through live and pre-recorded recruitment information sessions, posts and stories. At the end of 2020, the Instagram account grew to approximately 1100 followers.
- The Outreach team utilized other digital platforms such as Microsoft Teams, WebEx, Google Meet and Zoom to facilitate recruitment information sessions with colleges and universities. The success of these sessions was evident by student engagement and positive feedback from professors.



- The creation of a Female Inclusion Team (FIT) to attract and retain skilled Female applicants. FIT officers establish meaningful connections with Female applicants providing them with mentorship and support throughout the recruitment process.

R&SS will continue to explore creative, meaningful ways to interact and engage with community members through social media platforms including Instagram, Twitter and LinkedIn.



SUMMARY OF 2020 UNIFORM RECRUITING OUTREACH INITIATIVES

Targeted Recruitment Forums	1
General Information Sessions	10
Presentations	12
Career Fairs / Booths	13
Female Inclusion Team (FIT)	31
Instagram	35
Total Outreach Activities	102

* Opened late September



4.3 CIVILIAN OUTREACH RECRUITMENT

In 2020 there were 205 employment opportunities that were filled by R&SS, representing full-time, part-time and temporary civilian vacancies as well as an additional 110 short-term temporary assignments for Intercept Monitors, College/University Co-operative Education Program, Communications, IT Services, Prisoner Escort, Records Services, as well Police specific backfills.

In an effort to attract professional and skilled applicants that represent our community, external civilian job posting opportunities were advertised on the PRP website under Employment Opportunities as well as external on-line job posting websites.

The Civilian Employment Opportunities section of the PRP website, where all external positions are posted, is updated regularly. In 2020, the website had a total of 2,472,628 visits. The Civilian Employment Opportunities website attracted a total of 203,207 visitors in 2020, which is a decrease from the 230,302 visitors in 2019.

During 2020, as a result of the Global Pandemic of COVID-19 and associated restrictions, Civilian Recruiting did not participate in the following:

- Career Fairs and Information Sessions
- Outreach Placement for Parkholme School
- Internship – Partnership with Educational Programs (IT summer student)
- Youth in Policing Initiative (YPI)

- Partnership to employ student from Community Living for summer and
- High School Co-op Program

4.3.1 Co-Operative Placement Program – Colleges and Universities

This structured program offers university and college students an opportunity to incorporate a paid work experience, directly related to their course of study, into their school curriculum.

Temporary employment is provided for a period of 4 months. At the end of their term, students are required to submit a related academic report to their professors. In 2020, we hired 12 students (2 of which did double terms) over the course of the year corresponding with educational work terms. Areas of PRP that participate in the program include Information Technology Services, Crime Analysis, Business Analytics, Facilities,



Corporate Communications, Fleet Services, Human Resources, Risk Management and Youth Education. Efforts are always made to ensure that participation in the program is a meaningful educational experience.

The co-op program is valuable both in terms of strengthening ties with post-secondary school communities and a potential recruitment strategy for our organization. The program highlights PRP's recognition of student talent and provides the opportunity to experience the many career opportunities our organization has to offer.



Challenging staff to meet a standard of excellence, requires that the Peel Regional Police (PRP) maintain a supportive workplace. An environment that is respectful of human dignity and devoid of either intrinsic or systemic discrimination, where all workplace issues are addressed promptly. PRP has established, and continually refines, the framework necessary to ensure balanced success. Educational training on diversity and human rights set expectations; internal anonymous surveys provide necessary feedback; while committee review ensures that reality reflects policy.

In managing daily workplace needs, PRP endeavor to accommodate Persons with Disabilities and provide the appropriate level of assistance to enable employees to address personal and family issues.

5.1 EQUITY AND INCLUSION BUREAU

The Equity & Inclusion Bureau provided 25 training presentations throughout the year, reaching approximately 500 people. These courses were delivered to recruits, civilian members, auxiliary officers, prisoner escort officers, other serving officers, and community members. The topics included; Knowing Our Diverse Community, Hate Motivated Crimes and Incidents and the Emergency Services Introduction to New Canadians presentation.

The Equity and Inclusion Bureau facilitated quarterly and ad hoc meetings with the six (6) Chief's Advisory Committees; Black, Chinese, LGBTQ+, Muslim, Sikh and Youth. The November meeting provided Chief Duraiappah with an opportunity to introduce the Peel Regional Police Community Safety and Wellbeing Plan (CSWB), which covered the below noted topics;

- Divisional Mobilization Unit, Situation Table and Mobile Crisis Rapid Response Team

- Ontario Human Rights Commission announcement
- Introduction Chief's Advisory Council
- Body worn cameras and innovation & technology

Officers in the Equity & Inclusion Bureau attended and participated in 31 community events. These events varied across cultures and religions. Some of the events attended were Chinese New Year celebrations, Black History Month events, interfaith breakfast, International Women's event, and GTA Chinese Business Association Gala. The Equity & Inclusion Bureau also hosted a Lunch and Learn for Black History Month in February, which was attended by over 80 Peel Regional Police - sworn and civilian members.

Additionally, the Equity & Inclusion Officers attended 78 meetings to help strengthen and build relationships within Peel Region's diverse communities. These meetings include external committees that our Equity and Inclusion Bureau members are active

members of, including but not limited to; The Regional Diversity Roundtable (RDR), OACP – Diversity, Equity and Inclusion Committee, OACP – Diversity, Equity and Inclusion Working Group, Interfaith Council of Peel (ICP), Intercultural Dialogue Institute (IDI), Mississauga Chinese Business Association (MCBA) and the Regional Diversity and Inclusion Committee.

In collaboration with OPC and Ryerson University, Detective Sergeant Feras Ismail of our Community Engagement Bureau, conceptualized and co-developed an 'Advanced Hate Motivated Crime and Extremism Course' at OPC in 2018. This course was approved/endorsed by the Ministry of Community Safety and Correctional Services (MCSCS). The course was delivered two times in 2020 (with one session being cancelled due to the pandemic). There is currently a waiting list of over 300 officers, representing services from across the Province, waiting to attend the training.

5.2 HUMAN RESOURCES

In 2020, Human Resources (HR) delivered Workplace Discrimination and Harassment training to six (6) new intake classes including recruits, cadets, civilian members and auxiliary police.

In addition, the Respectful Workplace training program, comprised of human rights and workplace violence components, was delivered to four (4) classes of promoted uniform members and new civilian supervisors and acting supervisors.

Lastly, HR developed online refresher training for all members which is relevant to the *Ontario Human Rights Code*, the *Occupational Health and Safety Act* and the *Police Services Act*, as it relates to Harassment, Discrimination and Violence in the Workplace.

5.3 FAIR AND IMPARTIAL POLICING (FIP)

In 2020, PRP continued to provide mandatory fair and impartial policing training for all members. The program is focused on teaching members about Implicit Biases. Content covers an Understanding of Human Bias; The Science of Bias; The Impact of

Biased Policing; Managing Our Implicit Biases and Addressing the Biases of Others. The program was founded on social science research, and put together by FIP.

The fair & impartial policing training program applies the modern science of bias to policing; it trains officers on the effect of implicit bias and gives them the information and skills they need to reduce and manage their biases.

5.4 THE CANADIAN CENTRE FOR DIVERSITY AND INCLUSION (CCDI) TRAINING

Peel Regional Police continues its partnership with the Canadian Centre for Diversity and Inclusion. This is a membership-based not-for-profit organization that provides its employer partners with a foundation of consistent and relevant information and practitioner support in the area of diversity and inclusion. They have been in operation since 2012 and their organizational vision is to promote excellence in diversity and inclusion within Canada. The CCDI provides opportunities for individual and employer partners to network and share leading practices, and access to monthly webinars to increase knowledge and awareness in D&I practices.

5.5 ASSESSMENT OF EDUCATIONAL QUALIFICATIONS, TRAINING AND EXPERIENCE ACQUIRED OUTSIDE CANADA

In circumstances where an education equivalency assessment is required, PRP policy permits qualified applicants to proceed to the final selection stage of the hiring process prior to the validation of the qualifications. PRP co-ordinates and pays the cost of the educational equivalency assessment on behalf of the applicant. The policy, affecting civilian and uniform candidates, demonstrates a commitment to eliminating a potential barrier to prospective foreign educated employment candidates.

5.6 ACCOMMODATION REQUESTS

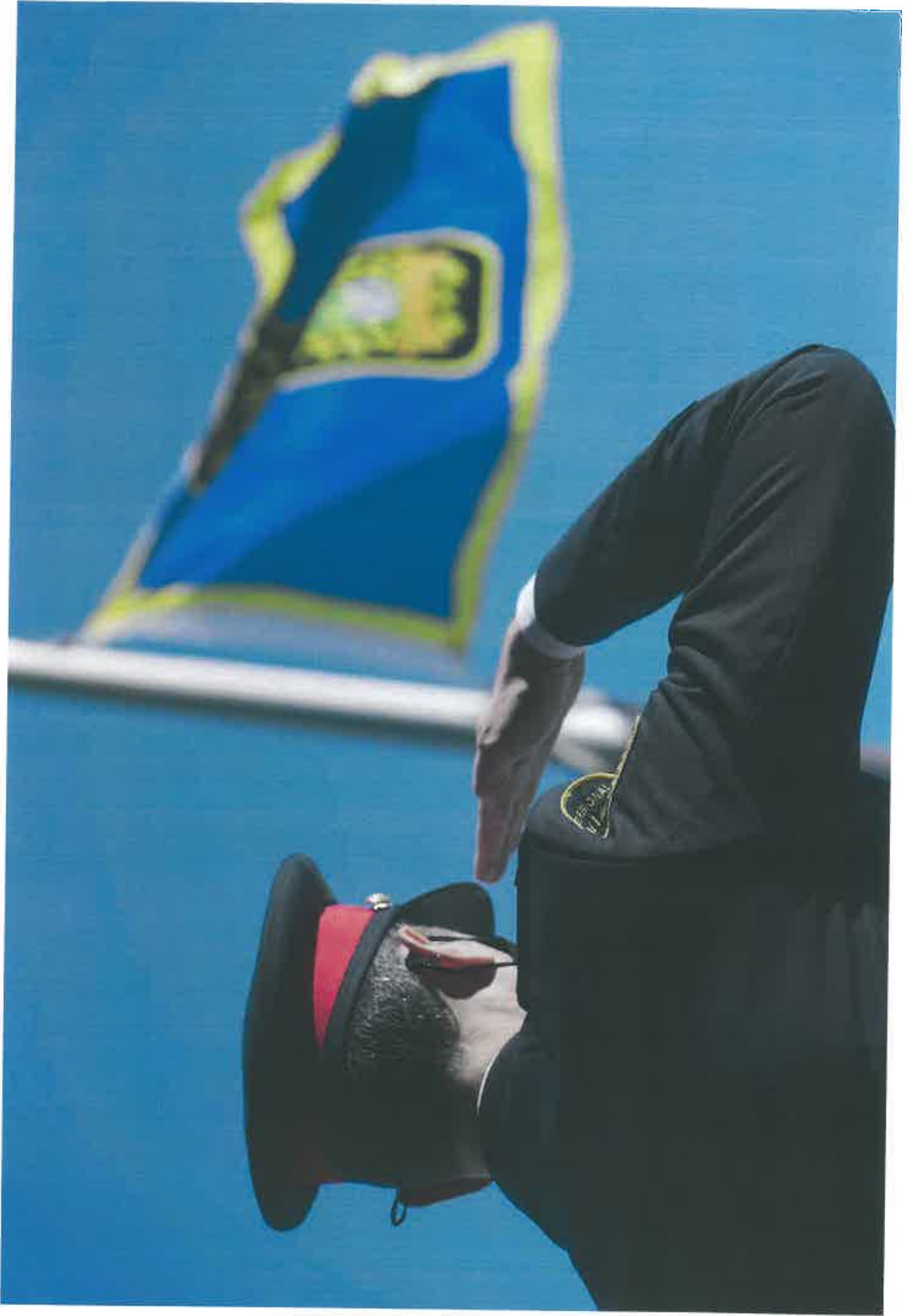
Consistent with the requirements of the Ontario Human Rights Code accommodation is provided to qualified applicants with a disability to enable their participation in the recruitment process. When requests for accommodation in the recruitment process are made, they are assessed on the basis of the particular facts of each case. Applicants are requested to provide sufficient detail and cooperate in consultation with PRP to respond to their request.

5.7 ASSISTING MEMBERS IN ADDRESSING FAMILY ISSUES

Within the bounds of operational needs, PRP sanctions many programs that afford staff flexibility in meeting their employment obligations while addressing personal responsibilities; the parameters of which are detailed in the negotiated Collective Agreements. During 2020, participation included:

- 43 uniform and civilian Female employees for pregnancy/parental leave.
- 56 uniform and civilian male employees for parental leave.
- 2 requests for additional voluntary time off without pay were approved.
- 5 members were authorized for a total of 330 hours related to short term military duties.
- 4 job share arrangements in 2020, all 4 (2 uniform and 2 civilian) were extended from 2019. The program successfully provides for the retention of experienced, trained members who may be temporarily unable to fulfill full-time work, due to personal hardships or other commitments. Overseen by the "Job Share Committee", which is comprised of the Superintendent-Operations Services, a representative from Recruitment and Staff Support and the Peel Regional Police Association (PRPA), the committee seeks to balance organizational and personal exigencies.

- 21 members (uniform and civilian) were approved for family accommodation requests in 2020, 8 were new requests and 13 were extensions continued from 2019.
- Members working dayshift assignments are able to make requests to work a flexible schedule e.g. a compressed work week.
- PRP continued the policy of affording members the opportunity to re-allocate up to 8 days non-cumulative sick leave to address family care needs.



6.1 ACCOMPLISHMENTS AND NEXT STEPS

PRP's commitment to attracting, retaining, developing and promoting professional and skilled employees that reflect the community we serve is the essential foundation to ensure that current and future organizational needs are met while exceeding community expectations.

Members are committed to excellence which is demonstrated through volunteering, continuing education and training, health and well-being, and most importantly being ambassadors and leaders, and ensuring that our high standards are never compromised.

Equitable access to opportunity remains the guiding principle for all efforts undertaken to attract, hire and retain professional, achievement-oriented employees. Beyond seeking to build on previously established programs, the initiatives implemented in 2020 amidst a global pandemic, demonstrate commitment to employee recruitment, selection, development and wellbeing.

One of the identified areas of focus of PRP's Strategic Plan is to have professional and skilled employees that represent our community, which is achieved by attracting and retaining skilled employees who represent our community. The statistical data reflects our successful efforts in 2020.

- **Positive Recruitment Trends:** These positive trends are a direct result of continued Outreach programs and recruiting initiatives along with new online mediums commenced as a result of the Global Pandemic. In addition, the establishments of the FIT (Female Inclusion Team) which provides mentorship and support for Female applicants through the application process and by doing so, positions PRP as the employer of choice for many new applicants.
- Racialized applicants increased to 69% (+3.7%);
- Female applicants increased to 22.4% (+3.3%);
- Persons with Disabilities increased to 1.8% (+0.1%);
- While there was a slight decrease in Indigenous persons by 0.9%, (-1.8%).

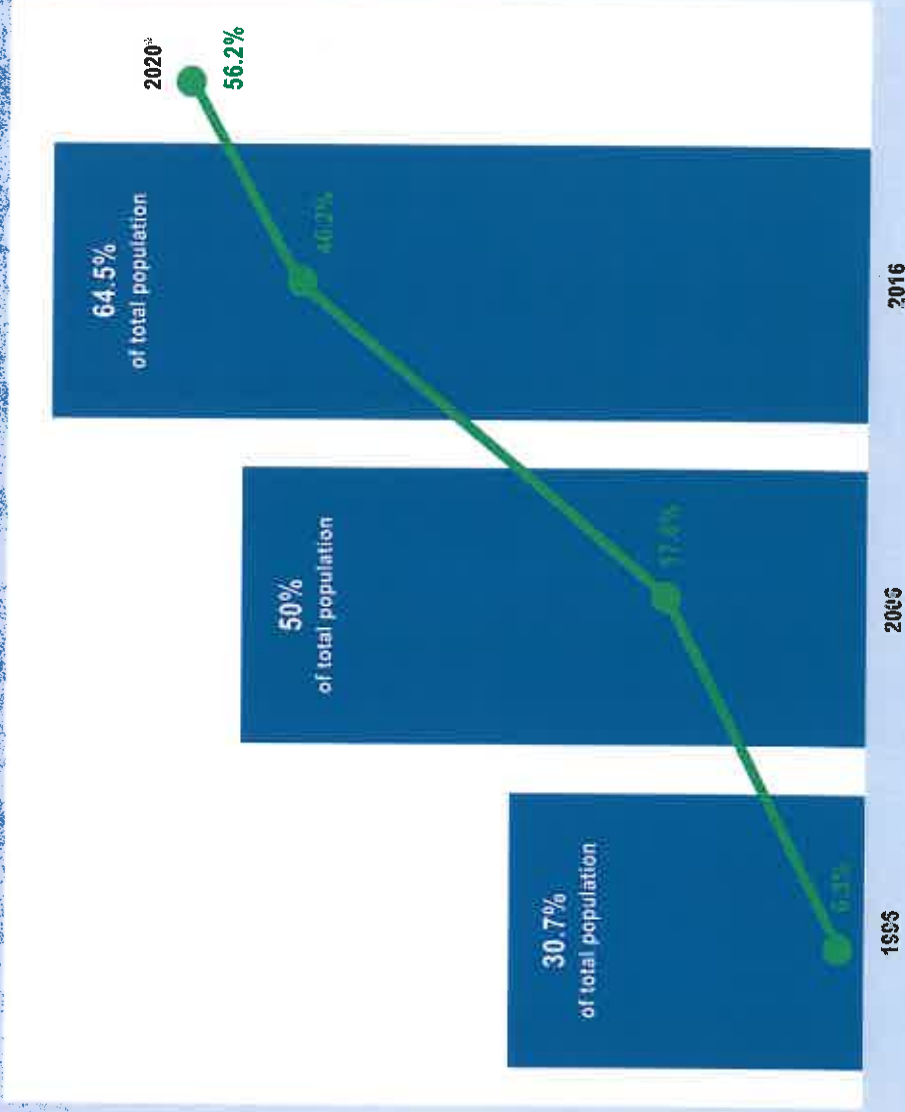
- In 2020 uniform new hires included 56.2% Racialized Persons, 43.2% Females and 2.5% Indigenous. Civilian new hires included representation from all 4 groups, 60% Racialized Persons, 61.5% Female, 1.5% Persons with a disability and 3.1% Indigenous.

- The Cadet, Auxiliary and COPS programs assist in the development of its members and encourages participating individuals to consider a career in policing. In 2020, there were 20 Cadets promoted to Recruit Constable. Of those promotions, 9 (45%) were Racialized Persons and 11 (55%) were Female and 1(5%) was Indigenous. Four Auxiliary members were successful in achieving Recruit Constable positions within the organization, which clearly demonstrates the success of these programs.

All of these initiatives contribute to PRP's efforts and progress in building a workforce that is representative of the community served by PRP as demonstrated in the following 6 charts:



PEEL REGIONAL POLICE UNIFORM AND CADETS
NEW HIRE PERCENTAGE VS. COMMUNITY REPRESENTATION 1996 - 2020
Community Representation of Racialized Persons



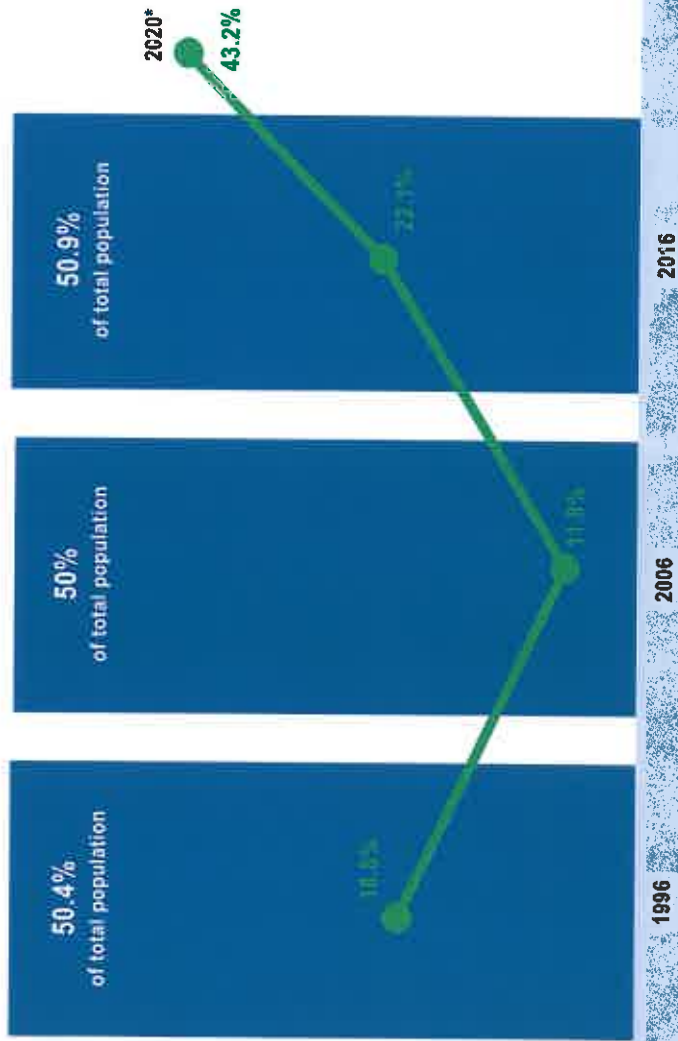
* 2016 is the most recent Census data on community representation as the Census is undertaken only every five years.

PRP New Hire Representation

PEEL REGIONAL POLICE UNIFORM AND CADETS

NEW HIRE PERCENTAGE VS. COMMUNITY REPRESENTATION 1996 - 2020

Community Representation of Females



* 2016 is the most recent Census data on community representation as the Census is undertaken only every five years.

PRP New Hire Representation

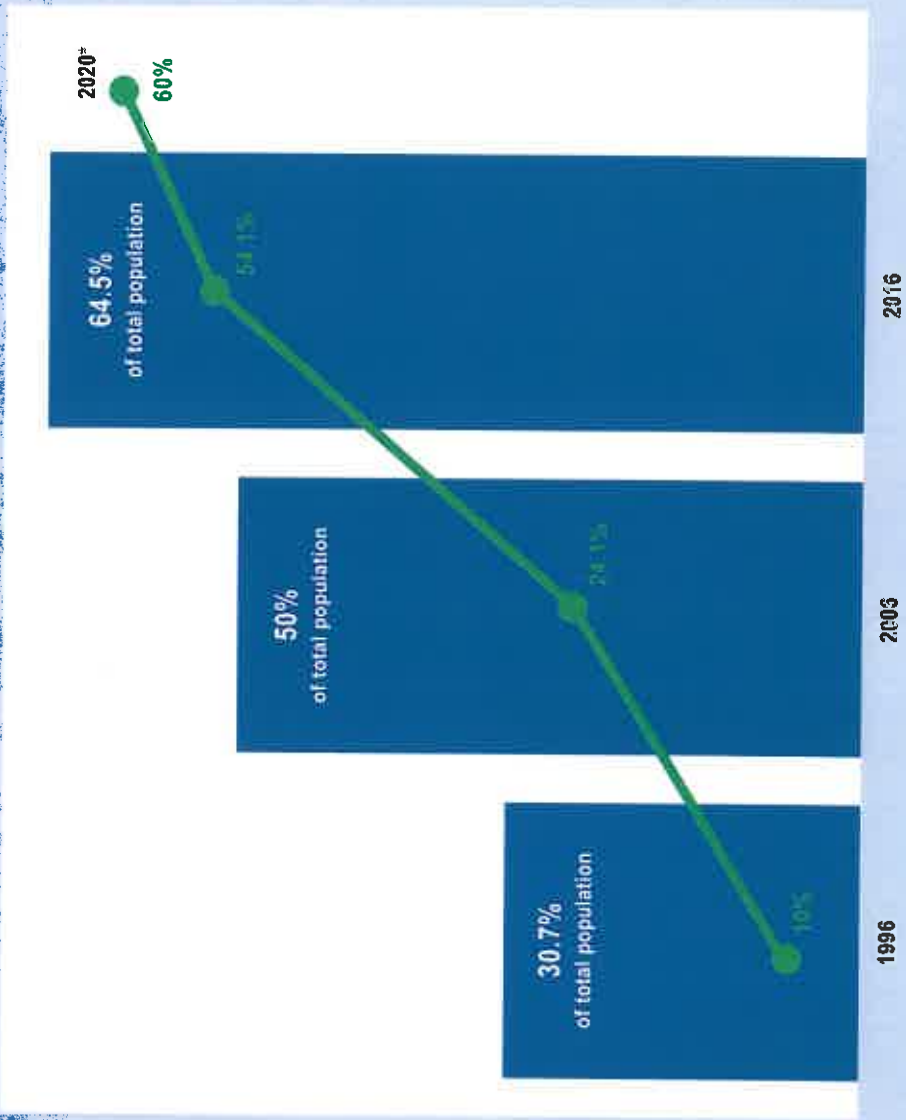




PEEL REGIONAL POLICE CIVILIAN

NEW HIRE PERCENTAGE VS. COMMUNITY REPRESENTATION 1996 - 2020

Community Representation of Racialized Persons



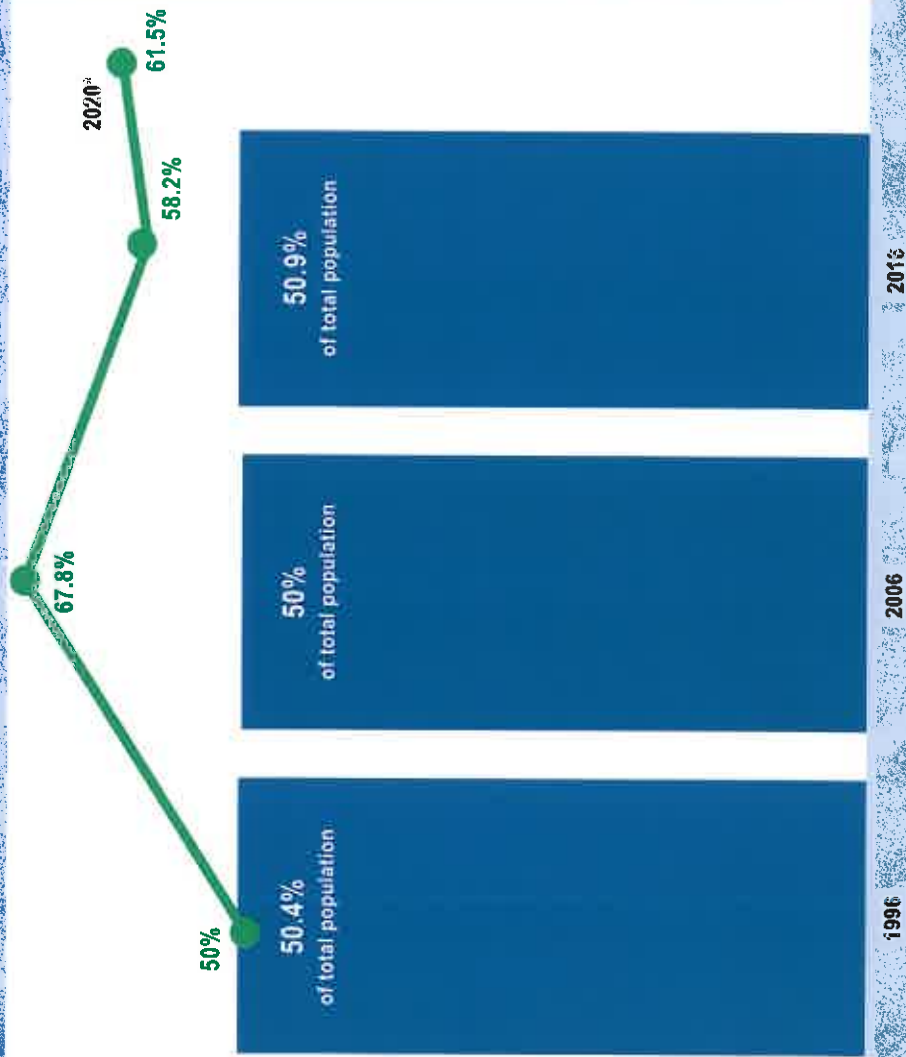
* 2016 is the most recent Census data on community representation as the Census is undertaken only every five years.

PRP New Hire Representation

PEEL REGIONAL POLICE CIVILIAN

NEW HIRE PERCENTAGE VS. COMMUNITY REPRESENTATION 1996 - 2020

Community Representation of Females



* 2016 is the most recent Census data on community representation as the Census is undertaken only every five years.

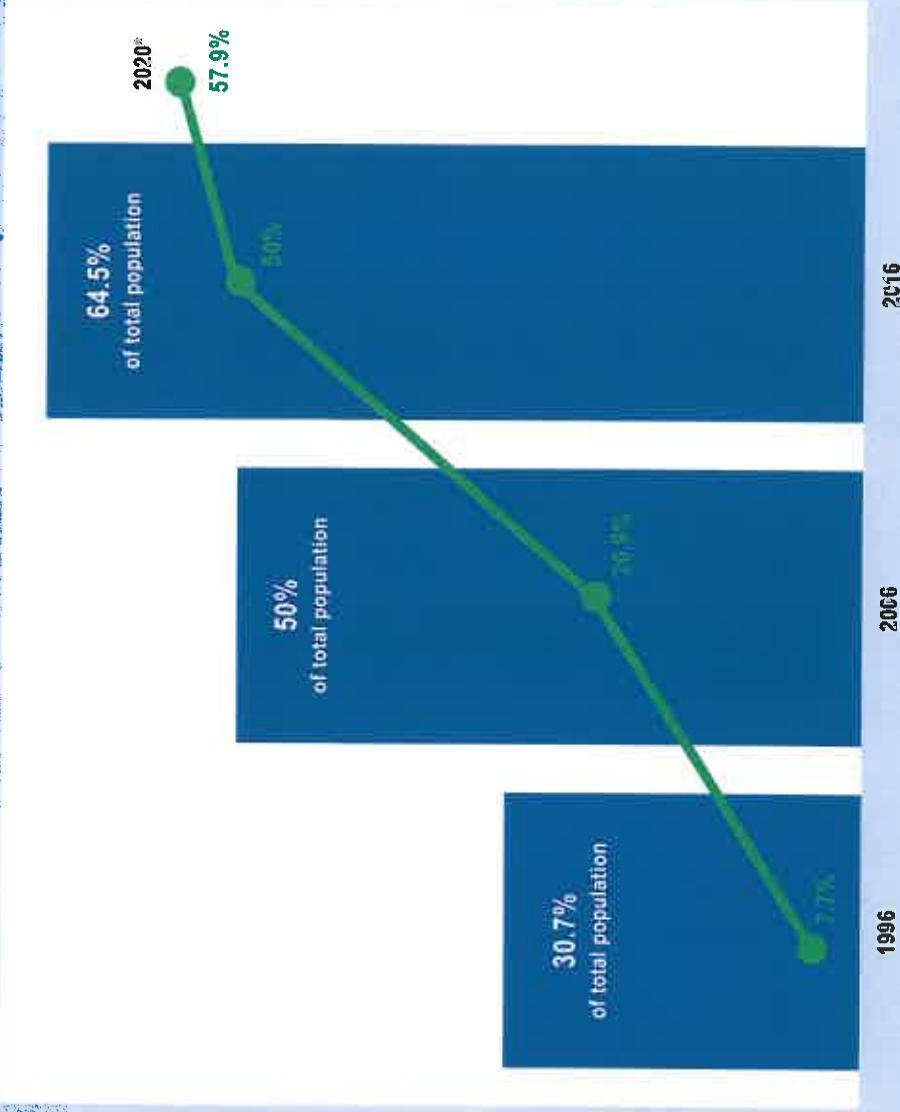
PRP New Hire Representation





**PEEL REGIONAL POLICE UNIFORM, CADETS AND CIVILIAN
NEW HIRE PERCENTAGE VS. COMMUNITY REPRESENTATION 1996 - 2020**

Community Representation of Racialized Persons

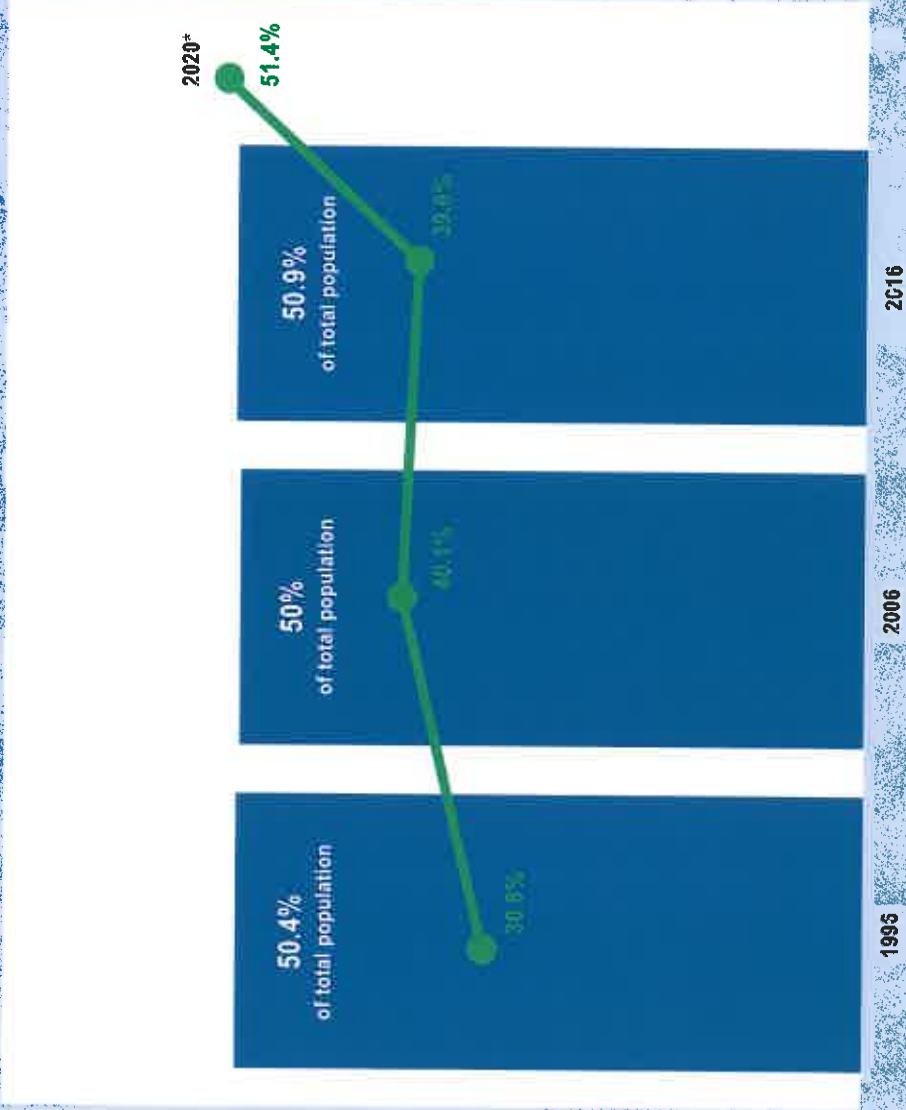


* 2016 is the most recent Census data on community representation as the Census is undertaken only every five years.

PRP New Hire Representation

**PEEL REGIONAL POLICE UNIFORM, CADETS AND CIVILIAN
NEW HIRE PERCENTAGE VS. COMMUNITY REPRESENTATION 1996 - 2020**

Community Representation of Females



* 2016 is the most recent Census data on community representation as the Census is undertaken only every five years.

PRP New Hire Representation



In conclusion, PRP's hiring and human resources practices continue to demonstrate a commitment to ensure that employment opportunities are equitable and available to all persons who possess the requisite skills at a competitive level.

PRP recognizes that attracting, hiring and retaining a professional workforce, reflective of the community it serves, is essential to success as an organization. Transparency and integrity requires strict adherence to the principles that merit is the basis of hiring and promoting within the service. R&SS acknowledges and welcomes the responsibility to continue to maintain the vision of Peel Regional Police: "A Safer Community Together".





[PeelPolice.ca](https://www.peel.ca/police)





PEEL REGIONAL POLICE SERVICE BOARD

Project – BWC and DEMS

PSB REC: JUN 08 21
LOG# 33-21
FILE CLASS: P00

Date: June 7, 2021
Status Report Period:
June 01, 2021 – June 30, 2021

Project Status Report

Status Definitions				
Green	On-Track: No corrective action required			
Yellow	Warning: Some issues have been encountered; however are being managed			
Red	Urgent: Project is in jeopardy and escalation is required			
Project Indicators				
	Scope	Schedule	Budget	Resources
Previous Status	On Track	On Track	On Track	On Track
Current Status	On Track	On Track	On Track	On Track
Reason	Scope baselining is going as planned	Covid delay by 2 weeks.	Funds secured – At this point surplus position is expected.	Key project resources have been identified and engaged as required
Mitigation Approach	N/A	N/A	N/A	N/A
Project Summary Highlights				
<ul style="list-style-type: none"> ➤ Community Engagement – The PRP BWC Team has completed over 23 engagement points (17 meetings and 5 media opportunities). This includes OHRC recommendation review. ➤ Community Education – Finalizing plan to commence community education of our project through various means including social media, external media partners and print media. ➤ Live streaming – RTOC and CSWB have provided ‘use-cases’ for LiveStreaming Technology and planning framework. RTOC use-cases focused on officer safety and CSWB focused on frontline response to mental health crisis calls. Testing of software is ongoing and continue to works well. ➤ PRP (INTERNAL) – 838 officers trained to date. 80 BWC deployed at Airport Division, 12 cameras deployed at 22 Division and 12 cameras deployed at 11 Division for further testing of hardware and disclosure processes. ➤ Evidence.com / DEMS portion – Ongoing – on track – training to non-FI to commence in May. ➤ Automation and Auto-Tagging – Ongoing – on track ➤ Support Team – Redaction unit application process completed, 6 successful civilian candidates. 				



PEEL REGIONAL POLICE SERVICE BOARD

Project – BWC and DEMS

Date: June 7, 2021

Status Report Period:

June 01, 2021 – June 30, 2021

Project Status Report

Project Progress %	Project Completion Date (YYYYMMDD)	Project Budget	Project Spend
68%	20211231	\$10,553,000.00	\$1,460,000.00
Project Milestones			
Milestone	Date (YYYYMMDD)	Status	Comment
Deployment - Airport Division	2021/01/25	Complete	Phase 1a / 1b – 80 deployed - Complete
Training	Current	On Schedule	<ul style="list-style-type: none"> 838 officers to date. Training sessions are conducted on a weekly basis with up to 48 officers will be trained each week – 17 weeks of training required. Training to commence for new members of Redaction Unit.
Organizational Rollout	2021/03/01	On Schedule	Commence after Community Engagement –May 2021, Anticipated completion - Summer 2021.
Community Engagement	2020/06/30	Ongoing: Completed since last update	<ul style="list-style-type: none"> Community Town Hall – (17,000 participants / 79% support), (June 30, 2020) Chief's Advisory Committees Virtual Meeting (November 4, 2020). Interfaith Committee of Peel – March 9, 2021. Engagement with Anti-Black Racism and Systemic Discrimination Chief's Council – March 15. Collaboration session with Dufferin-Peel CMHA Senior Leaders-March 31. Engagement session with OHRC Anti-Racism & Human Rights Advisory Committee-April 6.



PEEL REGIONAL POLICE SERVICE BOARD

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			<ul style="list-style-type: none"> • Engagement session with Chief’s Advisory Committees-April 6. • Engagement session with OHRC Anti-Racism & Human Rights Advisory Committee – May 13. This feedback loop and enhancement session is one of the final engagement sessions prior to go – live. • 71 independent feedback points from community and OHRC (policy, operations, and privacy).
Community Education	2020/06/30	Ongoing	<ul style="list-style-type: none"> • Finalizing community education plan to commence education of project through various channels including social media, external media partners and print media.
Privacy Impact Assessment	2020/09/22	Ongoing	IPC– supporting to date our work and process / progress. Ongoing.
Policy – Board	2020/12/22	Completed	Board Policy completed.
Policy - PRP	2020/10/01	On Schedule	PRP Policy Version 1.5 (iterative). Currently working on version 1.6
Livestream / CSWB & RTOC	2021/12/01	Ongoing	Business and technology requirements continue. Testing of technology a success. Both RTOC and CSWB have provided ‘use-cases’ where technology can be utilized and is current being reviewed.
Next Status Update: August PSB Meeting			

To tackle hate-motivated crimes, Canada's justice system needs to change

JAVEED SUKHERA AND AHMAD ATTIA
CONTRIBUTED TO THE GLOBE AND MAIL
PUBLISHED JUNE 14, 2021

Javeed Sukhera is the chair of the London Police Services Board and an associate professor of psychiatry and paediatrics at Western University. Ahmad Attia is the chair of the Peel Police Services Board and the CEO of Incisive Strategy.

As Muslim chairs of police boards in Ontario, we are sadly familiar with hate-motivated crimes, and with the reality that no country is immune. Police services across Canada have been grappling with these issues for some time, and we are vividly aware that we cannot look away from the hatred that stole the lives of four fellow Canadians who died simply because they were walking while Muslim.

While the particulars of criminal investigations cannot be released, London Police Services were clear that our beloved community members were murdered and targeted for their Islamic faith. As hard as that is to hear for many Canadians, the truth is this is not a singular event. Islamophobic incidents happen all the time in Canada.

In the City of London and Peel Region, both of which are home to diverse communities with large numbers of racialized citizens, police-reported hate-crime numbers have remained consistent over the last few years. According to Statistics Canada, London's numbers rose by more than a third from 2015 to 2019, and in four of those five years, the city's rate per 100,000 population was higher than the national average. In 2019, London police reported that Black, Muslim, Jewish, Middle Eastern and LGBTQ2+ peoples constituted the five most targeted groups for hate crimes. In Peel, meanwhile, crimes motivated by race or nationality increased by 54 per cent from 2018 to 2020, with Black and South Asian people being the most targeted by race or ethnicity. Muslims and Jews experienced the most targeting based on faith.

Yet, despite these numbers, our justice system continues to have an incredibly high threshold for anyone to be prosecuted under hate-related laws, and as a result, it is not achieving its desired aims. There remains no specific definition of a "hate crime" in the Criminal Code as a chargeable offence, and what is laid out only provides a judge the ability to hand down harsher sentences based on his or her ruling around a given perpetrator's motivations. In Peel, only a third of the Criminal Code offences designated by police as hate- or bias-motivated crimes resulted in Criminal Code charges in 2020.

This outdated model emboldens hateful behavior while doing little to dissuade perpetrators, which in turn normalizes their hate-filled rhetoric and actions. Perpetrators such as Alexandre Bissonnette, for instance, have reaped the benefit of loopholes such as concurrent sentences; Mr. Bissonnette murdered six people in Quebec City in 2017, yet serves time for only one murder. We cannot let this injustice continue in the case of the family killed in London, Ont.

Reporting mechanisms are also a challenge. Far too often, verbal threats and assaults are not brought to the police because victims don't feel like they'll be taken seriously, simply don't want the trouble, or are concerned that their reporting will only further agitate the perpetrators, putting the victims and their families at further risk. This means that any hate-crime numbers are almost certainly underestimated, masking the magnitude of the problem.

Earlier this week, community leaders called for action at the vigil for the family killed on the streets of London, but political gesturing and posturing won't be enough to help prevent the next hate-fueled mass murder. We must name hate for what it is, stare it down, and work with the affected communities to prioritize change over pandering for votes. All parties must work together to get tougher on hate and extremism. We must end the minimization and denial that has become commonplace in our system and in our discourse. Our politicians and legislators can get the ball rolling by changing hate-crime laws to better protect victims who do report, while holding those responsible maximally accountable.

We must also work with our communities to increase the reporting of such crimes so that we can both identify and engage the perpetrators and provide victims with a sense of safety and support. In addition, our laws must also reflect our society's values and priorities. If hate crimes are difficult to prosecute and carry minimal odds of conviction, this sends the wrong message.

It's time to take bolder action against anti-Muslim hate, and all other forms of hate and bigotry that continue to terrorize our communities. It's time to arm our justice system with the necessary tools to root out hatred, and to hold accountable those who perpetrate hate crimes. It's time to remind far-right extremists and terrorists that our country will not tolerate their hate-motivated crimes and rhetoric. The human cost of our inaction would be too great to bear.