



**PEEL POLICE SERVICES BOARD  
PUBLIC MINUTES  
FRIDAY, SEPTEMBER 22, 2023 AT 10:00 A.M.**

**01-10-23**

REGION OF PEEL  
COUNCIL CHAMBERS, 5<sup>TH</sup> FLOOR  
10 PEEL CENTRE DRIVE, BRAMPTON, ONTARIO

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The public meeting of the Regional Municipality of Peel Police Service Board commenced at 10:03 a.m.

**INDIGENOUS LAND ACKNOWLEDGEMENT**

Chair N. Iannicca read an Indigenous Land Acknowledgement.

**ROLL CALL**

Members Present: N. Iannicca, Chair (*stepped away at 12:00 pm*)  
S. Kohli, Vice Chair  
P. Brown  
B. Crombie  
A. Attia  
A. Boughton  
L. Carby

Members Absent: None

Others Present: N. Duraiappah, Chief, Peel Regional Police  
M. Andrews, Deputy Chief, Community Policing  
A. Odoardi, Deputy Chief, Innovation and Technology  
N. Milinovich, Deputy Chief, Investigative and Emergency Support  
M. Dapat, Deputy Chief, Community Safety & Wellbeing  
L. Jackson, Chief Administrative Officer  
M. Ottaway, Staff Superintendent, Executive Officer  
C. Payette, Associate Deputy Chief  
D. Niles, Staff Superintendent  
H. Hiltz, Staff Superintendent  
S. Wilmot, Legal Services  
C.L. Holmes, Associate Deputy Chief  
K. Doobay, A/Director, Finance  
M. de Munnik, A/Director, Human Resources  
R. Serpe, Executive Director, PSB  
A. Suri, Manager, Board Operations, PSB

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

## CHIEF'S UPDATE

Chief N. Duraiappah briefed the Board on the National Police Memorial event scheduled for the weekend of September 23 in Ottawa. He noted that ten names would be added to the memorial wall this year. Chief N. Duraiappah highlighted the joint efforts of Peel Regional Police (PRP) and the Peel Regional Police Association (PRPA), with representatives participating in running, riding, and marching during the memorial. He also acknowledged the national recognition received by some PRP officers for their policing work. Specifically, he recognized Inspector F. Ismail's contribution to the anti-Muslim hate crimes symposium in Ottawa and a group of officers who shared their expertise on training in Prince Edward Island. Furthermore, Chief N. Duraiappah acknowledged Deputy Chief M. Dapat and his team's attendance at the Edmonton Police Service and Edmonton Police Commission's "Safety of Our Cities" conference, which aimed to bring together police agencies, non-profit organizations, and the private sector to address community safety.

Deputy Chief N. Milinovich announced that PRP would host its 2<sup>nd</sup> Annual Auto Theft Summit in Peel on March 20, 2024. He emphasized one of the recommendations arising from the inaugural summit: the need to enhance enforcement through provincial and multi-jurisdictional joint forces operations. He noted that PRP has doubled the size of its auto theft team, which became fully operational in September 2023. Deputy Chief N. Milinovich reaffirmed PRP's commitment to arresting and charging more individuals responsible for organized auto theft.

Deputy Chief M. Andrews provided an update on "Project Vinnie," a high-impact enhanced enforcement project conducted by PRP's divisional front-line teams over the past year. The project revealed a pattern of vehicle thefts, fraudulent re-registration, and sale of stolen vehicles in the Greater Toronto Area. Collaboration with the Ministry of Transportation of Ontario (MTO), Toronto Police Service (TPS), and the Ontario Provincial Police (OPP) led to the identification and arrest of six individuals, 42 charges were laid and 22 stolen vehicles were recovered valued at approximately two million dollars. Deputy Chief M. Andrews mentioned ongoing high-impact projects aligned with PRP's enhanced enforcement recommendations from the inaugural auto theft summit.

Deputy Chief N. Milinovich updated the Board on the establishment of multi-sectoral working groups to combat auto theft. Industry partners are engaged in discussions and collaboration with the police to address the auto theft crisis. Representatives from major manufacturers inspect stolen vehicles, especially when new trends in auto theft emerge, and look to incorporate the collected data into their internal manufacturing processes. PRP is committed to raising public awareness of the auto theft issue and educating the public on prevention. The CBC recently aired an hour-long investigative piece on auto theft, featuring insights and participation from Deputy Chief N. Milinovich and his team. He also announced that PRP would host the International Auto Theft Investigators Symposium in May 2024, demonstrating PRP's leadership in the field. Finally, Deputy Chief N. Milinovich mentioned meetings with policing partners in Montreal and the Canadian Border Service Agency (CBSA) to discuss the ongoing auto theft issue.

B. Crombie extended her congratulations to Deputy Chief N. Milinovich and Deputy Chief M. Andrews and their teams for the success of Project Vinnie and mentioned that she believed the recovered value was even higher than the reported 2 million dollars.

Deputy Chief N. Milinovich clarified that B. Crombie might be referring to the dollar value recovered in another project called "Project Big Rig," which surpassed ten million dollars in recovered commercial vehicles. He also highlighted that, in 2023 thus far, PRP has recovered over 127 million dollars' worth of stolen vehicles and products, with a recovery rate of approximately 50%.

B. Crombie inquired whether staffing or prioritization affected PRP's ability to respond to people's homes after their vehicles were stolen from their driveways.

Deputy Chief M. Andrews acknowledged that staffing and call priorities are among the factors that sometimes prevent immediate responses to stolen vehicle reports. He mentioned that they are aware of this issue and have initiated a pilot program at 22 Division, where every reported auto theft incident triggers a uniform response. This ensures direct connection between the person reporting the theft and an attending officer, allowing for immediate contact with the victim.

B. Crombie asked the Deputies about discouraging members of the public from attempting to recover their stolen vehicles equipped with air tags or trackers.

Deputy Chief N. Milinovich emphasized that the public should strongly refrain from attempting to recover stolen vehicles themselves, as it can be very dangerous. Deputy Chief M. Andrews added that some individuals involved in organized auto thefts may have connections to homicides and other dangerous activities.

Deputy Chief N. Milinovich mentioned that certain insurance companies offer incentives to people who install covert aftermarket tracking systems on their vehicles, which can be beneficial in assisting the police in recovering stolen vehicles.

B. Crombie inquired whether the number of auto thefts is being comprehensively tracked, including daily, monthly, and yearly statistics.

Deputy Chief N. Milinovich confirmed that PRP does track all the data related to auto theft, reporting that year-to-date in 2023, over 5,000 vehicles have been stolen in Peel. He also noted that carjackings have decreased by approximately 8% compared to the previous year, and there has been a significant increase in the number of arrests and charges laid. In 2023, there have been 68 carjackings in Peel.

B. Crombie shared her efforts to encourage Mississauga Councillors to organize virtual town halls in partnership with PRP, aiming to discuss and further educate the public on issues related to auto theft crimes.

P. Brown expressed his encouragement regarding the 50% recovery rate of stolen vehicles and the recovery of 127 million dollars' worth of stolen vehicles. He emphasized the importance of sharing such statistics with the public. P. Brown also highlighted that auto theft has become the third-largest revenue source for organized crime in Canada and noted that this issue extends beyond Peel, affecting the Greater Toronto and Hamilton areas significantly.

Deputy Chief N. Milinovich provided context, emphasizing that auto theft is a growing trend provincially, nationally, and internationally. He mentioned that over one billion dollars in vehicles were stolen and exported in Canada last year, with a predicted increase for the current year.

P. Brown raised the issue of Canada becoming a source country for stolen vehicles and questioned why the rate of stolen vehicles per capita is higher in Canada compared to the United States. Deputy Chief N. Milinovich cited several factors contributing to the higher rate in Canada, including differences in sentencing and legislation, the ability to prosecute criminals, inspection and enforcement of Ports, and the exponential growth of auto theft during the pandemic due to supply shortages. He emphasized the need for a comprehensive, multi-tiered strategy involving the CBSA, law enforcement, provincial enforcement, prevention efforts, and collaboration with the auto manufacturing industry.

P. Brown mentioned the participation of the Canadian Vehicle Manufacturers' Association (CVMA) and CBSA representatives in the first auto theft summit. He proposed inviting the Port of Montreal to the upcoming summit in March, considering it is a hotspot for the export of stolen vehicles. Deputy Chief N. Milinovich indicated that PRP has been working behind the scenes with the CBSA and expects their participation in the next summit. He also mentioned plans to meet with them at the Port of Montreal in the coming weeks.

P. Brown addressed the public watching the livestream of the Board meeting and acknowledged their frustration with delayed responses when reporting stolen vehicles to PRP. He explained that sometimes officers may not be able to respond right away because calls for service are prioritized based on more immediate dangers where human lives may be at risk. He highlighted the doubling of the auto theft unit, the inaugural auto theft summit, and PRP's leadership in collaborating with the CBSA to combat auto theft. He then inquired about the speed at which a stolen car can reach the Port of Montreal. Deputy Chief N. Milinovich stated that a stolen vehicle can make its way to a port within a few hours, with some stolen cars already on shipping containers by the morning after being stolen overnight.

A. Boughton asked for a forecast of the number of vehicles expected to be stolen in 2023. Deputy Chief N. Milinovich estimated that it would be over 5,000 vehicles. A. Boughton commended Deputy Chief N. Milinovich for his efforts in planning a visit to the Port and meeting with the CBSA. He added that the Port of Montreal has approximately 6,000 shipping containers departing daily, with only a small fraction being inspected. He mentioned that insurance companies have identified vehicles most sought after by auto thieves and are considering adding a \$500 annual premium for owners of these vehicles. A. Boughton also noted that at the last auto theft summit, he had asked the CVMA about voiding warranties if aftermarket disabling devices were installed but received no response. He suggested including manufacturers of anti-theft technologies in the next auto theft summit.

Vice Chair S. Kohli stressed the importance of sharing updates on stolen vehicle recoveries and successful projects with the community, noting that the public is often unaware of the work being done behind the scenes to address auto thefts.

Deputy Chief A. Odoardi provided an update on the progress made at the 9-11 Communications Center. He explained the implementation of the new Pathway 2025 strategy, which aims to enhance service to the community. He mentioned the addition of 10 net new positions approved in the previous year's budget, bringing the total staff at the Communications Center to 162. Over the past year, 63 new communicators were hired. Deputy Chief A. Odoardi noted that the center received nearly one million calls last year, marking a 40% increase. Approximately 750,000 of these calls were 9-1-1 calls, and nearly 38% of them were considered misuse calls. He highlighted the impact of addressing misuse calls, which require call-backs and consume over 200 hours of work per month, equivalent to the workload of five full-time employees. He reported a nearly 50% decrease in wait times compared to the previous year, attributing it to increased staffing and technological improvements.

Deputy Chief A. Odoardi introduced the Next Generation 9-1-1 technology, set to substantially reduce wait times within the next 12 months. He mentioned that PRP is one of the first police services to adopt this technology, which includes a call screener feature to identify emergency and misuse calls without neglecting important information for other emergency services like ambulance and fire. The technology also automates the allocation of calls to dispatchers, allowing call takers to prioritize emergency calls while addressing misuse calls separately. He anticipated providing an update in the coming months to assess the impact of these changes. Deputy Chief A. Odoardi mentioned the National Emergency Number Association (NENA) standards, suggesting that 90% of 9-1-1 calls should be answered within 15 seconds, and 95% within 20 seconds. He stated that PRP's current wait time is around 45 seconds after a 46% increase in call volume over the past two years.

Vice Chair S. Kohli thanked Deputy Chief A. Odoardi for the update and commended the 9-1-1 call takers for their vital work. She inquired further about the screening capabilities of Next Generation 9-1-1. Deputy Chief A. Odoardi explained that call screening allows staff to categorize calls as emergency or non-emergency, ensuring efficient dispatch to the relevant services.

P. Brown acknowledged the progress in reducing 9-1-1 wait times but expressed concerns about public perception, which often sees 9-1-1 as overwhelmed. He cited examples of small communities where call takers have idle time versus the demanding work at PRP's Communications Center. P. Brown emphasized the need for additional resources and inquired about average wait times for 9-1-1 calls in Ontario and Canada. He also asked how many more civilian staff would be needed to bring wait times close to zero.

Deputy Chief A. Odoardi noted that 9-1-1 wait times vary by jurisdiction and population density but acknowledged that wait times in Peel remain unsatisfactory, even though they have improved by 50%. He estimated that PRP would require approximately 10-15 more communicators to reach ideal staffing levels. He explained that among the 162 Communications Center staff, many are support personnel responsible for maintaining systems rather than taking calls.

Chief N. Duraiappah mentioned that the current Communications Center is at capacity, making it challenging to accommodate additional staff. He highlighted the facilities plan for a new communications center, which, along with adequate staffing and technological enhancements, will contribute to a significant reduction in 9-1-1 call wait times.

P. Brown inquired about the daily number of misuse calls among the 2,000-3,000 daily calls received at the Communications Center. He suggested considering penalties or fines for individuals making inappropriate 9-1-1 calls. Deputy Chief A. Odoardi stated that there are approximately 400-500 misuse calls daily, consuming over 200 hours each month. He mentioned discussions on penalties for misuse calls and reported that PRP is launching a broad communication media campaign about misuse calls in coordination with public safety partners, municipalities, and the Region. Examples of misuse calls included issues like incorrect orders, food preparation, and TV channel problems. A public service announcement campaign on road signs is also underway.

A. Boughton shared his experiences visiting the Communications Center and emphasized that the center received over 973,000 calls last year. He mentioned a reported incident involving a family who claimed to have been on hold for nine minutes during a robbery and stressed the importance of educating the public to not hang up when dialing 9-1-1.

L. Carby thanked the 9-1-1 call takers for their outstanding work and expressed support for expanding resources and facilities.

Chair N. Iannicca recognized the commitment of the 9-1-1 call takers in Peel and acknowledged the unique challenges they face in a high-demand environment compared to other jurisdictions with lighter workloads. He expressed gratitude on behalf of the Board and the Region for their dedication.

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

Vice Chair S. Kohli assumed the Chair and led the meeting from 12:00 pm onwards. She reported on the success of the initial Community Consultation held for the Board's Governance and Human Rights Committee, with 11 delegates presenting to the committee. She extended her appreciation to Professor Akwasi Owusu-Bempah for his valuable contribution and assistance in facilitating the consultations. These community sessions serve as a direct platform for community input. Vice Chair S. Kohli informed both the Board and the public that the next two community consultations are scheduled for October 3, 2023, and November 28, 2023.

Vice Chair S. Kohli acknowledged Chief N. Duraiappah and Deputy Chief M. Dapat for their significant contributions to the Youth in Policing Initiative (YIPI) program conducted over the summer. She also commended PRP's active participation in the Cops for Cancer initiative, which raised funds for pediatric cancer. She expressed gratitude to Deputy N. Milinovich, Sergeant Greg Teague, Constable Darcy Pedersen, Constable Brian Mortotsi, and Constable Andrew Cade for their coordination of an enlightening marine unit tour for the Board. Furthermore, she recognized the Emancipation Day event held during the summer, during which L. Carby delivered remarks on behalf of the Board.

## APPROVAL OF MINUTES

1. Minutes of the Board Meeting held Friday, June 23, 2023

**Resolution:**

***That the Minutes of the Board Meeting held Friday, June 23, 2023 be adopted as read.***

Moved by: S. Kohli  
 Seconded by: A. Boughton

CARRIED 01-09-23

## DEPUTATIONS

- 2.1 The Board received a deputation from Ms. Nelia Di Biase, Executive Director of the Keep 6ix Organization. An organization that works with individuals from marginalized communities who have had or are at risk of having dealings with the criminal justice system.

L. Carby expressed gratitude to Ms. Di Biase for her delegation and emphasized the importance of investing in programs like Keep 6ix due to their proven track record in helping participants break the cycle of re-offending.

B. Crombie thanked the presenter and highlighted the commonalities among program participants, including single-family backgrounds, residence in subsidized housing, struggles with mental health issues, learning disabilities, and childhood abuse. She inquired about the program's funding and how trust can be established between the participants and the police force.

Ms. Di Biase explained that the founder of the program, Richard Miller, primarily funds it privately. They have received some donations and small grants from organizations like the Rotary Club of Brampton and the Building Safer Communities for Peel Region. Often, Keep6ix employees cover program costs from their own pockets. She mentioned applying for a Trillium Grant and reaching out to the Solicitor General and the Attorney General to address gaps in the criminal justice system. She highlighted the issue of young men leaving prison addicted to anti-psychotic medications, stressing the need for proper medication management. Ms. Di Biase also noted the challenge of building trust between marginalized communities and law enforcement, emphasizing the potential for partnerships with PRP to foster trust over time.

Chief N. Duraiappah expressed willingness to connect with Ms. Di Biase regarding the organization's work and recognized its significant impact on participants.

L. Carby acknowledged the challenges faced by not-for-profit organizations in accessing funding, even after funding announcements have been made. He referred to a federal government funding stream announced in 2022, which has encountered delays due to uncertainties related to the dissolution of the Region of Peel. He appealed to everyone in the room to assist the organization in finding ways to access the announced funds.

**Resolution:**

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

Moved by: L. Carby  
Seconded by: B. Crombie

CARRIED 2.1-09-23

- 2.2** The Board received a deputation from Mr. Imran Hasan, Chair and Mr. Harry Pedwell, Vice Chair, of the Peel Crimestoppers regarding an update on the ongoing work of the program.

A Boughton stated that the Crimestoppers program plays a vital role in fostering community safety by bringing communities and neighbors together with the shared goal of enhancing safety.

A. Attia inquired about how statistics are measured for tips that lead to policing outcomes and whether there was a formal agreement or memorandum of understanding (MOU) between Peel Crimestoppers and PRP.

Mr. Hasan explained that, as Board members, they do not have access to the information received through the Crimestoppers tips line. The tips undergo a scrubbing process to remove any sensitive information before being shared with law enforcement partners. Deputy Chief N. Milinovich elaborated on the distribution of information and how it triggers investigations within the police service. He emphasized the value of the partnership, particularly in addressing issues related to drugs, firearms, and gangs. S. Wilmot clarified the existence of an MOU between the organizations, highlighting the importance of confidentiality and specific rules and directives governing the agreement.

A. Attia inquired about the training provided to Crimestoppers program employees or volunteers to identify tips that may be influenced by bias.

Mr. Hasan explained that the program's guarantee of anonymity and informal privilege encourages individuals to report crimes, including those rooted in bias.

Deputy Chief M. Dapat further clarified that the intake of anonymous information from the Crimestoppers Program is managed by the Community Safety & Wellbeing office, staffed by sworn officers and supervised accordingly. To preserve tip anonymity, the information undergoes screening before reaching different departments, where it is further filtered and assessed for validity based on the specific crime.



L. Carby brought up the co-branding request from Crimestoppers with PRP and the Board.

Mr. H. Pedwell conveyed that Peel Crimestoppers is seeking stable funding and co-branding opportunities. They believe that featuring their logo on police vehicles, business cards, and various community engagement and advertising initiatives may encourage community members to come forward with information, knowing they can do so confidentially. He also mentioned that an update to the existing MOU is in progress.

**Resolution:**

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

Moved by: A. Boughton

Seconded by: L. Carby

CARRIED 2.2-09-23

### 3. NO PRESENTATIONS

#### NEW BUSINESS

4. **Police-Reported Crime Statistics in Canada 2022 - Agency Comparison Report** – The Board received a report dated August 23, 2023 from Associate Deputy Chief C. Payette, Strategic and Executive Services providing the Board with the 2022 statistics of police-reported crime in Canada.

Chief N. Duraiappah emphasized that Peel stands out as one of the safest regions among municipalities with over 1 million residents when it comes to both violent and property crimes. He underscored the exceptional performance of PRP in effectively resolving and investigating criminal incidents.

Vice Chair S. Kohli inquired about the potential correlation between the rise in the violent crime severity index and the statistics from 2021 to 2022, specifically wondering if these increases could be linked to underreporting during the Covid-19 pandemic. In response, Chief N. Duraiappah noted that such trends were observed nationally in nearly all municipalities.

B. Crombie inquired about the potential link between increases in violent crime statistics and the rise in homicide cases. In response, Associate Deputy Chief Charles Payette provided statistics, noting that there were a total of 30 homicides in 2022, compared to 14 in 2021. He also explained that the calculation of the crime severity index takes into account the type and severity of crimes, as well as their frequency. B. Crombie further asked whether the report included data on vehicle thefts, home invasions, and break-ins. Associate Deputy Chief Charles Payette clarified that break-ins are categorized as non-violent crimes, while car thefts fall under property crimes. However, if violence is involved in a car theft, it is classified as a carjacking and calculated as a violent crime.

A. Attia observed that the higher clearance rate for violent crimes instills public confidence in Peel Police and underscores the effectiveness of their robust investigative teams. He then inquired about the message conveyed by the lower clearance rates for non-violent crimes to the residents of Peel. Additionally, he sought information regarding resource allocation for non-violent crimes and inquired about potential strategies to enhance these clearance rates.

Deputy Chief N. Milinovich emphasized the allocation of resources based on the type and severity of crimes, acknowledging that significant investments in terms of time, finances, effort, and resources are channeled into homicide investigations due to their gravity. He also recognized the importance of resource allocation for lesser crimes and cited the example of PRP's commercial auto crime unit as an illustration of their commitment in this regard. Furthermore, he noted that property crimes with no identified suspects typically have lower solvency rates.

A. Attia inquired about the availability of data to differentiate between theft and vandalism incidents occurring at businesses versus residential properties. Deputy Chief A. Odoardi clarified that while the report does not provide this specific information, internally, they do have data that distinguishes between vandalism and theft incidents in commercial and residential settings. Additionally, there is data tracking crimes occurring in places of worship.

Chief N. Duraiappah pointed out that in Peel, there has been a significant percentage increase in overall reported crime, which contributes to the challenges in addressing some of the lesser crimes effectively.

A. Attia followed up by asking whether there was a correlation between the service delivery model and clearance rates. Chief N. Duraiappah affirmed that indeed, there is a correlation between the deployment of the service delivery model and the resulting outcomes. He further noted that adjustments to address this correlation are being made through alternative response units, special constables, and divisional mobilization teams.

**Resolution:**

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

Moved by: A. Attia  
Seconded by: L. Carby

CARRIED 04-09-23

5. **2022 Equal Opportunity Report** – The Board received a report dated August 29, 2023 from Deputy Chief M. Dapat, Community Safety and Well-Being Command providing the Board with the 2022 Equal Opportunity Report. A corresponding presentation was provided by Inspector Andrew Cooper.

A. Boughton reported that he and Vice Chair S. Kohli had recently attended the YIPI graduation, where 33 out of the 40 graduates expressed their interest in pursuing a career with PRP.

A. Attia inquired about the most successful recruitment channel employed by PRP. Inspector A. Cooper highlighted the effectiveness of interactive community engagement in effectively communicating career opportunities and dispelling any misconceptions regarding the application requirements. He noted that forums, social media, and active engagement by PRP members with the community all play pivotal roles in the success of attracting new recruits.

A. Attia raised a question regarding the challenges of retaining racialized recruits once they join PRP. In response, Inspector A. Cooper indicated that they have not identified any specific hurdles in the retention of racialized recruits.

A. Attia continued by asking if PRP has identified any communities that are underrepresented in the applicant pool. Inspector A. Cooper replied that no single community is lacking representation, and there is a diverse pool of applicants. He emphasized ongoing efforts to engage and educate all communities about the PRP recruitment process. A. Attia also suggested providing a more detailed breakdown of statistics on racialized recruits in the next report.

Deputy Chief M. Dapat commended Inspector A. Cooper and his team for their recruitment efforts in attracting top candidates to PRP. He emphasized that PRP competes with other police services, including the OPP in the GTA, to secure quality candidates. Deputy Chief M. Dapat highlighted that out of 1863 applicants for uniform positions, 75.9% identified as racialized. He underscored the significance of the cadet program and noted that over 50% of cadets were ultimately hired as constables. Furthermore, he mentioned that PRP had hired 70 new sworn officers in 2023, as approved by the Board, in addition to officers hired through attrition. He also reported that 50 new officers would graduate from the Ontario Police College program in the next week and would be deployed to the front line.

L. Carby highlighted the existence of a substantial pool of applicants but expressed concern over the mere 7% success rate from application to recruitment completion. He raised the question of whether such a low success rate might deter individuals from pursuing a career in the police service. In response, Inspector A. Cooper emphasized that community forums serve as a platform for recruiters to comprehensively explain the various stages of the application and recruitment process, equipping interested candidates with the necessary information and tools to navigate it successfully. He justified the competitiveness of the 7% rate by noting that they are actively seeking the most qualified and skilled applicants.

L. Carby further inquired about the prevalence of repeat applicants. Inspector A. Cooper indicated that individuals who possess unwavering determination and a strong commitment to becoming a police officer may apply multiple times, demonstrating their dedication to achieving their goal.

Vice Chair S. Kohli acknowledged the recruitment team's extensive presence at various community events and praised their diligent efforts to attract top-notch recruits for PRP. She also recognized the team's effective use of social media to disseminate application and recruitment information to a broad audience.

**Resolution:**

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

Moved by: A. Boughton

Seconded by: A. Attia

CARRIED 05-09-23

- 6. Human Rights Report & 2022 Use of Force Report** – The Board received a report dated September 6, 2023 from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the inaugural Human Rights Project Report and 2022 Annual Use of Force Report statistics. Presentation provided by Staff Supt. D. Niles and Professor Akwasi Owusu-Bempah.

Staff Supt. D. Niles publicly expressed gratitude to the men and women at PRP across all levels for their exceptional dedication and work. He emphasized that frontline staff are embracing training, staff sergeants are amplifying the Chief's and the organization's message, senior leadership is ensuring accountability for necessary changes, the PRPA, led by Mr. Trevor Arnold, is providing crucial support, and the Anti Racism Advisory Committee (ARAC) is offering leadership and guidance. He stressed that this collaborative effort has yielded progress but acknowledged that there is still more work to be done.

A. Attia extended thanks to the presenters and underscored the report's priority for both the Board and the police service. He noted the significant investment of time and expertise into this report. A. Attia highlighted the report's structure, which not only aligns with the spirit of provincial legislation on race-based data, emphasizing transparency, but also places the data within the context of a larger project and an overall accountability progress report. He emphasized the critical role of accountability in building trust with the communities most affected by the findings of the use of force data. A. Attia appreciated the decrease in use of force incidents over the past year but stressed the importance of understanding that PRP members are embracing the message from leadership and the lessons from training, resulting in a shift in policing approaches.

A. Attia then inquired about measures to address the high rate of use of force incidents in domestic disturbances and crises involving individuals in crisis. Staff Supt. D. Niles outlined PRP's efforts to incorporate mental health strategies into daily scenarios, training, and education. He mentioned an upcoming mental health scenario-based training to provide members with hands-on experience in

de-escalation techniques. Recognizing the intensity of domestic violence situations, he noted ongoing community education efforts under Deputy Chief N. Milinovich's Command through the Intimate Partner Violence (IPV) unit.

A. Attia sought clarification regarding the higher instances of use of force observed among front-line officers. Staff Supt. D. Niles explained that front-line officers serve as the first responders, and investments in enhancing their skill sets to handle these often intense situations have led to a notable 48% decrease in use of force incidents. He mentioned plans to provide a large simulator for repeated scenario practice in de-escalation training, which would contribute to the reduction in the use of force.

A. Attia inquired about the tracking of de-escalation incidents and whether this involves a comprehensive examination of every use of force occurrence. Staff Supt. D. Niles explained that the Ministry's form includes a section for alternative response and de-escalation, and PRP has received recognition from the Solicitor General's office for their thorough reporting in this regard. He added that they constantly review incidents and have a mechanism in place for situations where a body camera is present during a use of force incident, requiring a supervisor to analyze the footage.

A. Attia asked about how the findings of the report are being communicated to the community. Staff Supt. D. Niles mentioned that the use of force report has not yet been shared with the public but there are plans to do so in the coming weeks.

Deputy Chief A. Odoardi highlighted the concurrent race-based data collection and an ongoing identity-based data collection project at PRP, focusing on identifying underlying risk factors like mental health and addiction that could lead to more violent service calls. He mentioned an upcoming comprehensive external communication release in the coming days to share the findings of the Human Rights Project and the Use of Force data and report with the community. The ARAC will also play a role in disseminating messages related to these reports.

Staff Supt. D. Niles mentioned PRP's collaborative efforts with ARAC to initiate community engagement and open community focus sessions in the Fall of 2023.

L. Carby expressed gratitude for the comprehensive report and presentation, expressing encouragement at the overall decrease in use of force incidents. However, he emphasized the persisting disparity within the Black community and the need for continued efforts to address this inequality. He inquired about when the community could expect feedback on the report's findings. Staff Supt. D. Niles mentioned that the initial step involves holding community consultations as early as October 2023. Professor A. Owusu-Bempah emphasized the substantial effort put into verifying and calculating the use of force data presented, acknowledging the time it consumed. He added that they would be working to obtain pedestrian and traffic stop data, similar to what other services have released.

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

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

CARRIED 06-09-23

- 6.1 Dräger Alcotest® 7000 Approved Screening Device (ASD) Direct Negotiation Request** – The Board received and approved a report dated September 18, 2023 by Chief N. Duraiappah, providing the Board with the request for direct negotiation with Dräger for the provision of 280 additional Dräger Alcotest® 7000 Approved Screening Devices.

**Resolution:**

***That Peel Regional Police (PRP) be approved to enter into a direct negotiation with Dräger (Dräger), for the provision of 280 additional Dräger Alcotest® 7000 Approved Screening Devices (ASD), in the estimated amount of \$284,000 inclusive of taxes in accordance with policy #PRP-FN-001 Purchasing.***

***And further that, subject to satisfaction, performance, pricing and budget availability, approval be granted to the Director of Procurement to increase the contract if actuals exceed the estimated cost or quantity for the lifecycle of the product.***

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

CARRIED 6.1-09-23

**ADJOURNMENT OF PUBLIC MEETING**

The public portion of the Board meeting adjourned at 1:22 p.m.

*Sumesta Kohli*

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S. Kohli, Vice-Chair

*Rohit Serpe*

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R. Serpe, Executive Director