



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

REGION OF PEEL
COUNCIL CHAMBERS, 5TH FLOOR
10 PEEL CENTRE DRIVE, BRAMPTON, ONTARIO

INDIGENOUS LAND ACKNOWLEDGEMENT

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, June 23, 2023

Recommendation:

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

DEPUTATIONS

- 2.1 **Keep 6ix Organization** - Deputation request received on July 11, 2023 from Ms. Nelia Di Biase, Executive Director regarding the organization's work with individuals from marginalized communities who have had, or are at risk of having dealings with the criminal justice system.

Recommendation:

That the deputation be received.

- 2.2 **Peel Crimestoppers** - Deputation request received on August 28, 2023 from Mr. Imran Hasan, Chair regarding an update on the ongoing work of the Peel Crimestoppers Program.

Recommendation:

That the deputation be received.

PRESENTATIONS

3. **No presentations received.**

NEW BUSINESS

4. **Police-Reported Crime Statistics in Canada 2022 - Agency Comparison Report -** 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.

Recommendation:

That the information be received.

5. **2021 Equal Opportunity Report -** 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.

Recommendation:

That the information be received.

6. **Human Rights Report & 2022 Use of Force Report –** 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.

Recommendation:

That the information be received.

- 6.1 **Dräger Alcotest® 7000 Approved Screening Device (ASD) Direct Negotiation Request -** Report dated September 18, 2023 by Chief N. Duraiappah, providing the Board with the request for direction negotiation with Dräger TELUS for the provision of 280 additional Dräger Alcotest® 7000 Approved Screening Devices.

Recommendation:

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.

ADJOURNMENT OF PUBLIC MEETING

IN CAMERA SESSION



**PEEL POLICE SERVICES BOARD
PUBLIC MINUTES
FRIDAY JUNE 23, 2023 AT 10:00 A.M.**

01-09-23

REGION OF PEEL
COUNCIL CHAMBERS, 5TH FLOOR
10 PEEL CENTRE DRIVE, BRAMPTON, ONTARIO

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

INDIGENOUS LAND ACKNOWLEDGEMENT

Chair N. Iannicca read an Indigenous Land Acknowledgement.

ROLL CALL

Members Present: N. Iannicca, Chair
S. Kohli, Vice Chair
A. Boughton
P. Brown
L. Carby

Members Absent: B. Crombie

Others Present: N. Duraiappah, Chief, Peel Regional Police
N. Milinovich, Deputy Chief, Investigative and Emergency Services
A. Odoardi, Deputy Chief, Innovation and Technology
M. Dapat, Deputy Chief, Corporate Services
L. Jackson, Chief Administrative Officer
M. Ottaway, Superintendent, Executive Officer
C. Payette, Executive Director, Office of the Chief of Police
D. Niles, Staff Superintendent
S. Wilmot, Legal Services
C.L. Holmes, Director of Finance
T. Wilson, Human Resources
R. Serpe, Executive Director to the Board
A. Suri, Manager, Board Operations
S. Mirza, Executive Assistant

DECLARATIONS OF CONFLICT/PECUNIARY INTEREST – NIL

BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS

Chair N. Iannicca welcomed the Board's newest member Mr. Len Carby to his first Police Services Board meeting.

L. Carby expressed sincere appreciation to the dedicated civilian and sworn members of Peel Regional Police (PRP) whom he had the privilege of meeting since joining the Board. He particularly acknowledged the valuable contributions of the PRP members he encountered during his recent visits to the Communications and Safe Centres. He expressed his heartfelt thanks to the Board for their warm welcome and ongoing commitment to keeping him informed with regular updates.

A. Boughton acknowledged and commended Chief N. Duraiappah's contributions during the Ontario Association of the Chiefs of Police (OACP) Conference held in Kingston, Ontario. In acknowledging the conclusion of the Chief's influential one-year term as Chair, A. Boughton conveyed the Board's pride in both the Chief and his Management Group.

Vice-Chair S. Kohli expressed sincere appreciation to PRP, the Ontario Human Rights Commission (OHRC), Board colleagues, and staff for their dedicated efforts in releasing the OHRC recommendations. She specifically recognized and acknowledged the contributions of Deputy Chief Anthony Odoardi, Staff Superintendent Dirk Niles, and Inspector Joy Edwards, who tirelessly contributed to the release of the recommendations. Furthermore, she extended gratitude to the Anti-Racism Advisory Committee (ARAC) for their valuable role in developing the recommendations.

In addition, Vice-Chair S. Kohli highlighted the participation of PRP's "Internal Women's Support Network" in the "Mud Girl" event, where participants from the service showcased strength, endurance, and personal growth. She also acknowledged PRP's engagement in the "Master Card Emerging Leaders Cyber Initiative," recognizing Detective Constable Anita Sikora's recent graduation from the program in 2023 and the growing interest among other members.

L. Carby expressed his personal commitment to the ARAC, where he served as both a community member and co-chair throughout the year-long effort to develop the recommendations in partnership with the OHRC. He extended his heartfelt appreciation to the dedicated community members who actively participated in the process and recognized their invaluable contributions.

P. Brown commended Chief N. Duraiappah for his exceptional leadership as chair of the OACP, recognizing his significant accomplishments in the realm of bail reform during his tenure. P. Brown acknowledged the Board's groundbreaking attention to the topic of bail reform which resulted in advocacy for a more effective bail system. Additionally, P. Brown emphasized the profound impact of the Auto Theft Summit organized by the Board and PRP earlier in the year. The sentiment was reinforced by a recent motion approved at Regional Council, which explicitly recognized the critical need to safeguard Canadian ports against auto theft.

Chief Duraiappah stated that auto theft extends beyond the purview of law enforcement alone, emphasizing the need for a more comprehensive approach. The Auto Theft Summit revealed a crucial realization: all police forces have the potential to enhance

their enforcement efforts by bolstering their commercial auto teams and actively engaging industries in collaborative problem-solving. This approach involves seeking solutions through policy and legislative changes within the insurance act, thereby enabling a holistic strategy to combat auto theft.

CHIEF'S UPDATE

Chief N. Duraiappah introduced Lauren Jackson as the new Chief Administrative Officer for Peel Regional Police (PRP).

Deputy Chief Mark Dapat informed the Board about the launch of the Wellness Bureau, providing services to 3,500 members. He thanked the Board and executive director for their support and for attending the grand opening event.

Staff Superintendent Dirk Niles expressed heartfelt gratitude to the Board, the public, and the Anti-Racism Advisory Committee for their invaluable support throughout the process of formulating the OHRC recommendations. He stated that the recommendations would be formally unveiled at the conclusion of the Board meeting and will be posted to the PRP and Board websites.

APPROVAL OF MINUTES

1. Minutes of the Board Meeting held Friday, April 21, 2023

Resolution:

That the Minutes of the Board Meeting held Friday, April 21, 2023 be adopted as read.

Moved by: P. Brown
Seconded by: S. Kohli

CARRIED 01-06-23

DEPUTATIONS

- 2.1 The Board received a virtual deputation from Dr. J. Morrison, President of Sheridan College on the topic of the International Student Charter.

Vice-Chair S. Kohli sought guidance on the most effective ways to extend support to international students, with a specific focus on their housing needs.

In response, Dr. J. Morrison expressed heartfelt gratitude on behalf of Sheridan for the invaluable financial contributions and the positive social and economic outcomes delivered by Peel Region, benefiting both the students and their families. Dr. J. Morrison also highlighted the comprehensive range of services available at Sheridan College, including mental health support, on-campus food banks, and clothing resources.

Dr. J. Morrison stated that 30% of students enrolled for post graduate studies in Brampton choose Sheridan College as their academic home. She attributed this to the welcoming environment of the institution., She recognized the increasing influx of newcomers to Peel, and announced the introduction of a new initiative: a partner offering community housing that will be carefully vetted through Sheridan College. She extended gratitude to P. Brown and Brampton Council for their diligent by-law enforcement efforts, which contribute to fostering a safe and supportive community for all students.

Resolution:

That the deputation be received.

Moved by: P. Brown

Seconded by: S. Kohli

CARRIED 2.1-06-23

- 2.2 The Board received a virtual deputation from Mr. Robin Browne regarding concerns over the possible reinstatement of the PRP School Resource Officer (SRO) Program.

Resolution:

The Board did not receive the deputation.

PRESENTATIONS

3. **Peel Regional Police Northern Exposure Project** – S/Sgt. Kevin Cranley from the Office of the Chief and S/Sgt. Nick Gregoriou from the Training Bureau provided a presentation to the Board with an overview on the Northern Exposure Project.

L. Carby inquired about the anticipated timeline for the training program. S/Sgt. N. Gregoriou stated that the initial phase of the project, comprises of in-person training, and is set to commence at the end of June, and has already reached its capacity. The objective is to have the mandatory training component prepared for the entire membership by early next year, with a comprehensive timeline spanning approximately 3-4 months. This careful planning ensures ample time for all members to participate and benefit from the training, contributing to a robust and well-prepared team.

Resolution:

That the presentation be received.

Moved by: S. Kohli

Seconded by: L. Carby

CARRIED 03-06-23

CONSENT MOTION

Items #4 to #7 were approved by one motion, as reflected on each item.

NEW BUSINESS**CONSENT AGENDA**

4. **Public Order Units – Peel Police Services Board Adequacy Policy** – The Ministry of the Solicitor General conducted a review of the Peel Police Services Board Adequacy Policies in its pilot inspection on public order maintenance under the *Police Services Act* and the *Adequacy and Effectiveness of Police Services* regulation O. Reg 3/99. In April 2023, Policy# PO-001 *Public Order Units* was reviewed by the Public Order Unit of Peel Regional Police and the recommendations were provided to the Board for approval. ***Note: On June 20, 2023, the Board’s Governance & Human Rights Committee reviewed and received the amended policy and forwarded to the Board for approval.***

Resolution:

That the Board approve revisions to policy PO-001 Public Order Units.

Moved by: A. Boughton

Seconded by: S. Kohli

CARRIED 04-06-23

5. **Aboriginal Occupations and Protests – Peel Police Services Board Adequacy Policy** – The Ministry of the Solicitor General conducted a review of the Peel Police Services Board Adequacy Policies in its pilot inspection on public order maintenance under the *Police Services Act* and the *Adequacy and Effectiveness of Police Services* regulation O. Reg 3/99. In April 2023, Policy# PO-003 *Aboriginal Occupations and Protest* was reviewed by the Public Order Unit of Peel Regional Police and the recommendations were provided to the Board for approval. ***Note: On June 20, 2023, the Board’s Governance & Human Rights Committee reviewed and received the amended policy and forwarded to the Board for approval.***

Resolution:

That the Board approve revisions to policy PO-003 Aboriginal Occupations and Protests.

Moved by: A. Boughton

Seconded by: S. Kohli

CARRIED 05-06-23

6. **2023 Operating, Capital & Reserve Financial Report - 1st Triannual** - The Board considered a report dated June 22, 2023 from CAO Lauren Jackson, Corporate Services Command, providing the Board with the 2023 Operating, Capital & Reserve Financial Report-1st Triannual.

Note: On June 21, 2023, The Police Services Board's Finance Committee reviewed and received this 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: S. Kohli

CARRIED 06-06-23

7. **2022 Peel Police Services Board Community Support and Recognition Fund – Draft Auditor's Report** - The Board considered a report dated June 22, 2023 from R. Serpe, Executive Director, Peel Police Services Board, providing the Board with the draft Audit Report and 2021 Peel Police Services Board Community Support and Recognition Fund financial statements. ***Note: The Police Services Board's Finance Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.***

Resolution:

That the Peel Police Services Board Community Support and Recognition Fund Draft Independent Auditors Report & Financial Statements and Audit Planning Communication prepared by Calvin G. Vickery, Chartered Accountant, Professional Corporation be received;

And further that, the Chair of the Peel Police Services Board sign the attached Statement of Financial Position and return to Business Support for further processing.

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

CARRIED 07-06-23

OTHER NEW BUSINESS

8. **2023 VCOM Group Annual Report** – The Board considered a report dated June 5, 2023 from Deputy Chief A. Odoardi, Innovation & Technology Command providing the Board with the 2023 Vcom Group Risk Annual Report.

Resolution:

That the report be received.

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

CARRIED 08-06-23

9. **2022 Persons At Risk Annual Report** – The Board considered a report dated June 2, 2023 from Deputy Chief N. Milinovich, Investigative and Emergency Services Command providing the Board with the 2022 Persons at Risk Annual statistics.

Resolution:

That the report be received.

Moved by: S. Kohli
Seconded by: L. Carby

CARRIED 09-06-23

10. **2022 Peel Regional Police Annual Report** – The Board considered a report dated May 17, 2023 from Deputy Chief A. Odoardi, Innovation and Technology Command providing the Board with the 2022 Peel Regional Police Annual Report.

Resolution:

That the Police Services Board approve the 2022 Annual Report;

And further that, upon approval, the 2022 Annual Report, the 2022 Annual Report link will be made available on the PRP website.

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

CARRIED 10-06-23

11. **Diversity, Equity & Inclusion - 2022 Annual Hate - Motivated Crime Report** – The Board considered a report dated April 14, 2023 from Deputy Chief M. Dapat, Corporate Services Command providing the Board with the 2022 Hate Motivated Crime Report. The Board also received a presentation provided by A/Inspector F. Ismail.

Resolution:

That the Chief's Management Group receive the 2022 Annual Hate-Motivated Crime Report as information and further, that a copy of this report be forwarded to the Police Services Board in accordance with the annual reporting requirements.

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

CARRIED 11-06-23

ADJOURNMENT OF PUBLIC MEETING

The Board public portion of the meeting adjourned at 12:15 p.m.

Chair, Nando Iannicca

R. Serpe, Executive Director

02-09-23

DEPUTATIONS

- 2.1 **Keep 6ix Organization** - Deputation request received on July 11, 2023 from Ms. Nelia Di Biase, Executive Director regarding the organization's work with individuals from marginalized communities who have had, or are at risk of having dealings with the criminal justice system.

- 2.2 **Peel Crimestoppers** - Deputation request received on August 28, 2023 from Mr. Imran Hasan, Chair regarding the ongoing work of the Peel Crimestoppers Program.

03-09-23

PRESENTATION PLACEHOLDER

No presentations were received at the time of agenda production.

04-09-23



REPORT Police Services Board

For Information

File Class: 1-01-02-01

PSB REC: SEPT. 06, 2023
LOG # 38-23
FILE CLASS: P01

Cross-Reference File Class: _____

DATE: August 23, 2023

SUBJECT: **POLICE-REPORTED CRIME STATISTICS IN CANADA 2022 - AGENCY COMPARISON**

FROM: Charles Payette, Associate Deputy Chief, Strategic and Executive Services

RECOMMENDATION

IT IS RECOMMENDED THAT, the report “Police-Reported Crime Statistics in Canada 2022 – Agency Comparison” be received for information.

REPORT HIGHLIGHTS

- Peel’s Overall Crime Severity Index (CSI) is at 45.0, well below the national CSI (78.1) and provincial CSI (58.5). Peel has the lowest Overall CSI when compared to the municipal services in Canada who have policing populations over one million.
- Peel’s Violent CSI at 65.9, is well below the national CSI (97.7) and provincial CSI (77.7), and is the third lowest Violent CSI of the agencies with policing populations over one million being compared.
- Peel’s overall weighted clearance rate at 38.7 is above the national rate (35.8) and slightly below the provincial rate (39.9). Peel’s overall weighted clearance rate is the highest of comparison agencies.
- Peel’s total crime rate per 100,000 (2,630), is well below the national (5,668) and provincial (4,181) rates, and is the lowest rate of the services being compared.

DISCUSSION

1. Background

Statistics Canada prepares an annual document focusing on data from the Uniform Crime Reporting Survey which measures the incidence of crime in Canada. The 2022 data was released in July 2023 in the “Police-Reported Crime Statistics in Canada, 2022” report.

Staff from Corporate Planning & Research have reviewed the data and prepared a comparison of results from Peel Regional Police to Canada, Ontario, and the municipal services that have a policing population of over one million in Canada. The following municipal services are included for comparison: Toronto, Montreal, Peel, Calgary, York, Edmonton and Ottawa. All data can be found in Appendix I. Data within this report focuses on **crime severity index**, **weighted clearance rates**, and **crime rate** per 100,000 population.

2. Findings

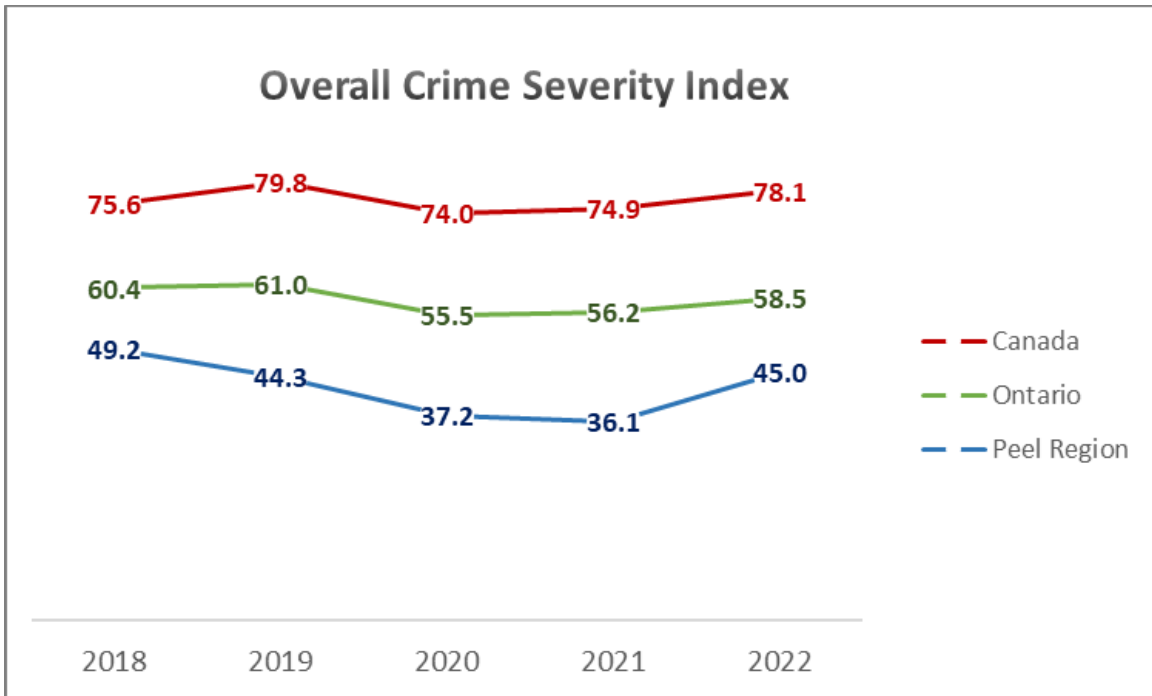
As noted in Statistics Canada’s Report “Police-reported crime statistics in Canada, 2021”, the COVID-19 pandemic and response continued to have profound impacts on Canada’s economy, health care system and society in general throughout 2021. Crime trends reflect these evolving circumstances for 2020 and 2021.¹

a) Crime Severity Index (CSI)

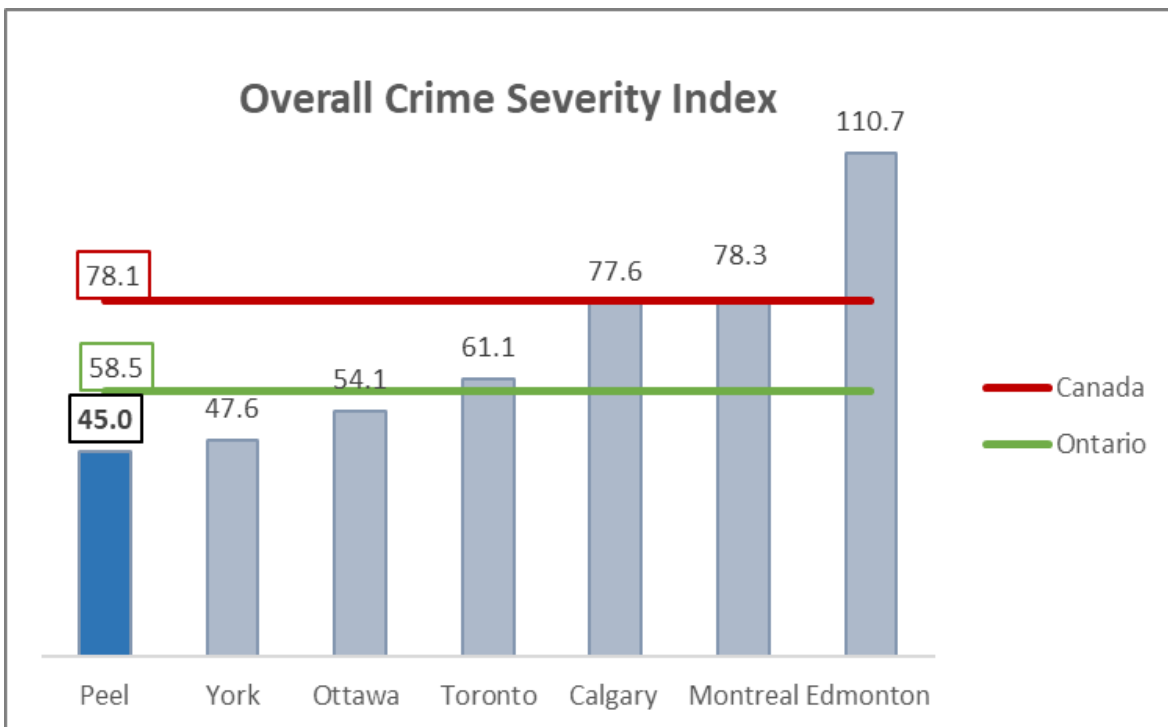
Crime Severity Index (CSI) takes into account the number of crimes as well as the relative seriousness of crimes. This calculation puts more weight on more serious crimes (i.e. homicide) and reduces the impact of high-volume, less serious offences (i.e. minor thefts) to better reflect the level of crime occurring in a category.

Overall CSI over the past five years for Canada and Ontario shows a slight decrease in 2020 and then a slight increase in 2021 and 2022. In 2022, Canada and Ontario CSI’s are relatively consistent with 2019. Peel’s overall CSI decreased year over year from 2018 (49.2) to 2021 (36.1) before increasing in 2022 (45.0), but still remains below the 2018 level. Each year was consistently well below the national and provincial overall CSI. From 2021 to 2022, the overall CSI for Canada and Ontario increased 4.3% and 4.1% respectively. Peel’s overall CSI increased by almost 25% (see Appendix I, Table 1). Peel’s increase was the largest of all comparison services, with York having the second largest increase (+21%). Peel’s CSI was impacted by an increase in the Violent CSI related to an increase in Homicides (from 14 to 30).

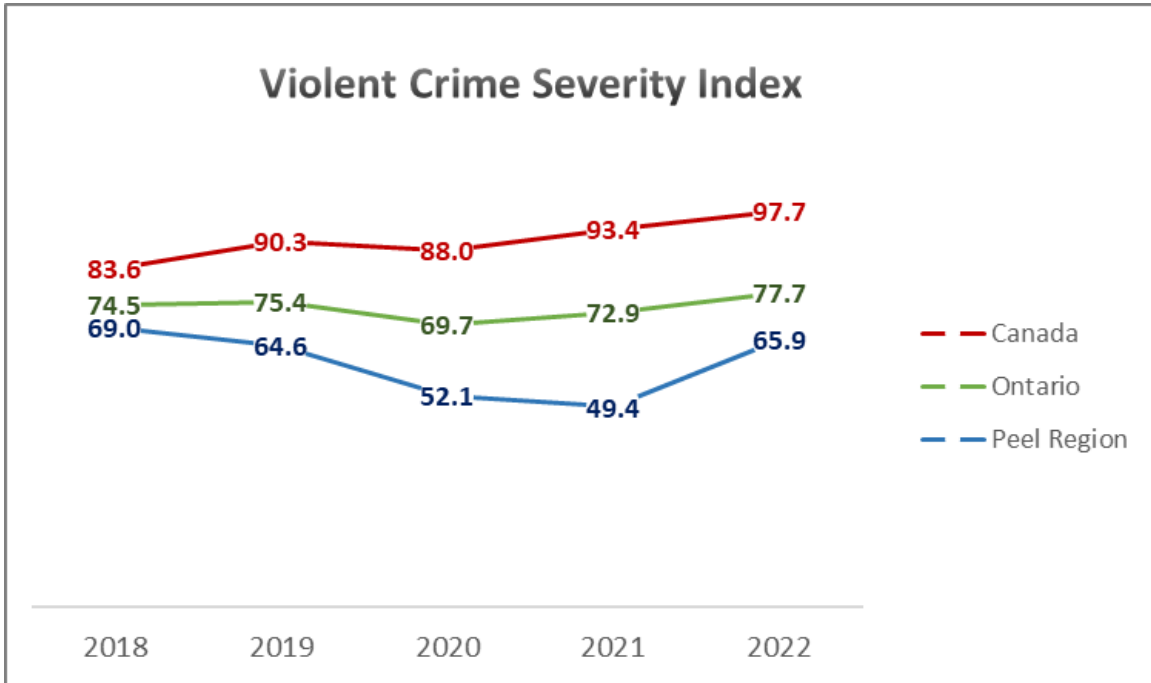
¹ Moreau, G. 2021. “Police-reported crime statistics in Canada, 2021.” *Juristat*. Statistics Canada Catalogue no. 85-002-X.



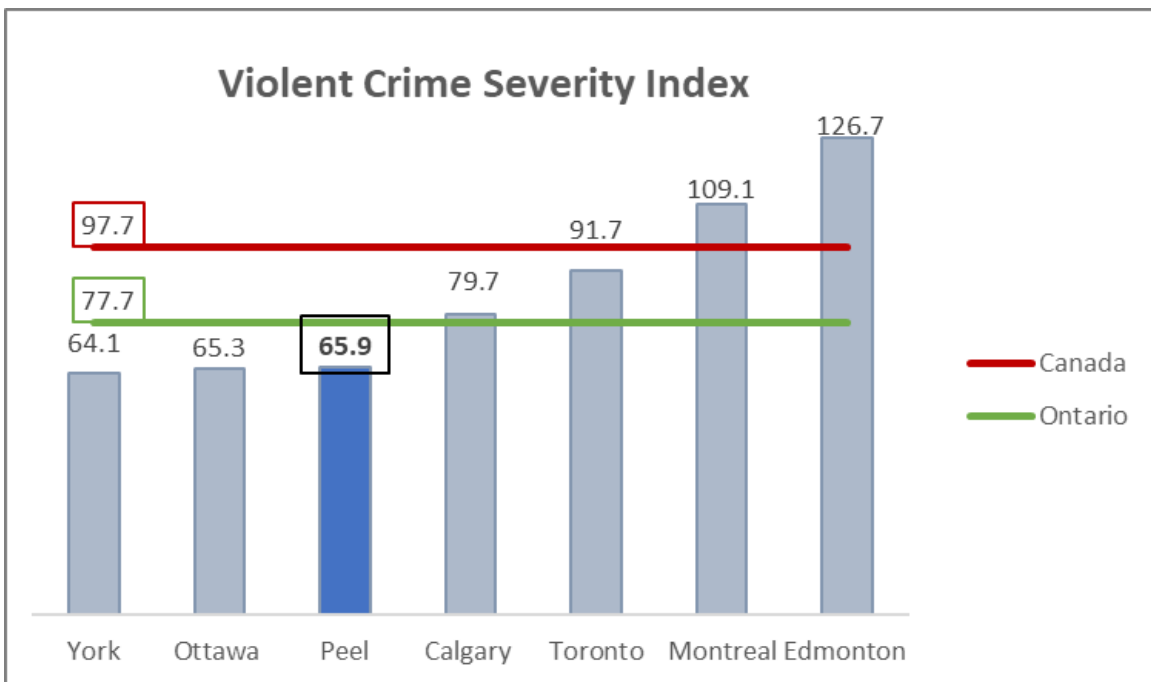
For 2022, the **overall CSI** for Canada is 78.1 and Ontario is 58.5. Peel falls well below both at 45.0, and has the lowest CSI for agencies being compared.



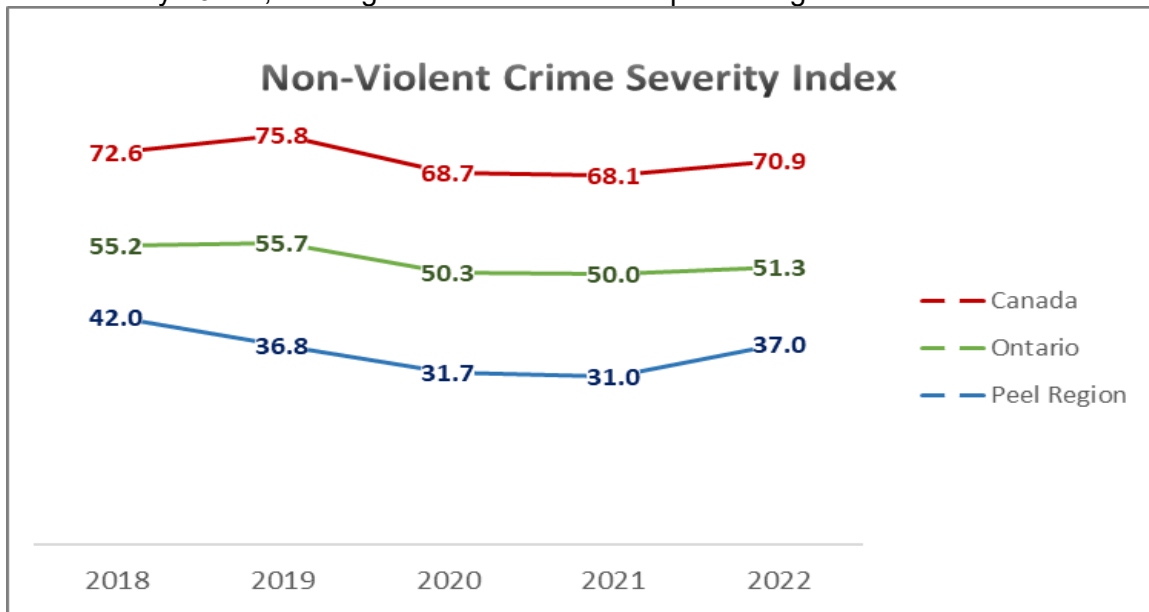
The **violent CSI** includes all violent (crimes against persons) violations. From 2018 to 2022, Peel has consistently remained lower than the national and provincial violent CSI. From 2021 to 2022, the national and provincial violent CSI increased by 4.6% and 6.7%, respectively. Peel's violent CSI increased by over 33%, showing the second greatest increase of all comparison agencies, with York increasing the most (+37%). As noted above, Peel's violent CSI was impacted by an increase in homicides in 2022.



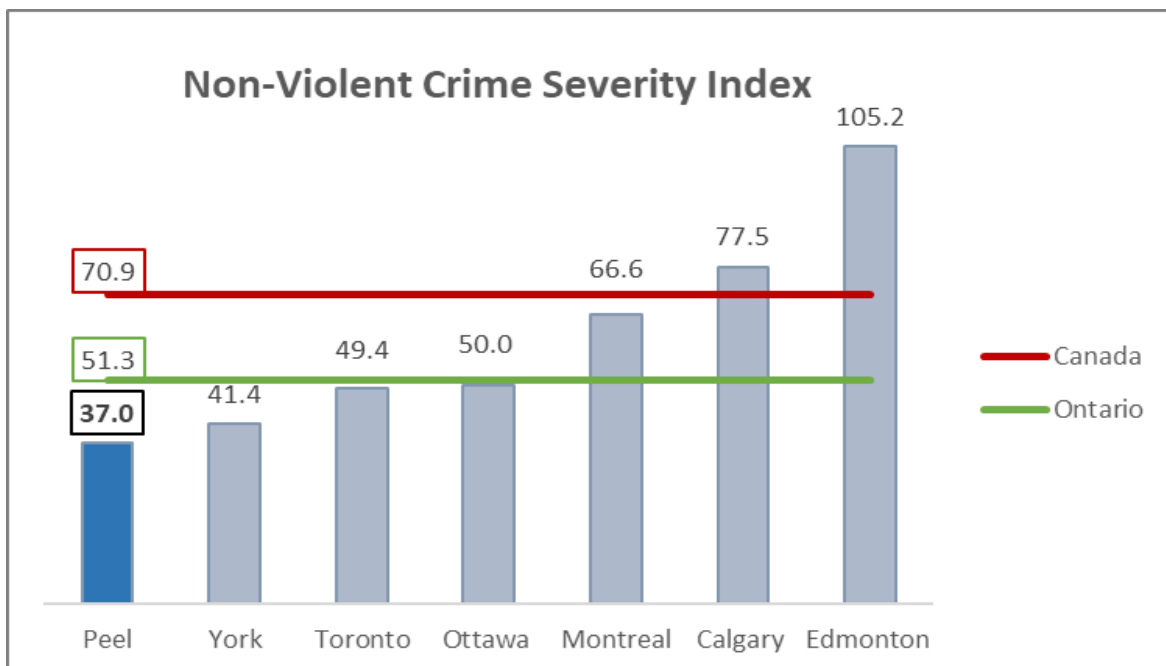
In 2022, the **violent CSI** for Canada and Ontario is 97.7 and 77.7 respectively. Peel is below both at 65.9, with the third lowest violent CSI of the agencies being compared, slightly higher than York (64.1) and Ottawa (65.3).



The **non-violent CSI** includes all non-violent Criminal Code violations including property, other Canadian Criminal Code offences, traffic, drug violations, and all Federal Statutes. From 2018 to 2019, year-over-year, the national and provincial non-violent CSI increased, before decreasing in 2020 and again in 2021. In 2022 there was a slight increase. Peel began a declining trend after 2018 and had a slight increase in 2022, although the 2022 non-violent CSI was lower than 2018. Over the past 5 years, Peel has remained below the national and provincial non-violent CSI. From 2021 to 2022, the national non-violent CSI increased by 4.1% and the provincial non-violent CSI increased by 2.6%. Peel increased by 19.2%, the largest increase of all comparison agencies.



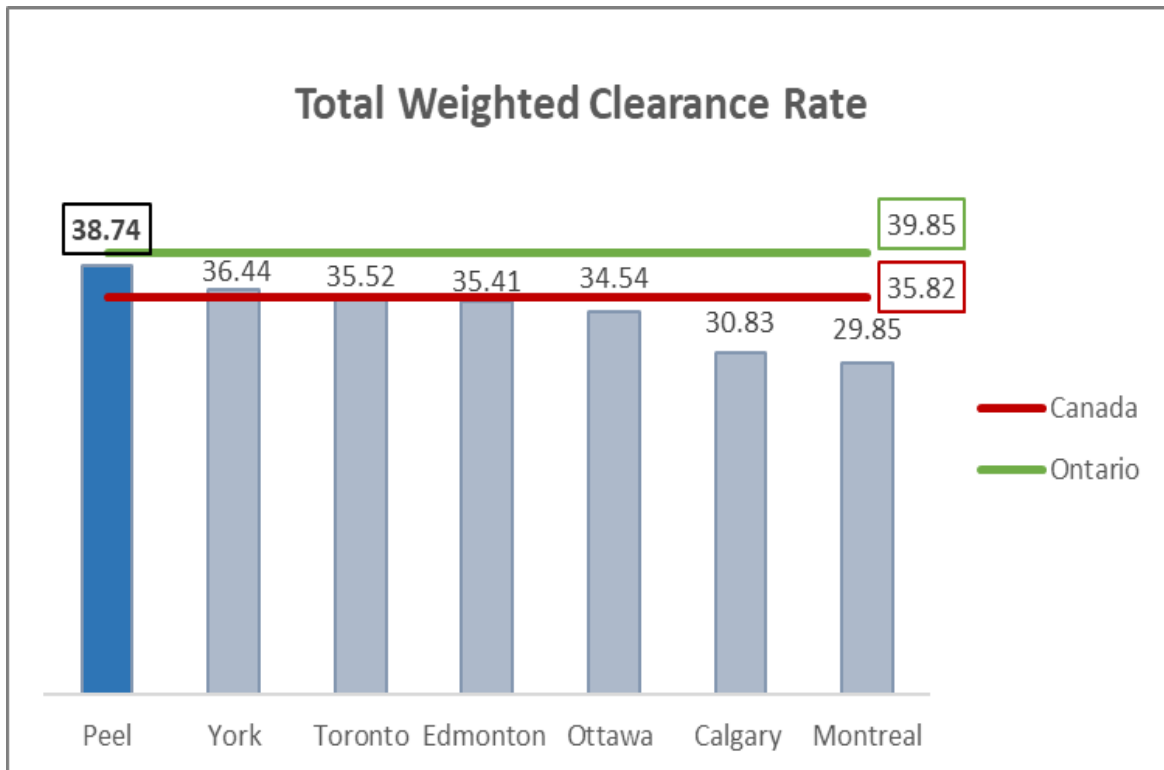
For 2022, Canada’s **non-violent CSI** is 70.9 and Ontario is 51.3. Peel had the lowest non-violent CSI at 37.0. York and Toronto followed with 41.4 and 49.4 respectively.



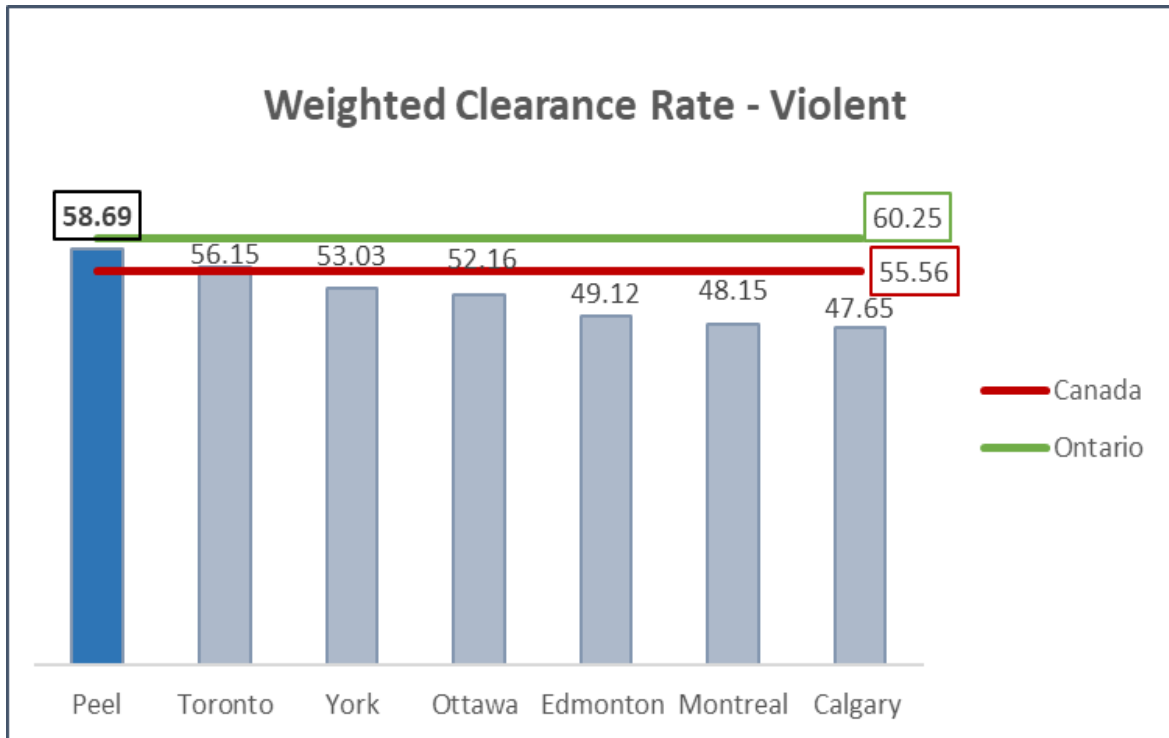
b) Weighted Clearance Rates

The weighted clearance rate is based on the same principle as the CSI, with more serious offences assigned a higher weight than those deemed less serious. For example, the clearing of homicides, robberies or break and enters represent a greater contribution to the overall weighted clearance rate value than the clearing of a minor theft, mischief or disturbing the peace.

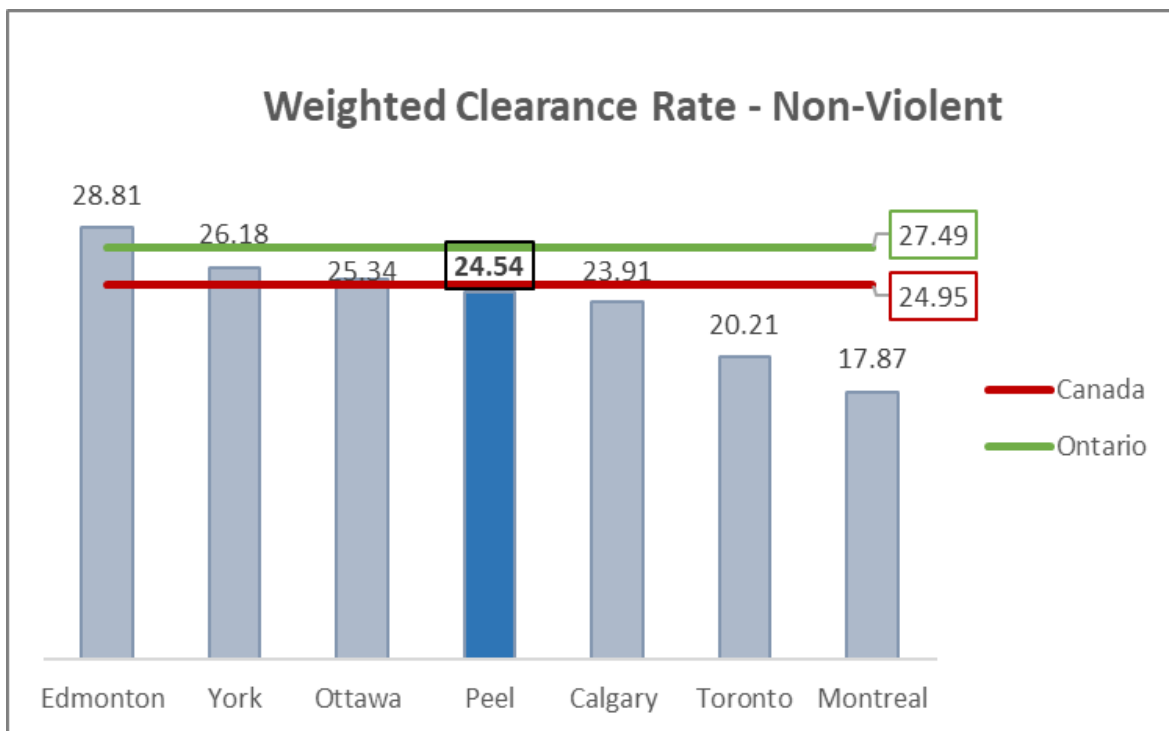
The **overall weighted clearance** rate for Canada is 35.82 and Ontario is 39.85. At 38.74, Peel is higher than the national rate but lower than the provincial rate, and has the highest overall weighted clearance weight of the agencies being compared. Other agencies range from 36.44 in York, to 29.85 in Montreal (refer to Appendix I, Table 2).



The **weighted clearance rate for violent crime** is consistently higher than the overall weighted clearance rate across all agencies. Canada at 55.56 is slightly lower than the Ontario rate at 60.25. Peel's rate (58.69) is higher than the national rate but lower than the provincial rate, and higher than all the other agencies being compared.

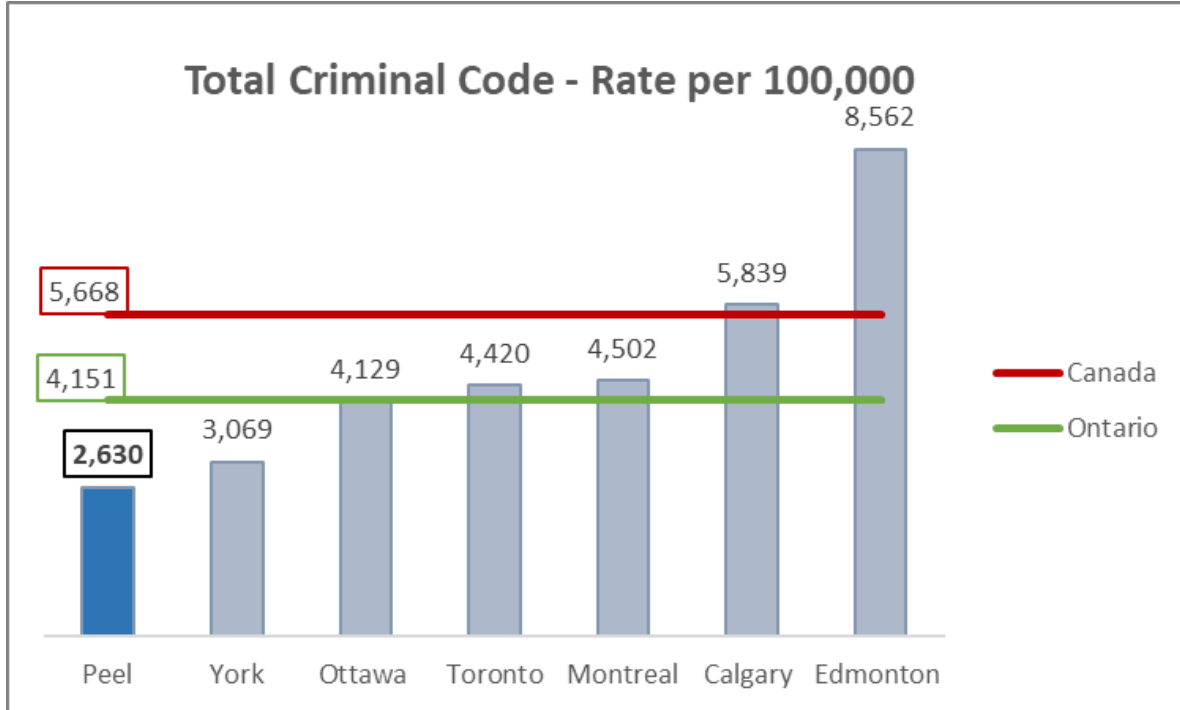


The **weighted clearance rate for non-violent crimes** is consistently lower than the weighted clearance rate for violent crime. Peel (24.54) is slightly lower than the national rate (24.95) and lower than the provincial rate (27.49). Peel is the fourth highest amongst the agencies being compared, below Edmonton (28.81), York (26.18) and Ottawa (25.34).



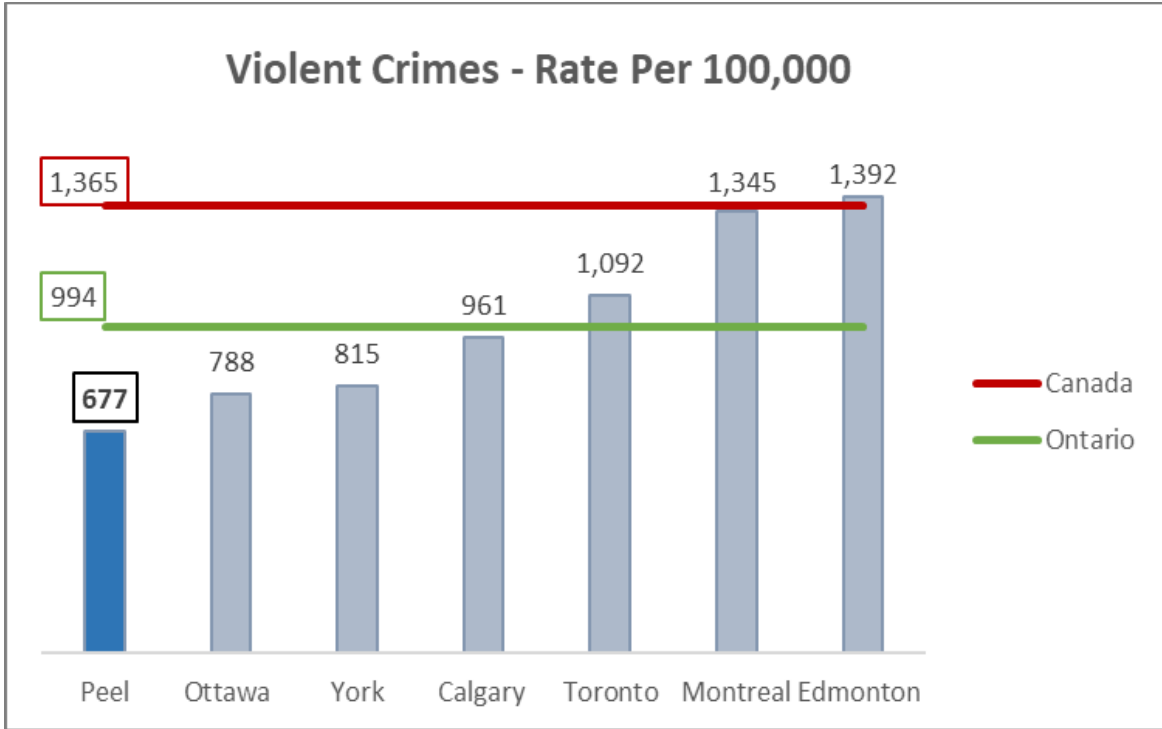
c) Rate Per 100,000 Population

The national **rate per 100,000 for total criminal code offences** (excluding traffic) is 5,668 and the provincial rate is 4,151. Peel, at 2,630, is well below the national and provincial rates, and has the lowest rate in comparison to other police services that have populations over one million. Calgary (5,839) has a rate that is almost over two times Peel's rate, and Edmonton's rate (8,562) is over three times the rate for Peel. Crime rate per 100,000 data is also reflected in Appendix I, Table 3.

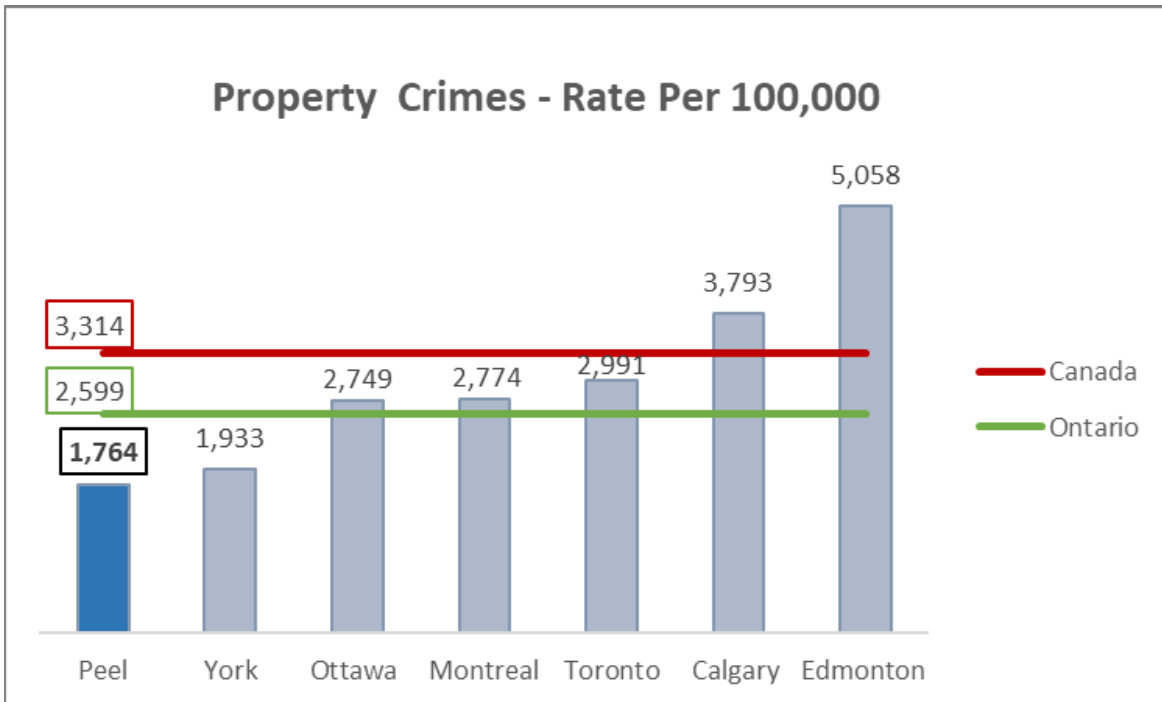


The national **violent crime – rate per 100,000** is 1,365 and the provincial rate is 994. Peel's rate of 677 is less than half the national rate, and is well below the provincial rate. Peel has the lowest rate among the agencies being compared. Ottawa (788) and York (815) ranked second and third. Calgary's population (1,413,800) is closest to Peel (1,517,448), and its rate (961) for violent crime was well over Peel (677).

Peel's rating as best amongst the comparison services for violent crime – rate per 100,000, versus third for violent crime severity index, is related to Peel's higher number of more serious violations (homicide, discharge firearm and robberies,) which impact the violent CSI value.



The national **property crime – rate per 100,000** is 3,314 and the provincial rate is 2,599. Peel has a rate of 1,764 which ranks lowest among the agencies being compared. Other comparison agencies ranged between 1,933 (York) and 5,058 (Edmonton).



3. Proposed Direction

The report "*Police-Reported Crime Statistics in Canada 2022 – Agency Comparison*" should be forwarded to the Peel Police Services Board for information.

4. Strategic Plan Alignment

Goal: 1. Community Safety and Well-being Together

Priority: 1.1 Crime prevention and response

The comparison of Peel data to Canada and Ontario supports the following Strategic Plan Performance Indicators.

- Maintain a rate per 100,000 for violent crimes and property crimes that is below the national and provincial rates.
- Maintain a solvency rate for violent crimes and property crimes that is above the provincial and national rates.

The data presented in this report illustrates that in 2022 Peel's crime severity indexes and crime rates were below both the national and provincial rates. In 2022, the overall and violent weighted clearance rate for Peel was above the national level, but slightly below the Ontario rate. Despite being higher than Ontario, Peel's overall and violent weighted clearance rates were the highest of the comparison agencies.

5. Equity and Inclusion Considerations

There are no foreseen equity and inclusion impact(s) from recommendations in this report.

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

There are no foreseen impacts from recommendations in this report on employee health, well-being, Occupational Health and Safety or any environmental issues.

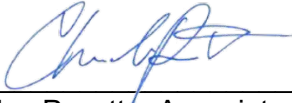
ORGANIZATIONAL IMPACTS

There are no foreseen financial impacts, or impacts related to Facilities or Technology.

CONCLUSION

When compared to Canada, Ontario and other municipal policing services with policing population sizes over one million, results indicate Peel is a safe community with crime indexes and rates that are in most cases well below the national and provincial levels, and below most comparable municipal services.

Approved for Submission:



Charles Payette, Associate Deputy Chief, Strategic and Executive Services

For further information regarding this report, please contact Sheila Doyle, Manager, Corporate Planning at extension 4731 or via email at sheila.doyle@peelpolice.ca

Authored By: Christina Zboch-Alves, Corporate Analyst, 1870C and Bonnie Sliwinski, Supervisor, Corporate Planning, 1045C

APPENDIX I

Table 1. Crime Severity Index (2021, 2022) & Percentage Change in Variance

	Population	Crime Severity Index								
		Overall CSI			Violent Crime CSI			Non-Violent Crime CSI		
		2021	2022	% Variance	2021	2022	% Variance	2021	2022	% Variance
Canada	~	74.90	78.10	4.27	93.43	97.74	4.61	68.13	70.91	4.08
Ontario	~	56.17	58.47	4.09	72.85	77.71	6.67	49.97	51.28	2.62
Toronto	3,025,647	56.25	61.10	8.62	88.60	91.66	3.45	43.80	49.40	12.79
Montreal	2,038,845	78.1	78.26	0.20	104.97	109.08	3.92	68.02	66.6	-2.09
Peel	1,517,448	36.05	44.98	24.77	49.37	65.92	33.52	31.03	36.98	19.17
Calgary	1,413,800	74.21	77.63	4.61	86.71	79.69	-8.10	69.84	77.46	10.91
York	1,224,244	39.24	47.60	21.30	46.68	64.08	37.28	36.60	41.42	13.17
Edmonton	1,087,172	105.79	110.65	4.59	126.45	126.68	0.18	98.43	105.18	6.86
Ottawa	1,071,868	48.92	54.06	10.51	65.11	65.32	0.32	42.86	50.01	16.68

Table 2. 2022 Agency Comparison – Crime Severity Index, Weighted Clearance Rate

	Population	Crime Severity Index			Weighted Clearance Rate		
		Overall CSI	Violent Crime CSI	Non-Violent Crime CSI	Total	Violent	Non-Violent
Canada	~	78.10	97.74	70.91	35.82	55.56	24.95
Ontario	~	58.47	77.71	51.28	39.85	60.25	27.49
Toronto	3,025,647	61.1	91.66	49.40	35.52	56.15	20.21
Montreal	2,038,845	78.26	109.08	66.60	29.85	48.15	17.87
Peel	1,517,448	44.98	65.92	36.98	38.74	58.69	24.54
Calgary	1,413,800	77.63	79.69	77.46	30.83	47.65	23.91
York	1,224,244	47.60	64.08	41.42	36.44	53.03	26.18
Edmonton	1,087,172	110.65	126.68	105.18	35.41	49.12	28.81
Ottawa	1,071,868	54.06	65.32	50.01	34.54	52.16	25.34

Table 3. 2022 Agency Comparison – Crime Rate per 100,000, Solvency Rate

	Population	Crime Rate per 100,000			Solvency Rate		
		Total Criminal Code	Violent Crimes	Property Crimes	Total Criminal Code	Violent Crimes	Property Crimes
Canada	~	5,667.76	1,364.61	3,314.20	35%	57%	17%
Ontario	~	4,151.06	994.41	2,599.08	35%	60%	16%
Toronto	3,025,647	4,419.91	1,091.57	2,990.93	28%	55%	13%
Montreal	2,038,845	4,501.86	1,345.03	2,773.58	31%	55%	13%
Peel	1,517,448	2,630.27	676.99	1,764.21	33%	66%	15%
Calgary	1,413,800	5,838.52	960.67	3,792.69	35%	56%	12%
York	1,224,244	3,068.91	815.03	1,933.36	32%	51%	16%
Edmonton	1,087,172	8,561.85	1,392.24	5,057.53	40%	50%	15%
Ottawa	1,071,868	4,129.33	787.69	2,749.13	30%	45%	13%

05-09-23



REPORT Police Services Board

For Information

File Class: 1-01-02-01

PSB REC: SEPT. 06, 2023
LOG # 39-23
FILE CLASS: P01

Cross-Reference File Class: _____

DATE: August 29, 2023

SUBJECT: **2022 EQUAL OPPORTUNITY REPORT**

FROM: Mark Dapat, Deputy Chief, Community Safety and Well-Being Command

RECOMMENDATION

That the 2022 Equal Opportunity Report be forwarded to the Police Service Board for Information

REPORT HIGHLIGHTS

- The Equal Opportunity Report details our efforts and successes in 2022 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 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 CMG and the Board with statistically valid data for the calendar year 2022 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

2. Highlights

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 2022.

- Positive Recruitment Trends: These positive trends are a direct result of continued Outreach programs and recruiting initiatives along with new online mediums commenced because 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 75.9% (+3.4%);
- Female applicants slightly increased to 22.4% (1.2%);
- While there was a slight decrease in indigenous persons by 1.9%, (-0.4%);
- In 2022, uniform new hires included 61.6% Racialized Persons, 31.2% Females and 4% Indigenous. Civilian new hires included representation from all 4 groups, 65.5% Racialized Persons, 63.8% Female, 1.1% Persons with a disability and 2.3% 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 2022, there were 17 Cadets promoted to Recruit Constable. Of those promotions, 7 (41.2%) were racialized persons, 7 (41.2%) were female and none were indigenous. 12 Auxiliary members were successful in achieving Recruit Constable positions within the organization, which clearly demonstrates the success of these programs.

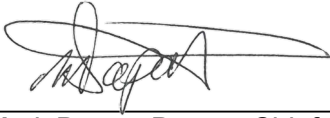
All of these initiatives contribute to PRP's efforts and progress in building a workforce that is representative of the community served by PRP. Of note, 70.8% of the total population of the Region of Peel is racialized which is aligned with 75.9% of PRP's total number of Uniform applicant being racialized. This demonstrates how the total number of applicants is representative of the community we serve, highlighting PRP as being an employer of choice.

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".

Approved for Submission:



Mark Dapat, Deputy Chief, Corporate Services Command

For further information regarding this report, please contact Inspector Andrew Cooper at extension 3835 or via email at 1754@peelpolice.ca

Authored By:Inspector Andrew Cooper

EQUAL OPPORTUNITY REPORT

2022



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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.

EQUAL OPPORTUNITY PLAN

Peel Regional Police is committed to attracting and retaining skilled employees who represent our community. The years following the pandemic proved to be a busy one, and new positions were introduced with the focus on technological gains.

1.1 OVERVIEW

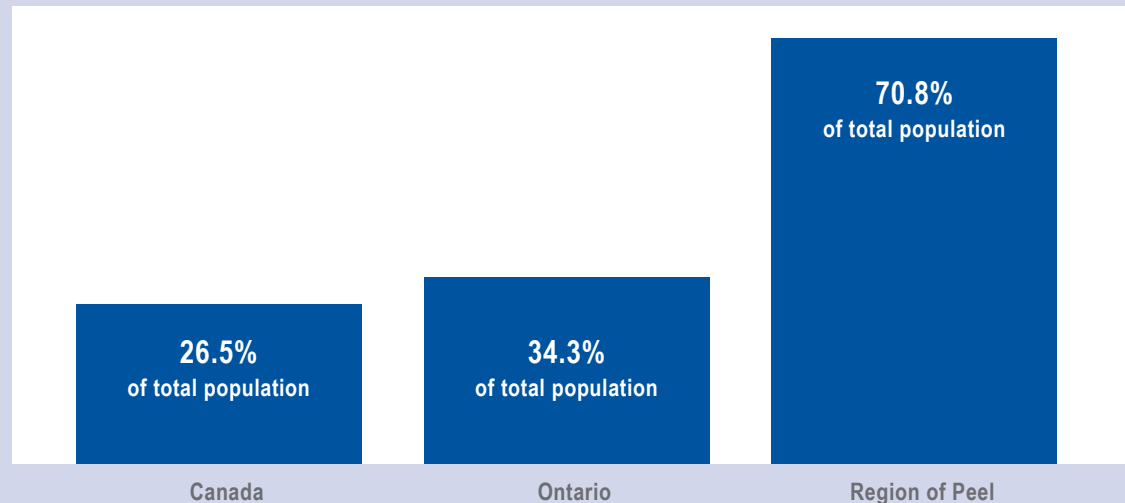
Peel Regional Police is the third largest police service in Ontario and the fourth largest municipal police service in Canada. We service 1.5 million residents, one of the most diverse regions in Canada, and the Pearson International Airport which saw an estimated 35.6 million people pass through in 2022. PRP has authorized budgetary complement of 2,216 uniform officers, 30 cadets and 922 civilian members in 2022.

We are committed to being an Employer of Choice and having a professional, diverse and supportive workplace by focusing on Our People – Inclusive, Engaged & Progressive Workplace and Our Work – Accountability, Equity & Service Excellence. This will be achieved by having a work environment that ensures ideas are heard; personal and professional growth; support on and off the job; work/life balance and health, well-being

and safety are promoted. The 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.

The Police Services Act, and the policies of both PRP and the Regional Municipality of Peel Police Services Board state that police services shall be provided throughout Ontario in accordance with certain principles, including “the need for sensitivity to the pluralistic,

RACIALIZED PERSONS REPRESENTATION NATIONAL, PROVINCIAL AND REGIONAL COMPARISON – 2021 CENSUS DATA



Please note that Community Representation data is based on 2021 Census Data, as per Statistics Canada.

¹ 2016 Statistics Canada Census Data.

multiracial and multicultural character of Ontario 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, internship programs, career development programs, guidance and support programs, and civilianization.
- 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 trend analysis, outcomes and any identified risks for 2022.

1.3 COMMUNITY REPRESENTATION DATA

Statistics Canada gathered information for the 2021 Census and the results are noted in the table on page 3. This data states the Region has 70.8% of its population identified as

racialized persons, which is the most diverse region, followed by Toronto at 55.7% and York 55%. In comparison, across the country 26.5% of Canadians and 34.3% of Ontarians identify that they are racialized persons.

1.4 LANGUAGE PROFILE – COMMUNITY AND POLICE SERVICE

The Region of Peel is a linguistically diverse community. Census Bureau statistics, 2021 indicate that 50% 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 Arabic.

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 (1,269) identify that they are conversant in one or more of 65 different languages. This statistic continues to improve year over year which demonstrates PRP's successful efforts in attracting and employing persons who are representative of the diverse community it serves.

WE SPEAK **65** DIFFERENT LANGUAGES

WE HAVE **1,269** MULTILINGUAL MEMBERS



COMMUNITY REPRESENTATION – CENSUS DATA 2021				
	INDIGENOUS	RACIALIZED PERSONS	PERSONS WITH DISABILITIES *	FEMALES
Percentage	0.1%	70.8%	19.8%	50.5%

* Source – 2017 Canadian Survey of Disabilities – Statistics Canada

LANGUAGE PROFILE – 2022			
Number of Languages Spoken *	Number of Members	Number of Auxiliary	TOTAL
1 Language	783	34	817
2 Languages	276	25	301
3 + Languages	145	6	151
TOTAL	1,204	65	1,269

* Other than English and including sign – 65 different languages spoken by Civilian / Uniform.



A goal of the Peel Regional Police 2020-2023 Strategic Plan is to attract and retain skilled employees who represent our community. The Recruitment and Staff Support Bureau (R&SS) of Peel Regional Police is committed to hiring the most qualified candidates for its Police Constable and Cadet positions. Through the implementation and emphasis on recruitment efforts that integrate community partnerships and encourage local engagement, PRP's commitment and success in recruiting applicants who represent the communities we serve is evident.

In 2022, 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 do not require an OACP certificate to apply and must possess a minimum G2 class licence.

R&SS continues to expand its recruiting efforts beyond traditional channels and is strategically focused on attracting a professional and diverse workforce through community engagement. In 2022, the global

pandemic continued to have an impact on these efforts, which resulted in the gradual and cautious return to 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 developed alternative Outreach strategies and methods to bridge the communication and physical interaction gap with members of the community that had declined in the previous years. R&SS staff adopted a hybrid approach by re-commencing in-person events but also utilizing online video conferencing platforms such as WebEx to conduct Information Sessions at post-secondary school institutions. Social media platforms, such as Instagram, Facebook, Twitter and LinkedIn were utilized to engage community members interested in pursuing a career in policing. In 2022, R&SS enhanced its social media presence by producing and posting increased content that attracted and engaged more followers. The R&SS Instagram account grew its followers to approximately 4,940, a notable increase from the previous year (3,600).

2.1 APPLICANT DATA – UNIFORM

(Constable and Cadets)

In 2022, PRP received 1,863 applications for the position of Police Constable and Cadet, a figure more consistent with pre-pandemic numbers and a notable decrease from the number of applicants in the previous year. The streamlining of the OACP certification process and a sudden rise in unemployment due to business closures during the pandemic contributed to the significant increase of applicants in 2020 and into 2021. A comparison between applicant numbers in 2019 (pre-pandemic) and the applicant numbers of 2022 shows greater consistency. Nevertheless, there appears to be no shortage of applicants to consider, given that less than seven percent are successful in the hiring process.

The online application process includes a voluntary Equal Opportunity Survey. This survey is also provided to newly hired uniform personnel.

In 2022, approximately 94.3% of uniform applicants completed the voluntary Equal Opportunity Survey, which continues to reflect an exceptionally high completion rate year over year. Of the 1,757 applicants who responded to the survey, 75.9% identified as racialized persons, 22.4% were female, 2.6% were indigenous and 1.9% were persons with disabilities. Of the 1,863 uniform applicants, PRP hired 125 personnel (106 officers and 19 cadets).

UNIFORM APPLICANTS				
YEAR	2022	2021	2020	2019
Number of Applicants	1,863	2,462	3,516	1,922

UNIFORM APPLICANT PROFILE FOR VALID RESPONDENTS – 2022													
YEAR	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		APPLICANT TOTALS				TOTAL RESPONDENT		TOTAL
	Total	%	Total	%	Total	%	Female	%	Male	%	Total Respondent	Total Non Respondent *	
2022	45	2.6%	1,333	75.9%	34	1.9%	394	22.4%	1,363	77.6%	1,757	106	1,863
2021	52	2.2%	1,690	72.5%	47	2.0%	494	21.2%	1,836	78.8%	2,330	132	2,462
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

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

2.2 NEW HIRE STATISTICS – UNIFORM (Constable and Cadets)

In 2022, PRP hired 125 uniform personnel (an increase from the previous year) to meet the growing needs of the community and the organization, as well as to address the loss of personnel through attrition. Attrition due to retirements, personal reasons or lateral transfers to other police services accounted for 96 uniform officers and 3 Cadets leaving PRP in 2022 (an almost 34% increase from the previous year).

The number of successful hires who reflect the community we serve will vary from year to year based on total applicant numbers and the composition of the applicant pool, as well as the applicants' overall suitability for the position (i.e. successful completion of physical fitness and psychological assessments). The goal to attract and retain qualified candidates that reflect the community we serve continues to be an evolving and ongoing effort.

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. The applicant demographic profiles and new hire figures demonstrate the continued success of recruiting initiatives

NEW HIRES UNIFORM PROFILE – 2022											
YEAR	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS				
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL
2022	5	4.0%	77	61.6%	3	2.4%	39	31.2%	86	68.8%	125
2021	1	0.8%	65	55.1%	0	0.0%	46	39.0%	72	61.0%	118
2020	4	2.5%	91	56.2%	0	0.0%	70	43.2%	92	56.8%	162

and efforts undertaken by the organization and R&SS to attract female and racialized applicants from the community. Of the 125 uniform personnel hired in 2022, 61.6% were racialized persons and 31.2% were female. It is significant to note that although females accounted for less than one quarter of the applicant pool* (22.4%), they comprised over thirty percent of persons hired.

*based on Equal Opportunity valid respondents



2.3 PROMOTIONS – UNIFORM

In 2022, there were 36 uniform promotions to the rank of Sergeant and above. Of those promotions, 4 were female and 4 were racialized persons accounting for 11.1% respectively.

2.4 COMPOSITION PROFILE – UNIFORM

The Composition Profile statistics display the breakdown and representation of designated group members at various levels within the Organization. Female uniform employees accounted for 22.3% of the overall uniform total and racialized persons accounted for 31.7%, a slight increase. Higher percentage of females and racialized persons are seen at the rank of Cadet and Constable, but lower overall percentages at the higher ranks.

TOTAL PROMOTIONS – UNIFORM POSITION CATEGORY – 2022											
POSITION CATEGORY	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS				
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL
Senior Officer	0	0.0%	2	33.3%	0	0.0%	2	33.3%	4	66.7%	6
Detective Sergeant / Staff Sergeant	0	0.0%	1	9.1%	0	0.0%	1	9.1%	10	90.9%	11
Detective / Sergeant	0	0.0%	1	5.3%	0	0.0%	1	5.3%	18	94.7%	19
UNIFORM TOTAL	0	0.0%	4	11.1%	0	0.0%	4	11.1%	32	88.9%	36

COMPOSITION PROFILE – UNIFORM POSITION CATEGORY – 2022											
POSITION CATEGORY	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS				
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL
Senior Officer	0	0.0%	15	27.7%	0	0.0%	12	21.4%	44	78.6%	56
Detective Sergeant / Staff Sergeant	0	0.0%	12	15.8%	0	0.0%	9	11.8%	67	88.2%	76
Detective / Sergeant	1	0.4%	40	15.6%	0	0.0%	28	10.9%	228	89.1%	256
Constable	24	1.3%	650	34.3%	5	0.3%	455	24.0%	1,441	76.0%	1,896
Cadet	3	12.5%	14	58.3%	2	8.3%	11	45.8%	13	54.2%	24
UNIFORM TOTAL	28	1.2%	731	31.7%	7	0.3%	515	22.3%	1,793	77.7%	2,308

* The uniform complement of 2,308 Includes uniform members, cadets, persons on long-term disabilities, job-share arrangements, and secondments.



3.1 APPLICANT DATA – CIVILIAN

In 2022, the global pandemic was winding down and with that, the return to the workforce for many applicants which resulted in an increase of applicants of 11.7% over 2021.

The application process includes a voluntary Equal Opportunity Survey, which provides personal identification so that we are able to monitor the changing demographics of applicants and adjust recruiting efforts accordingly.

We continued to experience a high completion rate for the voluntary Equal Opportunity Survey, with 89.7% of applicants submitting their information, which includes representation from all of the designated groups: indigenous at 2.4%; racialized persons at 76.5%; persons with disabilities at 4.1% and females at 49.9%. All representation increased in 2022, with racialized persons and female representation with the most significant increases. The increase in female representation is a positive signal that women are now back and available in the workforce.

Continuing to increase the number of diverse applicants from the designated groups

CIVILIAN APPLICANT PROFILE FOR VALID RESPONDENTS – 2022													
YEAR	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		APPLICANT TOTALS				TOTAL RESPONDENT		TOTAL
	Total	%	Total	%	Total	%	Female	%	Male	%	Total Respondent	Total Non Respondent *	
2022	146	2.4%	4,657	76.5%	250	4.1%	3,034	49.9%	3,047	50.1%	6,085	701	6,786
2021	98	1.8%	3,952	72.6%	217	4.0%	2,187	40.2%	3,253	59.8%	5,440	634	6,074
2020	126	1.9%	4,826	72.2%	218	3.3%	3,314	49.6%	3,336	49.9%	6,682	676	7,358

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

remains a strategic goal for R&SS. Despite substantial interest from external applicants, the opportunities to increase diversity within the civilian complement remain limited, given our low attrition rate of 5.9% and few full-time job opportunities.

3.2 NEW HIRE STATISTICS – CIVILIAN

In 2022, PRP hired 174 civilian members, 17 of which were permanent positions and the remaining 157 were temporary positions which is a staggering increase of 102.3% in overall hires from the 86 hires in 2021.

Upon review of the activity for 2022 and the significant uptick in positions, this is directly related to the decreased activity in 2020 and 2021 which was as a result of the global pandemic and its restrictions. In 2022, we are in a recovery position whereby any shutdown from prior years has done a full turn and hiring resumed at a staggering rate to increase numbers of people in all civilian classifications as well as resuming student programs including the YIPI program.

With the total number of new hires being significant, there was representation from each of the four prescribed groups, racialized persons 65.5%, females 63.8%, indigenous 2.3% and persons with disabilities at 1.1%. Which indicates like in prior years that both applicants and subsequent representation from all groups were attracted to civilian positions with PRP.

Temporary vacancies create opportunities for applicants to fill positions which are created as a result of temporary transfers, leave of absence (pregnancy/parental etc.), 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, Records Services, the YIPI (Youth in Policing Initiative) as well Police specific backfills.

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. Female employees account for 67.9%, racialized persons 32%, indigenous 1.5% and persons with disabilities 1.6%.

NEW HIRES CIVILIAN PROFILES – 2022											
POSITION CATEGORY	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS				
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL
Permanent	0	0%	9	52.9%	0	0%	7	41.2%	10	58.8%	17
Temporary	4	2.5%	105	66.9%	2	1.3%	104	66.2%	53	33.8%	157
TOTAL	4	2.3%	114	65.5%	2	1.1%	111	63.8%	63	36.2%	174

3.4 TRANSFER / STATUS CHANGE ACTIVITY – CIVILIAN

In 2022, there were 311 posted vacancies with 489 internal members making application to the positions. Internal hire rates for the vacancies remains high, as 83.2% of full-time positions were filled internally and 51.3% of temporary/part-time positions were also filled internally, which continues to demonstrate our commitment to providing internal members with career/job opportunities.

There were 54 civilian members who achieved permanent status (part or full-time) within PRP. Of these members, 46.3% were racialized persons and 79.6% were female and 1.9% indigenous, as well as 8 civilian employees

that were successful in securing positions as Recruit Constables. This activity clearly demonstrates that with the strong internal hiring policy, there remains opportunity for these members to apply and compete for permanent positions and that temporary assignments are a viable route for members to enter the organization and be successful in obtaining a permanent (part-time or full-time) position within the organization.

3.5 PROMOTIONS – CIVILIAN

There were 33 promotions for civilian employees in 2022, a 33.3% decrease from the 44 promotions in 2021. Of the 33 promotions, there was representation from three of the four designated groups, 78.8% female, 24.2% racialized persons and 3% indigenous.

COMPOSITION PROFILE PERMANENT AND TEMPORARY CIVILIAN POSITION – 2022											
POSITION CATEGORY	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS				
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL
Managers/Directors / Senior Admin	0	0.0%	13	31.7%	0	0.0%	22	53.7%	19	46.3%	41
Grades 7, 8, 9, 10	5	0.9%	173	29.9%	9	1.6%	353	61.1%	225	38.9%	578
Grades 4, 5 and 6	10	3.2%	109	34.4%	5	1.6%	266	83.9%	51	16.1%	317
Grades 1, 2 and 3	0	0.0%	23	39.7%	2	3.4%	34	58.6%	24	41.4%	58
CIVILIAN TOTAL	15	1.5%	318	32.0%	16	1.6%	675	67.9%	319	32.1%	994

* The 2022 civilian complement of 994 includes temporary, part-time and full-time civilian members, persons on long-term disability, job share arrangements, and secondments.

TOTAL PROMOTIONS – CIVILIAN POSITION CATEGORY – 2022											
POSITION CATEGORY	INDIGENOUS		RACIALIZED PERSONS		PERSONS WITH DISABILITIES		EMPLOYEE TOTALS				
	Total	%	Total	%	Total	%	Female	%	Male	%	TOTAL
Managers/Directors / Senior Admin	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100%	1
Grades 7, 8, 9 and 10	0	0.0%	5	31.3%	0	0.0%	11	68.7%	5	31.3%	16
Grades 4, 5 and 6	1	6.3%	3	18.8%	0	0.0%	15	93.8%	1	6.2%	16
Grades 1, 2 and 3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
CIVILIAN TOTAL	1	3.0%	8	24.2%	0	0.0%	26	78.8%	7	21.2%	33



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 designated groups. In 2022, R&SS hired 125 new uniform personnel that consisted of 61.6% racialized persons, 31.2% female, 4% indigenous and 2.4% persons with disabilities. These positive hiring figures are a product of Outreach initiatives which include, a new online digital approach, including an Instagram account with live and pre-recorded sessions, posts and stories, resulting in an increase of almost 1,300 more followers than the previous year. 235 outreach recruiting initiatives and recruiting forums were implemented to boost uniform applications, increasing our outreach initiatives by 60% from 2021 (147).

4.1.3 Women in Policing – Female Inclusion Team

In 2022, R&SS continued its Female Inclusion Team (F.I.T.) initiative. F.I.T. is comprised of 4 dedicated officers: 2 Recruit Investigators and 2 Outreach officers whose focus is to attract and retain skilled female applicants. F.I.T. officers establish meaningful connections with female applicants by providing mentorship and support throughout the recruitment process. In addition, the F.I.T. hosted female only physical fitness training sessions for candidates to practice and improve their performance on the PREP. In 2022, in-person practice sessions re-commenced. A total of 52 women participated in the F.I.T. initiative. Following additional screening (background, psychological assessment and board interview) R&SS successfully hired 12 women from the program for the position of Recruit Constable, one for a Cadet position and another for an Auxiliary position. Five females were hired by other services.



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 regularly updated to ensure it 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 and interviews of employees who represented the diversity within our organization.

R&SS endeavor to be supportive of local media outlets, publications and post-secondary institutions in order 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 the PRP through various training assignments. PRP maintains a complement of 30 Cadets. While gaining experience and exposure to various

areas within the organization, Cadets provide valuable assistance to the bureaus to which they are assigned and they become better prepared as candidates for the Recruit Constable position. Cadets are required to obtain their Ontario Association of Chiefs of Police (OACP) Certificate to be considered for a Recruit Constable position.

In 2022, there were 19 new Cadet hires, eight of those new Cadets lived within the Region of Peel. Of those new hires, 11 were female, 2 were indigenous, 9 were racialized persons and 2 were persons with disabilities.

In 2022, there were 17 Cadets promoted to Recruit Constable. Of those promotions, 7 were racialized persons and 7 were female.



4.1.6 Auxiliary Bureau

In January 2022, there were 170 volunteers in the Auxiliary program comprised of 121 (71.2%) male and 49 (28.8%) female members.

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 2022, twenty-two Auxiliary officers were successful candidates for the Recruit Constable and Cadet positions (12 Constables hired by PRP, 2 Cadets by PRP, 5 by TPS, 1 by OPP, 1 by Halton, and 1 by Hamilton). One Auxiliary was also hired as a PRP Special Constable and another was hired as an OPP Special Constable.

The pandemic still created some restrictions that affected the involvement of our Auxiliary Officers in the community and the 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 2022, 365 people applied to the Auxiliary program and 134 of those individuals moved on to physical fitness testing. Upon completion of fitness testing, 41 people were interviewed for the position of Auxiliary Officer, and of those 17 were selected to become Auxiliary Officers commencing January 2023. These hires along with members leaving throughout 2022 resulted in the number of members decreasing to 149 members.

4.1.7 The Cadet Organization Police School (COPS)

The COPS Program is offered free of charge through a federally funded Royal Canadian Army Cadet Corps(RCACC) from

the Canadian Cadet Organization to youth between the ages of 12 and 19. The additional Junior Cadet Program for ages 10 and 11, is funded by PRP and is modelled after the Army Cadet Program. 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 2023, there were 200 Army Cadets enrolled in the COPS Program in three locations across Mississauga. Junior Cadets has not been running since September 2020 due to the pandemic. It will however be restarting in September 2023 with the application process beginning in August. We are projecting a maximum of 50 Junior Cadets for each year. 2824 (COPS) RCACC is affiliated with 2 Military Police Regiment out of Dennison Armouries (Toronto). The COPS Program maintains a website, Facebook, Instagram & Twitter presence.



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 Defense (DND);
- Locations for the COPS Cadets to meet on a weekly basis; and
- Funding for the Junior Cadet Program.

The COPS Program returned to “in person” activities in March 2022 at all three of our training locations. We were authorized to run secondary activities being Drill and Marksmanship, however we were not authorized to restart our music programming until September 2022.

With all pandemic restrictions now removed, The COPS Program will be offering all

activities to the Army and Junior Cadets for the 2023/24 training cycle. We will also be strengthening our ties to Chiefs Ceremonial Guard through attendance at PRP events throughout the years to come.

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 allowed for community engagement through live and pre-recorded recruitment information sessions, posts and stories. In 2022, this social media platform included additional content and engagement. At the end of 2022, our Instagram account grew to approximately 4,940 followers.
- Our 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 continuation of a Female Inclusion Team (F.I.T.) to attract and retain skilled female applicants. Our F.I.T. officers established 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 enhance our online presence, interaction and engagement with community members through social media platforms including Instagram, Twitter and LinkedIn.

SUMMARY OF 2022 UNIFORM RECRUITING OUTREACH INITIATIVES	
Targeted Recruitment Forums	80
General Information Sessions	24
Educational Institutions	14
Career Fairs/Booths	15
Social Media	102
Total Outreach Activities	235



4.3 CIVILIAN OUTREACH RECRUITMENT

In 2022 there were 311 employment opportunities that were filled by R&SS, representing full-time, part-time and temporary civilian vacancies as well as an additional 79 short-term temporary assignments for Intercept Monitors, College/University Co-operative Education Program and YIPI (Youth in Police Initiative) program.

In an effort to attract applicants from our community that reflect the diverse makeup of the Region, external civilian job opportunities were placed on the PRP website under Employment Opportunities, as well as advertising in various mediums that would be directly related to the position that is being recruited for.

Advertisements were placed on the various on-line job posting websites such as:

adminjobs.ca; amo.on.ca; apics.ca; bajobs.ca; canadianadmin.ca; canadianconstructionjobs.ca; charityvillage.com cips.ca; cmc-canada.ca; constructioncanada.net; cprs.ca; ilco.on.ca; indeed.ca; indigenouscareers.org; itjobs.ca; jeffgaulin.com; jobs.ca; localwork.ca; linkedin.com; municipalworld.com; oacett.org; ospe.on.ca; pmjobs.ca; pmitoronto.ca; skilledtradesplus.com; ssc.ca; and toronto.iabc.com.

The Civilian Employment Opportunities section of the PRP website, where all external positions are posted, is updated regularly. In 2022, the website had a total of 2,402,488 visits. The Civilian Employment Opportunities website attracted a total of 90,371 visitors in 2022.

In 2022, we slowly started resuming in person information/career sessions along with the the high school co-op program, YIPI, and Program Counsellors for Children's Camp.

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 2022, we hired 18 students over the course of the year corresponding with educational work terms. Areas of PRP that participated in the program include 12 Division CIB; Analytics Bureau; Community Safety and Wellbeing; Corporate Communications; Crime Analysis; Diversity, Equity & Inclusion; Fitness & Healthy Lifestyle; Fleet Services; ITS VCOM & Support Services; Occupational Health & Safety, Operational Planning and Uniform Recruiting.



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. The success of the co-op program has been realized in previous years by hiring past participants from the program into various positions, and once again in 2022 we hired 3 employees that were previous co-op students. This clearly demonstrates the intent and success of the co-op program to provide a valuable learning experience as well as a recruitment strategy for future hires.

4.4 INFLUENTIAL LEADERSHIP PROGRAMS

Aiming to provide opportunities for members to develop themselves and others as leaders, PRP identified emotional intelligence and developing a coach-like culture as key components of the Leadership Development program. In order to be good on the outside, we must be good on the inside. This is true of ourselves and individuals, but is also true collectively as an organization. Every leadership journey begins and is rooted in self-awareness and personal growth. PRP has engaged Type Coach – a fun and interactive personality tool to learn more about oneself and those around us aiming to provide strategies to improve interpersonal communication and reduce conflict – in our work and personal lives. This training was provided not only Top down to CMG and SLT, but also offered as training engagement from

the bottom up, with our recruits, field training officers and frontline supervisor course. In this early phase we are also building internal capacity and beginning coaching conversations surrounding emotional intelligence.

We are taking a multi-pronged strategy in delivery including a team-based approach in which intact teams are provided Type Coach training with a coach-like approach, supported by their supervisory team who are also offered additional resources and support, reinforcing a coach-like approach and building on emotional intelligence from the Inside-Out.

We have offered our Influential leaders (Staff Sgt and Civilian Supervisors) an interim leadership development opportunity with an external consultant to provide a bridge while additional capacity is built from within.



External and Internal coaching has begun and when coupled with a coach-approach in leadership development.

In addition to the top-down bottom-up groups, intact teams, and our Influential leaders, PRP has targeted providing our Women in Leadership additional leadership development support including large group events and coach-approach training

4.4.1 Women's Leadership Symposium

PRP has committed to offering additional specific leadership development opportunities for those who self-identify as women within the organization: offering Women in Leadership events as well as additional Leadership Coaching Circles facilitated by ICF Credentialed external coaching experts, and offering additional training such as Type Coach, a fun and engaging MBTI-based personality program to those interested.

All these events and training additionally provide natural networking and mentoring opportunities.

4.4.2 Leaders Coaching Circles for Women

Building upon the learning from the Women's Leadership Symposium, this program provides the opportunity for experiential learning together with others. Commitment to increasing your self-awareness and developing your leadership skills in support of the transformational change that is occurring within policing and PRP. Through participation in these circles, members will have an opportunity to practice, observe and be coached and will gain a greater understanding of leadership challenges through sharing experiences, building empathy and creating a culture of learning together. These opportunities will provide members with learning from colleagues, broadening ideas and strategies.



Challenging staff to meet a standard of excellence, requires that 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 DIVERSITY EQUITY AND INCLUSION BUREAU

The Diversity, Equity and Inclusion Bureau provided 66 training presentations throughout the year reaching approximately 16,000 people. These courses were delivered to new recruits, civilian members, auxiliary police, prisoner escort officers, other serving officers and community members. The topics included; Knowing Our Diverse Community, Hate Motivated Crimes and Incidents, Emergency Services Introduction to New Canadians (ESINC), International Students Connection and Crime Awareness Program,

Elder Abuse and Fraud presentation (in English and Mandarin), 2SLGBTQ+ Personal Safety and Hate Crimes.

Officers in DEI attended and participated in 117 community events. These events varied across cultures and religions. Some of the events we attended were Carabram, Carassauga, Muslimfest, Black History Events, Chinese Events, South Asian History Events, Mississauga and Brampton Pride Events, Indigenous Events, Ramadan and our own 21st Annual Race Against Racism

and 7th Annual Diversity Scholarship Gala. The Diversity, Equity & Inclusion Bureau also hosted the following four Lunch and Learn events: Black History Month, Trans Inclusion, and Treaties of the Peel Region. Diversity, Equity and Inclusion officers hosted the 2022 Diversity, Equity and Inclusion Summit, which was attended by approximately 90 members from Police Services across Ontario.

In addition, the Equity & Inclusion Officers attended 175 meetings to help strengthen and build relationships within the Region of Peel's diverse communities. Some of these meetings were related to external committees that our DEI members are active members of. These include, but not limited to The Regional Diversity Roundtable (RDR), OACP – Diversity, Equity and Inclusion Working Group, Interfaith Council of Peel (ICP), Mississauga Chinese Business Association (MCBA), Peel Hate Crime Coalition Working Group, Council of Agencies Serving South Asians and 2SLGBTQ+ Provincial Liaison Network.

5.2 HUMAN RESOURCES

In 2022, Human Resources (HR) delivered Workplace Discrimination and Harassment training, a component of Respectful Workplace program to 9 new intake classes including Recruit Constables, Cadets, Civilian and Auxiliary Police.

The Respectful Workplace training program for Supervisors, comprised of human rights and workplace violence components, was delivered to 4 classes of Uniform Promotions to Senior Officers, Staff Sergeants and Sergeants.

The interactive Supervisor Respectful Workplace training for all sworn and civilian supervisors which consisted of 2 parts, Preventing and Responding to Harassment and Understanding Sexual and Gender-Based Harassment, continued to be facilitated by an external agency.

The newly created Expect Respect interactive online training on building a respectful workplace free from discrimination and harassment/sexual harassment was rolled out to all sworn and civilian members and continues to be a requirement for new hires.

Lastly, ongoing training for all members include Violence and Harassment in the Workplace as well as Workplace Harassment, Discrimination and Violence refresher training relevant to the *Ontario Human Rights Code*, the *Occupational Health and Safety Act*, and the *Police Services Act*.

5.3 FAIR AND IMPARTIAL POLICING (FIP)

In 2022, PRP continued to offer training on Fair & Impartial Policing which was mandatory 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 Fair & Impartial Policing™.

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 skill they need to reduce and manage their biases.

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

PRP 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 (D&I). They have been in operation since 2012 and their organizational vision is to promote excellence in diversity and inclusion within Canada. The Canadian Center for Diversity and Inclusion provides opportunities for individual and employer partners to network and share leading 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 2022, participation included:

- 59 uniform and civilian female employees for pregnancy/parental leave.
- 65 requests for parental leave from male members were approved.
- 10 requests for additional voluntary time off without pay were approved.
- 2 requests for military leave were approved, 1 civilian and 1 uniform member
- 14 members were authorized for a total of 855 hours related to short term military duties.
- Two civilian job share arrangement for 2022, one was a continuation from the year previous and the other was a new arrangement. 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.
- 39 members (uniform and civilian) were approved for family accommodation requests in 2022, 15 were new requests and 24 were extensions continued from 2021.
- 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 that continued in 2022 that were implemented in 2021 amidst a global pandemic, demonstrate commitment to employee recruitment, selection, development and wellbeing.

One of the identified areas of focus of PRP' 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 2022.

- In keeping with our strategic objective of professional and skilled employees that represent our community by attracting and retaining skilled employees who represent our community, in 2022 uniform new hires included 61.6% Racialized Persons, 31.2% Females, 4% Indigenous and 2.4% Persons with Disabilities. Civilian new hires included representation from all 4 groups, 65.5% Racialized Persons, 63.8% Female, 2.3% Indigenous Persons and 1.1% Persons with a Disability.
- The Cadet, Auxiliary and COPS programs assist in the development of their members and encourage participating individuals to consider a career in policing. In 2022, there were 17 Cadets promoted to Recruit Constable. Of those promotions, 7 were racialized persons and 7 were female. In addition, four Auxiliary members were successful in achieving Recruit Constable positions within the organization, which clearly demonstrates the success of these programs as a source of qualified applicants who represent our community.

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

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 our success as an organization. Transparency and integrity requires strict adherence to the principle; 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)



06-09-23



REPORT Police Services Board

For Information

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DATE: September 6, 2023

SUBJECT: **HUMAN RIGHTS REPORT & 2022 USE OF FORCE**

FROM: Anthony Odoardi, Deputy Chief, Innovation and Technology Command

RECOMMENDATION

It is recommended that the Police Services Board receive this document as the inaugural Human Rights Project Report and the 2022 Annual Use of Force Report.

REPORT HIGHLIGHTS

- Overview of the inaugural Human Rights Report
- Reporting and training requirements for Use of Force
- Statistical data and analysis for 2022 Use of Force incidents
- Race Based Data analysis for 2022 Use of Force Reporting

DISCUSSION

The purpose of this report is to share the progress of the ongoing work of the Human Rights Project to reach our goal of identifying and addressing systemic discrimination in policing.

The report details the analysis of race and identity-based data (RIBD) collected **between January 1 to December 31, 2022**, for use of force (UoF) and strip searches, and our continued effort to meet our commitment to the Human Rights Project.

Goal: 3. Accountability, Equity and Service Excellence

Priority: 3.4 Public trust and confidence through accountability and transparency

CONCLUSION

On June 22, 2023, the Ontario Human Rights Commission (OHRC), in a joint statement with the Peel Regional Police (PRP) and the Peel Police Services Board (PPSB), announced the release of recommendations to address issues of systemic racism and discrimination in PRP.

Our commitment to eliminate discriminatory practices in policing and restore trust with Black, Indigenous, and racialized communities started in 2020 by signing a Memorandum of Understanding, an essential partnership between PRP and OHRC.

The Human Rights Project & Use of Force Report will be authored annually to document our progress going forward.

Approved for Submission:



Anthony Odoardi, Deputy Chief, Innovation and Technology Command

For further information regarding this report, please contact S/Supt. Niles at extension 4107 or via email at 2070@peelpolice.ca

Authored By: Human Rights Project Team



Committed to Action

Progress Report: Human Rights Project & Use of Force



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About This Report

The purpose of this report is to share the progress of the ongoing work to reach our goal of identifying and addressing systemic discrimination in policing. The report details the analysis of race and identity-based data (RIBD) collected **between January 1 to December 31, 2022**, for use of force (UoF) and strip searches, and our continued effort to meet the commitment to the Human Rights Project.

The data collected provides insights into our communities' unique needs and informs the trajectory of initiatives and resources, including decision-making in our service delivery. While data collection has received attention in recent years and is essential in mitigating inequities, we understand that collecting information is a sensitive issue. As such, we have taken proper protocol and practices to ensure the process for data collection is fair, inclusive, and equitable.

Our critical work is an outcome of continued collaboration with multiple stakeholders. In releasing this report, we are grateful to our community and indebted for the guidance received from our academic experts mentioned below, who played a crucial role in ensuring we start the journey the right way allowing for long-term success.

We are excited about the road ahead, the results and the opportunities it will bring for our communities and us to improve outcomes together.

Lorne Foster



Lorne Foster is a Professor, Public Policy and Human Rights in the School of Public Policy & Administration, York University. He holds the York University Research Chair in Black Canadian Studies and Human Rights. As the Director of the Institute for Social Research (ISR), Dr. Foster oversees the leading university-based survey research centre in Canada.

Akwasi Owusu-Bempah



Akwasi Owusu-Bempah B.A. (Carleton), M.A., Ph.D. (Toronto), is an associate professor in the Department of Sociology at the University of Toronto and a Senior Fellow at Massey College. He holds Affiliate Scientist status at the Centre for Addiction and Mental Health and serves as Director of Research for the Campaign for Cannabis Amnesty.

Les Jacobs



Les Jacobs, is the Vice-President, Research and Innovation at Ontario Tech University. He is a Fellow of the Royal Society of Canada (FRSC), the highest honour for a Canadian academic researcher, appointed in 2017 in recognition of being one of the world's leading experts on innovative large scale projects on human rights, equality and access to justice involving data science.








Background

On June 22, 2023, the Ontario Human Rights Commission (OHRC), in a joint statement with the Peel Regional Police (PRP) and the Peel Police Services Board (PPSB), announced the release of recommendations to address issues of systemic racism and discrimination in PRP.

Our commitment to eliminate discriminatory practices in policing and restore trust with Black, Indigenous, and racialized communities started in 2020 by signing a Memorandum of Understanding, an essential partnership between PRP and OHRC.

Guided by OHRC's [Policy on eliminating racial profiling in law enforcement](#), this historic undertaking between the two parties, led to the establishment of PRP's Human Rights Project.

Peel Regional Police and the OHRC have committed to seven key principles to address systemic racism:

	Acknowledgement
	Engagement
	Policy Guidance
	Monitoring & Accountability
	Organizational Change
	Data Collection
	Multi-Year Action Plan

Continuing Our Transformative Work

Since the start of the Human Rights Project, several initiatives and organizational changes have taken place to instill the core values of inclusiveness and equity into our daily practices and to help attain the outcomes we set out to achieve three years ago.

We understand that, in policing, we have a responsibility to our communities and hold ourselves accountable to the highest standards of excellence. Learn how PRP is committed to uprooting systemic racism by reviewing the progress on our Human Rights Project, as outlined through OHRC's seven principles.

1. ACKNOWLEDGEMENT

Substantively acknowledging the reality of racial profiling, including the impact it has on individual and community well-being and trust in law enforcement, and recognizing the specific impact on Black, Indigenous peoples and racialized communities and individuals.

Our partnership with the OHRC to implement human rights-focused practices, to establish strong accountability measures, and to enhance trust with communities is collaborative and constant. We recognize that the work we have started is the beginning of a long, transformative journey for PRP. As we embark on this path, we must underscore the importance of this critical work.

We acknowledge that systemic racism exists in our service and fully commit to disassembling the historical and present-day institutional practices that inhibit positive outcomes for our communities and our members.

In light of the past negative interactions our communities have experienced with members of our service, Peel Regional Police remains committed to listening and incorporating feedback from our Anti Racism Advisory Committee into a statement of acknowledgment and apology.

2. ENGAGEMENT

Active and regular engagement with Black, Indigenous and racialized communities to obtain frank and open feedback on the lived experience of racial profiling and effective approaches to combatting it.

Anti-Racism Advisory Committee

Actively and regularly engaging with diverse and racialized communities to foster connections and strengthen partnerships is critical to our work.

Continuing Our Transformative Work

In 2021, PRP co-created the Anti-Racism Advisory Committee (ARAC), comprised of anti-racism experts with lived experiences reflective of Peel Region's diverse perspectives. ARAC has been a valuable resource and advisor to our service by providing meaningful guidance for change within the PRP.

Since the inception of the Human Rights Project, Peel Regional Police has hosted a series of 50 online and in-person consultations with our community and stakeholders, including surveys and feedback sessions.

Community engagement is the anchor of the Human Rights Project and embedded in our initiatives on an ongoing basis. As we continue to implement recommendations from the Human Rights Project, we will rely on the guidance and the voice of ARAC and our community.

3. POLICY GUIDANCE

Adopting and implementing all appropriate standards, guidelines, policies and strict directives to address and end racial profiling in law enforcement.

Anti-Racism Policy

In 2022, PRP conducted a policy review and updated *Directive I-B-158 (F) on Racial Profiling/Bias-Based Policing*, and procedures, training, and accountability mechanisms to ensure it reflected the principles and best practices, as laid out in OHRC's [*Policy on eliminating racial profiling in law enforcement*](#).

RIBD Policy

In 2022, PRP developed *Directive I-B-429(F) for Race and Identity-Based Data* that stringently outlines leading practices on collection and reporting, privacy and training for members on RIBD.

Crisis Intervention and De-escalation Policies

We incorporated de-escalation into several directives, including *Directives I-A-204(F) Code of Ethics, Conduct and Discipline*, *Directive I-A-603 (F) Mental Health Policy*, and *Directive I-B-102 (F) Incident Response and Use of Force*.

Duty to Report & Intervene Policy

PRP updated *Directives I-A-204(F) Code of Ethics, Conduct and Discipline* to mandate all members to report and reasonably intervene to stop any misconduct, including excessive force, they may witness.

Continuing Our Transformative Work

4. MONITORING & ACCOUNTABILITY

Regularly monitoring racial profiling, and setting robust internal accountability mechanisms at the governance, management and operational levels.

Body-Worn Cameras

In an effort to increase transparency, accountability and strengthen our commitment to a bias-free service delivery, PRP updated *Directive I-B-173 (F) on Body Worn Cameras* that requires the addition of a supervisor to review body-worn camera footage when a use of force incident has occurred. This is to monitor for appropriate conduct by the officer and ensure compliance with our training and directives.

Performance Management

In 2022, the annual performance review process for all sworn members was updated to include an officers' use of force reports for compliance with our directives.

5. ORGANIZATIONAL CHANGE

Implementing multi-faceted organizational change (for example, in relation to training, culture, hiring, incentive structures etc.) consistent with the OHRC's guide human rights and policing: Creating and sustaining organizational change.

Changes in Hiring Practices

Police hiring practices are governed by legislation, which identify under-represented groups as racialized, Indigenous, women and those who are abled differently.

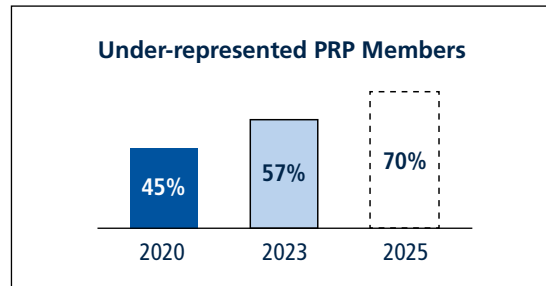
The community has repeatedly called for diversity to be reflected in our hiring practices. In an effort to meet those calls for change, PRP revamped hiring practices in 2020 for all uniformed officers to ensure we continue to attract, hire and retain professional and skilled employees with post-secondary education who reflect our community.

Our goal is to increase the hiring of under-represented groups to reflect our community by 2025.

In 2020, the total number of sworn under-represented members in the organization was approximately 45%. As of June 1, 2023, that number has risen to 57% as a result of expansive efforts and a redesign of our recruiting and outreach bureaus.

Continuing Our Transformative Work

PRP is on track to hit our goal of increasing our police officer membership of under-represented members to 70% aligning with the diversity of the region.



Psychological Testing

Our work on the Human Rights Project identified that it is not enough to just hire police officers who reflect the diverse composition of the community. The officers we hire must have the appropriate attitudes and aptitudes to serve our diverse community.

In extensive collaboration with various psychological experts, PRP implemented mandatory advanced psychometric testing for all new recruits in 2020 that exceeds the provincial minimum standard.

The testing was implemented to ensure PRP was hiring candidates with the required character traits essential to policing in the current environment while identifying risks and vulnerabilities in candidates.

The tests and the process are as follows:

1. Minnesota Multiphasic Personality Inventory (MMPI-2-RF) test is the minimum provincial standard. It provides information on a candidate's psychological suitability.
2. 16 Personality Factor Inventory (16PF) is an assessment tool used to summarize 16 personality factors that helps in assessing a candidate's tendency toward resiliency and other positive personality traits.
3. Matrix-Predictive Uniform Law-Enforcement Evaluation (M-Pulse) is specially designed for policing and screens for 18 different liability scales to identify a candidate's liability potential for officer misconduct. Some of the 18 scales screened include the following:
 - Racially offensive misconduct, including racist attitudes or targeting of racial groups
 - Excessive force, risk of excessive use of force and/or aggressive behaviour
 - Inappropriate use of weapon/risk of using a weapon
 - Discharge of a weapon/risk of firing a weapon in the line of duty, justifiably or not
 - Sexually offensive misconduct
 - Criminal conduct – risk of criminal and corrupt behaviours
 - Unprofessional conduct – including verbal abuse, aggression, rudeness

Continuing Our Transformative Work

4. Connor Davidsons Resiliency Scale (CD-RISC) which is a screening tool designed to investigate how a candidate manages stress in high-risk and high-stress activities.
5. An interview with a clinical psychologist.
6. Creation of a report of the candidate's suitability. Peel Regional Police only considers hiring candidates who meet all the required criteria and who receive a suitability for hire designation from the evaluating psychologist.

We are continually evaluating our psychological screening processes for new hires and will continue to use the most stringent psychological tests to assess candidates as they evolve. We are assessing our hiring processes with a goal of continuous improvement to meet the needs of our community.

Mandatory Training: Interactions with Children

PRP regrets the unfortunate handcuffing of a 6-year-old Black girl in 2016. To ensure this does not occur again, and with guidance from experts, PRP implemented the J.K.B strategy in 2021 with support from the OHRC. The strategy outlined a two-phased approach that includes professional training and development for officers, including changes to dispatch protocols.

All PRP officers have received mandatory training on interacting with children in crisis as of 2022. The training was designed in collaboration with a child psychologist specializing in racialized trauma.

The training inculcates a zero-harm mindset requiring officers to adopt a child in need of protection approach. As part of the exercise, officers are trained to follow the least intrusive manner when de-escalating a crisis involving a child under 12 years. Another aspect is to respond to these situations as misconduct and behaviour-related, as opposed to criminalizing a child's actions.

Included in the PRP training approach is specific human rights related training undertaken in our 911 Communication Centre. The training in this regard emphasizes the need for communicators and call takers to ensure all dispatched events with children are empathy-based and bias-free, with their well-being at the forefront. All calls involving children under 12 require the attendance of a Sergeant and notification to the on-duty Staff Sergeant and Duty Inspector for oversight.

Autism Awareness Strategy

In 2023, PRP launched a strategy to strengthen how it provides service to the autistic community in Peel. The strategy was established in response to a growing recognition that law enforcement agencies need to do more to effectively understand, engage and respond to autistic individuals and their families. It was developed with the Peel Autism Collaborative, who are a group of service providers that came together with PRP in November 2022 to create a forum to identify opportunities and actions to best serve autistic residents.

[Learn more about our Autism Strategy.](#)

Continuing Our Transformative Work

Mandatory Training: Advanced Mental Health Training

Following the jury inquest into the tragic death of Mr. Marc Ekamba, a series of recommendations were brought forward in 2022 through the Human Rights Project, which included the implementation of a 4-day mental health-training course for all front line officers.

In addition to all front line members having completed the training, recommendations from the inquest have been completed or are underway for completion.

Human Rights-Focused Training

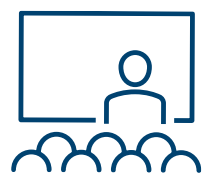
PRP has mandated human rights-focused training to address officer bias, which has shown to be instrumental in reducing inequities in policing. Our goal for adopting this training approach is to improve outcomes for Black, Indigenous and racialized communities and everyone we serve.

In 2020, with guidance from academic and subject matter experts, PRP implemented the five pillars of human rights-focused training, which have been validated to contribute to the overall reduction of negative outcomes for racialized communities, including use of force.

The anchor of the training is to aspire for zero harm and zero death outcomes for the community by centering de-escalation techniques into all interactions with the public.

The development of our training modules was a direct result of grant funding provided by the Ontario Anti-Racism Directorate (ARD). Since implementation, members have completed approximately 10,000 hours of training per calendar year. The training curriculum is part of our multi-year plan and will continue to be a mandatory component delivered annually in various modules throughout a member's career.

Over 25,000 hours of mandatory Human Rights Focused training has been completed since the commencement of the Human Rights Project. Mandatory Human Rights Focused training will remain as the standard for the organization.



25,000+ Hours
Human Rights Focused Training

Continuing Our Transformative Work

The following is an overview of the five modules of human rights-focused training integrated throughout PRP's training.

History of Racism in Canada



- Review and discussion on the history of negative police interactions with various racialized community groups.
- Address how conscious and unconscious bias in policing has historically affected Black, Indigenous, and radicalized populations..
- A historical overview of race-relations in Canada and acknowledgement that structural and systemic racism is rooted in Canada's history of colonialism.

Unconscious Bias and Racial Profiling



- Discussion on racism, discrimination and biases - both conscious and unconscious, where our biases come from and how being a police officer can lead to development of further biases.
- Focus on the impacts of biases on our community and on strategies for recognizing and acknowledging biases and ways to counter them, which includes dealing with fears and anxieties that are driven by biases that may influence decision-making.

Procedural Justice



- Discussion on how taking a human rights approach, being respectful and showing dignity in all interactions help shape the communities view and opinion of the police.
- Focus on fair practices in processes (including using discretion when appropriate), being transparent in actions, providing opportunity for voice and being impartial in decision making.
- Adoption of the view that community members are partners in public safety.

Trauma Informed Approach



- Discussion on trauma, the effects of trauma and types of trauma including intergenerational and historical trauma.
- Understanding of situations where officers are met with aggression and negative comments, could be a result of the person having experienced past traumatic events, including negative police interactions, whether their own experience or those of others. Officers will be educated on taking a trauma informed approach so that they apply a different lens to their response while recognizing their own biases.

Legislative Authorities



- Review and comprehension of various legislation including the Anti-Racism Act, Charter, Collection of Identifying information in Certain Circumstances (CIICC, street checks), Ontario Human Rights Code, Ontario Police Services Act and both Federal and Provincial statutes.

Continuing Our Transformative Work

6. DATA COLLECTION

Implementing race data collection and analysis for identifying and reducing disparity, and managing performance.

A multitude of academic research, public hearings, inquests, and commissioned reports have highlighted the need for police services to collect race and identity-based data (RIBD) to validate and address the lived experiences and inequities that have existed and continue to exist within police services across Ontario.

PRP, with the assistance of expert collaboration, has developed a comprehensive framework for collecting and analyzing data to examine disparities that exist within policing. Through this framework, our ultimate goal is to expand our data collection in consultation with community and other HRP stakeholders .

Understanding Disparities

Disparity, by definition, is an unequal outcome or treatment experienced by different groups of individuals in their interactions. Disparity can arise as a result of factors such as race, ethnicity, gender, age, socio-economic status, religion, and through the intersection of these characteristics.

Racial and other inequities in our public and social systems, in housing and healthcare, for example, all have an influence on how members of different groups experience and interact with the police. As a police organization, and one that wields significant power over individuals' freedoms and ability to engage in society, we recognize how important it is to be mindful and aware of the inequities that exist within policing. It is within this broad context that we examine and begin to address the disparities caused by policing interactions, particularly around the use of force.

Drivers of Disparity

Internal	External
<p>Officer:</p> <ul style="list-style-type: none">• Officer characteristics such as age, gender, physical abilities, race, size, experience and training• Officer bias and attitudes• Officer discretion <p>Institutional Practices:</p> <ul style="list-style-type: none">• Organizational culture• Policies and procedures• Incident type, location and time of day• Patrol patterns• Enforcement - arrest and charging• Proactive vs. reactive interaction• De-escalation as a practice	<p>Persons' Choices & Actions:</p> <ul style="list-style-type: none">• Persons' choices• Drug & alcohol abuse <p>Social & Demographic Factors:</p> <ul style="list-style-type: none">• Education system• Food insecurity• Housing insecurity• Economic• Violence and trauma• Age, gender• Mental health• Health care system• Systemic racism• Social environment & opportunities• Family environment

Continuing Our Transformative Work

Understanding these drivers of disparity is a vital step in the collection of RIBD as it provides areas of focus for police services and the community, with the ultimate goal of improving fairness and equity in policing. Analysis of data collected will provide insights for research and policy development, as well as the need to implement more community-centred approaches.

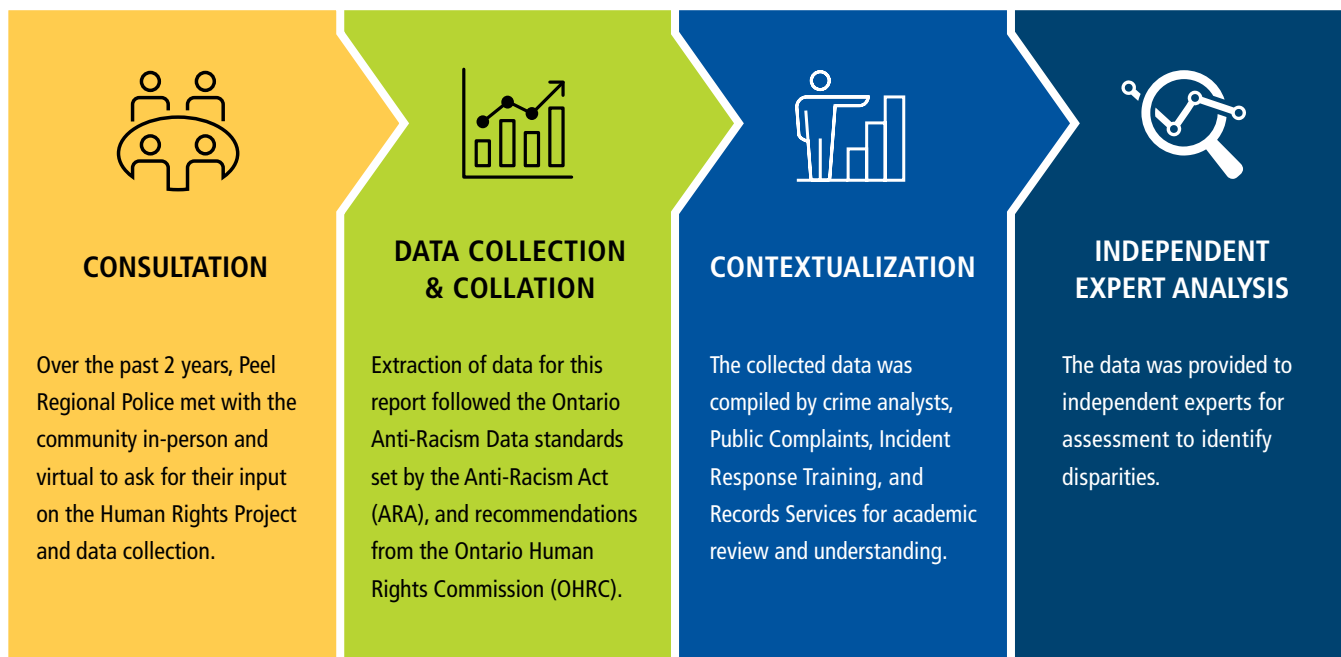
Development of the RIBD Framework

The goal of our RIBD framework is to have a contextualized understanding of the collected data so that PRP can develop progressive approaches to addressing racial disparities by changing institutional practices in:

- hiring,
- policy and procedures,
- training,
- service delivery, and/or
- police actions that result in negative outcomes for the community.

The collection of information is a sensitive issue, and as such, organizationally, we are aware of the potential risks of framing and presenting the data in a manner that could appear stigmatizing to Black, Indigenous, and racialized communities. The data collected will not be used, under any circumstance, for any police-related enforcement or investigative actions.

The following elements and principles set the initial foundation for the critical work of an RIBD strategy.



Findings

Use of Force and Strip Searches

The protection and safety of the public is a priority for Peel Regional Police. The Criminal Code of Canada grants authority for police to use reasonable force when necessary to carry out their duties. As of January 1, 2020, under the Anti-Racism Act, police services are required to collect data on the perceived race of people involved in use-of-force incidents.

The Ontario Ministry of the Solicitor General governs the mandated reporting requirements for use of force that officers follow. The following reporting requirement in Peel Regional Police Directive I-B-102(F) specifies when an officer shall submit a Use of Force Report, as required by the Ontario Police Services Act, Regulation 926 Section 14.5(1): *Any force applied to a subject that results in injury, a complaint, or the anticipation of a complaint shall be reported to an immediate Supervisor on the P.R.P. #296 (as set out in the Equipment and Use of Force Regulation 926) within three days of the incident.*

If the officer is incapacitated, the Provincial Use of Force Report shall be completed by the officer's immediate supervisor within three days of the incident. Regardless of injury or complaint, a Provincial Use of Force Report shall be submitted if a member uses any weapon, including:

- draws a handgun in the presence of a member of the public;
- points a firearm at a person;
- discharges a firearm;
- uses a weapon on another person;
- draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- points a conducted energy weapon at a person;
- discharges a conducted energy weapon; or
- uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services.

This regulation prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed training course.

Use of force training requalification is mandatory for every member who uses or may be required to use force or carry a weapon. The use of force training courses taught by PRP meet the requirements set by the Ontario Ministry of the Solicitor General and, in some instances, exceed the standards. Each member is required to pass the requalification course every twelve months.

The data used to prepare this section of the report is compiled from PRP use of force reports from 2019 to 2022 and includes the following reportable sections as per the requirements of the Ministry of the Solicitor General. The inclusion of 2019 data is to provide the reader with comparisons prior to the implementation of the Human Rights Project in 2020.

Findings

Total Number of Events and Use of Force Reports

In 2022, members of PRP were involved in 275,739 events with the community. An event includes traffic stops, citizen-generated calls for service and officer initiated contacts. As a result of these events, 695 use of force reports were generated which is 0.25% of the total number of events.

Figure 1

Total Number of Events and Use of Force Reports				
Year	Total Number of Events	Number of Use of Force Reports	% of Events Resulting in Use of Force Reporting	Change Since 2019
2019	298,930	838	0.28%	N/A
2020	288,756	853	0.30%	2%
2021	273,074	754	0.28%	-10% ↓
2022	275,739	695	0.25%	-17% ↓
4 Year Average	284,125	785	0.28%	

The total number of events increased in 2022 by 1% from 2021. The total number of use of force reports decreased in 2022 by 17% when compared to 2019.

Use of Force Reports & Number of Involved Officers

Figure 2

Use of Force			
Year	Total UoF Incidents	Total UoF Reports	Total Unique Officers That Apply UoF
2020	572	853	463
2021	537	754	400
2022	517	695	390
Variance 2020-2022	-55	-158	-73
Percent Change	-9.62% ↓	-18.52% ↓	-15.77% ↓

A use of force incident stems from a police event. That incident results in a use of force report. In 2022, we had an 18.5% drop in the total number of all use of force reports when compared to 2020 and 73 less officers using force when compared to 2020.

Findings

Call Types Resulting in Use of Force

Call types that resulted in most frequent use of force incident are listed in the table below.

- Approximately 22% of all use of force incidents were the result of weapons dangerous calls.
- Domestic disturbances resulted in 14.3% of all use of force.
- Stolen vehicles and disturbances made up approximately 16% of all use of force.

Figure 3

Call Types – Use of Force		
Call Type	Number of Use of Force Reports	% of Total Use of Force Incidents
Weapons Calls	113	21.9
Domestic Disturbances	74	14.3
Persons in Crisis	62	12
Stolen Vehicle and Related	43	8.3
Disturbance - Other	42	8.1
Robbery	41	7.9
Break and Enter	25	4.8
Traffic Related	25	4.8
Impaired Driving	20	3.9

Officer Assignment and Types of Force Used

Officers assigned to uniform patrol accounted for 75% of all Use of Force reports in 2022.

Figure 4

Officer Assignment								
Assignment	2019	%	2020	%	2021	%	2022	%
Uniform Patrol	576	64.7%	569	73.9%	522	69.2%	522	75.1%
Tactical	152	17.1%	86	11.2%	66	8.8%	48	6.9%
Canine	54	6.1%	37	4.8%	35	4.6%	30	4.3%
Investigation - CIB	54	6.1%	61	7.9%	123	16.3%	78	11.2%
Other	13	1.5%	6	0.8%	8	1.1%	4	0.6%
Courts	6	0.7%	3	0.4%	0	0%	0	0%
Investigation - Drugs	7	0.8%	5	0.6%	0	0%	6	0.9%
Paid Duty	14	1.6%	0	0%	0	0%	1	0.1%
Traffic	9	1%	2	0.3%	0	0%	6	0.9%
Station Duty	4	0.4%	1	0.1%	0	0%	0	0%
Off Duty	1	0.1%	1	0%	0	0%	0	0%
Total	890	100%	770	100%	754	100%	695	100%

Findings

Type of Force Used

The most frequent use of force type reported was the use of Conducted Energy Weapon (CEW i.e. Taser). The second most frequently used type of use of force is a firearm pointed at person, and/or drawn only.

Figure 5

Type of Force Used					
Conducted Energy Weapon (CEW)	2019	2020	2021	2022	% Change
Drawn/Displayed Not Deployed	382	225	210	219	-43%
Drive Stun and/or Probes Deployed	330	188	228	264	-20%
Total	712	413	438	483	-32% ↓
Physical Control					
Physical Control Soft Only	296	159	185	137	-54%
Physical Control Hard Only	293	107	119	61	-79%
Total	589	266	304	198	-66% ↓
Firearm					
Firearm Pointed at Person	590	248	209	305	-48%
Handgun - Drawn Only	104	118	117	70	-33%
Firearm Discharge	30	4	12	1	-97%
Total	724	370	338	376	-48% ↓
Other Types of Force					
Oleoresin Capsicum Spray	33	18	19	20	-39%
Impact Weapons	9	9	4	7	-22%
Arwen	0	2	3	0	0%
Police Service Dog	27	12	13	15	-44%
Other Types of Force	5	2	2	0	-100%
Total	74	43	41	42	-43% ↓
Grand Total	2099	1092	1121	1099	-48% ↓

In 2022, we observed the following trends in types of force used.

Conducted Energy Weapon

CEW was used 483 times. This represents an 10.3% increase from 2021 in which the CEW was used 438 times.

Firearm

Firearm pointed and drawn was used 376 times and discharged once accidentally without injury. This represents a 11.2% increase from 2021 in which a firearm was used 338 times.

Findings

Physical Control

Physical control, including soft and hard techniques, was used 198 times. This represents a 35% decrease from 2021, in which physical control was used 304 times.

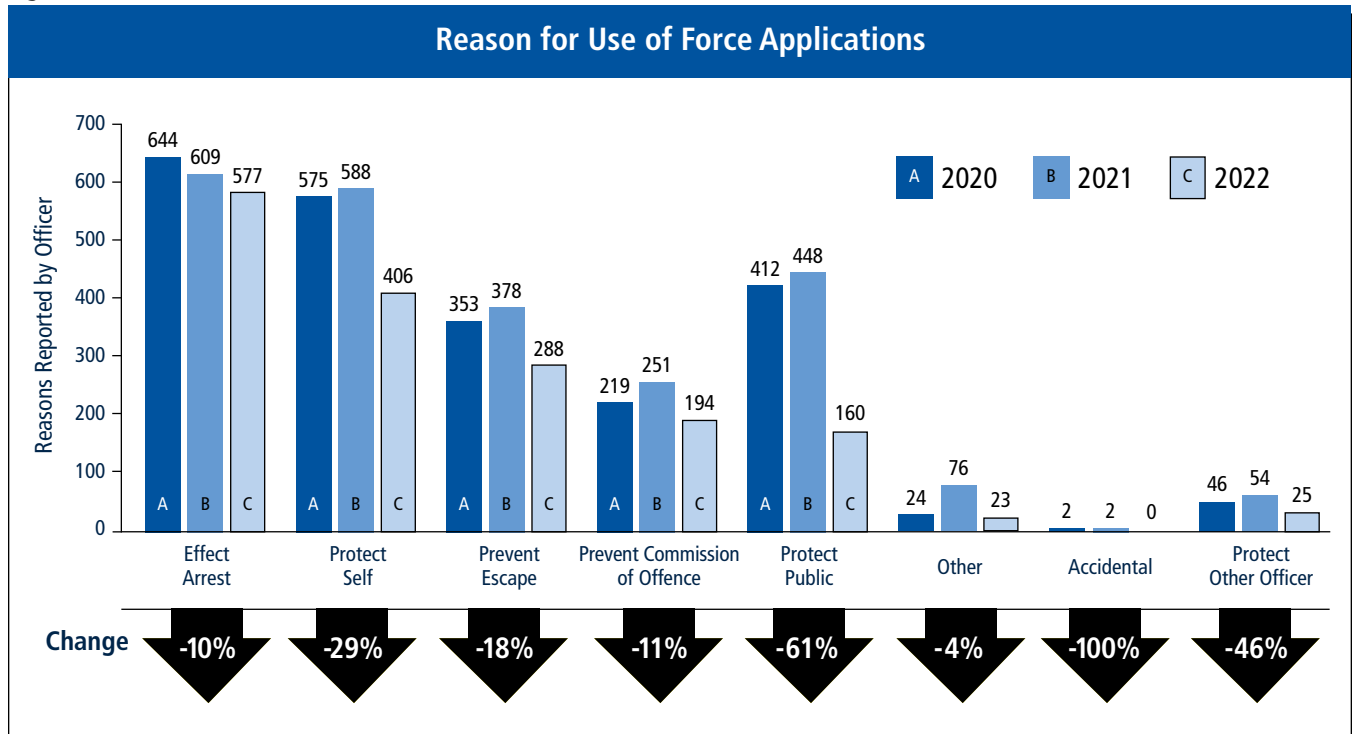
Reductions in Overall Types of Force Used

Since the implementation of the Human Rights Project in 2020, the following decreases have been noted, when compared to 2019.

- All types of use of force has decreased by 48% in 2022.
- Total use of firearm has decreased by 48% in 2022.
- Total use of intentional discharge of a firearm has decreased by 97% in 2022.
- Total use of physical control has decreased by 66% in 2022.
- Total use of CEW has decreased by 32% in 2022.

Reasons for Use of Force

Figure 6



Findings

In 2022, the reasons for using force have shown several decreases when compared to 2020. These decreases highlight our police officer's decision-making and the effectiveness of adopting a human rights focus in training and the anchoring of de-escalation in use of force training.

- Using force to effect an arrest decreased by 10% in 2022.
- Using force to protect oneself decreased by 29% in 2022.
- Using force to prevent escape decreased by 18% in 2022.
- Using force to protect the public decreased by 61% in 2022.
- Using force to protect another officer decreased by 46%.

Use of Force Resulting in Injury to Persons and Officers

Police officers are required to record injuries sustained by anyone involved in a use of force incident and record if medical attention was required. For the purpose of use of force reporting, only injuries requiring medical attention are recorded. If a person has sustained an injury prior to police contact and use of force incident, then the officer is not required to record that injury as per provincial requirements.

Figure 7

Use of Force Injuries				
Injuries	2020	2021	2022	% Change of Total UoF Incidents
Total Use of Force Reports	853	754	695	-19%
Total Persons	792	730	691	-13%
Number of Reported Injuries	247	209	136	-45%
Percentage	31%	29%	20%	
Officer Injuries				
Total Use of Force Reports	853	754	695	-19%
Number of Reported Injuries	55	44	49	-11%
Percentage	6%	6%	7%	

In 2022, injuries resulting from use of force have decreased when compared to 2020.

- Number of persons reported injuries has decreased by 45% in 2022.
- Number of officers injured has also decreased by 11% in 2022.

Findings

Race-Based Data Analysis

In alignment with the Anti-Racism Act, the Ministry of the Solicitor General lists seven “race categories” that officer’s may select to indicate the perceived race of a person who has been subject to an application of use of force by a police officer.

These race categories are: Black, White, East/Southeast Asian, South Asian, Middle Eastern, Latino, and Indigenous.

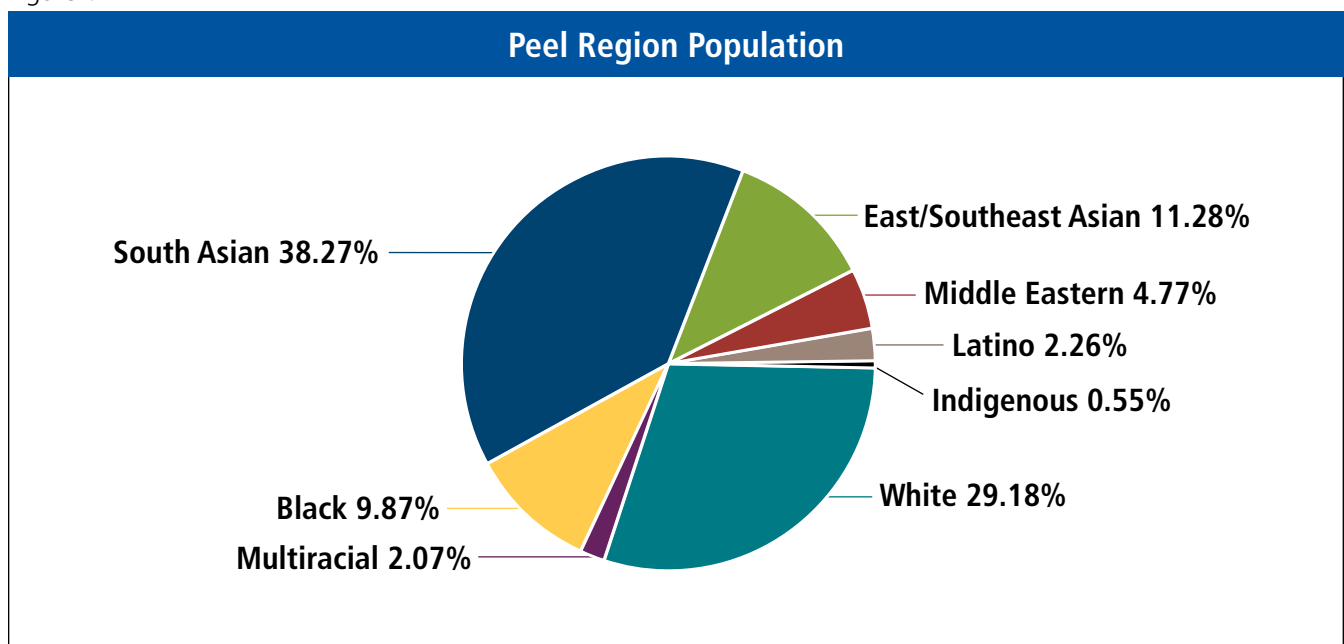
The analysis in this section of the report has been conducted using the data that formed all other sections of this report and with the guidance of our academic experts in the field of race-based data collection and use of force.

All information in the sections below has been compiled using data from 2020, 2021 and 2022 to identify disproportionality by race in use of force outcomes. Where applicable, the variance between years is measured to illustrate a change, if any, in a multitude of variables relevant to use of force reporting.

The focus over the past year was to gain insights into what has been driving the over-representation for Black people in use of force reporting. Despite reductions in all use of force year-over-year, we are cognizant of the little to no change in the outcomes involving Black people. We will be exploring new strategies to address the disparities in the multi-year action planning section of this report.

Regional Census Population Data

Figure 8



Findings

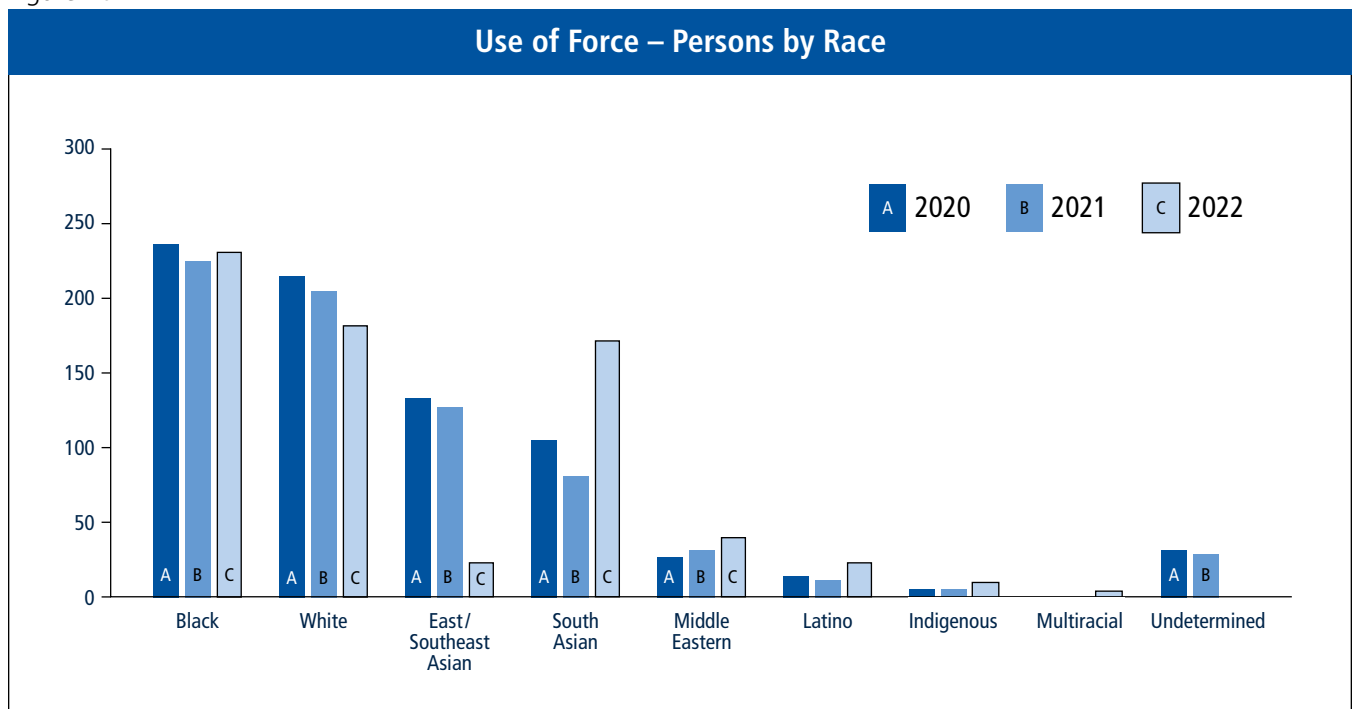
Use of Force on Persons by Race

Figure 9

Use of Force – Persons by Race										
Year	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Latino	Indigenous	Multiracial	Undetermined	Total
2020	247	218	141	111	27	12	3	0	33	792
2021	227	202	137	83	35	10	4	0	32	730
2022	237	184	21	179	41	21	6	2	0	691
Variance	-10	-34	-120	68	14	9	3	2		-101
% Change	-4.05% ↓	-15.60% ↓	-85.11% ↓	61.26% ↑	51.85% ↑	75% ↑	100% ↑			-12.75% ↓

Readers should note that the observed decrease in use of force involving East/Southeast Asian people and observed increase in use of force involving South Asian people may be attributable to changes in officer recording practices, as training on race-based data collection has been rolled out. The observed trends may thus reflect more accurate racial classification by officers, rather than significant changes in the race of use of force subjects.

Figure 10



Figures 9 & 10 represent the total number of use of force reports by race based on the number of people who had force used on them.

Findings

Figure 11

Use of Force – Persons by Race Percentage										
Year	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Latino	Indigenous	Multiracial	Undetermined	Total
2020	31.2%	27.5%	17.8%	14.0%	3.4%	1.5%	0.4%	0	4.2%	100%
2021	31.1%	27.7%	18.8%	11.4%	4.8%	1.4%	0.5%	0	4.4%	100%
2022	34.3%	26.6%	3%	25.9%	5.9%	3%	0.9%	0.3%	0	100%
Variance since 2020	3.1%	-0.9%	-14.8%	11.9%	2.5%	1.5%	0.5%	0.3%	-4.2%	0
2021 Peel Region Population	9.8%	29%	11.2%	38.1%	4.7%	2.2%	0.5%	2.1%		

Total includes 2.3% NIE (Not Included Elsewhere)

Figure 11 above shows a 3.5 over-representation of the Black community in use of force, when compared to their residential population.

Use of Force - Public vs. Officer Initiated Call

To better understand what led to the use of force, we examined whether force resulted from an officer initiated interaction or an interaction that occurred in response to a call for service. Figure 12 illustrates the results of this analysis.

Figure 12

Use of Force – Public vs. Officer Initiated Call			
Perceived Race	Public Initiated	Officer Initiated	Total
Black	83.5% (198)	16.5% (39)	100% (237)
East/Southeast Asian	81% (17)	19% (4)	100% (21)
Indigenous	100% (6)	0	100% (6)
Latino	81% (17)	19% (4)	100% (21)
Middle Eastern	95.1% (39)	4.9% (2)	100% (41)
Multiracial	100% (2)	0	100% (2)
South Asian	73.2% (131)	26.8% (48)	100% (179)
White	92.9% (171)	7.1% (13)	100% (184)
Total	84.1% (581)	15.9% (110)	100% (691)

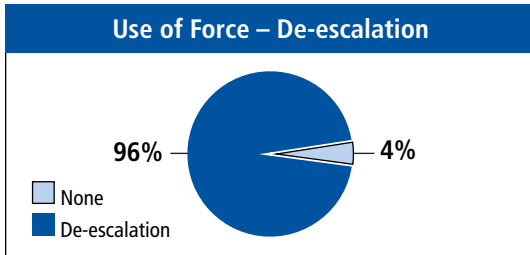
De-escalation Centred Approach

In 2022, verbal interaction and de-escalation techniques continued to be embedded through human rights-focused training. In 2022, de-escalation was used in 96% of all use of force incidents prior to an application of force. This is an 8% increase when compared to 2021.

Findings

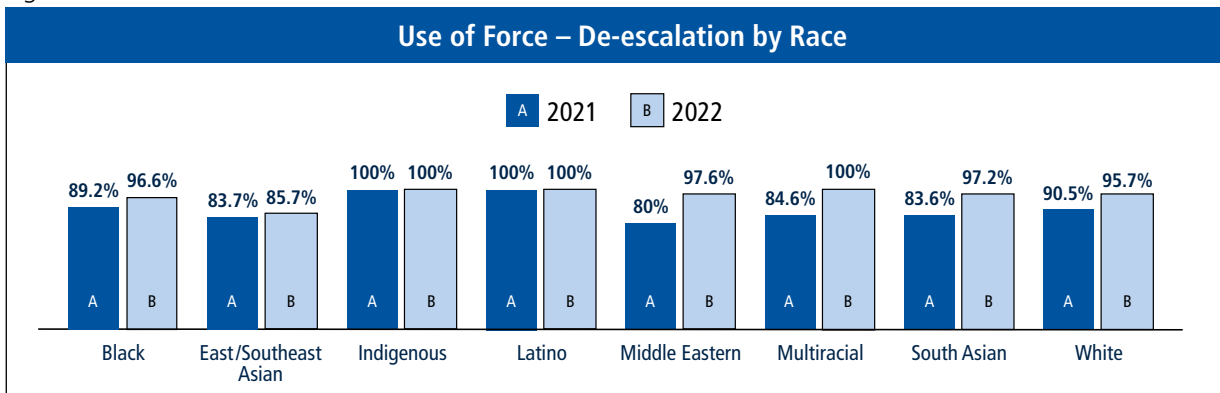
Safely resolving an urgent threat to the public or an officer's safety may limit the use of de-escalation as an option, which is reflected in the 4% differential.

Figure 13



The figure below shows officers de-escalation attempts during use of force encounters.

Figure 14



Officer Involved in 2022 Use of Force

The figure below grouped by race shows the average number of officers who applied force during an incident. There is little to no variance in the number of officers involved in use of force encounters in 2022 compared to 2021 data.

Figure 15

Key Indexes	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Multiple Racial Group	Indigenous	Latino
Number of Occurrences	176	158	98	61	25	26	4	9
Number of Officers Involved	231	219	130	81	34	29	9	9
Average Officers Per Occurrence	1.3	1.4	1.3	1.3	1.4	1.1	2.3	1.0

Findings

Figure 16

Officers Involved in 2022 UoF Occurrences								
Key Indexes	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Multiple Racial Group	Indigenous	Latino
Number of Occurrences	237	184	21	179	41	2	6	21
Number of Officers Involved	328	240	24	214	59	2	9	27
Average Officers Per Occurrence	1.4	1.3	1.1	1.2	1.4	1	1.5	1.3

Injuries to Persons by Race

Officers are required to record injuries sustained during a use of force encounter. For the purpose of use of force reporting, only injuries requiring medical attention that are a result of the use of force application are recorded.

In 2022, we analyzed injuries to persons by race and observed some variation in injuries across groups.

Figure 17

Injuries to Persons by Race			
Perceived Race	No Injury Reported	Injury Reported	Total
Black	83.5% (198)	16.5% (39)	100% (237)
East/Southeast Asian	85.7% (18)	14.3% (3)	100% (21)
Indigenous	66.7% (4)	33.3% (2)	100% (6)
Latino	76.2% (16)	23.8% (5)	100% (21)
Middle Eastern	75.6% (31)	24.4% (10)	100% (41)
Multiracial	50% (1)	50% (1)	100% (2)
South Asian	73.7% (132)	26.3% (47)	100% (179)
White	84.2% (155)	15.8% (29)	100% (184)
Total	80.3% (555)	19.7% (136)	100% (691)

Injuries to Persons in Crisis by Race

In 2022, there were 6,654 calls for persons in crisis resulting in 106 use of force incidents, which is 1.59% of all persons in crisis calls. Of this, 28 people or 0.42% of persons in crisis reported injury from that use of force encounter.

Findings

Figure 18

Use of Force and Injuries by Race on Persons in Crisis			
Perceived Race	No Injury Reported	Injury Reported	Total
Black	62.5% (20)	37.5% (12)	100% (32)
East/Southeast Asian	60% (3)	40% (2)	100% (5)
Indigenous	66.7% (2)	33.3% (1)	100% (3)
Latino	100% (6)	0% (0)	100% (6)
Middle Eastern	83.3% (5)	16.7% (1)	100% (6)
Multiracial	0% (0)	100% (1)	100% (1)
South Asian	77.3% (17)	22.7% (5)	100% (22)
White	80.6% (25)	19.4% (6)	100% (31)
Total	73.6% (78)	26.4% (28)	100% (106)

Applications of Force on an Individual by Race

Figure 19

Application of Force – Single Person					
Race	Reports	Persons	Persons %	Max Application	Average Application
Black	169	138	32.2%	8	1.63
East/Southeast Asian	17	14	3.3%	3	1.64
Indigenous	9	5	1.2%	3	2
Latino	21	16	3.7%	6	1.5
Middle Eastern	46	30	7%	11	2.1
Multiracial	2	2	0.5%	2	1.5
South Asian	135	112	26.1%	3	1.48
White	147	112	26.1%	7	1.61
Total	546	429	100%		

We also examined racial differences in applications of force for 2022 (Figure 19). The largest difference in applications in use of force by race for 2022 is between Middle Eastern people and White people. This average difference, however, is largely attributable to one individual requiring multiple applications of force. The individual involved was being arrested for theft and became combative, striking and injuring an officer. His actions required 11 applications of force to resolve the situation safely and take him into custody. The individual was not injured during this use of force interaction.

Figure 19 depicts applications of force in incidents involving single subjects. These account for approximately 82% of all use of force incidents. Focusing on this subset of reports allows for a robust analysis of applications of force to determine if any disparities by race exist in outcomes of use of force incidents.

Findings

Strip Searches

In 2022, there were 25,700 custody events, which resulted in a person being placed in a holding facility by the Peel Regional Police. Of these custody events, a total of 15 adults were strip searched, which is less than 0.058% of all custody events. These low numbers are attributed to PRP's robust oversight and strict policy requirements.

As per Directive I-B-119(F), a strip search can only be authorized by a Staff Sergeant or their designate as the Officer in Charge of a Holding facility during the following instances:

- Reasonable grounds to believe the person in custody has weapons or drugs on their person.
- For the safety of the person or persons in custody.

All strip searches are performed with considerations to the health, safety and dignity of all persons involved and align with all legislative authorities.

Our stringent process has been in place for several years as illustrated in Figure 20.

Figure 20

Strip Searches							
Prisoner Escort	2016	2017	2018	2019	2020	2021	2022
Total Strip Searches	166	159	78	87	34	18	15
Total of Prisoners Managed	32,064	31,666	29,354	32,037	23,342	22,201	25,700

Figure 21 is a comparison by race of 2022 strip searches.

Strip Searches									
Race	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Multiple Racial Group	Indigenous	Latino	Total
Total Strip Searches	5	3	0	3	1	1	2	1	15
% of Strip Searches	33%	20%	0%	20%	7%	7%	7%	7%	100%

Next Steps

Disparity Reduction and Well-Being Plan

In addition to continuing with internal plans for improvement, PRP will be co-creating an external community based plan to address the disparities identified in use of force. The objective of this plan is to identify any external factors contributing to disparity.

The plan will be a collaboration with the Anti-Racism Advisory Committee and guidance from Professor Akwasi Owusu-Bempah, who co-chairs [Canada's Black Justice Strategy](#) and other academic experts. We will also seek funding from the Ontario Anti-Racism Directorate for this initiative.

There is a growing recognition that integrated multi-disciplinary and intersectional perspectives from various public sector institutions are necessary to address disparities amongst the Black, Indigenous and racialized communities within the Region of Peel. Success in this endeavor lies in the future emerging collaborative community safety and well-being practice with anti-racism interventions.

Implementing a disparity reduction and well-being plan requires subject-matter expert consultation from many sectors, including health care, education and child welfare, courts and police. All play an important role in creating a culturally responsive strategy to address the over-representation of the Black community in use of force.

The Disparity Reduction & Well-Being Plan will commence in the fall of 2023 and will consist of four stages.

Stage 1: Community Engagement

Community consultation and engagement with various sectors and stakeholders from Peel Region. The purpose of these consultations is to listen and learn community concerns, receive input on the plan, and identify the required community experts.

Stage 2: Strategy & Development

Co-create strategies with the community, academics and experts that will address the disparities by the hiring and onboarding of SMEs from the various sectors, including education, healthcare, social services and justice.

Stage 3: Operational

Implementation of the agreed upon strategies.

Stage 4: Measurement of Outcomes

Measure and review the results and outcomes with the ultimate goal of reducing the over-representation of Black people in use of force outcomes.

Next Steps

7. MULTI-YEAR ACTION PLAN

Forming Human Rights Focused action plans featuring initiatives geared toward achieving short and long-term positive outcomes for the community through the advancement of the seven principles.

Principle	Recommendation	Goals
Acknowledgement	<p>Publicly acknowledge the reality of racial discrimination in PRP service-delivery, the impact on trust, and the specific impact on Black, racialized and Indigenous communities.</p> <p>PRP should apologize for racially-discriminatory service delivery and commit to ending systemic racism within PRP.</p>	<p>2020: Verbal acknowledgement – completed.</p> <p>2023/2024: Written acknowledgement with inclusion of ARAC – pending.</p>
Engagement	<p>Engage Peel's diverse communities on a broad array of issues related to ending systemic racism in policing, including community calls for alternate approaches to police services, and identifying opportunities to enhance efficiency, and sustainability in service delivery and the possible redirection of non-core policing functions.</p> <p>PRP should develop race and identity-based data community advisory panel (CAP). The panel should include members of the Indigenous, Black, South Asian, and other racialized communities, ideally with expertise in data management whenever possible. The CAP members should provide input on PRP, RIBD initiatives. The CAP should not replace ongoing community consultation.</p>	<p>2022/2024: Continue engaging the community in reallocating community resources. Consultations will continue in the fall of 2023.</p> <p>Fall 2023: Explore the creation of a Steering Committee with representation from ARAC, RIBD experts and PRP to address disparities in RIBD and negative outcomes for Black and racialized communities.</p>

Next Steps

Principle	Recommendation	Goals
Engagement	PRP will leverage ARAC to facilitate the development of a Disparity Reduction and Wellbeing Plan to explore the external factors contributing to the over representation of Black people in use of force.	Fall 2023: Resource and facilitate with ARAC the development of a Disparity Reduction and Wellbeing Plan.
	PRP should collect and release survey data on community perspectives on policing.	Fall 2024: PRP will conduct a survey and report annually.
Policy Guidance	PRP should review and if necessary, conduct an investigation into the circumstances that result in the discharge of a CEW.	2023/2024: Update the directive – in progress.
	The Incident Response directive should reflect that when dealing with vulnerable populations, including elderly, children under 12, persons with developmental disability, exhibiting behavioural issues should be treated as “in need of protection”.	2023/2024: Continue comprehensive reviews of policies, procedures and practices/update the directive – in progress.
	The Incident Response Directive should be amended to discourage the use of CEWs on all children, not just ‘children under 12.’	2023/2024: Update the directive – in progress.
Data Collection	PRP will continue expanding our Race and Identity Based Data collection strategy and explore the implementation of various phases.	2023: Report on RIBD data on use of force – in progress. Continue reporting and expanding on RIBD in use of force and strip searches. 2024: Phase-in data collection on arrests and charges. Begin phasing-in data collection of all stops and traffic stops.

Next Steps

Principle	Recommendation	Goals
Monitoring and Accountability	<p>Police policies and procedures should provide that if a member of the public requests that an officer stop recording or refrain from recording in circumstances where the officer is required or permitted to record and the individual is not being detained or under arrest, the officer must:</p> <ul style="list-style-type: none"> • inform the individual that while the camera must stay on, they are free to discontinue the interaction, including by leaving the scene. • respect their right to do so. 	<p>2023/2024: An update to the directive – in progress.</p>
	<p>Specify the frequency of reviews and require public reporting on them. The OHRC further recommends that at least quarterly, supervisors conduct both systematic and random audits of the body-worn and in-car camera recordings of officers under their command, to assess if officers are providing a service environment free from racial discrimination.</p> <p>The OHRC recommends that these reviews make sure footage from all front-line officers' BWCs is audited at least every two years.</p>	<p>2023/2024: PRP will continue to conduct monthly audit compliance.</p>
Organizational Change	<p>PRP and PPSB should support the development and expansion of civilian-led mental health crisis responders.</p>	<p>2024: PRP will explore and support the development of civilian-led mental health crisis responders.</p>
	<p>PRP should publicly commit to working toward ensuring the police service and its leadership is as diverse as the community it serves by 2025, including in supervisory and leadership positions.</p>	<p>2024: PRP will continue to work towards ensuring diversity in the police service including leadership positions.</p>

Next Steps

Principle	Recommendation	Goals
Organizational Change	When making decisions about hiring officers, PRP should consider whether the candidate has obtained post-secondary education.	2023/2024: PRP will continue to recruit candidates with post-secondary education.
	Objectively measure how well officers are applying their human rights focused training and de-escalation techniques.	2023/2024: PRP will launch a research study on how well officers are applying procedural justice training and de-escalation training.
	Continue with mandatory human rights focused training for the organization.	2023/2024: PRP will continue the mandatory training.
	PRP should hire and promote at every level of the organization to reflect the diversity of the community by 2025.	2023/2024: PRP will continue to hire develop and promote to meet the composition of the community by 2025 in accordance with Equal Opportunity legislation.

References

Race Categories

Black

Examples: African, Afro-Caribbean, African-Canadian descent

East/Southeast Asian

Examples: Chinese, Korean, Japanese, Taiwanese descent; Filipino, Vietnamese, Cambodian, Thai, Indonesian, other Southeast Asian descent

Indigenous (First Nations, Métis, Inuk/Inuit)

Examples: First Nations, Métis, Inuit descent

Latino

Examples: Latin American, Hispanic descent

Middle Eastern/West Asian

Examples: Arab, Persian, West Asian descent, e.g. Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.

South Asian

Examples: South Asian descent, e.g. East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.

White

Examples: European descent

[Data Standards for the Identification and Monitoring of Systemic Racism: Collection of personal information | Ontario.ca](#)

Glossary of Terms

Anti-Racism Data Standards

Data standards to guide public sector organizations to fulfill their obligations under the Anti-Racism Act and establish the consistent collection, management, use (including analyses), de-identification, and public reporting of race-based information. They are also known as Ontario's Anti-Racism Data Standards (ARDS).

Anti-Black Racism

Prejudice, attitudes, beliefs, stereotyping or discrimination that are directed at people of African descent. This form of racism is rooted in our history of slavery and its legacy that continues to negatively affect Black people. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, and manifests through unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates, and over representation in the criminal justice system.

Anti-Indigenous Racism

The ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the over representation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived-experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people. (Ontario)

Benchmark

A point of reference against which various outcomes can be compared, assessed, or measured.

Constructive Discrimination

A rule or practice unintentionally singles out a group of people and results in unequal treatment. This type of discrimination is called "constructive" or "adverse effect" discrimination.

De-escalation

Verbal and non-verbal strategies intended to reduce the intensity of a conflict or crisis encountered by the police, with the intent of gaining compliance without the application of force, or if force is necessary, reducing the amount of force required to bring a situation safely under control.

Event

Total number of calls to police generated by citizens, police initiated activity, and traffic enforcement.

Implicit Bias (or Unconscious Bias)

The attitudes or stereotypes that affect our understanding, actions or decisions in an unconscious manner. These biases can be positive or negative and are usually outside the person's awareness.

Glossary of Terms

Officer Initiated

Proactive activity generated by an officer.

Occurrence

An Event for which a police report was created (on Niche).

Public Initiated

Activity generated by a member of the public who has contacted police to respond to a situation.

Race or Race Group

Term used to classify people into groups based mainly on physical traits (phenotypes) such as skin colour, eye colour, hair texture, and other visible features. Racial categories are not based on science or biology but on differences that society has created (i.e. "socially constructed"), with significant consequences for people's lives. Racial categories may vary over time and place and can overlap with ethnic, cultural or religious groupings.

Racial Disparity

Unequal outcomes in a comparison of one racial group to another racial group.

Racial Disproportionality

The proportion of a race group that is greater than (over-representation) or is less than (under-representation) their presence in the benchmark population.

Racial Profiling

Any act or omission related to actual or claimed reasons of safety, security or public protection by an organization or individual in a position of authority, that results in greater scrutiny, lesser scrutiny or other negative treatment based on race, colour, ethnic origin, ancestry, religion, place of origin or related stereotypes.

Social and Demographic Factors

Crime is a complex phenomenon that is influenced by a variety of factors, including social, economic, psychological, and environmental factors. Social factors are particularly influential as they shape individuals' behaviors, attitudes, and likelihood to engage in crime. Important social factors that can contribute to criminal behaviour include poverty, education, employment, housing stability, addiction, and family dynamics.

Systemic Racism

That exclude, displace or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.

Use of Force Application

Any type of force (ex. Baton, CEW, Empty Hand) to which a person is subjected to.

Glossary of Terms

Use of Force Incident

Event in which police applied force to one or more individuals.

Use of Force Report

Mandated report submitted to the Solicitor General by a police officer who applies force on an individual.

6.1-09-23



REPORT
Police Services Board

For Decision

File Class: 1-01-02-01

PSB REC: SEPT. 19, 23

FILE CLASS: F11

LOG #44-23

Cross-Reference File Class: _____

DATE: September 18, 2023

SUBJECT: **DRÄGER ALCOTEST® 7000 APPROVED SCREENING DEVICE (ASD) - DIRECT NEGOTIATION REQUEST**

FROM: Nishan Duraiappah, Chief of Police

RECOMMENDATIONS

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 Procurement policy PRP-FN-001.

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.

REPORT HIGHLIGHTS

- The Supreme Court of Canada has confirmed that in order for a roadside breath screening demand pursuant to an impaired driving investigation to be valid, the police must have an ASD present with them at the time of the demand.
- The Dräger ASD is already deployed in 60 service vehicles at the Divisional level, and is the solution that officers are trained on and experienced in using. The Dräger ASD will be compatible with the existing units already implemented throughout PRP's fleet of vehicles.
- In order to ensure that PRP is in compliance with its legal obligations, it requires 280 additional ASD units along with protective cases at a total cost of \$996 / unit.
- The additional ASD's are required in order to legally investigate and prosecute impaired driving offences in Peel Region, which is vital to community safety.
- Dräger has been PRP's vendor for ASDs since February 2005.
- This device is one of only several devices codified as being approved to ascertain the presence of alcohol in the blood of a person, pursuant to s 320.11 of the Criminal Code, and the associated Regulations.
- Recommendation to direct negotiate pursuant to the Procurement policy PRP-FN-001 section 5.2.5 where the required services are to be supplied by a particular vendor having special knowledge, skills, expertise or experience and 5.2.2 where the required goods and services will be additional to similar goods and services being supplied under an existing contract.

DISCUSSION

1. Background

Impaired driving is a serious crime that poses a significant threat to public safety. It is the leading criminal cause of death and injury in Canada. In 2022, Peel Regional Police conducted 5068 impaired driving calls for service and charged 1126 with related Criminal Code offences.

On April 13, 2023, the Supreme Court of Canada rendered its judgement in the case of *R. v. Breault* (2023 SCC 9). In that decision, the Court held that for a roadside breath screening demand to be valid, the police must have an ASD present with them at the time of the demand. The Supreme Court held that an ASD test must be administered immediately, absent unusual circumstances, and that the lack of an ASD at the scene does not constitute an unusual circumstance. Further, the court clarified that because a demand is invalid if there is no ASD present on scene at the time of the demand, it is not an offence to refuse to comply with that invalid demand.

This is a clear departure from pre-existing case law, which afforded police time that is "reasonably necessary" to administer a roadside breath test – including, arguably, time to request an ASD be brought to the scene. As such, in accordance with the law, PRP only equipped select vehicles with ASDs, which would be delivered to the scene upon request wherein an investigation for impaired driving had commenced.

In light of this decision, PRP is now legally obligated to equip all essential vehicles with an ASD in order to be able to comply with its obligations under the *Criminal Code of Canada* and *Charter of Rights and Freedoms*, in conducting investigations for impaired driving. A decision was made to assign an ASD to every cruiser and division, rather than to each individual officer. This is more efficient, cost-effective and provides for ease of asset tracking.

The Dräger ASD is the PRP preferred product that has already been deployed in Peel Regional Police vehicles and is used by multiple other police services throughout the Province of Ontario and elsewhere. This device is one of only several devices codified as being approved to ascertain the presence of alcohol in the blood of a person, pursuant to s 320.11 of the *Criminal Code*, and the associated Regulations.

The Dräger ASD will seamlessly integrate within PRP's existing assets and can be obtained and implemented in a financially responsible manner. PRP already has a dedicated training program for officers on the of use and maintenance of the Dräger ASD, and the purchase of the same device will significantly reduce training expenses and integration / adjustment timelines.

This technology is required in order for PRP to be in compliance with its legal duties to prevent crimes, apprehend criminals and lay charges and participate in prosecutions in furtherance of overall community safety.

2. Findings

The purchase and implementation of the Dräger ASD solution will provide the following benefits:

- a. It will seamlessly integrate within the existing assets of PRP ASD units;
- b. It will not require any notable new training expenses or adjustment times;
- c. It will increase efficiencies in impaired driving investigations, and will ensure a higher likelihood of successful prosecutions where *Criminal Code* charges are laid.

There is some urgency to this purchase, as all police services across Canada are currently faced with the same shifting legal obligation and it is expected there will be a higher demand than available supply for this product. It is the intention of PRP to have the essential vehicles upgraded with an ASD, prior to the holiday season R.I.D.E program.

3. Proposed Direction

The Dräger ASD solution is familiar to Peel Regional Police and there is a high level of confidence in Dräger's products. Dräger has the special knowledge, skills, expertise and experience in this area and is recognized by the Attorney General of Canada as one of only a few vendors of Approved Screening Devices.

It is recommended that PRP enter into a direct negotiation contract with Dräger in order to purchase, use and obtain the additional Dräger ASDs.

The purchase and use of these ASDs is necessary in order to ensure PRP is in compliance with its legal obligations.

4. Strategic Plan Alignment

Goal: 1. Community Safety and Well-being Together
Priority: 1.6 Road safety

The obtaining and deployment of these additional ASDs will immediately contribute towards public safety and will strengthen roadside law enforcement.

It will also increase efficiencies as there will be significant less roadside wait times in order to conduct criminal investigations into impaired driving offences.

5. Equity and Inclusion Considerations

The increased deployment of Dräger ASDs will ensure consistent, fair and efficient criminal investigations of impaired driving in Peel Region. It is anticipated that this will result in a decrease in allegations of bias or unfairness during these investigations.

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

- a) The increased deployment of ASDs is required by law. If we are not in compliance we are at significant risk of judicial criticism, as well as disapproval both by the media and general public.
- b) The increased deployment of ASDs will reduce wait times during roadside investigations and will increase efficiencies for officers conducting impaired driving investigations.

- c) This technology is already well understood and will require no learning or adjustment time for officers.

ORGANIZATIONAL IMPACTS

Procurement process

This is a non-competitive contract award; in accordance with Procurement policy, PRP-FN-001, Police Services Board approval is required.

Section 5.2.2 allows for direct negotiation where the required goods and services will be additional to similar goods and services being supplied under an existing contract. The Dräger ASD is already deployed in 60 service vehicles, and is the solution that officers are trained on and experienced in using. The Dräger ASD will be compatible with the existing units already implemented throughout PRP's fleet.

Section 5.2.5 allows for direct negotiation where the required services are to be supplied by a particular vendor having special knowledge, skills, expertise or experience. Dräger has the special knowledge skills and experience needed to seamlessly integrate this new technology within our existing assets. The Dräger ASD is approved under the Criminal Code of Canada and by the Attorney General of Canada as an approved screening device to ascertain the presence of alcohol in the blood of a person

PRP would like to move forward with the procurement process as soon as possible in order to ensure that the required number of ASDs is secured in advance of the holiday season.

Financial

The purchase of 280 additional Dräger Alcotest® 7000 Approved Screening Devices (ASD) will cost approximately \$284,000 inclusive of taxes. Funding is available in capital project 238406 – New Police Act, to fund this purchase.

DESCRIPTION	# OF UNITS	UNIT PRICE	TOTAL
Drager Alcotest 7000 ASD	280	\$790	\$221,200
Protective Case	280	\$206	\$57,680
SUB-TOTAL			\$278,880
Tax (Net HST)			\$4,908
TOTAL COST			\$283,788

Facilities

Materials Management has been consulted and will be a key partner moving forward. The equipment, once received, will likely be stored and managed through the Materials Management Centre. Routine maintenance and calibrations will be managed by Road Safety Services (RSS) as outlined below.

Technology

The Technology will be maintained and serviced by RSS. Currently all qualified breath technicians are capable of calibrating the Dräger ASD as it is part of their Qualified Breath Tech training. Dräger also offers a basic maintenance course, which is held online as a onetime training and will give any officer the capability to calibrate the ASDs.

Long-term maintenance of the ASDs is also largely conducted in RSS. Dräger provides training to allow officers to make the majority of the repairs. Currently there is one officer in RSS who is trained to repair the existing ASDs.

COMMUNICATIONS ISSUES

The increased deployment of ASDs will require some internal training and messaging for PRP members and will be accomplished in a variety of different ways.

A Corporate Communication will be issued to advise all front line officers of the assignment of a unit to each patrol car. This will include a brief training note on the legal obligations pursuant to *R. v. Breault*.

CONCLUSION

The decision of the Supreme Court in *R. v. Breault* has confirmed that for a roadside breath screening demand in an impaired driving investigation to be valid, the police must have an ASD present with them at the time of the demand.

This technology will provide additional tools that will benefit our front line members and contribute towards the increased investigative efficiencies and positive improvements to prosecutions.

Purchase and deployment of additional Dräger ASDs is the only viable option in order to comply with legal obligations and seamlessly integrate with our existing assets.

Approved for Submission:



Marc Andrews, Deputy Chief, Community Policing Operations Command

For further information regarding this report, please contact Insp. Wendy Sims at extension 3700 or via email at Wendy.Sims@peelpolice.ca

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