



**PEEL POLICE SERVICE BOARD
PUBLIC MINUTES
FRIDAY, APRIL 26, 2024**

01-05-24

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 10:06 a.m.

INDIGENOUS LAND ACKNOWLEDGEMENT

Chair N. Iannicca read an Indigenous Land Acknowledgement.

ROLL CALL

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

Members Absent: None

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

DECLARATIONS OF CONFLICT/PECUNIARY INTEREST – NIL

CHIEF'S UPDATE

Chief Duraiappah thanked the Board for their support at recent announcements and asked DC Milinovich to provide an update on some areas of operational interest.

Project 24 Karat Investigation update:

The Project 24 Karat investigation, Canada's largest gold theft and sixth largest globally, resulted in the recovery of over \$400,000 in cash and some of the stolen gold. The investigation also uncovered plans to import firearms underscoring the complexity and severity of the case. P. Brown commended the investigators for their diligent work but raised concerns about an incident where a recently arrested individual associated with the case was already out on bail and seen attending a local gym. DC N. Milinovich emphasized the importance of continuing to advocate for bail reform. P. Brown announced his upcoming meeting with the Minister of Justice and suggested sending a letter from the Chair of the Board to underscore the necessity for bail reform.

A. Boughton inquired about the resources invested in the Project 24 Karat investigation. DC N. Milinovich highlighted the ongoing commitment of the PRP team, noting that 17 investigators have remained actively engaged in the case for over a year. He also outlined the substantial resources allocated to the investigation, including salary, vehicle, and technical expenses, underscoring the dedication and the financial impact of such extensive investigative efforts. The investigation is ongoing as it progresses through the judicial process.

Chair N. Iannicca remarked that in his 36-year career, he had never seen a press conference garner such extensive media attention, reaching audiences globally through worldwide broadcasts. He further emphasized that there has been widespread public criticism regarding the quick bail granted to individuals arrested in connection with the case.

Auto theft update:

DC Milinovich stated that PRP managed to double the size of the commercial auto crime unit and emphasized that they were at the forefront of efforts to address the issue of auto thefts which is deeply affecting the community. Two recent auto theft investigations have concluded, resulting in the recovery of \$1.6 million and \$1.8 million worth of stolen vehicles, with individuals charged for various offenses. One investigation centered on a Bolton location where vehicles were being loaded into containers. DC N. Milinovich emphasized that this year, PRP will make more charges and arrests for auto theft than ever before, highlighting it as a commitment rather than a solution. Additionally, an international auto theft investigators conference will be hosted in Mississauga from May 6-9th, bringing together law enforcement and industry investigators.

Other investigations:

DC Milinovich updated the Board on a homicide investigation linked to the "Be On the Look Out" (BOLO) Program. This program, which is privately funded, targets the top 25 most wanted cases in Canada and offers a \$1 million cash reward for information leading to arrests. He noted that the Peel Police case, involving femicide where Dharam Dhaliwal fatally shot a woman, is the only femicide listed in the top 25. While progress has been made in solving this investigation, it remains open pending an arrest.

DC Andrews highlighted that in 2022, 22 Division initiated the Community Intervention and Response Team (CIRT), a pilot project integrating foot and bike patrols, aiming to evaluate officer presence and community responsiveness. In 2023, the project yielded significant results, including the seizure of 10 handguns and \$250,000 worth of drugs, resulting in over 300 charges. Additionally, the team supported over 40 protests and demonstrations across the Region while assessing its ability to engage with residents, businesses, elected officials, and

marginalized communities. The CIRT program was recently established at 11 Division, already seizing two handguns, making numerous arrests, and engaging with community stakeholders. Plans are underway to expand the program to the 12 and 21 divisions.

BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS

L. Carby stated that he recently attended the PRP Auxiliary Graduation Ceremony. He highlighted that graduates see it as a potential pathway to becoming full-time Peel officers and praised it as an effective recruiting tool. He thanked all those who dedicate their time to support the Auxiliary program, giving special recognition to Diane Nowicki for her dedicated support.

L. Carby further stated that he attended the ProAction Cops for Kids Program fundraiser. He stated that PRP forged a partnership with ProAction during the pandemic, and emphasized the significant work the organization does in bringing police officers and children together through skill-building and mentoring programs to foster trust and create safer communities. He expressed appreciation for Inspector Peter Danos, who leads the program on behalf of Peel Police.

Vice Chair S. Kohli reflected on the significance of the month of April marked by various cultural and religious celebrations such as Vaisakhi, Bengali and Tamil New Year, and Eid. She expressed gratitude for the festivities that took place within the Peel Police organization. She also reported that she participated in a police ride-along, starting at the call center, where she witnessed live calls and experienced firsthand the implementation of Next Generation 911 (NG911). She commended Inspector Mark Noble and Superintendent Scott Redstone of Communications Services for their work at the call center, and especially acknowledged the frontline staff for their daily efforts. She noted a significant improvement in call wait times, dropping from 3-4 minutes to just 11 seconds, and highlighted that NG911 ensures automatic callback for dropped calls.

DC Odoardi noted that although Communications Centre staff were initially hired to handle incoming calls, they were not originally tasked with managing call drops or callbacks. Significant time and resources were spent on returning misuse calls that resulted in longer wait times for emergency calls. With the implementation of NG911 technology, the call center staff are now able to more effectively manage their job responsibilities, allowing them to better focus on the incoming emergency calls.

Chair N. Iannicca praised PRP for their exceptional investigative skills, as demonstrated by the successful 24 Karat Project. He also highlighted improvements in call wait times, showcasing the department's ongoing commitment to innovation. Additionally, the Chair expressed concern regarding the issue of intimate partner violence. He noted that recent comments by some Canadian politicians have downplayed its severity, contradicting the longstanding focus of Peel Police on addressing this critical issue. He emphasized and reaffirmed PRP's goal of being the most innovative and progressive police service in the world.

Chief N. Duraiappah thanked the Board for their support in facilitating positive initiatives and recognized the dedication of the Board for their role in the success of various activities. He reiterated the commitment to sharing success stories and addressing ongoing challenges, highlighting the importance of collaboration with partners, stakeholders, and elected officials.

Vice Chair S. Kohli reported on her attendance at the 'Countering Hate in Our Community Symposium', describing it as an exceptional start to the initiative. She noted that the event was well-attended by numerous organizations actively involved in the fight against hate, highlighting the extensive collaborative effort that extends beyond law enforcement alone. Vice Chair Kohli expressed her gratitude to Inspector Feras Ismail for his enlightening presentation and dedication to this cause. She also praised the introduction of an online platform for reporting hate crimes as a significant advancement, making it more accessible for individuals to report incidents safely and comfortably, particularly for those who may hesitate to visit a police station.

APPROVAL OF MINUTES

1. Minutes of the Board Meeting held February 23, 2024.

Resolution:

That the Minutes of the Board Meeting held Friday, February 23, 2024 be adopted as read.

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

CARRIED 01-04-24

DEPUTATIONS

2. **Safe City Mississauga - 2023 Annual Impact Report Presentation** - The Board considered a deputation from Ms. Teresa Burgess-Ogilvie and Mr. Gerald Adad from Safe City Mississauga, providing the Board with 2023 Annual Impact Report Presentation.

M. Mahoney stated that while Safe City Mississauga primarily focuses on community safety, its role extends to fostering unity and bringing the community together. He thanked the Safe City team for all the work they do for the community.

A. Attia inquired about the process of starting a neighbourhood watch program. Mr. G. Adad from Safe City Mississauga explained that interested residents typically initiate the process. Activation of the watch involves community outreach to recruit neighbours for the program, followed by training on various reporting resources. Safe City Mississauga also offers crime prevention through environmental design, where they assess the neighbourhood's physical features and propose solutions to deter crime.

A. Attia requested an example of a neighborhood watch successfully preventing crime. Mr. G. Adad spoke about the Applewood Road neighbourhood watch that was created in response to a number of vehicle break-ins in 2020. The neighbourhood then saw a reduction of crime by about 80%.

Resolution:

That the deputation be received.

Moved by: M. Mahoney
 Seconded by: S. Kohli

CARRIED 02-04-24

PRESENTATIONS

3. No presentations were received for the Board meeting.

CONSENT MOTION

Items #4 to #10 were approved by one motion, as reflected on each item.

NEW BUSINESS

CONSENT AGENDA

4. **2023 Annual Procurement Activity Report (January 1 – December 31, 2023)** – The Board considered a report dated March 28, 2024, from CAO and Deputy Chief L. Jackson, Corporate Services Command, providing the Board with the procurement activity for 2023.

Resolution:

That the information be received.

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

CARRIED 04-04-24

5. **2023 Operating, Capital & Reserve Third Triannual Financial Report** - The Board considered a report dated April 3, 2024 from CAO and Deputy Chief L. Jackson, Corporate Services Command, providing the Board with the 2023 Operating, Capital & Reserve Financial Report.

A. Attia raised a question regarding the first point of the operating budget, noting that net expenditures were aligned with the budget. He requested a more fulsome explanation about the statement that PRP had completed budgeted draws of \$1.8 million from the working reserve and \$500,000 from the benefits reserve. A. Attia sought clarification on whether these withdrawals from the reserves were intended to cover costs that exceeded the planned budget, potentially indicating overspending or a failure to adhere to the budget.

DC L. Jackson clarified that annually, the budget includes a planned withdrawal of up to \$2 million from reserves, which are budgeted reserves. The \$500,000 mentioned from benefits reserves are a response to increased benefits usage following changes in benefits packages from a previous bargaining agreement. Instead of impacting the budget significantly in one year, withdrawals were spread out over multiple years. 2023 marked the final year for this benefits withdrawal. Additional context was provided regarding a deficit forecasted at the second tri-annual report, which was offset by unforeseen revenue, such as records, paid duties and grants, allowing for a lesser withdrawal from reserves than budgeted.

Resolution:

That the information be received.

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

CARRIED 05-04-24

6. **2023 External Funding Assistance – Public Police Programs Report** - The Board considered a report dated March 28, 2024 from CAO and Deputy Chief L. Jackson, Corporate Services Command, providing the Board with the external funding assistance received for the year 2023.

Resolution:

That the information be received;

And further that, the Executive Director of the Police Service Board forward the 2023 External Funding Assistance – Public Police Programs report to Regional Council for information purposes.

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

CARRIED 06-04-24

7. **Provincial Adequacy Regulation – Annual Compliance Report** - The Board considered a report dated March 25, 2024 Associate Deputy Chief C. Payette, Strategic and Executive Services, providing the Board with the 2023 Annual Adequacy Standards Report.

Resolution:

That the information be received.

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

CARRIED 07-04-24

8. **Peel Police Service Board Policies and By-Laws Report** – The Board considered a report dated April 10, 2024 from R . Serpe, Executive Director, Peel Police Service Board, providing the Board with the new Board policies and by-laws that went into effect on April 1, 2024 as required under the *Community Safety and Policing Act, 2019*.

Resolution:

That the information be received.

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

CARRIED 08-04-24

9. **Policy Update: PSB-AI-009 - Board Procedure Policy** – The Board considered a report dated April 10, 2024 2024 from R . Serpe, Executive Director, Peel Police Service Board, outlining the policy update to reflect requirements under the *Community Safety and Policing Act, 2019*.

Resolution:

That the Board approve revisions to PSB-AI-009 Board Procedures Policy to align with the Community Safety and Policing Act, 2019.

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

CARRIED 09-04-24

10. **2023 - Police Pursuits – Fourth Quarter** - The Board considered a report dated March 26, 2024 from Deputy Chief M. Andrews, Community Policing Operations Command, providing the Board with the 4th quarter Police Pursuits statistics.

Resolution:
That the information be received.

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

CARRIED 10-04-24

OTHER NEW BUSINESS

11. **2023 Corporate Risk Management Annual Public Report** – The Board considered a report dated March 28, 2024 from Chief N. Duraiappah, providing the Board with Annual Corporate Risk Management report.

A. Attia asked for clarification on the difference between subject official and witness official investigation types. S. Wilmot stated that while there is only one type of investigation, each SIU investigation designates a subject officer, who may potentially have criminal liability. Subject official designations typically have direct involvement in incidents resulting in serious bodily harm or death, leading to lower designation numbers. Witness officers, on the other hand, are designated as individuals present or possessing relevant evidence, totaling 119 officers across 34 investigations.

A. Attia asked if the fifth offense discussed in the report pertained to the 2021 Huf Gym case, previously addressed in public discussions. S. Wilmot confirmed that it was and stated that the case saw resolution in 2023 following the officer's guilty plea and submission of an apology during tribunal proceedings, resulting in a 12-month demotion. It was noted that one of the substantiated matters from the eight public reports issued by the OIPRD contributed to this tribunal conclusion.

A. Attia referenced item seven in the report, seeking additional clarification, as it appeared to provide a general description of the offense. S. Wilmot explained that the generality stemmed from the incident being domestic in nature and involving a youth victim. An off-duty officer had become aware of an investigation implicating a family member, which encompassed elements of domestic assault and a missing person case. Due to the conflict of interest and potential misuse of police resources, it was addressed accordingly.

A. Attia requested more details on the eight substantiated public complaints. S. Wilmot noted that of the eight substantiated complaints, four were formally summarized. They included a complaint about Huf Gym's COVID measures and another regarding a civilian's physical exercise complaint. Several cases involved public interactions with criminal investigation elements. Two were historic criminal investigations under the *Police Services Act*, with two cases involving excessive force and one racial profiling incident addressed at the tribunal.

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

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

CARRIED 11-04-24

12. **Microsoft United Enterprise Support Services** – The Board considered a report dated March 8, 2024 from Deputy Chief A. Odoardi, Innovation and Technology Command, providing the Board with a request to enter into a direct negotiation contract with Microsoft Canada.

Resolution:***That the Police Services Board approve a Direct Negotiation contract with Microsoft Canada Inc. for the Unified Enterprise Support Services at the cost of \$383,732.54, excluding applicable taxes, in accordance with Procurement Policy PRP-FN-0001.******And further, that authority be granted to the Chief Administrative Officer to increase the contract if actuals exceed the estimated cost or quantity subject to satisfactory service, performance, pricing and budget availability.***

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

CARRIED 12-04-24

13. **Diversity, Equity and Inclusion - 2023 Annual Hate-Motivated Crime Report** – The Board considered a report dated April 1, 2024 from Deputy Chief M. Dapat, Community Safety & Well Being Command, providing the Board with the 2023 Hate Motivated Crime Statistics.

P. Brown thanked the Chief and the team for taking a firm stance against hate crimes, but he expressed concerns that communities are feeling less safe than ever before. He stated that he has been hearing more concerns about anti-Semitism and Islamophobia. He further stated that local Gurdwaras have specifically voiced concerns to him about their safety due to hate motivated incidents. He stated that this community feedback underscores the urgency of reinforcing our zero-tolerance policy against hate crimes. He asked if there are any additional measures PRP could implement to set the standard in unequivocally rejecting hate crimes.

A/Inspector C. Krause highlighted that officers regularly visit places of worship and cultural centers, holding meetings with religious leaders to maintain connection and support. This ongoing engagement might be the reason why there is an increase in reported hate crimes, as affected groups feel more comfortable reporting incidents to the police.

P. Brown remarked that geopolitical events have a significant impact in Peel compared to other regions in the country. He emphasized that when a hate crime occurs, the transparency brought about by an investigation helps alleviate the worry that the community feels.

DC M. Dapat stated that PRP has established a strong connection with the community and the community knows that when such heinous acts happen, Peel Police takes them seriously. PRP's approach to hate crime investigations and community support is being recognized and replicated nationally. He acknowledged that advocacy for increased reporting, strengthening and protecting faith-based institutions is crucial, but there's still progress to be made.

L. Carby noted that although progress is evident, the feeling of safety within communities hasn't completely returned. He stressed the importance for PRP to consistently reassure residents that tackling hate crimes remains a top priority. L. Carby then inquired about additional measures that could be taken to provide this reassurance.

A/ Inspector C. Krause acknowledged that it is crucial to expand efforts through training programs, which have garnered positive community engagement. Building trust with communities, particularly those with historical mistrust of law enforcement, is essential. Education and awareness initiatives, like online reporting, are also vital, as positive experiences can encourage further engagement. While acknowledging the progress made, there's a recognition of the ongoing commitment required to combat hate crimes effectively.

A. Attia reviewed the outcomes of the recent Peel Police Hate Crime Summit and Board consultations. He highlighted concerns about the underreporting of hate crimes and noted the willingness of community leaders to educate their communities on how to report these incidents. A. Attia emphasized the rising hate crimes in Canada, particularly in Peel, stating that a country known for its diversity should actively celebrate and protect it, which requires concerted efforts at all government levels.

A. Attia mentioned statistics on hate crimes related to Middle Eastern communities and highlighted the emerging issue of anti-Palestinian racism in public discourse. He questioned whether hate crime statistics should include an individuals' perspectives on global issues, beyond just faith and race. A. Attia stated that last year there were many parental rights protests, and these were labelled as anti-2LGBTQS+ protests and expressed concern that pro-Israel or pro-Palestinian protests would also be labelled as anti-Semitic or Islamophobic protests.

Chief N. Duraiappah acknowledged that while there were legitimate instances of 2LGBTQS+ hate crimes during parental rights protests, there is a need to reevaluate how such events are characterized to avoid mislabeling and ensure accurate reporting.

Following the discussion, Chair Iannicca put forth the following Motion to the Board:

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

“That the Peel Police Service Board amend Page 10 of the 2023 Annual Hate-Motivated Crime Report to read as follows:

Chart 5 further demonstrated an 88% increase in reported hate crimes motivated by sexual orientation in 2023. The recent uptick in 2SLGBTQ+ hate crimes can possibly be attributed to a trend that reflects a broader pattern of intolerance and discrimination against marginalized communities. [Several factors contributed to this rise including the enactment of anti-2SLGBTQ+ parental rights legislation in various provinces across Canada - and in other countries.] Additionally, the Region of Peel and other communities across the province have seen an increase in parental rights protests but also some isolated anti-2SLGBTQ+ incidents.

Misinformation surrounding 2SLGBTQ+ rights and parental rights visibility may be a contributing factor to this increase.”

Resolution:

That the amended report be received as information.

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

CARRIED 13-04-24

ADJOURNMENT OF PUBLIC MEETING

The public portion of the Board meeting adjourned at 11:53 a.m.

IN CAMERA SESSION

Sumeeta Kohli

S. Kohli, Acting Chair

R. Serpe

R. Serpe, Executive Director