



**PEEL POLICE SERVICES BOARD**  
**PUBLIC MINUTES**  
**FRIDAY AUGUST 27, 2021 AT 10:00 A.M.**  
**VIRTUAL MEETING**

**01-09-21**

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The Public meeting of the Regional Municipality of Peel Police Service Board commenced at 10:05 a.m. via ZOOM CONFERENCING.

**ROLL CALL**

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

Absent: N. Iannicca

Others Present: N. Duraiappah, 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  
R. Shearer, Acting Deputy Chief, Corporate Services  
M. Ottaway, Superintendent, Executive Officer  
T. Saliba, A/Superintendent, Executive Services  
J. Orabovic, Legal Services  
C.L. Holmes, Acting Associate Administrator  
K. Doobay, Acting Director, Finance  
B. Ford, Inspector, OIC, Professional Standards  
R. Serpe, Executive Director to the Board  
A. Suri, Executive Assistant

**INDIGENOUS LAND ACKNOWLEDGEMENT**

Chair A. Attia read an Indigenous Land Acknowledgement.

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

### **CHIEF'S UPDATE**

Chief N. Duraiappah reported that the PRP will be participating with the Province on Monday, August 30, 2021 in Mississauga for an Anti Human-Trafficking online program.

DC M. Andrews provided an update on the Safer Roads Team, which was established in April 2021 by repurposing 16 existing positions to address road safety through a community safety and well-being lens. They focus on drivers who have repeatedly committed driving offenses that go beyond the regulatory offenses and pose an imminent risk to the community. Drivers charged with impaired or dangerous driving are referred to the appropriate services. The Ministry then assesses these referrals to determine whether the drivers will be required to undergo further testing to sustain their driver's licenses. They are now focused on street and stunt racing.

DC M. Andrews foreshadowed an upcoming presentation that will take place at the September PSB meeting re: youth engagement. He stated that after 25 years, the School Resource Officer (SRO) Program was halted in July 2020. This came as a result of local and national concerns highlighting the disproportionate negative effects on black youth. PRP initiated a special community consultation process to examine the issues of police and youth engagement with a focus on black youth. In August 2020, PRP began recruiting over 60 youth, parents, community organizations and grassroots groups in order to have police officers, educators and supporters of black students come together to understand the response to the concerns around the SRO program. In October, external facilitators from the organization Pages for Good were brought in to lead the process and were selected at the direction of the community. Community consultations aimed to better understand systemic inequities and outline a framework for moving forward. Five pillars were identified for policing: transparency, normalization, acknowledgement, action and equity. The recommendations were shared with PRP in June and with the OHRC in July and will be presented to the Board at its September meeting.

DC A. Odoardi OHRC acknowledged and welcomed new Commissioner Patricia DeGuire from the Ontario Human Rights Commission (OHRC). Commissioner DeGuire will be working with PRP on the OHRC project and recommendations have been forwarded to the OHRC and will be made available for finalization with PRP for community engagement. The OHRC project includes a data collection initiative, the focus will be on traffic initiatives and race-based data in relation to the traffic initiatives. The goal is to set data standards and then analyze the data over the next few years. The new computer aided dispatch (CAD) will work in collaboration with the new data collection standards and capture the race-based data. In partnership with the OHRC,

PRP is releasing a community survey in relation to its work on systemic racism. The survey is currently being reviewed by the OHRC and should be ready for release on both OHRC and PRP websites in the coming weeks. The Anti-Racism Advisory Committee is in the last stages of finalizing their terms of reference.

DC N. Milinovich acknowledged that a PRP member received the International Policing Award from the Canadian Association of Chiefs of Police. This award is intended to recognize a member or team whose contributions make the world a safer place and encourage international collaboration between police services. This member served in an undercover capacity to help save two underaged victims in the United States who were being sexually exploited and abused by their father.

DC N. Milinovich also shared that PRP member, Inspector Lisa Hewison has been selected as Aide-De-Camp for the Lieutenant Governor of Ontario. She was selected after a very comprehensive and competitive process.

He also reported that two marine officers, Constable Chris Duke and Constable Mike Beveridge have been selected for a Police Merit award by the Mississauga Real Estate Board. These officers were recognized for their involvement in saving three individuals whose canoe had capsized in Lake Ontario. The officers located, rescued and provided first aid to the three men who were suffering from hypothermia and exhaustion.

DC N. Milinovich also provided an operational update about the successful conclusion of a joint forces operation with Halton Police and the Canadian Border Services Agency (CBSA) in early June. The operation involved taking down high level, high quantity drug trafficking in the GTA, it successfully concluded with 12 people arrested, 44 charges laid and seizure of over 1000 kg of deadly illegal drugs (cocaine, fentanyl, ecstasy, cannabis)

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

### **APPROVAL OF MINUTES**

1. Minutes of the Board Meeting held Friday, June 25, 2021.

**Resolution:**

***That the Minutes of the Board Meeting held Friday, June 25, 2021 be adopted as read.***

Moved by: A. Boughton

Seconded by: M. Medeiros

**CARRIED** 01-08-21

## DEPUTATIONS

### 2.1 **Ms. Anu Radha Verma** – The Board considered the deputation Ms. A.R. Verma regarding item #10 PSB Anti-Black Advisory Panel Report.

M. Medeiros stated that other minority groups also feel they need their voices heard and asked Ms. Verma why a Diversity & Inclusion Advisory Panel is not acceptable and that there be a standalone Anti-Black Advisory Panel.

Ms. Verma stated that research data shows that an Anti-Black Advisory Panel is needed and that when anti-Black racism is addressed, the whole community benefits. She pointed out that there is no black representation on the Board.

M. Medeiros asked Ms. Verma the fundamental difference between an advisory panel and a subcommittee. Ms. A.R. Verma talked about creating a direct line of communication between the Board and the community versus the establishment of another bureaucratic committee made up of members of the Board.

Vice-Chair R. Chatha stated that he takes great pride in connecting with the community as a Board member. Ms. A.R. Verma stated that the Board has been slow to adopt the implementation of video deputations as other police services had started to accept them earlier. She stated there is little Board engagement with deputations and low public viewership of Board meetings in contrast to the population of Peel.

B. Crombie stated that the Board's role is to serve as an oversight body and primarily provides oversight on strategic not operational issues. She expressed her support to create a Diversity & Inclusion Committee because she already consults with the City of Mississauga's Black Advisory Committee. She mentioned that the City of Mississauga is looking at creating Anti-Islamic hatred, Anti-Semitic hatred and Anti-Asian hatred advisory committees. She referenced Mayor Brown and Chief N. Duraiappah for also looking to minority community groups to advise them on specific issues. She reiterated that the Board's role is one of governance and posed the question of whether it is within the Board's mandate to engage with the community specifically through a number of different committees. She reiterated her support of Board Executive Director, R. Serpe's suggestion to create a Diversity & Inclusion Committee/Panel and invited the Board to attend her advisory committee meetings at the City of Mississauga. Ms. A.R. Verma stated that the Board's legislative responsibilities include guidelines for administration of a public complaint system and recognizing a space for dialogue pertaining to the budget. She stated that the Board has been slow to answer these needs of the community.

L. Howell expressed his support of B. Crombie's comments and stated that the Board is still passionate about tackling the issues of anti-black racism despite not currently having black representation on the Board.

B. Crombie stated that the Board has had black female representation, Ms. Norma Nicholson, served as a Board member on the last appointment term. B. Crombie suggested advocating to the Provincial Government for black representation on the Board as they appoint three of the Board positions.

Chair A. Attia requested a written copy of Ms. A.R. Verma's deputation for Board reference.

**Resolution:**

***That the deputation be received.***

Moved by: M. Medeiros

Seconded by: A. Attia

CARRIED 2.1-08-21

- 2.2 Mr. David Bosveld** – The Board considered the written submission received Tuesday, August 24, 2021 from Mr. D. Bosveld regarding item #10 PSB Anti-Black Advisory Panel Report.

**Resolution:**

***That the deputation be received.***

Moved by: R. Chatha

Seconded by: M. Medeiros

CARRIED 2.2-08-21

**Agenda Item # 10 was moved up to address the related deputations.**

- 10. PSB Anti-Black Advisory Panel Report** – The Board considered a report dated August 27, 2021 from R. Serpe, Executive Director, Peel Police Services Board, providing the Board with requested information on determining whether the formation of an anti-Black racism advisory committee would help address concerns of discrimination.

R. Serpe acknowledged that the Peel Police Services Board and Peel Regional Police are involved in an unprecedented Memorandum of Understanding (MOU) with the OHRC. The aim of the of the MOU is to develop and implement legally binding recommendations to identify and eliminate systemic racism in delivering police services. He clarified that despite some incorrect media reporting; the Board, as a signatory of the MOU, is also a part of the Anti-Racism Advisory Committee at PRP and Board Chair A. Attia sits on this committee. The committee is currently in the

final stages of defining its terms of reference; once this is completed, a Chair will be named from the community.

He stated that a Diversity & Inclusion Committee can supplement the work currently being done on the Municipal level to ensure that there is a policing and governance lens on community issues. He stated the committees of this Board are highly engaged and tangible work is being done at the committee level. He stated his recommendation was to create a Diversity & Inclusion Committee that will have terms of reference specific to what was already discussed by members of this committee and will be supplemented by some of the work being done at PRP and at the municipal level.

Chief N. Duraiappah acknowledged that significant systemic changes need to happen across the entire police sector. He recognized that the community wants to see obvious and transparent changes but PRP is being very thoughtful about not being performative about the organization's actions. He stated the reason for the tripartite arrangement with the OHRC is to speak about operations and also inform the governance and oversight functions.

DC A. Odoardi stated that the Anti-Racism Advisory Committee that resulted from the work from the OHRC project is a starting point. As this is a historic, first of its kind agreement, the work needs to begin with existing committees throughout the Region, existing Chief counsels and anti-racism advisory councils, inviting members to come together to discuss and define the work going forward. The establishment of the terms of reference is very important to identify the mandate and the scope of the what the committee will do. The intention is not be a police or police board-led committee.

M. Medeiros stated that the community is asking for representation through the sphere of influence and engagement and feel they are not part of the process. He stated that sometimes the umbrella of diversity and inclusion is watered down and the focus on the black community is not given as much attention. He asked R. Serpe why the Toronto advisory group model works but the one in Peel is not necessary. R. Serpe stated that the Toronto's anti-racism panel is a result of a recommendation to the City of Toronto and Toronto Police Service Board based on findings in an OHRC report on Policing in Toronto.

After a robust discussion about the terms of reference for the Anti-Racism Advisory Panels, M. Medeiros requested a motion to defer the report until the next Board meeting or to when terms of reference for the anti-racism advisory panels were clearly defined and more information was available.

R. Serpe stated that he would gather more information about the Toronto Police Board model for its Anti-Racism Advisory Committees and Deputy Chief A. Odoardi stated he would endeavor to obtain the draft terms of reference for the Anti-Racism Advisory Committee involving the PRP, PSB & OHRC as they are not set to be finalized until mid-October.

The motion passed.

**Resolution:*****That the information be received.******And further that, additional information be forthcoming to the Board.***

Moved by: M. Medeiros

Seconded by: B. Crombie

CARRIED 10-08-21**PRESENTATIONS**

3. None

**CONSENT MOTION**Items **#4 to #6** were approved by one motion, as reflected on each item.**NEW BUSINESS****CONSENT AGENDA**

4. **2021 Current, Capital & Reserve Financial Report - First Triannual -**  
The Board considered a report dated August 10, 2021 from A/DC R. Shearer, Corporate Services Command, providing the Board with the status on the 2021 budget. ***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: A. Attia

CARRIED 04-08-21

5. **2020 Peel Police Services Board Community Support and Recognition Fund –** The Board considered a report dated June 17, 2021 from R. Serpe, Executive Director, Peel Police Services Board, providing the Board with the draft Audit Report and 2020 Peel Police Services Board Community Support and Recognition Fund financial statements. ***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 draft Audit Report and 2020 Peel Police Services Board Community Support and Recognition Fund Financial Statements prepared by Calvin G. Vickery, Chartered Accountant, Professional Corporation be received;***

***And further that, the Executive Director of the Peel Police Services Board sign the attached Statement of Financial Position and Auditor Communication and return to Business Support for further processing.***

***And further that, Business Support staff obtain three quotes from audit firms to provide 2021 and two consecutive years audited year-end financial statements including audit opinion, and provide to the Board for their review and approval at a later date.***

Moved by: A. Boughton

Seconded by: A. Attia

CARRIED 05-08-21

- 6. 2020 Development Charges by By-Law –** The Board considered a report dated August 10, 2021 from A/DC R. Shearer, Corporate Services Command, providing the Board with status update report on the Region of Peel's Development Charge By-Law. ***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: A. Attia

CARRIED 06-08-21

**OTHER NEW BUSINESS**

- 7. 2020 Corporate Risk Management Annual Public Report –** The Board considered a report dated July 21, 2021 from Chief N. Duraiappah providing the Board with the annual risk management report on Civil Actions Initiated Against the Police, Investigative Support Bureau, Police Services Act Discipline Offenses, Public Complaints, Suspect Apprehensions (Police Pursuits) and Use of Force.



Supt. D. Niles reported that this was the first year that police agencies were required to provide on officer perceived race when submitting Use of Force reports. He stated that in compiling the 2020 use of force report, it was discovered that there was an overrepresentation of the black community. In their analysis they realized that the current Ministry reporting parameters were not providing sufficient data/information to understand why the overrepresentation existed and that PRP needed to expand and utilize the race-based data collection. Actions have been taken to implement evidence-based strategies to study and understand how to reduce the disparity and implement mandatory training, change policies and organizational initiatives through the partnership with OHRC and race-based data collection experts.

Dr. A. Owusu-Bempah, Professor, Department of Sociology at the University of Toronto spoke to the overrepresentation of black people in the Use of Force data at a rate of 3.5 to 4% of their representation in general population of Peel. He stated that based on current research conducted in Canada on the United States, there are four key drivers of inequality in policing; some of these drivers include: individual officers decision making based on explicit or implicit biases, institutional policies and practices where officers are deployed and how they are trained and racial differences and patterns of violent offending within the community. He credited the Provincial government for initiating this race-based data collection system within policing with respect to police use of force. He stated that the current system does not give enough information about what is driving the disparities to allow police services to adequately address and work to reduce the disparities. He recommends that the data not be limited to just information on racial differences but include other variables such as gender, age, mental health, intoxication, behaviour of the civilian, criminal history, number of subject officers, type of force used, alternative strategies including de-escalation attempts, whether the force resulted from reactive or proactive policing and presence of weapons. He stated that this holistic approach to data collection would help inform the priorities, policies and decision making of the police service. It would also help the community better understand how force is being is used.

Supt D. Niles stated that the PRP is implementing a two-pronged approach, first, to change the way data is collected based on the professor's recommendations and other race-based data experts and second, to provide extensive training and introducing procedural justice training, advanced crisis de-escalation, unconscious bias training, providing officers with contextual, historical information on issues of racism, trauma-informed training and body worn camera training.

B. Crombie asked professor for his opinion on establishment of a specific Anti-black advisory committee. Dr. A. Owusu-Bempah stated that sometimes a broader diversity and inclusion committee covers such a broad cross section of the community that issues specific to specific minority groups do not get the required attention. He suggested that a sub-committee of the broader diversity panel be established to address the specific concerns of the black committee due to their massive overrepresentation in the use of force data.

Chair A. Attia asked if there was an agreement reached on what that data would be collected and the time frame of when this data would be made available. Supt. D. Niles stated that the service is meeting with the race-based data collection experts in September to help establish the parameters around specific data collection. The goal is to have the new system up and running by mid-October with full integration in early 2022. Chair A. Attia asked if the data is currently available and just needs to be compiled at this time. Supt. D. Niles stated that the data is available and just needs to be correlated across the various systems and will go above the current legislated requirements. He also stated that the new system will include tools to evaluate the officers' training so that the training modules can be tangibly measured. He also reported that training will be mandatory for all officers and will take place twice a year to help prevent skill perishability.

**Resolution:**

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

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

CARRIED 07-08-21

8. **Request for Direct Negotiation with AXON Public Safety** – The Board considered a report dated August 6, 2021 from A/DC R. Shearer, Corporate Services Command, providing the Board with the request for direct negotiation with AXON Public Safety Canada for the supply of Conducted Energy Weapons, duty cartridges, and training equipment for Peel Regional Police.

**Resolution:**

***It is recommended that the Police Services Board approve the award of a contract for the supply of Conducted Energy Weapons, duty cartridges, and training equipment for Peel Regional Police be awarded to AXON Public Safety – Canada in the estimated amount of \$5,849,905 (exclusive of applicable taxes) 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.***

***And further, that this report is forwarded to the Regional Municipality of Peel Police Services Board for approval in accordance with Region of Peel purchasing bylaws for approval.***

Moved by: M. Medeiros  
 Seconded by: A. Boughton

CARRIED 08-08-21

9. **Request for Direct Negotiation with Heather Clayton Consulting for Leadership Development & Training** – The Board considered a report dated August 6, 2021 from A/DC R. Shearer, Corporate Services Command, providing the Board with the request for direct negotiation with Heather Clayton Consulting for Leadership Development & Training for Peel Regional Police.

**Resolution:**

***It is recommended that the Police Services Board approve the award of a contract for Leadership Development and Training for Peel Regional Police be awarded to Heather Clayton Consulting in the amount of \$250,000.00.***

***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.***

***And further, that this report is forwarded to the Regional Municipality of Peel Police Services Board for approval in accordance with Region of Peel purchasing bylaws for approval.***

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

CARRIED 09-08-21

- 10.1 **Body Worn Camera Status Report** – The Board considered a report dated August 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 August 1, 2021 – August 31, 2021.

**Resolution:**

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

Moved by: M. Medeiros  
Seconded by: L. Howell

CARRIED 10.1-08-21

**ADJOURNMENT OF PUBLIC MEETING**

The Board public portion of the meeting adjourned at 12:09 p.m.



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A. Attia, Chair



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R. Serpe, Executive Director