



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

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The Public meeting of the Regional Municipality of Peel Police Service Board commenced at 10:01 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. Duraipapp, Chief, Peel Regional Police  
M. Andrews, Deputy Chief, Community Policing Operations  
N. Milinovich, Deputy Chief, Investigative and Emergency Services  
A. Odoardi, Deputy Chief, Innovation and Technology  
B. Mullins, Acting Commander, Corporate Services  
S. McKenna, Staff Superintendent  
M. Ottaway, Superintendent, Executive Officer  
T. Saliba, A/Superintendent, Executive Services  
S. Wilmot, Legal Counsel to the Chief  
C.L. Holmes, Director, Finance  
T. Wilson, Director, Human Resources  
B. Ford, Inspector, OIC, Professional Standards  
R. Serpe, Executive Director to the Board  
L. Perkins, Board Manager  
A. Suri, Executive Assistant

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

## **INDIGENOUS LAND ACKNOWLEDGEMENT**

Chair A. Attia read an Indigenous Land Acknowledgement and stated that the Board is grateful to have the opportunity to work on this land, and by doing so, give their respect to its first inhabitants.

## **CHIEF'S UPDATE**

Chief N. Duraiappah highlighted the homicide of Miss Sangeeta Sharma from August 2020. He stated that a previous arrest had been made in the case and now a second successful arrest has been made in Alberta due to the relentless work of the Homicide Bureau. DC N. Milinovich reported that this most recent arrest makes this the sixth person arrested for homicide in the past month.

Chief N. Duraiappah acknowledged that although there has been a reduction in the number of shootings in Peel Region since November 2020, there continues to be an increase in the number of rounds discharged at each of the incidents. He also announced the conclusion of the investigation by the Special Enforcement Bureau combined with 21 Division in taking down a group of rival drug trafficking gangs. Multiple firearms were seized, and several homegrown offenders were arrested. He stated there would be another media release for a subsequent investigation where multiple search warrants were issued in Peel and Toronto. Chief N. Duraiappah stated that regardless of the overall broader statistics on trends, people's perception of public safety is what drives their feeling of safety.

DC M. Andrews provided an update on the Divisional Mobilization Unit (DMU), a 48-person non-enforcement, non-investigative, nontraditional unit which has been active for three months. This is a proactive, pro-social public health support unit with a mandate that is aligned with the community safety and well-being framework. The DMU officers are deployed directly from their divisions and connect with members of the community and engage in interactions for police matters that negatively impact our social determinants of health. This includes interactions with people experiencing homelessness, food and employment insecurity and newcomers to the country. These interactions and engagement are driven by data and are community focused. Members of the DMU are also deployed in cases of post-incident trauma such as shootings. DC M. Andrews stated that once they have had a chance to accurately assess the data and impact of the DMU, a report will be presented to the Board.

## **BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS - NIL**

## APPROVAL OF MINUTES

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

**Resolution:**

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

Moved by: A. Boughton

Seconded by: R. Chatha

CARRIED 01-06-21

## DEPUTATIONS

2. **Stop Police Profiling** – The Board considered a written submission dated May 18, 2021 from the Stop Police Profiling Group.

**Resolution:**

***That the deputation be received as information.***

Moved by: A. Attia

Seconded by: M. Medeiros

CARRIED 02-06-21

## PRESENTATIONS

- 2.1 **Recruitment Update** - A/Inspector T. Doherty presented the Board with a recruitment update from Peel Regional Police.

Vice-Chair R. Chatha inquired whether it would be more beneficial to conduct the background checks earlier in the application process. A/Inspector T. Doherty stated that he just completed a review of the process and there is a series of preliminary checks that are completed before the in-depth interview stage. Vice-Chair R. Chatha asked who conducted the psychological interviews. A/Inspector T. Doherty stated that two separate psychological providers were selected after a request for tender was completed two years ago. The assessment itself entails a series of four battery tests, they test for psychological disorders, resiliency, and response to stressful situations. He stated that the goal is to find candidates that would make good police officers.

Vice-Chair R. Chatha asked about the composition of the hiring board and asked about the average application process timeline from inception to conclusion. A/Inspector T. Doherty stated that the hiring board for uniform hires consists of the inspector for recruitment staff support, the staff sergeant for recruitment staff support and an additional sergeant. The interviews take approximately 30 minutes to complete. The entire hiring process from beginning to end takes on average from three to six months.

L. Howell inquired about the gender differential applied to candidates during the fitness test and any other standardization for different criteria for candidates. A/Inspector T. Doherty stated that the criteria for all candidates is standardized and the same for all individuals. The prep fitness test is a two-part test consisting of an obstacle course and a shuttle run. The obstacle course must be completed within two minutes and 37 seconds and for the shuttle run which measures cardiovascular ability, they must meet a minimum level of seven. For people who show potential, there are opportunities to train and be re-tested. You must pass both components of the test to move on in the hiring process.

B. Crombie asked about the hiring targets for 2020. Inspector T. Saliba stated that 162 recruits were hired last year and each year the target is set based on budget, authorized complement, and anticipated need in terms of attrition through retirements. Superintendent D. Niles stated the first two classes in 2021 had 40 recruits each, the upcoming two classes will have 20 recruits each for a total of 120 recruits for the year.

**Resolution:**

***That the presentation be received as information.***

Moved by: R. Chatha  
 Seconded by: M. Medeiros

**CARRIED** 2.1-06-21

**2.2 Organizational Leadership Strategy** – Superintendent D. Niles and Ms. H. Clayton, Heather Clayton Consulting, provided the Board with a presentation on the organizational leadership strategy for Peel Regional Police.

Chief N. Duraiappah introduced the presenters and highlighted the shift towards an environment where the organization develops capacity and leadership skills to increase efficiency and to progress internally and externally. He reiterated his commitment to the Board to develop leaders from the time they are onboarded or sworn in and make an investment in their growth on soft skills that have hard impact.

Chair A. Attia inquired if the leadership strategy included one-on-one coaching with leadership and if the organizational strategy was limited to the CMG group and senior leadership. Chief N. Duraiappah stated that the multi-year plan is intended to saturate the principles of equipping people in leadership training throughout the entire organization. He stated that some of the coaching and mentoring is one-on-one but some of the strategy includes providing leadership opportunities in a larger group setting.

Chair A. Attia asked whether civilian and uniform members of PRP participate in the annual planning of their professional goals. Superintendent D. Niles stated that along with T. Wilson he is also responsible for the performance review mandates; the plan is to embed the leadership strategy, leadership opportunities and measurements through lateral and promotional processes into the annual performance reviews. The goal is to roll out this process throughout the organization in 2022. Uniform and civilian officers will have the opportunity for goal setting by participating in the leadership development program.

Chair A. Attia stated that on behalf of the Board, they recognize that there is a strong CMG and senior leadership team. He asked if there was a role for the Board in this exercise to further support the leadership team in the process of leadership development. Chief N. Duraiappah stated that the Board's overall mandate will be to ensure that PRP is adequately and effectively meeting the needs of this growing and diverse community.

**Resolution:**

***That the presentation be received as information.***

Moved by: B. Crombie  
 Seconded by: N. Iannicca

CARRIED 2.2-06-21

**NEW BUSINESS**

3. **2021 VCOM Group Annual Report** – The Board considered a report dated May 14, 2021 from Deputy Chief A. Odoardi, Innovation & Technology Command, regarding the 2021 VCOM group annual report.

**Resolution:**

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

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

CARRIED 03-06-21

4. **2020 Persons at Risk Annual Report** – The Board considered a report dated June 3, 2021 from Deputy Chief N. Milinovich, Investigative & Emergency Services Command, regarding 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.

Chair A. Attia highlighted that as a part of the strategic planning process of the governance committee of the Board, each report now has a subsection that details how the report aligns with the strategic plan.

B. Crombie asked about some possible reasons why there has been decrease in reported domestic violence and child abuse statistics during the pandemic. DC N. Milinovich stated that some communities have an inherent distrust of the police and some individuals ability to report has been hindered due to being forced to isolate with their abusers.

**Resolution:**

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

Moved by: B. Crombie

Seconded by: R. Chatha

CARRIED 04-06-21

5. **2020 Equal Opportunity Report** – The Board considered a report dated June 1, 2021 from Deputy Chief R. Patrick, Corporate Services Command, regarding the 2020 equal opportunity plan results.

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

Moved by: A. Boughton

Seconded by: B. Crombie

CARRIED 05-06-21

6. **Body Worn Camera Status Report** - The Board considered a report from Deputy Chief A. Odoardi, Innovation & Technology Command, regarding the status report for Body Worn Cameras for the period of June 1, 2021 – June 30, 2021.

**Resolution:**

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

Moved by: N. Iannicca  
 Seconded by: R. Chatha

CARRIED 06-06-21

- 6.1. Globe & Mail Opinion Editorial** – The Board considered an 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.

Chair A. Attia highlighted that extremist perspectives of bias and hate are shared, promoted, and amplified on online forums. He also discussed the need for the justice system to adequately prosecute hate motivated crimes, so it dissuades individuals in participating in hate-filled rhetoric and actions. He stated the need for eliminating concurrent sentences for domestic terrorist attacks and referenced the 2017 case in which a man murdered six individuals in a mosque in Quebec and is only serving time for one murder. Chair A. Attia stated the need for the removal of barriers to reporting hate crimes and referenced the Statistics Canada general society survey which shows that up to two thirds of all victims do not come forward to report these crimes and incidents.

After discussion by the Board and the CMG, Chair A. Attia put forth the following motion: That the Peel Police Services Board and Peel Regional Police work with partner agencies to advocate on behalf of victims to the various levels of government.

The motion was passed unanimously.

**Resolution:**

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

Moved by: A. Attia  
 Seconded by: A. Boughton

CARRIED 6.1-06-21

**ADJOURNMENT OF PUBLIC MEETING**

The Board public portion of the meeting adjourned at 12:36 p.m.

A handwritten signature in black ink, appearing to read 'A. Attia', with a long horizontal flourish extending to the right.

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A. Attia, Chair

A handwritten signature in black ink, appearing to read 'R. Serpe', with a long horizontal flourish extending to the right.

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R. Serpe, Executive Director