



## PEEL POLICE SERVICE BOARD

### PUBLIC AGENDA

FRIDAY, SEPTEMBER 27, 2024 AT 10:00 A.M.

REGION OF PEEL  
COUNCIL CHAMBERS, 5<sup>TH</sup> 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 21, 2024.

**Recommendation:**

***That the Minutes of the Board Meeting held Friday, June 21, 2024, be adopted as read.***

#### DEPUTATIONS

2. No deputations received at time of agenda production.

#### PRESENTATIONS

3. No presentations received.

## NEW BUSINESS

4. **Audit Quotes 2024, 2025 and 2026 for Community Support and Recognition Fund – (CSRF)** - Report dated September 10, 2024, from R. Serpe, Executive Director, Peel Police Service Board, providing the Board with the Audit Quotes for the years 2024 to 2026. **Note: The Peel Police Service Board’s Finance Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.**

**Recommendation:**

***It is recommended that, Calvin G. Vickery, CPA, CA, be selected to perform the 2024, 2025 and 2026 year-end audits of the Community Support and Recognition Fund (CSRF), including the provision of an audit opinion subject to police security clearance of any staff assigned to the audit.***

***And further that, the Executive Director of the Peel Police Service Board sign the attached auditor Engagement Letter and return to Business Support for further processing.***

5. **Mass Casualty Case Management System – Xanalis Canada Inc. Contract Renewal – Document #2018-097N.** – Report dated August 30, 2024, from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the contract renewal from Xanalis Canada Inc.

**Recommendation:**

***That the Peel Police Service Board approves the renewal of Xanalis Canada Inc.’s contract for the Mass Casualty Case Management System (XIM-MEM), on an annual basis for the projected operational lifecycle of the system based on satisfactory service, performance, and pricing until September 2030.***

6. **Police-Reported Crime Statistics in Canada, 2023 – Services Over 1,000,000 Comparison** – Report dated September 3, 2024, from Associate Deputy Chief C. Payette, Strategic and Executive Services Command, providing the Board with the police-reported crime statistics in Canada for the year 2023.

**Recommendation:**

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

7. **2023 Human Rights Report & Use of Force Report** – Report dated September 16, 2024, from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the 2023 Human Rights Report and Annual Use of Force Report statistics.

**Recommendation:**

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

## ADJOURNMENT OF PUBLIC MEETING

## IN CAMERA SESSION



**PEEL POLICE SERVICE BOARD  
PUBLIC MINUTES  
FRIDAY, JUNE 21, 2024**

**01-09-24**

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

---

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

**INDIGENOUS LAND ACKNOWLEDGEMENT**

Chair N. Iannicca read an Indigenous Land Acknowledgement.

**ROLL CALL**

Members Present: N. Iannicca, Chair  
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  
N. Milinovich, Deputy Chief, Investigative and Emergency Support  
M. Dapat, Deputy Chief, Community Safety & Wellbeing  
L. Jackson, Chief Administrative Officer  
H. Ramore, Acting Deputy Chief, Innovation & Technology  
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**

Chair N. Iannicca recognized National Indigenous People's Day on June 21, 2024, and asked Chief N. Duraipappah to elaborate on PRP's work with Indigenous communities. Chief Duraipappah emphasized PRP's commitment to improving its understanding of Indigenous peoples and highlighted the Truth and Reconciliation Committee's call for active engagement. PRP has an Indigenous Council and a partnership with the Nishnawbe Aski Police Service, Ontario's largest Indigenous police force. Through the Northern Exposure program, PRP staff immerse themselves in Indigenous communities, gaining valuable insights to improve service. PRP also supports the Nishnawbe Aski Police Service by offering training opportunities. DC M. Andrews and DC M. Dapat lead these initiatives to ensure meaningful collaboration.

DC M. Andrews reported that on May 31, 2024, officers in 12 Division responded to a call about an individual with a handgun. A successful high-risk takedown led to the arrest of the suspect, the seizure of a loaded semi-automatic handgun, and 10 kilograms of cocaine worth \$300,000. Further investigation uncovered an additional 107 kilograms of cocaine and four kilograms of methamphetamine at the suspect's residence, valued at \$12 million. A media release is planned for June 21, 2024. DC M. Andrews praised the frontline officers' dedication and effectiveness in ensuring community safety.

### **Community Events Update:**

DC M. Dapat announced that PRP will host the 23rd annual Race Against Racism on June 22, 2024, at Mississauga Valley Park, with over 400 participants and more than 25 organizations, including PRP's recruiting and outreach teams.

DC M. Andrews shared details about the 11 and 12 Divisions Open House on June 23, 2024, from 11:00 a.m. to 3:00 p.m.

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

Vice Chair S. Kohli attended the South Asian Community Engagement (SACE) Summit on June 5, 2024, and commended Supt. Harry Dhillon, A/Inspector Darren Doody, Sgt. Manjit Basran, Cst. Sneha Patel, Cst. Gurvir Kalsi, Project Manager Tevonne Carnegie, and the SACE team for their hard work. DC M. Andrews reported that the Summit, a culmination of two years of effort by PRP and the community, developed a framework for future community engagement. The event involved 162 South Asian organizations and addressed issues collaboratively to ensure culturally responsive policing. The Summit was highly successful, well-attended, and received positive feedback.

Vice Chair S. Kohli wished everyone a happy Pride Month and recognized PRP's Diversity, Equity and Inclusion Bureau and Pride Internal Support Network for their June 3, 2024, flag-raising event.

L. Carby acknowledged the upcoming Race Against Racism event, thanked PRP for their role in fighting racism, and confirmed his attendance at the event and the 11 and 12 Division Open House. He also mentioned PRP's Charity Volleyball Tournament on June 22, 2024.

P. Brown thanked the Peel Regional Police Association (PRPA) for organizing a charity ball hockey tournament supporting 'Regeneration,' a Brampton organization addressing homelessness, and highlighted the PRPA's regular charity events, including the recent Kang Memorial Hockey Tournament.

## APPROVAL OF MINUTES

1. Minutes of the Board Meeting held May 31, 2024.

**Resolution:**

***That the Minutes of the Board Meeting held Friday, May 31, 2024 be adopted as read.***

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

CARRIED 01-06-24

## DEPUTATIONS

2. No deputations were received for the Board meeting.

## PRESENTATIONS

- 3.1 **Peel Regional Police – Recruiting and Hiring the Best in Class** – The Board considered a presentation from Superintendent Lisa Hewison and Staff Sergeant Maria Wilson, Peel Regional Police.

DC M. Dapat reported that the 2024 budget includes funding to hire 200 sworn members, with substantial progress made. The focus is on recruiting high-caliber candidates who align with PRP's values and community expectations, prioritizing diversity and inclusive services. He noted that the recruitment team has reviewed thousands of applications, acknowledging that not all are suited for this demanding profession.

Vice Chair S. Kohli commended the team for their outstanding dedication and efforts in recruitment, emphasizing the organization's appeal as a great place to work and live, thanks to its visionary leadership. She mentioned attending the Women in Policing recruitment event on June 1, 2024, for the second time and highlighted its popularity. Vice Chair S. Kohli also expressed her gratitude to DC M. Andrews and DC L. Jackson for sharing their insights, acknowledging the significant work involved in organizing such an impactful event.

**Resolution:**

***That the presentation be received.***

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

CARRIED 3.1-06-24

**3.2 Peel Regional Police - Project 24Karat** - The Board considered a presentation from Detective Sergeant Mike Mavity and Detective Gord Oakes, Peel Regional Police.

Chief N. Duraiappah noted that Project 24 Karat has attracted significant media attention, emphasizing the importance of this presentation in addressing and correcting any misinformation that is circulating in the media.

P. Brown praised PRP's success in solving difficult investigations but expressed disappointment over the release of the individuals involved, noting that it was disheartening for those who worked numerous overtime hours on the case. He highlighted the importance of the recent letter from the Board, urging a more serious approach to addressing property theft and emphasizing the need to maintain pressure to prevent the exploitation of loopholes in the justice system.

P. Brown expressed that the situation feels unfair to both the community and the police officers involved. He referenced a CBC newscast that failed to properly acknowledge the investigative efforts. P. Brown emphasized that if certain information had not been disclosed to the accused, it should not have been shared with the media beforehand. He stressed that releasing such information could compromise court proceedings and undermine procedural justice, and expressed disappointment that this issue was not addressed in the CBC coverage.

Det. Sgt. M. Mavity acknowledged the many media requests and stressed the importance of respecting the judicial process. He emphasized that the accused must receive proper disclosure of allegations before any information is shared with the media, a message that was communicated to CBC and other outlets. Det. Sgt. Mavity highlighted the need to balance public interest with preserving the integrity of the prosecution to ensure that legal proceedings are not compromised. He also expressed disappointment with the CBC newscast's negative portrayal of the investigation but praised the dedication and efforts of the officers involved.

P. Brown praised PRP for their dedication and professionalism in safeguarding processes while acknowledging the limitations on disclosure. He requested more details on the progress in tracing the stolen gold and inquired if there were any updates beyond what had been reported in the media.

Det. G. Oakes explained that investigators believe a significant portion of the gold was sent to foreign markets shortly after the theft, while a large amount remains in Canada, being used for profit. He noted that a small quantity is suspected to have been melted down at a local jewelry shop. Det. G. Oakes clarified that during the April 17, 2024 press conference, there was no claim that 400 kilograms of gold were manually melted down in a small shop. Instead, the focus was on the fact that much of the gold was likely sent to foreign markets, where it could be melted and repurposed, based on the investigation's findings shortly after the incident.

P. Brown inquired whether an assessment had been made on the value of the stolen gold. Det. Sgt. M. Mavity stated that, according to the Brinks' lawsuit against Air Canada, the gold's value is listed as \$20 million. He noted that while the market value of gold fluctuates, investigators are relying on the information from Brinks' public lawsuit, and emphasized that the offense is categorized as theft over \$5,000.

A. Boughton acknowledged the significant time dedicated to the investigation and thanked everyone involved for their hard work. He estimated the current cost of the investigation at over \$5 million, with the total impact on PRP possibly exceeding \$10 million by its conclusion. As Chair of the Finance Committee, he emphasized the importance of this investment in apprehending the perpetrators. DC N. Milinovich added that such investigations typically cost between one and four million dollars, noting that effectively responding to cases like this requires substantial resources and expenses.

Chief N. Duraiappah highlighted the challenge of budgeting for unforeseen events and lengthy investigations, noting the substantial effort required to prepare annual budgets and reports. He emphasized that investigating such matters is essential to PRP's duties. Chair N. Iannicca praised the investigative teams and PRP's work in resolving complex cases.

**Resolution:**

***That the presentation be received.***

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

CARRIED 3.2-06-24

**NEW BUSINESS**

4. **2024 Operating, Capital & Reserve Financial Report - 1<sup>st</sup> Triannual** – The Board considered a report dated June 4, 2024, Deputy Chief L. Jackson, CAO, Corporate Services Command providing the Board with the 2024 first triannual reporting. **Note: *The Police Service Board's Finance Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.***

**Resolution:**

***That the information be received***

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

CARRIED 04-06-24

5. **2023 Peel Police Service Board Community Support and Recognition Fund – Draft Auditor's Report** - The Board considered a report dated May 23, 2024, from R. Serpe, Executive Director, Peel Police Service Board, providing the Board with the draft Audit Report and 2023 Peel Police Service Board Community Support and Recognition Fund financial statements. **Note: *The Police Service 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 Service 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 Service Board sign the attached Statement of Financial Position and return to Business Support for further processing.***

***And further that, Business Support staff obtain three quotes from audit firms to provide 2024 to 2027 annual audited year-end financial statements including an audit opinion and forward for review and approval at a later date.***

Moved by: P. Brown  
Seconded by: A. Boughton

CARRIED 05-06-24

6. **2024-2027 Facilities Plan Report** - The Board considered a report dated March 7, 2024, from Deputy Chief A. Odoardi, Innovation & Technology Command providing the Board with the 2024-2027 Facilities Plan Report. ***Note: The Police Service Board's Finance Committee reviewed and received the report and recommended that the report be forwarded to the Board for approval and that that the Board be provided with the Facilities presentation at the June 21 Board meeting.***

**Resolution:**

***That the Peel Police Service Board approves the attached 2024-2027 Facilities Plan.***

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

CARRIED 06-06-24

7. **Police Service Board Awards – 2023 Police Commendation and Civilian Citation Submissions** - The Board considered a report dated April 30, 2024, from Chief N. Duraiappah providing the Board with information on the selection of the Police Service Board Awards, Police Commendation and Civilian Citation submissions.

**Resolution:**

***That the information be received for information on the selection of the Police Service Board Awards, Police Commendation and Civilian Citation submissions. The selection has been approved by the Chief's Management Group and will be formally recognized at the Police Service Board Awards on November 12, 2024.***

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

CARRIED 07-06-24



8. **2023 Persons at Risk Annual Report** - The Board considered a report dated April 24, 2024 from Deputy Chief N. Milinovich, Investigative and Emergency Services Command providing the Board with the 2023 Persons at Risk annual statistics.

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

Moved by:                      A. Boughton

Seconded by:                      P. Brown

**CARRIED**                      08-06-24

#### **ADJOURNMENT OF PUBLIC MEETING**

The public portion of the Board meeting adjourned at 10:56 a.m.

Moved by:                      P. Brown

Seconded by:                      S. Kohli

**CARRIED**

#### **IN CAMERA SESSION**

---

N. Iannicca, Chair

---

R. Serpe, Executive Director

## **Deputations Placeholder**

2. No deputations received at time of agenda production.

## **Presentations Placeholder**

3. No presentations received.



# 04-09-24

## REPORT

Peel Police Service Board

PSB REC. SEPTEMBER 17, 2024

FILE CLASS: F16

LOG # 44-24

File Class: 1-01-02-01

Cross-Reference File Class: 2-03-04-09

Date: **September 10, 2024**

Subject: **AUDIT QUOTES 2024, 2025 AND 2026 FOR COMMUNITY SUPPORT AND RECOGNITION FUND (CSRF)**

From: **Robert Serpe, Executive Director**

### Recommendation

**IT IS RECOMMENDED THAT, Calvin G. Vickery, CPA, CA, be selected to perform the 2024, 2025 and 2026 year-end audits of the Community Support and Recognition Fund (CSRF), including the provision of an audit opinion subject to police security clearance of any staff assigned to the audit.**

**AND FURTHER THAT, the Executive Director of the Peel Police Service Board sign the attached auditor Engagement Letter and return to Business Support for further processing.**

### REPORT HIGHLIGHTS

- On September 6, 2024, this report was shared with the Peel Police Service Board's Finance Committee who reviewed and approved this report.
- Six local accounting firms were randomly selected and solicited to quote on the audit of the Community Support and Recognition Fund (CSRF) financial statements for 2024, 2025, and 2026.
- All six firms are located within Region of Peel.
- Of the six local accounting firms solicited, two quotes were received for audit services.
- Calvin G. Vickery CPA, CA, is the lowest bid at \$4,900 (plus HST) per annum over the next three years.

### Discussion

#### 1. Background

In 2021, the Board approved to have the audit of the Community Support and Recognition Fund (CSRF) Financial Statements be prepared by Calvin G. Vickery, CPA, CA, for the years 2021, 2022 and 2023. New quotes have now been solicited for the following three years ending 2024, 2025 and 2026.

#### 2. Findings

Audit quotes were solicited from six local accounting firms chosen from the Region of Peel area. Of the six local accounting firms solicited, two responded:

1. Calvin G. Vickery, CPA, CA
2. Krishan Prabhakar, CPA, CGA

The firms were provided with the following information on which to base their quote:

- Approximate estimated yearly revenues of \$100,000
- Approximate yearly expenses of \$100,000
- Approximately 100 cheques issued per year
- Six copies of the Audit report and opinion will be required, along with a Statement of Financial Position, Statement of Operation and Fund Balances, and Statement of Cash Flows
- Estimated hours to complete the audit is eight hours on-site and then additional hours as required
- Approximately 25 general ledger accounts to review

Records prepared by Business Support that will be audited include:

- General ledger (25 accounts)
- Trial Balance
- Statement of Financial Position
- Statement of Operations

In summary, the quoted cost (excluding taxes) for the next three years is as follows:

| <b>Accounting Firms</b> | <b>2024</b> | <b>2025</b> | <b>2026</b> | <b>Total</b> |
|-------------------------|-------------|-------------|-------------|--------------|
| Calvin Vickery          | \$ 4,900    | \$ 4,900    | \$ 4,900    | \$ 14,700    |
| Krishan Prabhakar       | \$ 5,000    | \$ 5,000    | \$ 5,000    | \$ 15,000    |

Since 2000, Calvin G. Vickery CPA, CA has served as the CSRF auditor, consistently delivering exceptional service and meeting the Board's high standards of quality. Past audits have been completed in a timely manner. Furthermore, Calvin has acquired the necessary knowledge of the Police Service Board's CSRF policies and procedures to ensure continuity and maintain compliance.

### **3. Proposed Direction**

Based on positive experiences in providing past audits, a fair price, and being the lowest bidder, it is recommended that Calvin G. Vickery, CPA, CA, be selected to perform the audit of the Community Support and Recognition Fund (CSRF) for the 2024-2026 calendar years.

Further, it is requested that the Executive Director of the Peel Police Service Board sign the attached Auditor Engagement Letter and return to Business Support for further processing.

### **4. Strategic Plan Alignment**

Goal: 3. Accountability, Equity and Service Excellence

Objective:

3.3 Ensure effective/sustainable resource planning through annual budget/financial report/service delivery reviews.

### **5. Equity and Inclusion Considerations**

Six local accounting firms were randomly selected and solicited to quote on the audit of the Community Support and Recognition Fund (CSRF) financial statements for 2024, 2025, and 2026.

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

Not applicable.

## **Organizational Impacts**

### **Financial**

Calvin G. Vickery's current cumulative bid for the 2024-2026 audits is \$14,700 (excluding taxes), representing a 14% increase compared to his 2021-2023 quote of \$12,900.

### **Conclusion**

On September 6, 2024, the Finance Committee of the Peel Police Service Board reviewed and approved Calvin G. Vickery CPA, CA to conduct the 2024, 2025, and 2026 year-end audits of the Community Support and Recognition Fund (CSRF). This includes providing an audit opinion, contingent upon police security clearance for the assigned audit staff.

Additionally, the Executive Director of the Peel Police Service Board sign the attached Auditor Engagement Letter, on page 10, and return to Business Support for further processing.

### **Approved for Submission**



---

Robert Serpe, Executive Director

For further information regarding this report, please contact Mario Ferrante at extension 4245 or via email at [1259C@peelpolice.ca](mailto:1259C@peelpolice.ca).

Authored By: P. Irving, Acting Supervisor, ICFS

Attachment:

Auditor Engagement Letter



# CALVIN G VICKERY CPA

PROFESSIONAL CORPORATION

July 15, 2024

The Regional Municipality of Peel Police Services Board  
Community Support and Recognition Fund  
Mr. Mario Ferrante, Manager, Business Support  
7150 Mississauga Road  
Mississauga, Ontario  
L5N 8M5

## **The Objective and Scope of the Audit**

You have requested that I audit the financial statements of The Regional Municipality of Peel Police Services Board, Community Support and Recognition Fund (CSRF), which comprise the statement of financial position as at December 31, 2024, 2025 and 2026, and the statement of operations and fund balances, statement of cash flows for the years then ended, and notes to the financial statements (including a summary of significant accounting policies).

I am pleased to confirm my acceptance and my understanding of the nature, scope and terms of this audit engagement, and all services related thereto, by means of this letter (the "Engagement").

The objectives of my audits are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement (whether due to fraud or error) and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the

aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

### **The Responsibilities of the Auditor**

I will conduct my audits in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements. As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- a. Identify and assess the risks of material misstatement of the financial statements (whether due to fraud or error), design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- b. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. However, I will communicate to you in writing concerning any significant deficiencies in internal control relevant to the audit of the financial statements that I have identified during the audit.
- c. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- d. Conclude on the appropriateness of management's use of the going-concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- e. Evaluate the overall presentation, structure and content of the financial statements (including the disclosures) and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



Because of the inherent limitations of an audit, together with the inherent limitations of internal control, there is an unavoidable risk that some material misstatements may not be detected, even though the audit is properly planned and performed in accordance with Canadian generally accepted auditing standards.

### **The Responsibilities of Management**

My audits will be conducted on the basis that management and those charged with governance acknowledge and understand that they have responsibility:

- a. For the preparation and fair presentation of the financial statements in accordance with Canadian Accounting Standards for Government Not-for-profit Organizations (ASGNPO).
- b. For the design and implementation of such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
- c. To provide us with timely:
  - i. Access to all information of which management is aware that is relevant to the preparation of the financial statements (such as records, documentation and other matters);
  - ii. Information about all known or suspected fraud, any allegations of fraud or suspected fraud and any known or probable instances of non-compliance with legislative or regulatory requirements;
  - iii. Additional information that I may request from management for the purpose of the audit; and
  - iv. Unrestricted access to persons within CSRF from whom I determine it necessary to obtain audit evidence.

As part of my audit process:

- a. I will make inquiries of management about the representations contained in the financial statements. At the conclusion of the audit, I will request from management written confirmation concerning those representations. If such representations are not provided in writing, management acknowledges and understands that I would be required to disclaim an audit opinion.

- b. I will communicate any misstatements identified during the audit other than those that are clearly trivial. I request that management correct all the misstatements communicated.

### **Form and Content of Audit Opinion**

Unless unanticipated difficulties are encountered, my report will be substantially in the form contained in Appendix A to this letter.

If I conclude that a modification to my opinion on the financial statements is necessary, I will discuss the reasons with you in advance.

### **Confidentiality**

One of the underlying principles of the profession is a duty of confidentiality with respect to client affairs. Each professional accountant must preserve the secrecy of all confidential information that becomes known during the practice of the profession. Accordingly, I will not provide any third party with confidential information concerning the affairs of CSRF unless:

- a. I have been specifically authorized with prior consent;
- b. I have been ordered or expressly required by law or by the provincial *Code of Professional Conduct/Code of Ethics*; or
- c. The information requested is or enters into public domain.

### **Communications**

In performing my services, I will send messages and documents electronically. As such communications can be intercepted, misdirected, infected by a virus, or otherwise used or communicated by an unintended third party, I cannot guarantee or warrant that communications from me will be properly delivered only to the addressee. Therefore, I specifically disclaim, and you release me from any liability or responsibility whatsoever for interception or unintentional disclosure of communications transmitted by me in connection with the performance of this Engagement. In that regard, you agree that I shall have no liability for any loss or damage to any person or entity resulting from such communications, including any that are consequential,

incidental, direct, indirect, punitive, exemplary or special damages (such as loss of data, revenues or anticipated profits).

If you do not consent to my use of electronic communications, please notify us in writing.

### **Use of Information**

It is acknowledged that I will have access to all information about identified individuals (“personal information”) in your custody that I require to complete my Engagement. My services are provided on the basis that:

- a. You represent to us that management has obtained any required consents for my collection, use, disclosure, storage, transfer and process of personal information required under applicable privacy legislation and professional regulation; and
- b. I will hold all personal information in compliance with my Privacy Statement.

### **Use and Distribution of My Report**

The examination of the financial statements and the issuance of my audit report are solely for the use of The Regional Municipality of Peel Police Services Board and those to whom my report is specifically addressed by us. I make no representations or warranties of any kind to any third party in respect of these financial statements or my audit report, and I accept no responsibility for their use by any third party or any liability to anyone other than The Regional Municipality of Peel Police Services Board. For greater clarity, my audit will not be planned or conducted for any third party or for any specific transaction. Accordingly, items of possible interest to a third party may not be addressed and matters may exist that would be assessed differently by a third party, including, without limitation, in connection with a specific transaction. My audit report should not be circulated (beyond The Regional Municipality of Peel Police Services Board) or relied upon by any third party for any purpose, without my prior written consent.

You agree that my name may be used only with my prior written consent and that any information to which I have attached a communication be issued with that communication, unless otherwise agreed to by us in writing.

### **Reproduction of Auditor's Report**

If reproduction or publication of my audit report or reference to my report is planned in an annual report or other document, including electronic filings or posting of the report on a website, a copy of the entire document should be submitted to us in sufficient time for my review and approval in writing before the publication or posting process begins.

I will request that management provide a written representation that the final version of the document(s) will be provided to us when available (and prior to its issuance) so I can complete my required procedures.

Management is responsible for the accurate reproduction of the financial statements, the auditor's report and other related information contained in an annual report or other public document (electronic or paper-based). This includes any incorporation by reference to either full or summarized financial statements that I have audited.

I am not required to read the information contained in your website or to consider the consistency of other information on the electronic site with the original document.

### ***Ownership***

The working papers, files, other materials, reports and work created, developed or performed by us during the course of the Engagement are the property of my firm, constitute my confidential information and will be retained by us in accordance with my firm's policies and procedures.

During the course of my work, I may provide, for your own use, certain software, spreadsheets and other intellectual property to assist with the provision of my services. Such software, spreadsheets and other intellectual property must not be copied, distributed or used for any other purpose. I also do not provide any warranties in relation to these items and will not be liable for any lost or corrupted data or other damage or loss suffered or incurred by you in connection with your use of them.

I retain the copyright and all intellectual property rights in any original materials provided to you.

***File Inspections***

In accordance with professional regulations and by my firm's policy, my client files may periodically be reviewed by practice inspectors and by other engagement file reviewers to ensure that I am adhering to my professional and firm's standards. File reviewers are required to maintain confidentiality of client information.

***Governing Legislation***

This engagement letter is subject to, and governed by, the laws of the Province of Ontario. The Province of Ontario will have exclusive jurisdiction in relation to any claim, dispute or difference concerning this engagement letter and any matter arising from it. Each party irrevocably waives any right it may have to object to any action being brought in those courts, to claim that the action has been brought in an inappropriate forum or to claim that those courts do not have jurisdiction.

***Dispute Resolution***

You agree that any dispute that may arise regarding the meaning, performance or enforcement of this Engagement will, prior to resorting to litigation, be submitted to mediation.

***Indemnity***

CSRF hereby agrees to indemnify, defend (by counsel retained and instructed by us) and hold harmless my firm (and its partners, agents and employees) from and against any and all losses, costs (including solicitors' fees), damages, expenses, claims, demands and liabilities arising out of (or in consequence of):

- a. The breach by CSRF, or its directors, officers, agents, or employees, of any of the covenants or obligations of CSRF herein, including, without restricting the generality of the foregoing, the misuse of, or the unauthorized dissemination of, my engagement report or the financial statements in reference to which the engagement report is issued, or any other work product made available to you by my firm.
- b. A misrepresentation by a member of your management or board of directors.

***Time Frames***

I will use all reasonable efforts to complete the Engagement as described in this letter within the agreed upon time frames.

However, I shall not be liable for failures or delays in performance that arise from causes beyond my reasonable control, including any delays in the performance by CSRF of its obligations.

***Fees***

Our quotation for professional services for the audit of the financial statements for the following fiscal years, plus disbursements, are as follows:

|                   |   |                  |
|-------------------|---|------------------|
| December 31, 2024 | - | \$4,900 plus HST |
| December 31, 2025 | - | \$4,900 plus HST |
| December 31, 2026 | - | \$4,900 plus HST |

This fee estimate is based on:

- a. The anticipated cooperation from all your personnel in preparing the requested information on a timely basis;
- b. The ongoing assistance of personnel throughout the Engagement; and
- c. The assumption that unexpected circumstances will not be encountered.

***Billing***

My fees and costs will be billed monthly and are payable upon receipt. Invoices unpaid 30 days past the billing date may be deemed delinquent and are subject to an interest charge of 1.5% per month. I reserve the right to suspend my services or to withdraw from this Engagement in the event that any of my invoices are deemed delinquent. In the event that any collection action is required to collect unpaid balances due to us, you agree to reimburse us for my costs of collection, including lawyers' fees.

***Costs of Responding to Government or Legal Processes***

In the event I am required to respond to a subpoena, court order, government agency or other legal process for the production of documents and/or testimony relative to information I obtained and/or prepared during the course of this Engagement, you agree to compensate us at my normal hourly rates for the time I expend in connection with such response and to reimburse us for all of my out-of-pocket costs (including applicable GST/HST) incurred.

***Termination***

Management acknowledges and understands that failure to fulfill its obligations as set out in this engagement letter will result, upon written notice, in the termination of the Engagement.

Either party may terminate this agreement for any reason upon providing written notice to the other party. If early termination takes place, CSRF shall be responsible for all time and expenses incurred up to the termination date.

If I am unable to complete the audit or am unable to form, or have not formed, an opinion on the financial statements, I may withdraw from the audit before issuing an auditor's report, or I may disclaim an opinion on the financial statements. If this occurs, I will communicate the reasons and provide details.

***Survival of Terms***

This engagement letter will continue in force for subsequent audits unless terminated by either party by written notice prior to the commencement of the subsequent audit.

***Conclusion***

This engagement letter includes the relevant terms that will govern the Engagement for which it has been prepared. The terms of this letter supersede any prior oral or written representations or commitments by or between the parties. Any material changes or additions to the terms set forth in this letter will only become effective if evidenced by a written amendment to this letter, signed by all of the parties.

If you have any questions about the contents of this letter, please raise them with us. If the services outlined are in accordance with your requirements, and if the above terms are acceptable to you, please sign the copy of this letter in the space provided and return it to us.

I appreciate the opportunity of continuing to be of service to your organization.

Yours truly,



Calvin G. Vickery, CPA, CA

Acknowledged and agreed on behalf of  
The Regional Municipality of Peel Police Services Board  
Community Support and Recognition Fund

by:

Signed \_\_\_\_\_

\_\_\_\_\_  
*[Name and title of the addressee]*

Date \_\_\_\_\_



## Appendix A

### INDEPENDENT AUDITOR'S REPORT

#### To the Regional Municipality of Peel Police Services Board

##### Opinion

I have audited the financial statements of Regional Municipality of Peel Police Services Board Community Support and Resource Fund ("the fund"), which comprise the statement of financial position as at December 31, 20xx, and the statements of operations and fund balances, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion the financial statements present fairly, in all material respects, the financial position of the fund as at December 31, 20xx, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for government not-for-profit organizations.

##### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing these financial statements, management is responsible for assessing the fund's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative to do so.

Those charged with governance are responsible for overseeing the fund's financial reporting process.

##### Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as

fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the fund's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Calvin G Vickery CPA  
Professional Corporation  
Authorized to practise public accounting by the  
Chartered Professional Accountants of Ontario  
Brampton, Ontario,  
xxxx xx, 20xx



**PSB REC. SEPTEMBER 16, 2024**  
**FILE CLASS: F11**  
**LOG # 53-24**

**REPORT**  
**Peel Police Service Board**  
**For Decision**

File Class: 1-01-02-01  
Cross-Reference File Class: \_\_\_\_\_

---

Date: **August 30, 2024**

Subject: **MASS CASUALTY CASE MANAGEMENT SYSTEM - XANALYS CANADA INC. CONTRACT RENEWAL. DOCUMENT #2018-097N**

From: **Anthony Odoardi, Deputy Chief, Innovation and Technology Command**

---

## Recommendation

**That PSB approves the renewal of Xanalis Canada Inc.'s contract for the Mass Casualty Case Management System (XIM-MEM), on an annual basis for the projected operational lifecycle of the system based on satisfactory service, performance, and pricing until September 2030**

### REPORT HIGHLIGHTS

- In 2018, the CMG approved the creation of the Mass Casualty unit (now Emergency Support Services) and the acquisition of a Mass Casualty software
- No off-the-shelf product existed in the market that met PRP's need to effectively manage the mass casualty incidents
- PowerCase management software vendor, Xnalys Canada Inc, was engaged to develop the mass casualty software to meet PRP's and other external partner agencies' need for a software solution to manage and track mass casualty and emergency incidents
- The system has been operational for over three years and meets PRP's business/operational requirements at a satisfactory level
- The renewal of the contract will ensure PRP continues to fulfill its commitment to strengthening community safety. By maintaining this system, the PRP can effectively manage mass casualty incidents, streamline investigations, and enhance overall public safety.
- There are no additional budget implications to this extension as this system is currently in use and being funded from operational budgets. The annual expense is estimated at \$31,000.

## Discussion

### 1. Background

Peel Regional Police (PRP) had a comprehensive Emergency Plan that can be invoked in the event of a major incident or mass casualty. However, the roles and responsibilities of this plan were dispersed among several PRP bureaus making it difficult to coordinate and communicate in emergency situations. In addition, there was no case management system available to log and track those incidents properly.

To address this deficiency, Operational Planning and Resources proposed the creation of a Mass Casualty Bureau (now part of Emergency Support Services) within PRP. In 2017, this proposal was approved by the

Chief's Management Group (CMG). Funding was also approved to acquire a software solution capable of supporting the activities of the new Casualty Bureau.

In 2018, an environmental scan was conducted with police services across Canada, and the IALEP forum (North America) failed to show anyone using a similar program or knowledge of a program in existence within North America. Further analysis revealed that if a mass casualty event becomes a criminal investigation, information contained within the Casualty Bureau database would need to be transferred to PowerCase which was Major Case Management software used by police services in Ontario as mandated by the Ministry of Community Safety and Correctional Services. As such, the vendor of the PowerCase Management software Xanalys Canada Inc., was consulted to identify if they have other product offerings that can fulfill PRP's Mass Casualty software requirements and are also compatible with PowerCase management software. The vendor indicated they have the capability and desire to produce software that meets Mass Casualty software requirements. Since Xanalys Canada Inc. was already a Vendor of Records (VOR) and there was no other vendor who was providing a similar product offering, PRP engaged the vendor to provide the software through direct negotiation with an initial \$50,000 purchase of the software plus \$25,000 per year for maintenance, updates and support.

## **2. Findings**

In March 2021, the Mass Casualty solution (XIM-MEM), a software solution with capabilities to manage information related to Mass Casualty Incidents (MCI) was launched. This was in conjunction with creating the Mass Casualty Bureau to enable PRP to provide better service to the community.

Due to the lack of an off-the-shelf product capable of managing mass casualty incidents, the software was developed by the PowerCase vendor with significant input from the PRP stakeholders. In addition, several other external stakeholders from across the Region of Peel were consulted and engaged, including the Region of Peel, Peel Regional Paramedics, the Office of the Fire Marshall, Coroner's Office, Transport Canada, William Osler Health Authority and the GTAA. All parties recognized the gaps in their existing Emergency Plans and offered their full support for the project. The development of this software was resource and effort intensive, although the CMG approved the acquire the software in the year 2018, the final version of the software could only be launched after three years in the year 2021.

The launch of this software in conjunction with the creation of the Mass Casualty Bureau has enabled PRP to provide better service to the community in managing Mass Casualty Incidents (MCI). The Mass Casualty software has been operational over three years and proven to meet PRP's need to manage mass casualty and emergency incidents. It is an extension of the Major Case Management suite and provides seamless transition into PowerCase in the event of a parallel criminal investigation allowing for the transfer of information between the two systems.

To date, the system has been functioning at a satisfactory performance level. If a new system is sought in the marketplace, the team would need to go through similar painstaking exercises with the new vendor so that the new system can meet PRP's functional, security, and technical requirements. The potential high costs and service disruptions during critical and emergency situations are valid concerns when considering a new system. These factors highlight the importance of the decision to continue with the current system, which has already been tailored to PRP's needs and is functioning well.

Additionally, a system such as the Mass Casualty software is expected to have a lifecycle of approximately 10 years. This provides a substantial timeframe for return on investment and continuity of service before a replacement might be needed.

### **3. Proposed Direction**

The Mass Casualty solution (XIM-MEM) system has been proven to be a critical system for both Region of Peel community members and the PRP staff. The renewal of the contract with Xanalys Canada Inc. for the Mass Casualty Case Management System (XIM-MEM) plays a crucial role in strengthening community safety. By maintaining this system, the PRP can effectively manage mass casualty incidents, streamline investigations, and enhance overall public safety. Therefore, it is proposed that PSB approves the contract renewal on an annual basis for the remaining lifecycle of the product until September 2030.

### **4. Strategic Plan Alignment**

Goal: 1. Community Safety and Well-Being

Objective:

1.5 Work with emergency management partners to ensure readiness through emergency management planning.

### **5. Equity and Inclusion Considerations**

None

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

The Xanalys Mass Casualty (XIM-MEM) system serves an important function in providing community safety.

## **Organizational Impacts**

### **Financial**

There are no additional budget implications to this extension as this system is currently in use and being funded from operational budgets.

### **Facilities**

None

### **Technology**

None

## **Conclusion**

The Xanalys Mass Casualty (XIM-MEM) system has been operational for over three years and has proven that it is a vital component of the PRP's emergency response plan and community safety. Renewing the contract will ensure that PRP continues to have a robust emergency plan, system, and process in place to effectively handle mass casualty and emergency incidents. This continuity is vital for maintaining the high level of preparedness and response capability that PRP has achieved with the current system.

## Approved for Submission



---

Anthony Odoardi, Deputy Chief, Innovation and Technology Command

For further information regarding this report, please contact Tony Ventura at extension 4602 or via email at [tony.ventura@peelpolice.ca](mailto:tony.ventura@peelpolice.ca).

Authored By: Tony Ventura



**PSB REC. SEPTEMBER 16, 2024**  
**FILE CLASS: P01**  
**LOG # 54-24**

**REPORT**  
Peel Police Service Board  
For Information

File Class: 1-02-02-01  
Cross-Reference File Class: \_\_\_\_\_

---

Date: **September 3, 2024**

Subject: **POLICE-REPORTED CRIME STATISTICS IN CANADA, 2023 - SERVICES OVER 1,000,000 COMPARISON**

From: **Charles Payette, Associate Deputy Chief, Strategic and Executive Services**

---

## Recommendation

**IT IS RECOMMENDED THAT, the report “Police-Reported Crime Statistics in Canada, 2023 Services over 1,000,000 Comparison” be received for information.**

### REPORT HIGHLIGHTS

- The 2023 overall Crime Severity Index (CSI) for Peel was 51.41, well below the national (80.45) and provincial (60.88) levels and was the lowest of municipal services with populations over one million.
- Peel’s violent CSI (67.34) remains well below the provincial (78.52) and national levels (99.45) and is the second lowest when comparing to services with populations over one million.
- The non-violent CSI for Peel (45.48) was substantially lower than Canada (73.54) and Ontario (54.34) and was the lowest of comparator services. However, in 2023, GTA services (Peel, York, Toronto) experienced larger increases in non-violent CSI than the other services.
- Peel’s overall Criminal Code (CC) excluding traffic, violent and property crime rates per 100,000 were all well below the national and provincial levels, and the lowest of services with populations over one million.
- Peel continues to operationalize the CSWB framework to address underlying risk issues and provide upstream resources as a means to mitigate both violent and non-violent crime.

## 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. 2023 data was released in July 2024 in the “*Police-Reported Crime Statistics in Canada, 2023*” report.

Staff from Corporate Planning & Research have reviewed the data and prepared a comparison of results from Peel Regional Police to Canada, Ontario and municipal services that have a policing population 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, crime rate per 100,000 population and solvency**.

## 2. Findings

The *Police-reported crime statistics in Canada, 2023* report highlights that the volume and severity of police-reported crime as measured by the Crime Severity Index (CSI) increased for the third consecutive year. Canada saw an increase in Overall CSI (3%) and Non-violent CSI (2%), but saw Violent CSI remain relatively stable. Peel also saw an increase in Overall CSI (8%) and Non-violent CSI (16%) but did see a slight decrease in Violent CSI (-3%).

The table below illustrates the variance in crimes that impacted the CSI across Canada, showing the change for both Canada and Peel. Peel followed a similar directional trend as Canada in all categories except breaking and entering where Canada decreased (-5%) and Peel increased (+21%)

|                               | Canada | Peel |
|-------------------------------|--------|------|
| Homicide                      | -14%   | -26% |
| Extortion                     | 35%    | 28%  |
| Robbery                       | 4%     | 0%   |
| Assault (level 2)             | 7%     | 2%   |
| Child pornography             | 52%    | 2%   |
| Fraud                         | 12%    | 54%  |
| Shoplifting (\$5000 or under) | 18%    | 27%  |
| Motor vehicle theft           | 5%     | 33%  |
| Breaking and entering         | -5%    | 21%  |

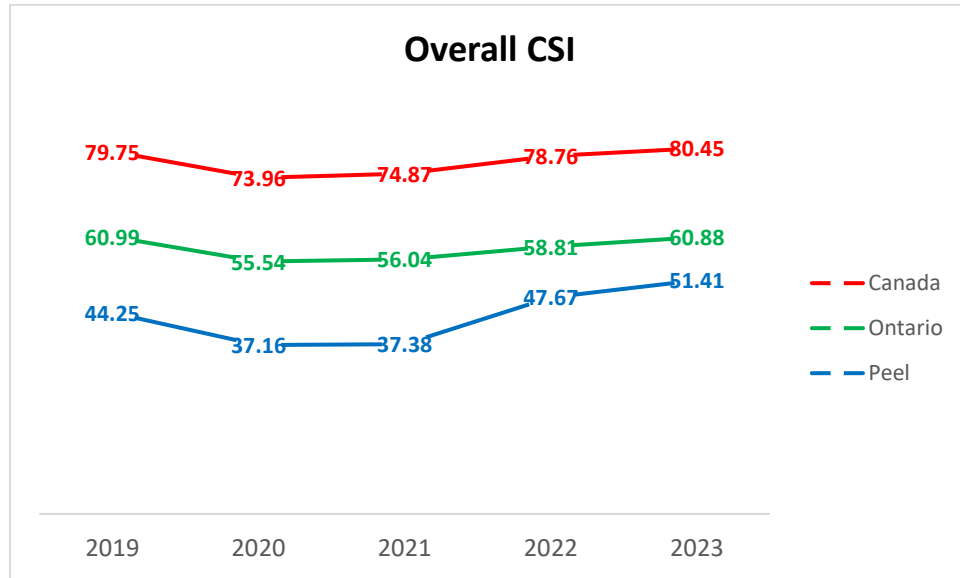
Appendix I contains tables outlining CSI, Weighted Clearance, Variance in the 2022-23 CSI, Rate per 100,000 and solvency for Canada, Ontario, Peel and the municipal services in Canada that serve communities with populations over 1,000,000.

### a) Crime Severity Index (CSI)

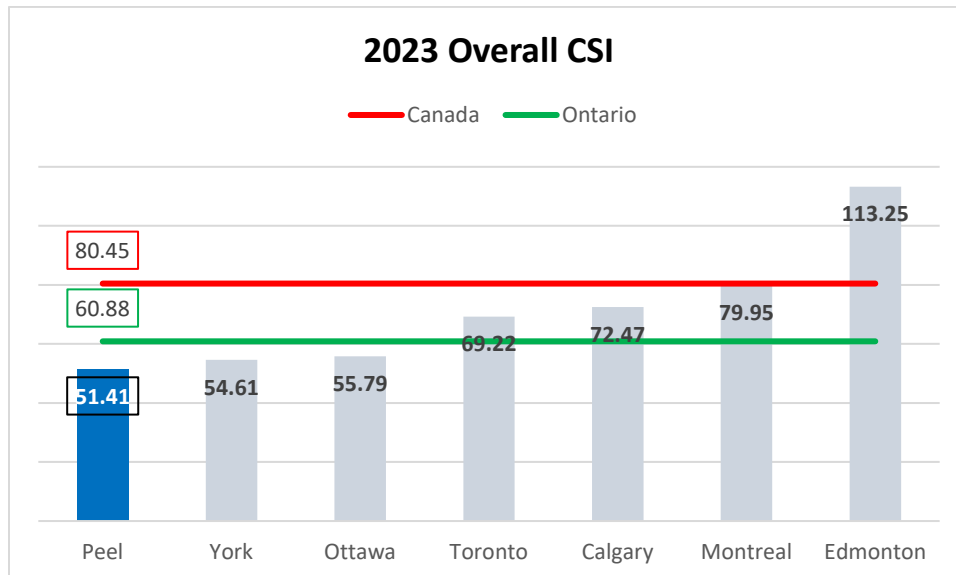
Crime Severity Index (CSI) is based on the number of crimes as well as the relative seriousness of crimes. This calculation puts more weight on more serious crimes (i.e. homicide) and reduces the impact of high-volume, less serious offences (i.e. minor thefts) to better reflect the level of crime occurring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

## Overall CSI

Following a dip in 2020, the overall CSI in Canada has been increasing, and in 2023 was above the 2019 level. Peel follows a similar trend. And while Peel has seen an increase, the CSI at 51.41 is well below the national (80.45) and provincial (60.88) levels.



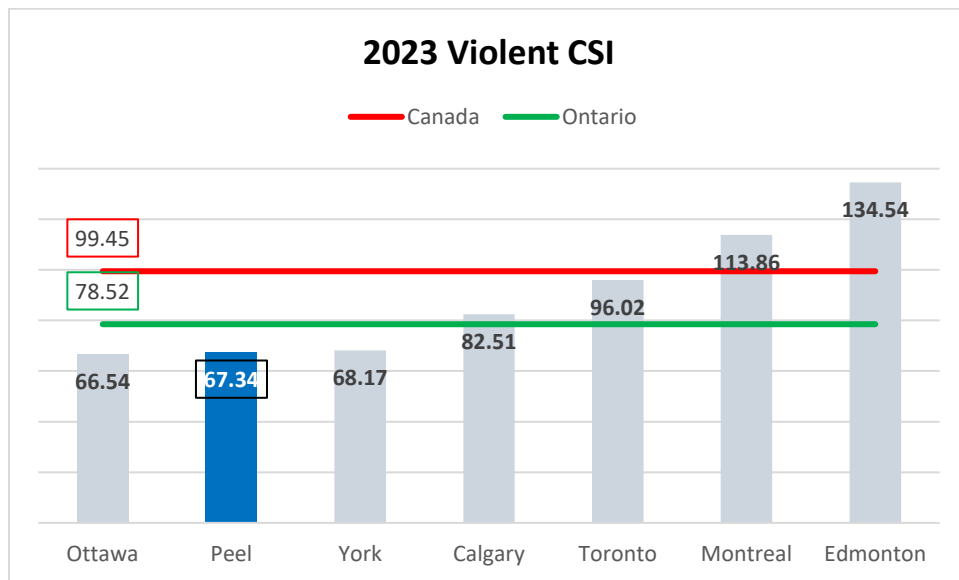
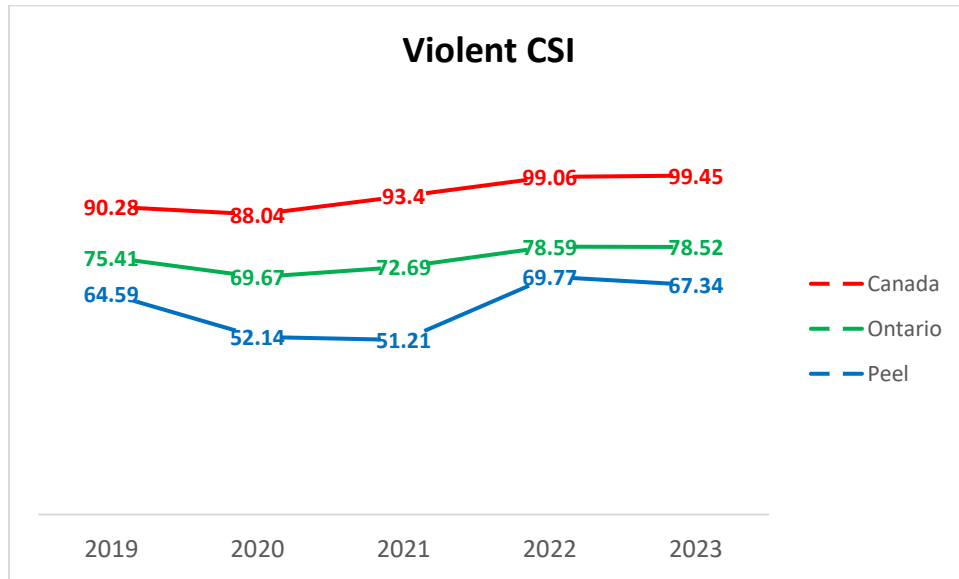
Comparing to municipal police services in Canada that serve populations over one million people, in 2023, Peel had the lowest overall CSI at 51.41 (see Appendix 1, Table 1). York (54.61) and Ottawa (55.79) while slightly higher, were relatively similar to Peel, with other services showing higher CSI's. All comparator services (except Calgary) saw increases in overall CSI in 2023 compared to 2022. Peel (7.85%), Toronto (11.25%) and York (15.21%) experienced the largest increases (see Appendix I, Table 2).





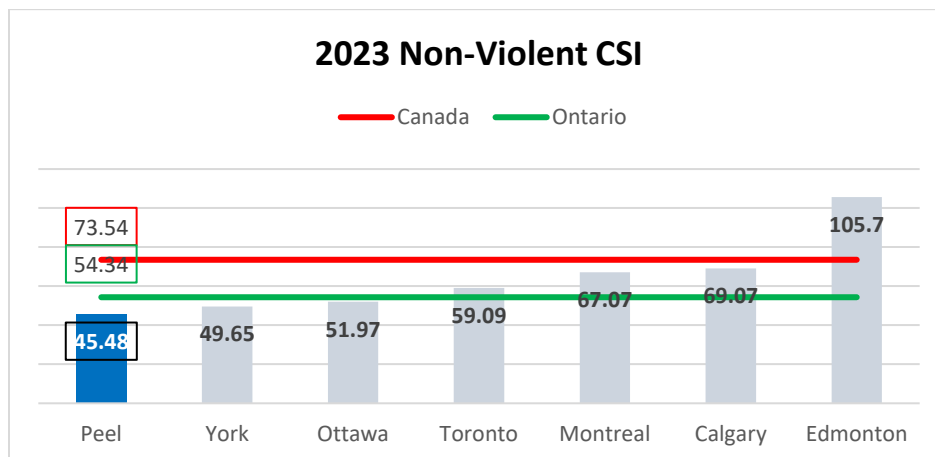
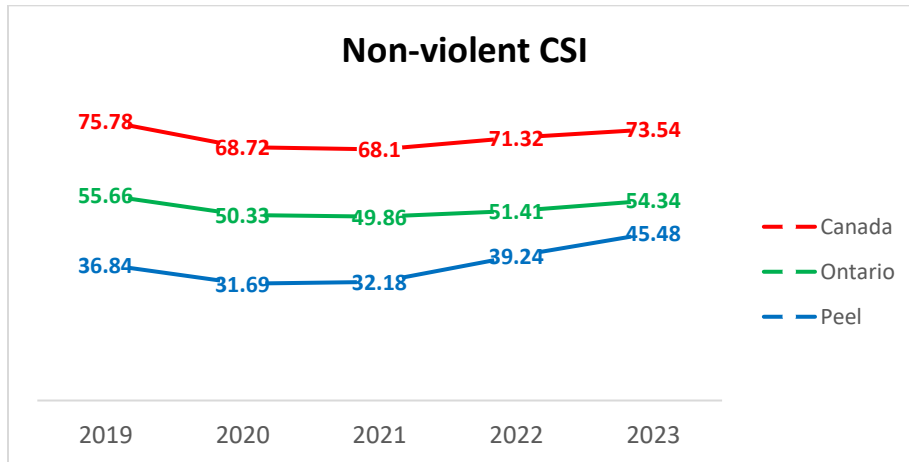
## Violent CSI

The violent CSI has increased in recent years. Peel (at 67.34) remains well below the provincial (78.52) and national levels (99.45) and is the second lowest (slightly behind Ottawa (66.54) when comparing to services with populations over one million. The Canadian (99.45) and Ontario (78.52) violent CSI remained relatively stable in 2023. Peel saw a slight decrease (-3.48%) due to a decrease in homicides and robberies. York experienced a 6.63% increase and Toronto a 2.5% increase.



## Non-Violent CSI

Peel's non-violent CSI (45.48) was substantially lower than Canada (73.54) and Ontario (54.34). Peel was also lower than the comparison services. However, it should be noted that while Canada and Ontario saw increases of 3.11% and 5.7% respectively, Peel, York and Toronto all experienced increases of more than 10% (Peel (15.9%), Toronto (17.78%) and York (20.51%)). The substantial increase in Theft-Motor Vehicle in the GTA likely impacted the non-violent CSI.



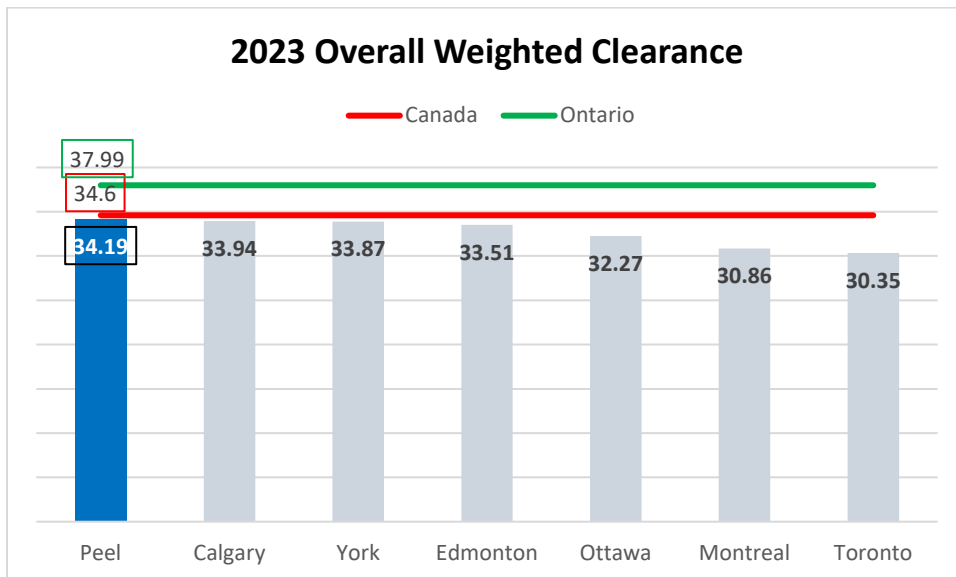
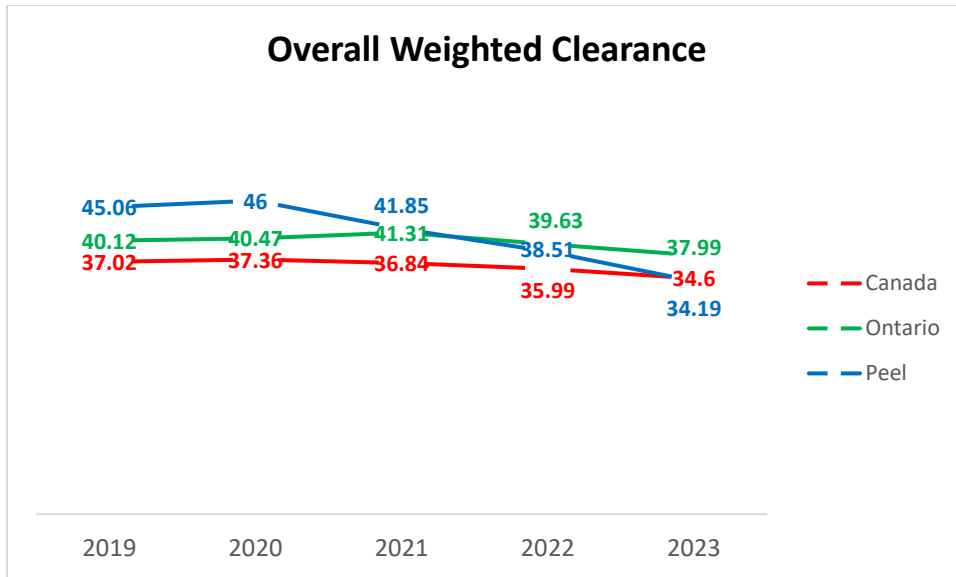
The table below outlines 2022-2023 variances in the 3 CSI categories.

| % Variance in CSI (2022-2023) |             |              |             |
|-------------------------------|-------------|--------------|-------------|
|                               | Overall     | Violent      | Non-violent |
| Canada                        | 2.15        | 0.39         | 3.11        |
| Ontario                       | 3.52        | -0.09        | 5.7         |
| <b>Peel</b>                   | <b>7.85</b> | <b>-3.48</b> | <b>15.9</b> |
| York                          | 15.21       | 6.63         | 20.51       |
| Ottawa                        | 3.05        | -1.57        | 5.61        |
| Toronto                       | 11.25       | 2.5          | 17.78       |
| Calgary                       | -9.59       | -1.42        | -13.04      |
| Montreal                      | 0.85        | 2.1          | 0.01        |
| Edmonton                      | 0.64        | 4.43         | -1.19       |

**b) Crime Rate per 100,000**

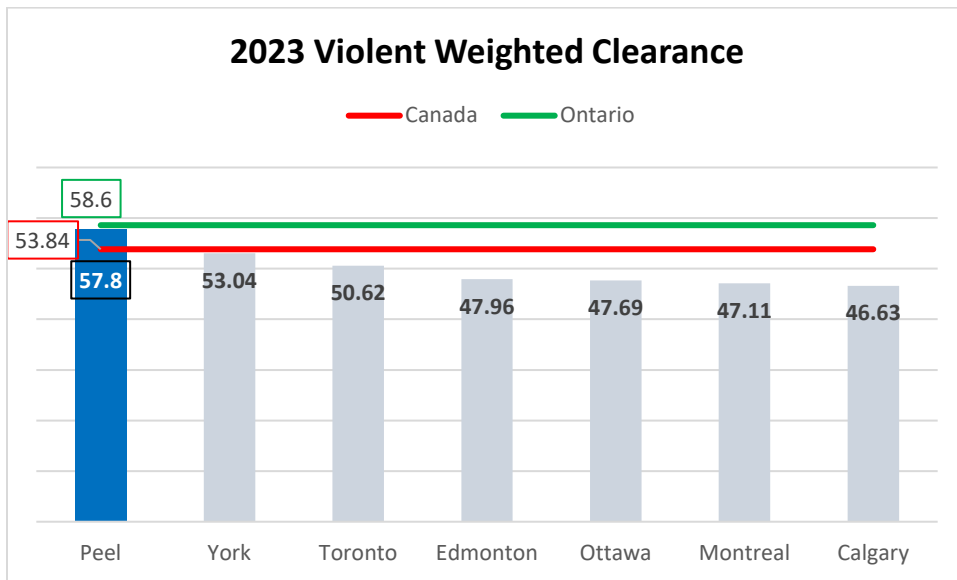
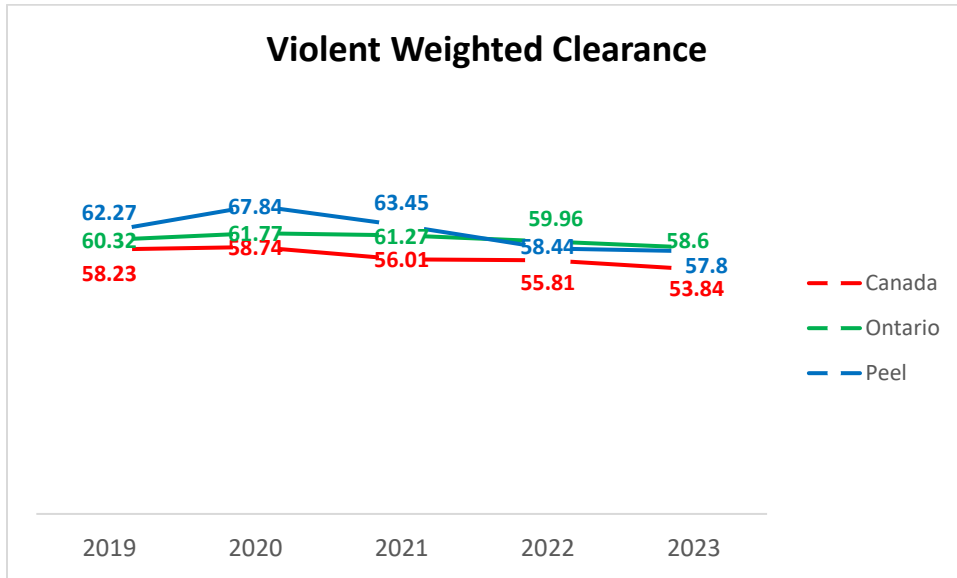
**Overall Weighted Clearance**

Peel's overall weighted clearance, at 34.19, is slightly lower than both Canada (34.6) and Ontario (37.99), but above the comparison services. Overall, the weighted clearances for the services compared to were relatively consistent, ranging from 30.35 (Toronto) to 34.19 (Peel).



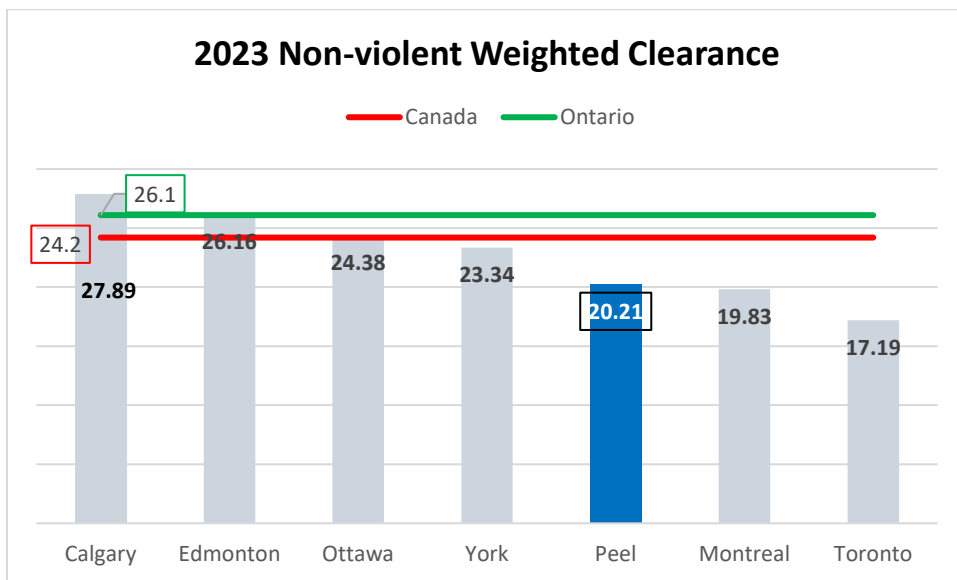
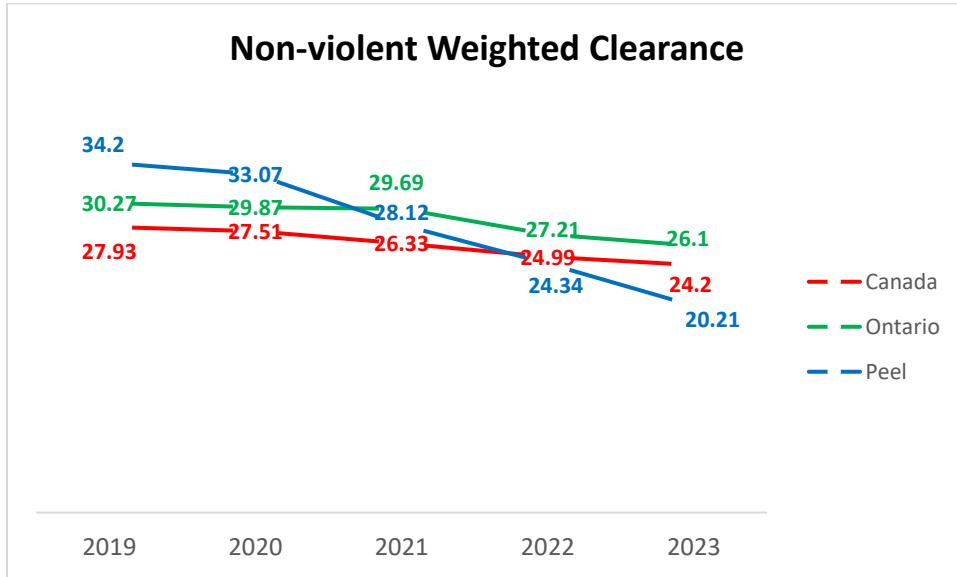
## Violent Weighted Clearance

Peel's violent weighted clearance at 57.8 is slightly below Ontario (58.6), but above Canada (53.84). Peel's weighted clearance has decreased since 2020. Peel's violent weighted clearance is the best of the services with populations over 1,000,000.



## Non-violent Weighted Clearance

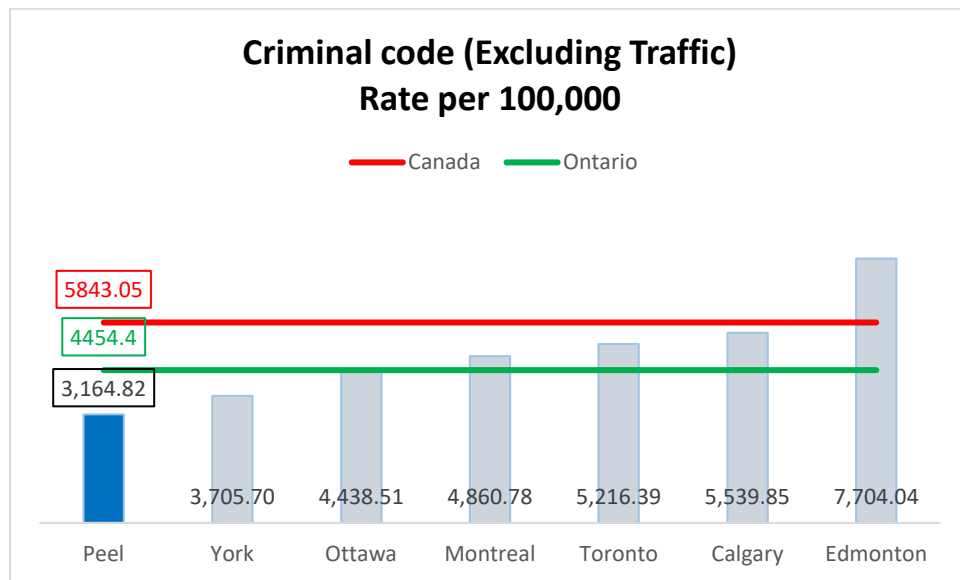
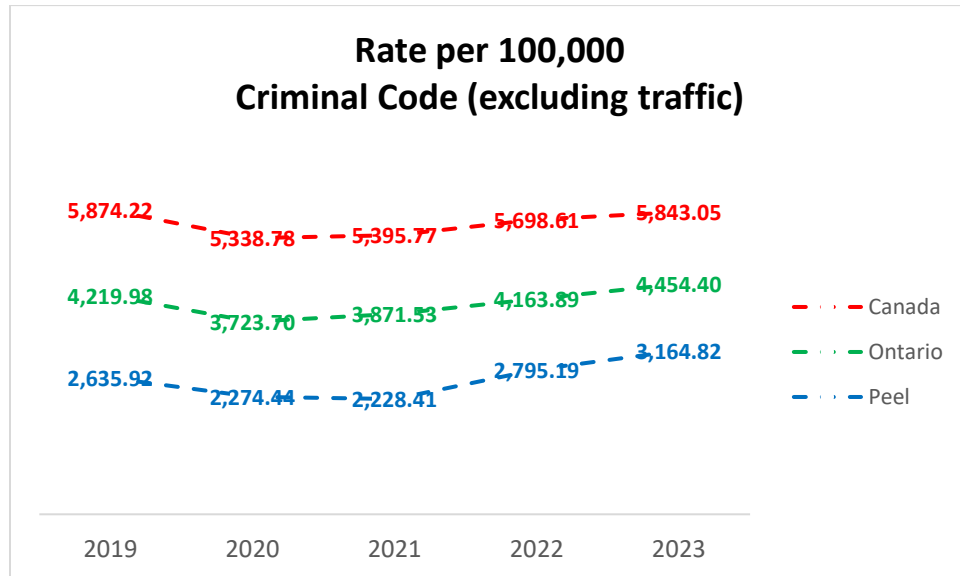
Peel's non-violent weighted clearance at 20.21 is below Canada (24.2) and Ontario (26.1). Peel's non-violent weighted clearance is the 3<sup>rd</sup> lowest, slightly ahead of Montreal (19.83) and Toronto (17.19). York is slightly better than Peel at 23.34. Peel, Toronto and York's lower weighted clearance is likely due to the impact of the increase in Theft-Motor Vehicle during 2023.



**c) Crime Rate per 100,000**

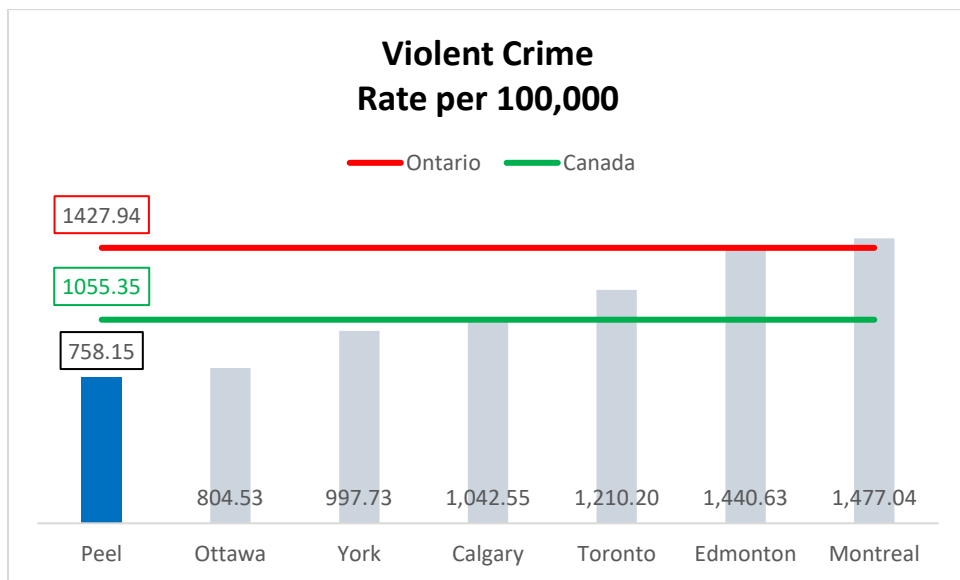
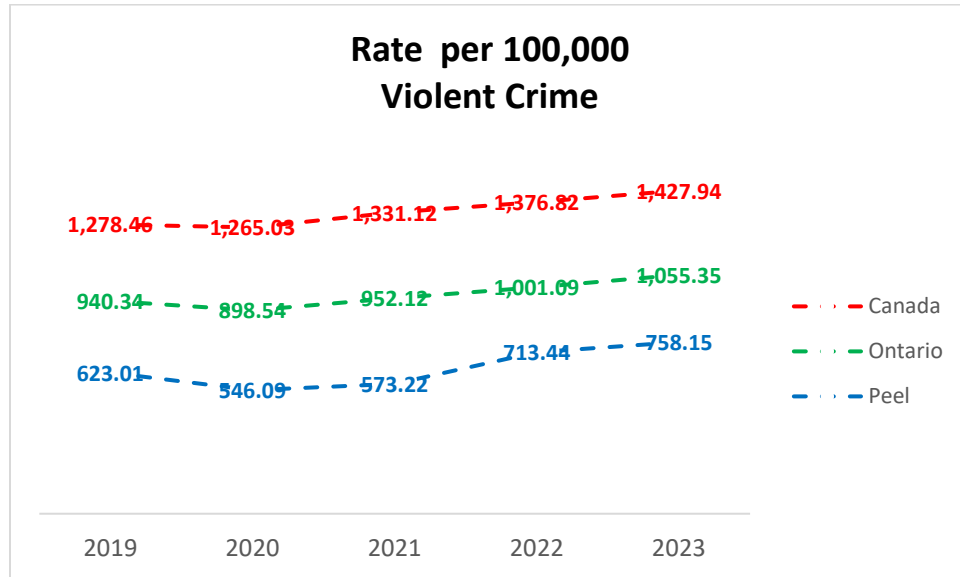
**Criminal Code (excluding traffic) rate per 100,000**

Peel's crime rate per 100,000 for all criminal code (excluding traffic) violations, at 3,164.82, is well below the national (5,843.05) and provincial (4,454.40) rates. Peel's rate is also the lowest of comparison services with populations over one million and sits at less than half the rate in Edmonton (7,704.04). All services, except Calgary and Edmonton experienced increases in 2023.



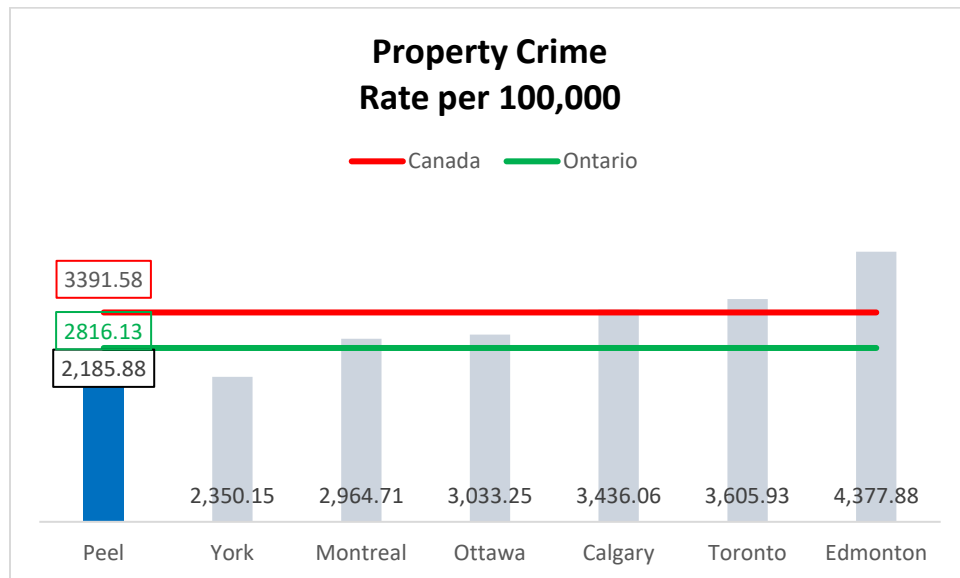
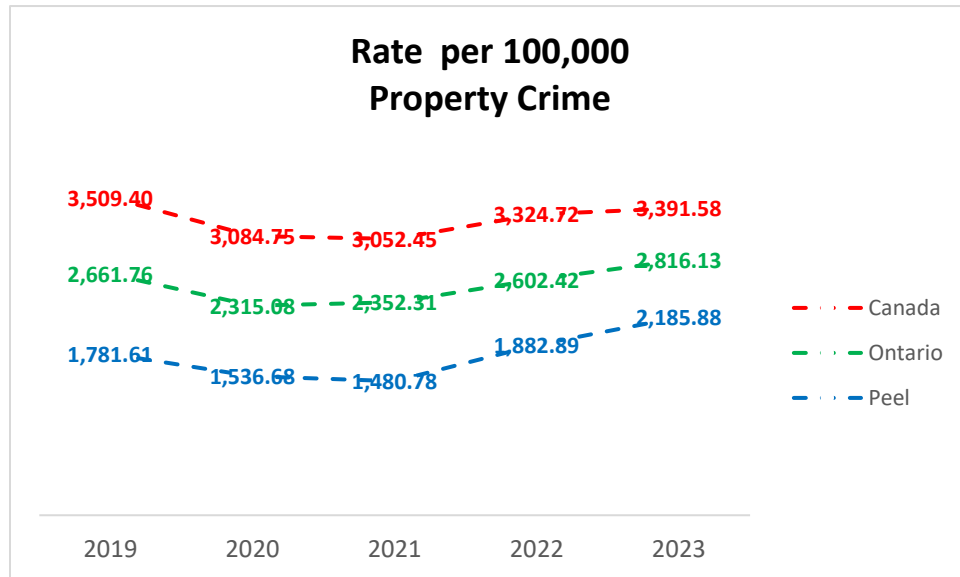
## Violent Crime rate per 100,000

Peel's violent crime rate (758.15) is well below Canada (1,427.94) and Ontario (1,055.35). Peel shows the lowest Violent crime rate per 100,000 of the comparison municipal services. It is interesting to note that all services (and Canada and Ontario) experienced increases in the violent crime rate in 2023.



## Property Crime rate per 100,000

The property crime rate per 100,000 in Peel (2,185.88) was also well below Canada (3,391.58) and Ontario (2,816.13). It was also the lowest of the comparison services. In line with the overall crime rate, all services (except Edmonton and Calgary) experienced increases in the property crime rate per 100,000 in 2023.





### 3. Proposed Direction

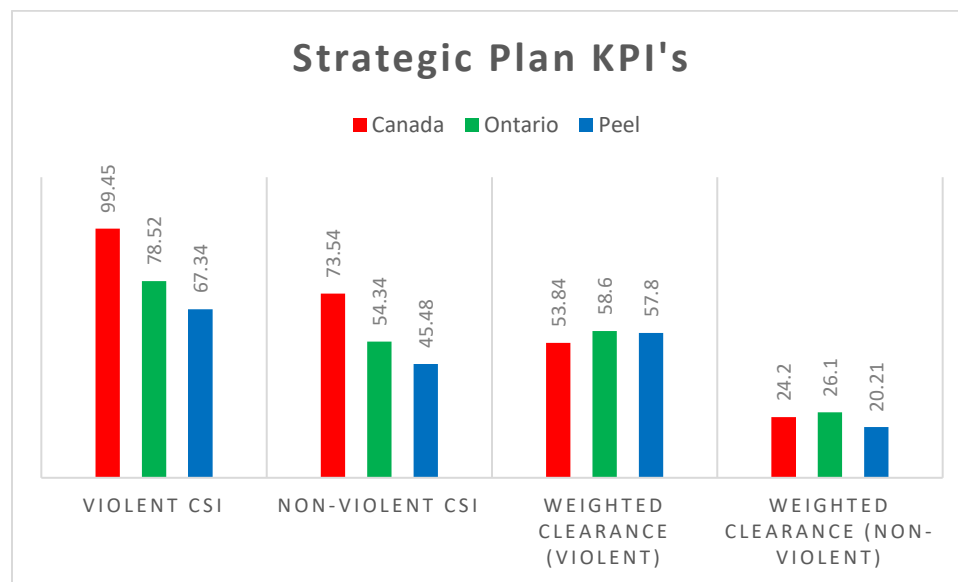
The report “POLICE-REPORTED CRIME STATISTICS IN CANADA, 2023 - SERVICES OVER 1,000,000 COMPARISON” should be forwarded to the Peel Police Service Board (PSB) for information.

### 4. Strategic Plan Alignment

Goal: 1. Community Safety and Well-Being

Objective: 1.1 Identify and effectively respond to citizen calls for service and community crime trends.

Comparison of CSI and weighted clearance rates to provincial and national data serve as performance indicators under the Our Community pillar of the strategic plan.



Peel meets the performance indicator for violent and non-violent CSI falling below the provincial and national rates. However, with respect to weighted clearance, Peel’s violent clearance is above Canada, but slightly below Ontario. The non-violent weighted clearance is below both national and provincial levels.

### 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.

## Communications Issues

This report is being forwarded to PSB to ensure members are kept aware of Peel crime statistics in comparison to national, provincial and other municipal services. Additionally, data could be shared with local politicians through government relations. Data has also been shared through a media release.

## 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.

To continue to support lower crime rates, PRP remains focused on operationalizing the CSWB Framework within our Service, connecting people to services that are best positioned to meet their needs, establish effective partnerships – right service at the right time to reduce reliance on police, and adopt proactive approaches that enhance safety, strengthen well-being and prevent crime. The CSWB Plan addresses underlying risk issues and aims to provide upstream resources, where appropriate, to community members to address issues that could otherwise escalate into crime, victimization or other community harms. The alignment to the CSWB Plan via the PRP Strategic Plan is key to continued success with mitigating both violent and non-violent crime through collaborative partnerships with CSWB partners.

## 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 [696C@peelpolice.ca](mailto:696C@peelpolice.ca).

Authored By: Sheila Doyle, Manager, Corporate Planning and Rebecca Thompson, Corporate Analyst, Corporate Planning

Table 1 – 2023 Crime Severity and Weighted Clearance by Service

|             | Crime Severity Index |              |              | Weighted Clearance |             |              |
|-------------|----------------------|--------------|--------------|--------------------|-------------|--------------|
|             | Overall              | Violent      | Non-violent  | Overall            | Violent     | Non-violent  |
| Canada      | 80.45                | 99.45        | 73.54        | 34.6               | 53.84       | 24.2         |
| Ontario     | 60.88                | 78.52        | 54.34        | 37.99              | 58.6        | 26.1         |
| <b>Peel</b> | <b>51.41</b>         | <b>67.34</b> | <b>45.48</b> | <b>34.19</b>       | <b>57.8</b> | <b>20.21</b> |
| Calgary     | 54.61                | 68.17        | 49.65        | 33.94              | 46.63       | 27.89        |
| York        | 55.79                | 66.54        | 51.97        | 33.87              | 53.04       | 23.34        |
| Edmonton    | 69.22                | 96.02        | 59.09        | 33.51              | 47.96       | 26.16        |
| Ottawa      | 72.47                | 82.51        | 69.07        | 32.27              | 47.69       | 24.38        |
| Montreal    | 79.95                | 113.86       | 67.07        | 30.86              | 47.11       | 19.83        |
| Toronto     | 113.25               | 134.54       | 105.7        | 30.35              | 50.62       | 17.19        |

Table 2 – Variance in 2022 to 2023 Crime Severity

|             | Crime Severity Index |              |             |              |              |              |                 |              |             |
|-------------|----------------------|--------------|-------------|--------------|--------------|--------------|-----------------|--------------|-------------|
|             | Overall CSI          |              |             | Violent CSI  |              |              | Non-violent CSI |              |             |
|             | 2022                 | 2023         | % Var       | 2022         | 2023         | % Var        | 2022            | 2023         | % Var       |
| Canada      | 78.76                | 80.45        | 2.15        | 99.06        | 99.45        | 0.39         | 71.32           | 73.54        | 3.11        |
| Ontario     | 58.81                | 60.88        | 3.52        | 78.59        | 78.52        | -0.09        | 51.41           | 54.34        | 5.7         |
| <b>Peel</b> | <b>47.67</b>         | <b>51.41</b> | <b>7.85</b> | <b>69.77</b> | <b>67.34</b> | <b>-3.48</b> | <b>39.24</b>    | <b>45.48</b> | <b>15.9</b> |
| York        | 47.4                 | 54.61        | 15.21       | 63.93        | 68.17        | 6.63         | 41.2            | 49.65        | 20.51       |
| Ottawa      | 54.14                | 55.79        | 3.05        | 67.6         | 66.54        | -1.57        | 49.21           | 51.97        | 5.61        |
| Toronto     | 62.22                | 69.22        | 11.25       | 93.68        | 96.02        | 2.5          | 50.17           | 59.09        | 17.78       |
| Calgary     | 80.16                | 72.47        | -9.59       | 83.7         | 82.51        | -1.42        | 79.43           | 69.07        | -13.04      |
| Montreal    | 79.28                | 79.95        | 0.85        | 111.52       | 113.86       | 2.1          | 67.06           | 67.07        | 0.01        |
| Edmonton    | 112.53               | 113.25       | 0.64        | 128.83       | 134.54       | 4.43         | 106.97          | 105.7        | -1.19       |

Table 3 – 2023 Crime Rate per 100,000 and Solvency Rate by Service

|             | 2023 Crime Rate per 100,000  |               |                 | 2023 Solvency Rate           |              |              |
|-------------|------------------------------|---------------|-----------------|------------------------------|--------------|--------------|
|             | Total CC (excluding traffic) | Violent       | Property        | Total CC (excluding traffic) | Violent      | Property     |
| Canada      | 5,843.05                     | 1,427.94      | 3,391.58        | 34.5%                        | 55.6%        | 16.8%        |
| Ontario     | 4,454.40                     | 1,055.35      | 2,816.13        | 34.2%                        | 59.6%        | 15.2%        |
| <b>Peel</b> | <b>3,164.82</b>              | <b>758.15</b> | <b>2,185.88</b> | <b>30.3%</b>                 | <b>64.1%</b> | <b>13.0%</b> |
| York        | 3,705.70                     | 997.73        | 2,350.15        | 29.8%                        | 46.5%        | 15.8%        |
| Ottawa      | 4,438.51                     | 804.53        | 3,033.25        | 29.4%                        | 44.4%        | 13.5%        |
| Montreal    | 4,860.78                     | 1,477.04      | 2,964.71        | 31.8%                        | 54.7%        | 12.9%        |
| Toronto     | 5,216.39                     | 1,210.20      | 3,605.93        | 25.0%                        | 51.5%        | 10.7%        |
| Calgary     | 5,539.85                     | 1,042.55      | 3,436.06        | 37.5%                        | 57.6%        | 12.9%        |
| Edmonton    | 7,704.04                     | 1,440.63      | 4,377.88        | 40.1%                        | 49.8%        | 15.8%        |



**PSB REC. SEPTEMBER 16, 2023**  
**FILE CLASS: P01**  
**LOG#55-24**

**REPORT**  
Peel Police Service Board  
For Information

File Class: 1-01-02-01  
Cross-Reference File Class: \_\_\_\_\_

---

Date: **September 16, 2024**

Subject: **2023 HUMAN RIGHTS REPORT & 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 2023 Human Rights Project and Use of Force Report.

## **REPORT HIGHLIGHTS**

- **Overview of the 2023 Human Rights Report**
- **Reporting and training requirements for Use of Force**
- **Statistical data and analysis for 2023 Use of Force incidents**
- **Race Based Data analysis for 2023 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, 2023. Including use of force (U of F), strip searches and our continued effort to meet our commitment to the Human Rights Project.

Goal: 3. Accountability, Equity and Service Excellence

Objective: 3.4 Foster public trust and confidence.

## **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

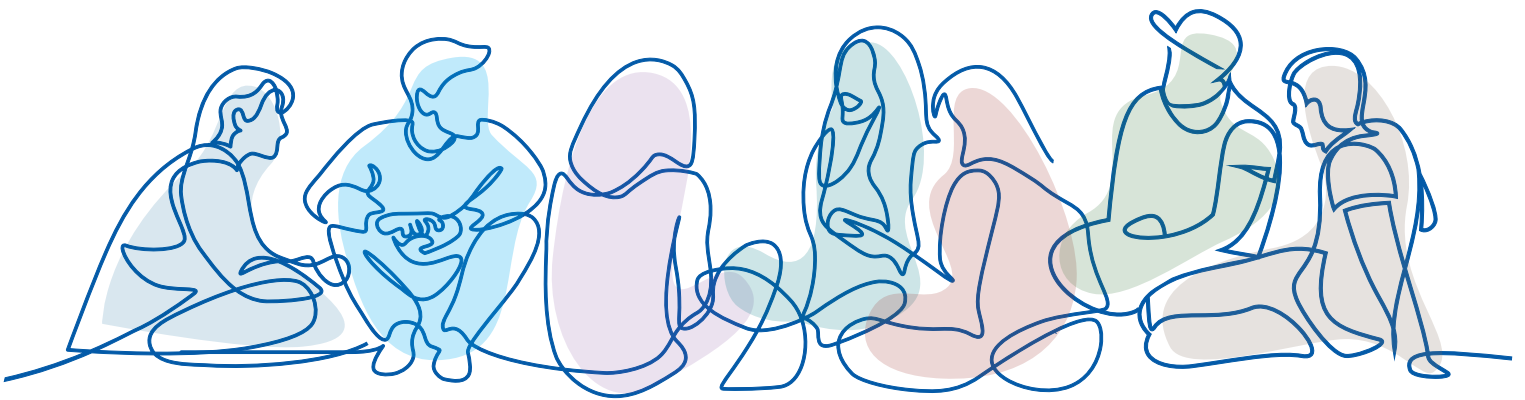
For further information regarding this report, please contact S/Supt. Niles at extension 4107 or via email at [2070@peelpolice.ca](mailto:2070@peelpolice.ca).

Authored By: Human Rights Project Team



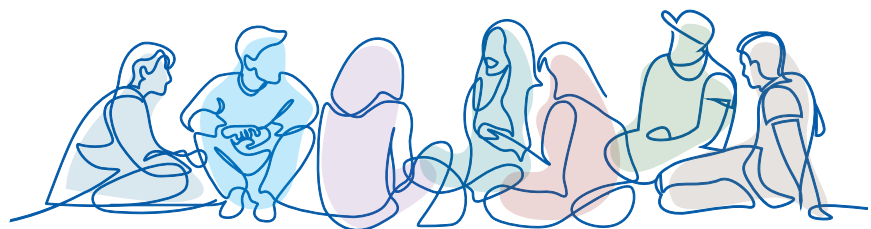
# Committed to Action

2023 Progress Report:  
Human Rights Project & Use of Force



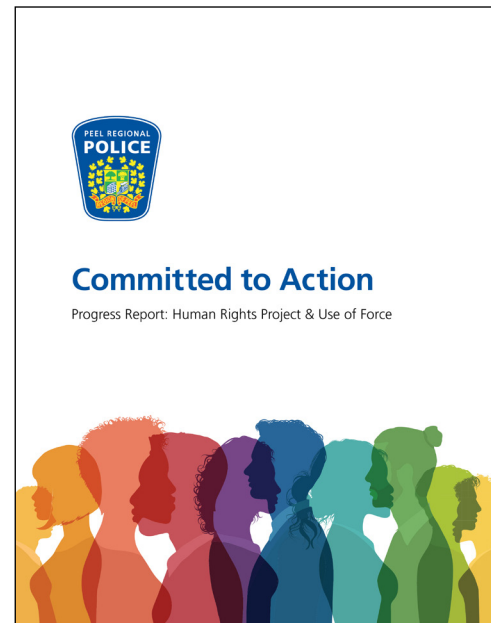
# Table of Contents

|                                       |           |
|---------------------------------------|-----------|
| <b>Executive Summary</b>              | <b>3</b>  |
| <b>Findings</b>                       | <b>5</b>  |
| Use of Force                          | 5         |
| Race and Identity-Based Data Analysis | 12        |
| <b>Next Steps</b>                     | <b>21</b> |
| <b>Multi-Year Action Plan</b>         | <b>22</b> |
| <b>Appendix 1: Meet Our Experts</b>   | <b>28</b> |
| <b>Appendix 2: Race Categories</b>    | <b>30</b> |
| <b>Glossary of Terms</b>              | <b>31</b> |



# Executive Summary

The Human Rights Project team continues to collaborate with [leading academic experts](#) to build upon operational successes, while also addressing contemporary community issues. In September 2023, Peel Regional Police (PRP) presented the [first progress report](#) on the Human Rights Project – including statistics on Use of Force – at the Peel Police Service Board (PPSB) meeting. The report emphasized the efforts to embed the core values of inclusiveness and equity within PRP, beginning with a strategy to reduce disparities as part of a multi-year action plan.



[View the first progress report.](#)

Over the past year, Peel Regional Police commenced the review of over 300 hundred directives based on recommendations from the Ontario Human Rights Commission (OHRC). Key 2023/2024 updates include:

- **Anti-Racism Policy:** To reflect OHRC principles, emphasizing intervention and prevention of misconduct;
- **Race and Identity-Based Data (RIBD) Policy:** To enhance data collection and reporting, with a focus on eliminating systemic racism;
- **Crisis Intervention and De-escalation Policies:** To incorporate disengagement options to avoid force;
- **AI/Facial Recognition Policy:** To adhere to privacy guidelines with a human-rights focused approach;
- **Duty to Report & Intervene Policy:** To mandate reporting and intervention in cases of misconduct.

Since 2020, more than 30,000 hours of human rights-focused training have been completed, with a focus on trauma-informed approach, de-escalation, procedural justice and reducing negative outcomes for racialized communities.

As of June 2024, PRP's revamped hiring practices achieved 59% of sworn members from underrepresented groups. Over 80% of the new hires in 2024 were identified to be among the underrepresented groups.

PRP expanded the framework for collecting and analyzing race and identity-based data (RIBD) to address disparities. The goal is to improve fairness and equity in policing by examining factors contributing to disparities and developing progressive approaches in hiring, policy, training and service delivery.

In recognizing our duty to involve all communities we serve, we have conducted over 70 community consultation sessions to share findings and discuss progress. We also received feedback from Black, Indigenous, and racialized communities through the Anti-Racism Advisory Committee (ARAC), Chief's Resource Councils and the Anti-Black Racism & Systemic Discrimination (ABR-SD) Collective.



The Governance and Human Rights Committee of the Peel Regional Police Service Board (PPSB) also conducted community engagements for transparent feedback on human rights issues. These sessions provided an opportunity to listen and learn on areas of concern and improvement for consideration by the PPSB.

Over the past year, PRP has focused on finalizing recommendations in collaboration with the PPSB, ARAC and the OHRC. PRP and OHRC are currently in the process of filing these recommendations with the Ontario Human Rights Tribunal.

With the support of ARAC, PRP established the following verification sub-groups to review and advise on the implementation of the recommendations:

- Acknowledgement and Engagement: To co-create acknowledgment and engagement strategies with the community.
- Community Advisory Panel (CAP): Provide meaningful and thoughtful insights on Race and Identity-Based Data (RIBD).
- Organizational Change: Review systems and service delivery within the organization.
- Policy, Monitoring and Accountability: Review policies with a lens for transparency.
- Multi-Year Action Plan: Create timelines for implementation.
- Training: Review and provide meaningful and thoughtful advice on PRP's Training.

In 2025, PRP will establish a process with an independent verifier to validate with ARAC the implementation and completion of the recommendations.

We have recently added two subject-matter experts, Professor Kanika Samuels-Wortley and Dr. Daniel Konikoff, to integrate a human-rights approach to artificial intelligence. Additionally, we enlisted Ms. Claudia McKoy, a community outreach specialist from UpSurgence, to co-design a statement of principles for our AI strategy. UpSurgence is also instrumental in our disparity reduction and well-being planning. Ms. McKoy's involvement in both initiatives ensures the strategy incorporates community perspectives, maintaining transparency and an inclusive, independent voice.

PRP is dedicated to dismantling systemic racism, as evidenced by the progress of our Human Rights Project, which is guided by [OHRC's seven principles](#).

# Findings

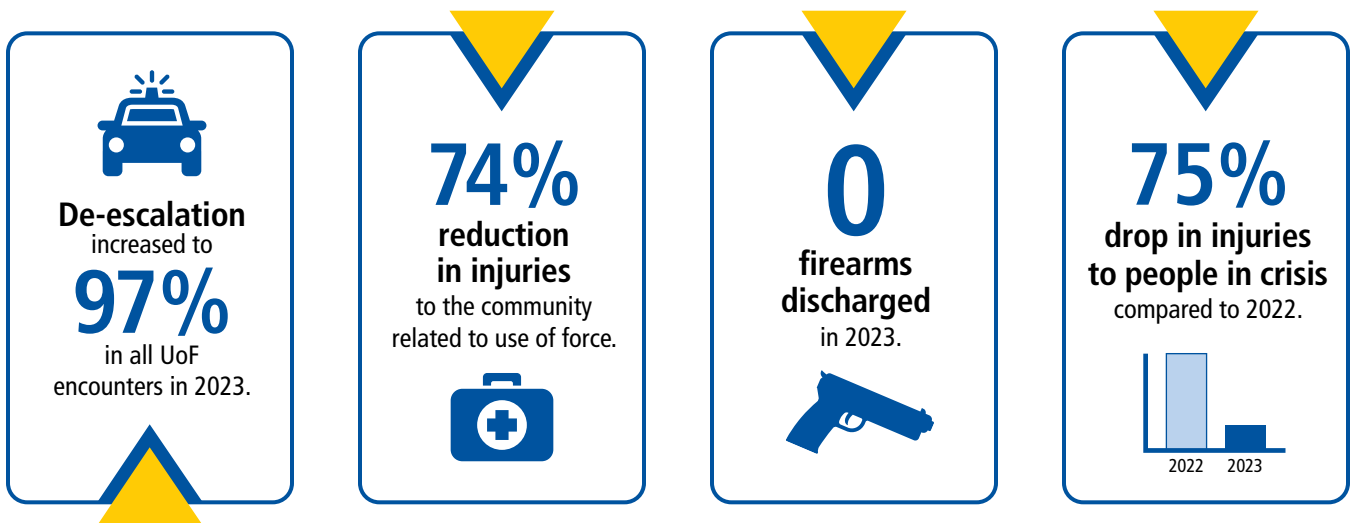
## Use of Force

The Ontario Ministry of the Solicitor General mandates reporting requirements for use of force by officers through Directive I-B-102(F). Officers must submit a Use of Force Report before going off duty if they:

- draw a handgun in public
- point a firearm at a person
- discharge a firearm
- use a weapon on a person
- draw, display, point or discharge a conducted energy weapon to gain compliance
- point or discharge a conducted energy weapon at a person
- use force on another person, including the use of horse or dog, resulting in an injury requiring medical attention, of which the officer is aware

All members must complete the prescribed training course to use force, with requalification required every twelve months. PRP's training exceeds provincial standards.

Below are highlights from this year's report.

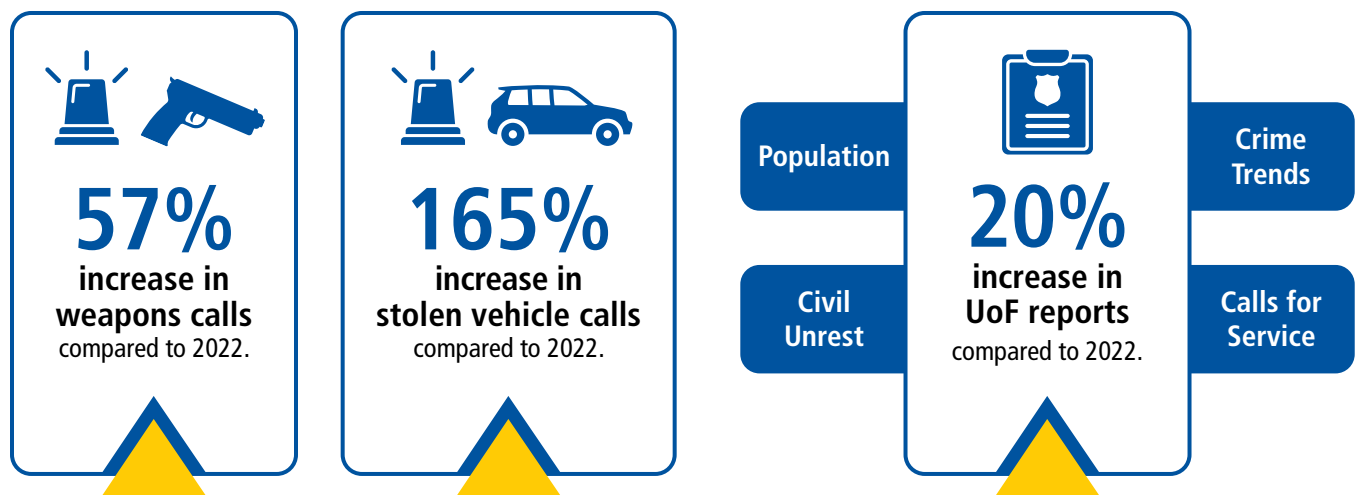


# Findings

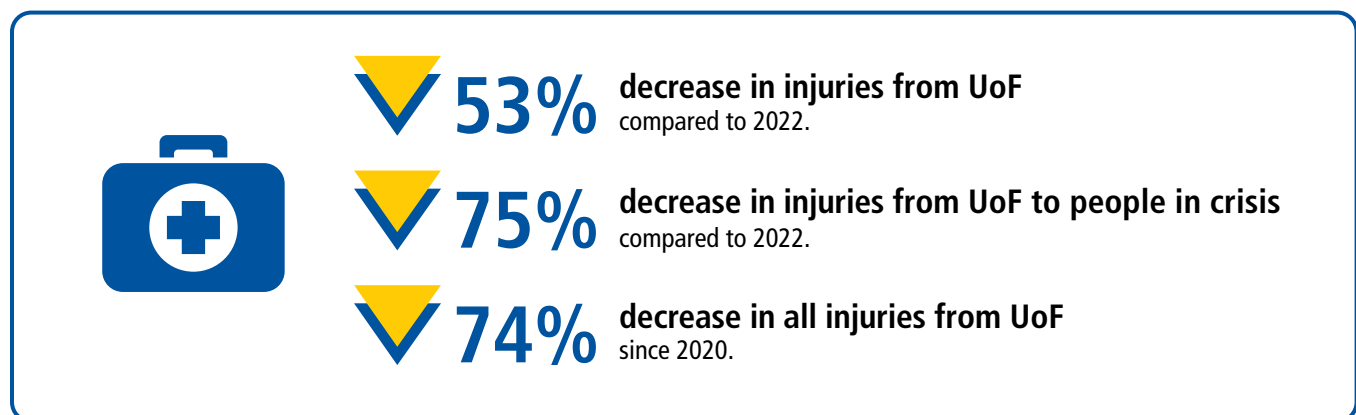
## Factors Impacting Use of Force Reporting

A multitude of factors can cause Use of Force reporting to fluctuate from year to year. These factors include population growth, crime trends, civil unrest and calls for service. One of the goals of the Human Rights Project is to adopt a zero harm approach to interactions that result in Use of Force. In the rare event that a Use of Force interaction occurs, officers apply harm reduction strategies such as de-escalation to resolve the situation with the least amount of force necessary to ensure a safe conclusion.

In 2023 the Region of Peel experienced the following crime trends:



To resolve these types of calls safely, multiple officers are required to respond and each officer who uses force is required to submit an individual Use of Force report resulting in an increase in the number of reports. This has contributed to a 20% increase in Use of Force reports for 2023 as listed in figure 2. Despite the increase in reports there has been a significant decrease in injuries related to use of force as shown below:



# Findings

## Total Number of Events and Use of Force Reports

In 2023, PRP members were involved in 276,444 events, primarily citizen-generated calls for service, alongside traffic stops and officer-initiated contacts. Out of these events, 835 use of force reports were submitted, amounting to 0.30% 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 Report | 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% ↓            |
| 2023  | 276,444                | 835                            | 0.30%  | 0%                |
| <b>5-year Average</b>                           | <b>282,589</b>         | <b>795</b>                     | <b>0.28%</b>                                 |                   |

The total number of calls for service increased in 2023 by 0.2% from 2022.

## Use of Force Reports and Number of Involved Officers

As mentioned, in 2023, there was a significant increase in stolen auto and weapons calls resulting in 20% increase in UoF reports when compared to 2022.

Figure 2

| Use of Force              |                     |                   |  |
|---------------------------|---------------------|-------------------|--|
| Year                      | Total UoF Incidents | Total UoF Reports | Total Unique Officers That Applied UoF |
| 2020                      | 572                 | 853               | 463                                    |
| 2021                      | 537                 | 754               | 400                                    |
| 2022                      | 517                 | 695               | 390                                    |
| 2023                      | 521                 | 835               | 399                                    |
| Variance Since 2022       | 4                   | 140               | 9                                      |
| Percent Change            | 0.77%               | 20.14%            | 2.31%                                  |
| Variance Since 2020       | -51                 | -18               | -64                                    |
| Percent Change Since 2020 | -8.9%               | -2.1%             | -13.8%                                 |

# Findings

## Call Types Resulting in Use of Force

Figure 3

| Event or Incident Type  |                                |                                 |
|---|--------------------------------|---------------------------------|
| Call Type   | Number of Use of Force Reports | % of Total Use of Force Reports |
| Weapons Calls   | 178                            | 21.3%                           |
| Stolen Vehicle and Related  | 114                            | 13.7%                           |
| Disturbance (e.g., noise complaint, unknown trouble, unwanted person)   | 78                             | 9.3%                            |
| Person in Crisis  | 75                             | 9.0%                            |
| Violent Crime (non-IPV) (e.g., assault, car-jacking, robbery, homicide) | 64                             | 7.7%                            |
| Intimate Partner Violence (IPV)/Dispute                                 | 49                             | 5.9%                            |
| Executing Warrant (e.g., DNA, arrest, search)                           | 49                             | 5.9%                            |
| Property Crime  | 45                             | 5.4%                            |
| Traffic (e.g., RIDE, vehicle collision)                                 | 45                             | 5.4%                            |
| Family/Neighbour/Other Type of Dispute                                  | 41                             | 4.9%                            |
| Other Federal/Provincial Statutes (e.g., LLA)                           | 27                             | 3.2%                            |
| Investigation (follow-up, ongoing)                                      | 19                             | 2.3%                            |
| Other   | 51                             | 6.1%                            |

## Officer Assignment and Types of Force Used

Officers assigned to uniform patrol accounted for 72% of all use of force reports, which is consistent with previous years.

Figure 4

| Officer Assignment                |            |             |            |             |            |             |            |             |            |             |
|-----------------------------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| Assignment                        | 2019       | %           | 2020       | %           | 2021       | %           | 2022       | %           | 2023       | %           |
| Uniform Patrol                    | 576        | 64.7%       | 569        | 73.9%       | 522        | 69.2%       | 522        | 75.1%       | 602        | 72.1%       |
| Tactical                          | 152        | 17.1%       | 86         | 11.2%       | 66         | 8.8%        | 48         | 6.9%        | 86         | 10.3%       |
| Canine                            | 54         | 6.1%        | 37         | 4.8%        | 35         | 4.6%        | 30         | 4.3%        | 25         | 2.99%       |
| Investigation - CIB               | 54         | 6.1%        | 61         | 7.9%        | 123        | 16.3%       | 78         | 11.2%       | 68         | 8.14%       |
| Other                             | 13         | 1.5%        | 6          | 0.8%        | 8          | 1.1%        | 4          | 0.6%        | 10         | 1.2%        |
| Courts                            | 6          | 0.7%        | 3          | 0.4%        | 0          | 0%          | 0          | 0%          | -          | -           |
| Investigation - Specialized Units | 7          | 0.8%        | 5          | 0.6%        | 0          | 0%          | 6          | 0.9%        | 26         | 3.11%       |
| Paid Duty                         | 14         | 1.6%        | 0          | 0%          | 0          | 0%          | 1          | 0.1%        | 8          | 0.96%       |
| Traffic                           | 9          | 1%          | 2          | 0.3%        | 0          | 0%          | 6          | 0.9%        | 9          | 1.08%       |
| Station Duty                      | 4          | 0.4%        | 1          | 0.1%        | 0          | 0%          | 0          | 0%          | -          | -           |
| Off Duty                          | 1          | 0.1%        | 1          | 0%          | 0          | 0%          | 0          | 0%          | 1          | -           |
| <b>Total</b>                      | <b>890</b> | <b>100%</b> | <b>770</b> | <b>100%</b> | <b>754</b> | <b>100%</b> | <b>695</b> | <b>100%</b> | <b>835</b> | <b>100%</b> |

# Findings

## Type of Force Used

In 2023, we observed the following trends in types of force used. For additional context, the Region of Peel observed a rise in criminal activity as the number of 'crimes against persons' occurrences increased by 10%, and the number of 'crimes against property' occurrences increased by 20% since 2022. Included within the increase in property crimes is an increase of 35% in stolen vehicles.

Figure 5

| Type of Force Used                |              |              |              |              |              |                     |                     |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|---------------------|---------------------|
| Conducted Energy Weapon (CEW)     | 2019         | 2020         | 2021         | 2022         | 2023         | % Change since 2022 | % Change since 2019 |
| Drawn/Displayed Not Deployed      | 382          | 225          | 210          | 219          | 317          | 45%                 | -17%                |
| Drive Stun and/or Probes Deployed | 330          | 188          | 228          | 264          | 133          | -50%                | -60%                |
| <b>Total</b>                      | <b>712</b>   | <b>413</b>   | <b>438</b>   | <b>483</b>   | <b>450</b>   | <b>-7%</b> ↓        | <b>-37%</b> ↓       |
| <b>Physical Control</b>           |              |              |              |              |              |                     |                     |
| Physical Control Soft Only        | 296          | 159          | 185          | 137          | 108          | -21%                | -64%                |
| Physical Control Hard Only        | 293          | 107          | 119          | 61           | 174          | 185%                | -41%                |
| <b>Total</b>                      | <b>589</b>   | <b>266</b>   | <b>304</b>   | <b>198</b>   | <b>282</b>   | <b>42%</b> ↑        | <b>-52%</b> ↓       |
| <b>Firearm</b>                    |              |              |              |              |              |                     |                     |
| Handgun Drawn and Pointed         | 590          | 248          | 209          | 305          | 324          | 6%                  | -45%                |
| Rifle Drawn and Pointed           |              |              |              |              | 211          | -                   | -                   |
| Handgun - Drawn Only              | 104          | 118          | 117          | 70           | 106          | 51%                 | 2%                  |
| Firearm Discharge                 | 30           | 4            | 12           | 1            | 0            | -100%               | -100%               |
| <b>Total</b>                      | <b>724</b>   | <b>370</b>   | <b>338</b>   | <b>376</b>   | <b>641</b>   | <b>70%</b> ↑        | <b>-11%</b> ↓       |
| <b>Other Types of Force</b>       |              |              |              |              |              |                     |                     |
| Oleoresin Capsicum Spray          | 33           | 18           | 19           | 20           | 17           | -15%                | -48%                |
| Impact Weapons                    | 9            | 9            | 4            | 7            | 5            | -29%                | -44%                |
| Arwen                             | 0            | 2            | 3            | 0            | 2            | -                   | -                   |
| Police Service Dog                | 27           | 12           | 13           | 15           | 11           | -20%                | -56%                |
| Other Types of Force              | 5            | 2            | 2            | 0            | 2            | -                   | -                   |
| <b>Total</b>                      | <b>74</b>    | <b>43</b>    | <b>41</b>    | <b>42</b>    | <b>38</b>    | <b>-10%</b>         | <b>-49%</b> ↓       |
| <b>Grand Total</b>                | <b>2,099</b> | <b>1,092</b> | <b>1,121</b> | <b>1,099</b> | <b>1,410</b> | <b>28%</b> ↑        | <b>-33%</b> ↓       |

## Firearm

No incidents involving the discharge of a firearm occurred in 2023. There is a 100% decrease in discharging of a firearm when compared to 2019.

## Conducted Energy Weapon (CEW)

A CEW was used 450 times in 2023. This represents a 7% decrease from 2022, in which a CEW was used 483 times. Since 2022, there has been a 50% drop in drive stun/probe deployment.

# Findings

## Physical Control

Physical control, including soft and hard techniques, was utilized 286 times, reflecting a shift from the reduced use of the CEW.

## 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 have decreased by 33%.
- Total use of firearm has decreased by 11%.
- Total use of intentional discharge of a firearm has decreased by 100%.
- Total use of physical control has decreased by 52%.
- Total use of CEW has decreased by 37%.

## Rifle

As stated earlier, officers are required to report whenever a firearm is drawn in the presence of a member of the public. Under a new Ministry mandate, officers must also report each instance when a rifle is removed from their cruiser in public. The new Ministry form reporting does not distinguish between drawn and pointed.

The rise in firearm incidents as a use of force option can be linked to the new reporting requirements and the roll-out of a carbine program, which is a future requirement of the *Community Safety and Policing Act*.

The following charts indicate types of calls in which police officers have deployed their rifles. The Tactical Unit accounts for 61% of reported use of the rifle and 37% is attributed to frontline patrol.

Figure 6

| Rifle Incident Type   |                                |                                   |
|---|--------------------------------|-----------------------------------|
| Incident Type   | Number of Use of Force Reports | % of Total Use of Force Incidents |
| Executing Warrant (e.g., DNA, arrest, search)                           | 73                             | 32.9%                             |
| Weapon(s)   | 62                             | 28.4%                             |
| Stolen Vehicle  | 19                             | 12.6%                             |
| Disturbance (e.g., noise complaint, unknown trouble, unwanted person)   | 15                             | 7.2%                              |
| Violent Crime (non-IPV) (e.g., assault, car-jacking, robbery, homicide) | 15                             | 6.8%                              |
| Person in Crisis (e.g., mental health, suicide threat)                  | 9                              | 4.1%                              |
| Intimate Partner Violence (IPV)/Dispute                                 | 8                              | 3.6%                              |
| Property Crime  | 8                              | 3.6%                              |
| Alarm   | 1                              | 0.5%                              |
| Wellness/Safety Check   | 1                              | 0.5%                              |

# Findings

Figure 6a

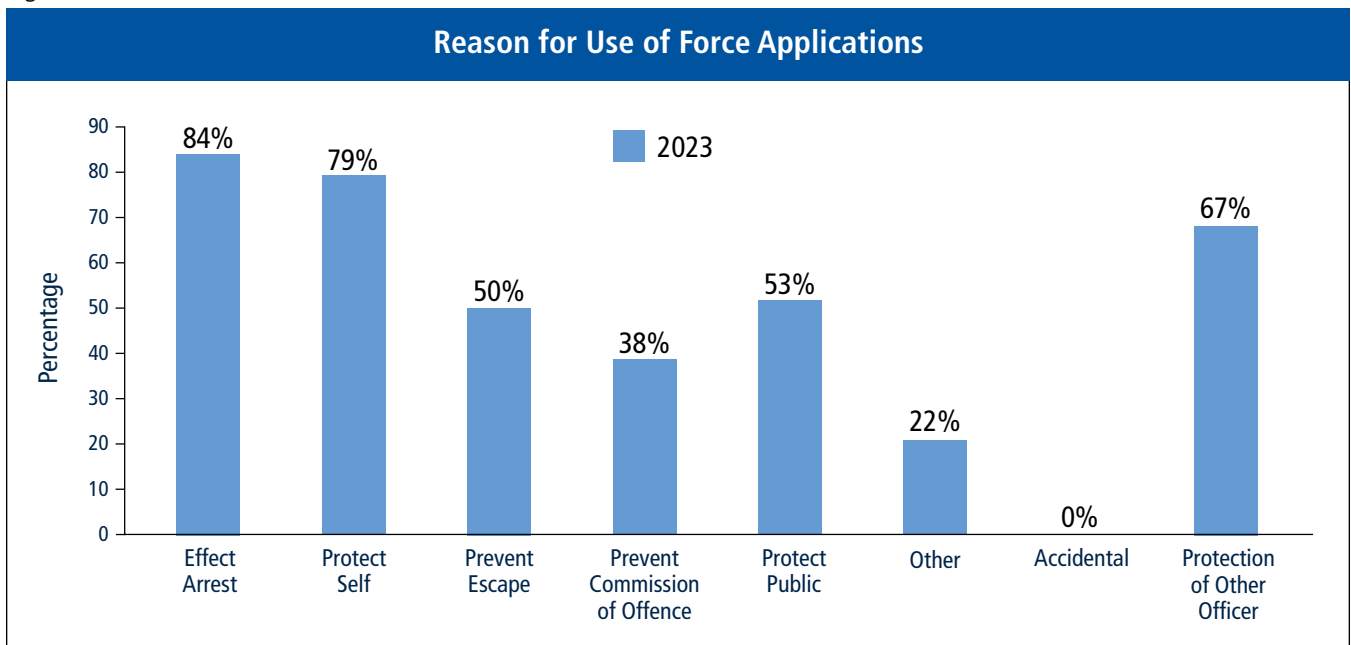
| Rifle Deployment by Assignment                          |                                |                                   |
|---|--------------------------------|-----------------------------------|
| Assignment  | Number of Use of Force Reports | % of Total Use of Force Incidents |
| Tactical  | 129                            | 61.1%                             |
| Patrol (e.g., general, foot, bicycle, ATV, snowmobile)  | 78                             | 37%                               |
| Investigations (CIB, Major Crime)                       | 2                              | 0.9%                              |
| Mental Health Response Unit/Mobile Crisis Response Team | 2                              | 0.9%                              |

## Reasons for Use of Force

Officers are able to select multiple reasons why force was applied in a given situation. Primary reasons reported include:

- Effect Arrest: 84%
- Protect Self: 79%
- Protect Public: 53%
- Protect Other Officer: 67%

Figure 7





# Findings

## 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 document if medical attention was required. For 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, the officer is not required to record that injury, as per provincial requirements.

Figure 8

| Use of Force Injuries       |      |      |      |      |                     |                     |
|-----------------------------|------|------|------|------|---------------------|---------------------|
| Person Injuries             | 2020 | 2021 | 2022 | 2023 | % Change since 2022 | % Change since 2020 |
| Total Use of Force Reports  | 853  | 754  | 695  | 835  | 20%                 | -2%                 |
| Total Persons               | 792  | 730  | 691  | 877  | 22%                 | 6%                  |
| Number of Reported Injuries | 247  | 209  | 136  | 64   | -53% ↓              | -74% ↓              |
| Percentage                  | 31%  | 29%  | 20%  | 7%   |                     |                     |
| Officer Injuries            |      |      |      |      |                     |                     |
| Total Use of Force Reports  | 853  | 754  | 695  | 835  | 20%                 | -2%                 |
| Number of Reported Injuries | 55   | 44   | 49   | 23   | -53% ↓              | -58% ↓              |
| Percentage                  | 6%   | 6%   | 7%   | 3%   |                     |                     |

In 2023, injuries resulting from use of force decreased when compared to 2022.

- Number of persons reporting injuries decreased by 53% since 2022 and by 74% since 2020.
- Number of officers injured decreased by 53% in 2023 and by 58% since 2020.

While the overall use of force reports increased, officers are using strategies such as de-escalation that assist in reducing the amount of force required to resolve a use of force incident successfully and safely.

## Race and Identity-Based Data Analysis

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

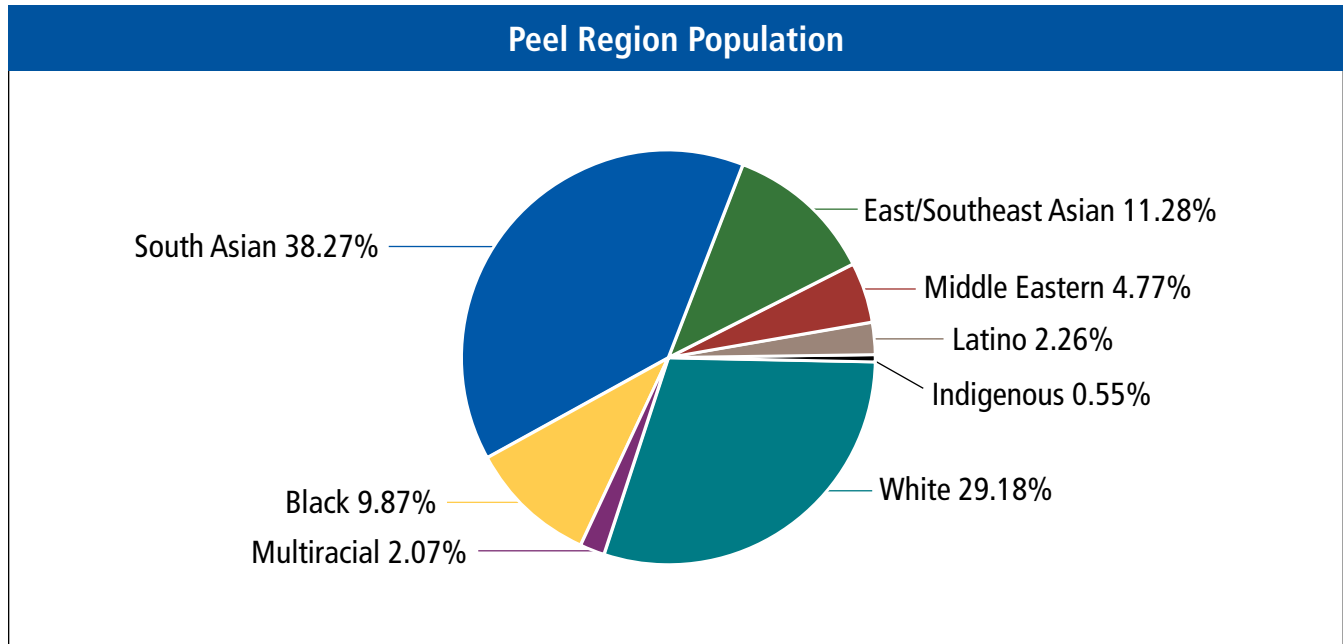
Improvements in the Ministry's Use of Force Report allow for accurate analysis of the race and identity-based data.

All information in the sections below has been compiled using data from 2020 to 2023 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.

# Findings

## Regional Census Population Data

Figure 9



## Use of Force on Persons by Race

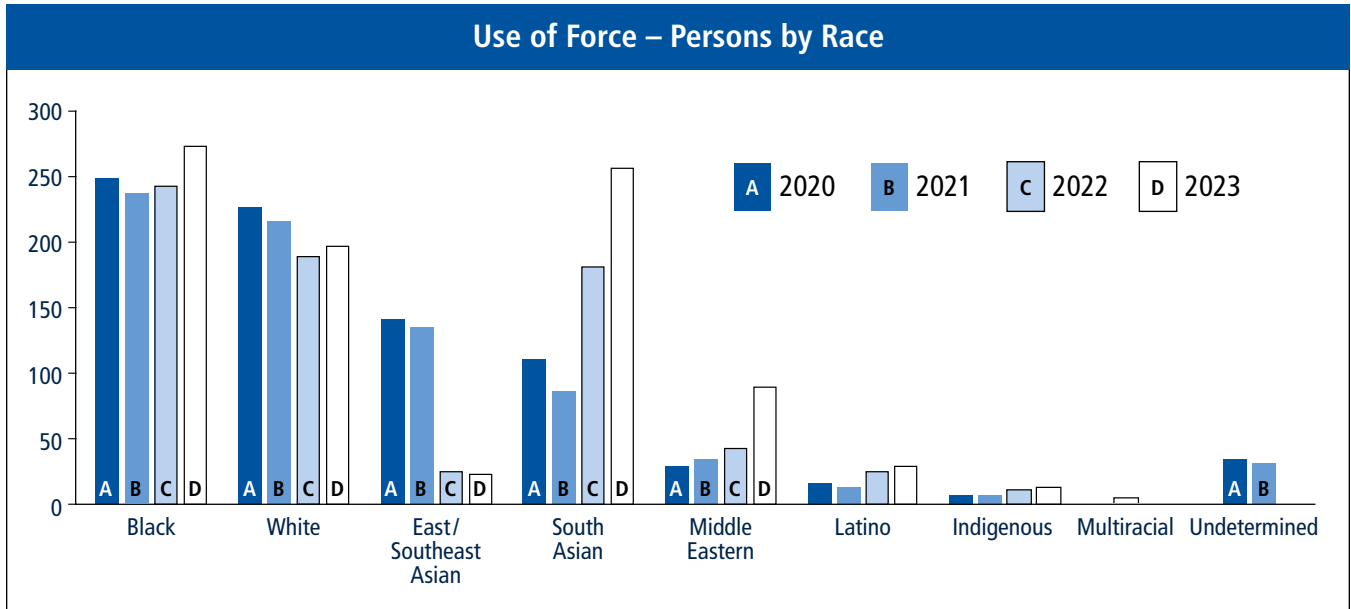
Figure 10

| 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   |
| 2023     | 276   | 196   | 18                   | 260         | 82             | 30     | 10         | 5           | 0            | 877   |
| Variance | 39    | 12    | -3                   | 81          | 41             | 9      | 4          | 3           | 0            | 186   |
| Change   | 16.5% | 6.5%  | -14.3%               | 45.3%       | 100%           | 42.9%  | 66.7%      | 150%        | -            | 26.9% |

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 and identity-based data collection 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.

# Findings

Figure 11



Figures 10 and 11 represent the total number of use of force reports by race based on the number of people who had force used on them.

Figure 12

| 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%  |
| 2023                        | 31.5% | 22.3% | 2.1%                 | 29.6%       | 9.4%           | 3.4%   | 1.1%       | 0.6%        | 0%           | 100%  |
| Annual Variance             | -2.8% | -4.3% | -1%                  | 3.7%        | 3.4%           | 0.4%   | 0.3%       | 0.3%        | 0%           | 0%    |
| 2021 Peel Region Population | 9.8%  | 29%   | 11.2%                | 38.1%       | 4.7%           | 2.2%   | 0.5%       | 2.1%        | -            |       |

Figure 12 above shows a 3.2% over-representation of the Black community in use of force reports, when compared to their residential population. This is down from an over-representation of 3.4% in 2022.

# Findings

## Use of Force – Public- vs. Officer-Initiated Call

Analysis was conducted on whether use of force was initiated when Peel Regional Police responded to a public-generated call OR when officers initiated contact with a person. Figure 13 illustrates these findings.

Figure 13

| Use of Force - Public vs. Officer Initiated Call |                    |                    |                   |                    |                    |                   |
|--|--------------------|--------------------|-------------------|--------------------|--------------------|-------------------|
| Perceived Race                                   | 2022               |                    |                   | 2023               |                    |                   |
|  | Public Initiated   | Officer Initiated  | Total             | Public Initiated   | Officer Initiated  | Total             |
| Black  | 83.5% (198)        | 16.5% (39)         | 100% (237)        | 92.4% (255)        | 7.6% (21)          | 100% (276)        |
| East/Southeast Asian                             | 81% (17)           | 19% (4)            | 100% (21)         | 83.3% (15)         | 16.7% (3)          | 100% (18)         |
| Indigenous                                       | 100% (6)           | 0% (0)             | 100% (6)          | 90% (9)            | 10.0% (1)          | 100% (10)         |
| Latino   | 81% (17)           | 19% (4)            | 100% (21)         | 93.3% (28)         | 6.7% (2)           | 100% (30)         |
| Middle Eastern                                   | 95.1% (39)         | 4.9% (2)           | 100% (41)         | 81.7% (67)         | 18.3% (15)         | 100% (82)         |
| Multiracial                                      | 100% (2)           | 0% (0)             | 100% (2)          | 100% (5)           | 0% (0)             | 100% (5)          |
| South Asian                                      | 73.2% (131)        | 26.8% (48)         | 100% (179)        | 79.2% (206)        | 20.8% (54)         | 100% (260)        |
| White  | 92.9% (171)        | 7.1% (13)          | 100% (184)        | 96.4% (189)        | 3.5% (7)           | 100% (196)        |
| <b>Total</b>                                     | <b>84.1% (581)</b> | <b>15.9% (110)</b> | <b>100% (691)</b> | <b>88.3% (774)</b> | <b>11.7% (103)</b> | <b>100% (877)</b> |

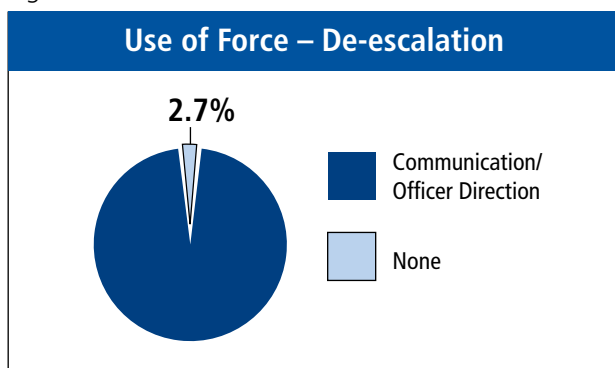
## De-escalation-Centered Approach

In 2023, the Ministry revised the use of force reporting guidelines to include various communication methods for de-escalating incidents. These methods now encompass officer direction and communication, each of which are categorized separately for officers to report.

Communication as a de-escalation technique continued to be embedded through human rights-focused training. In 2023, officers utilized de-escalation in 97.3% of all use of force incidents prior and during an application of force.

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 2.7% differential.

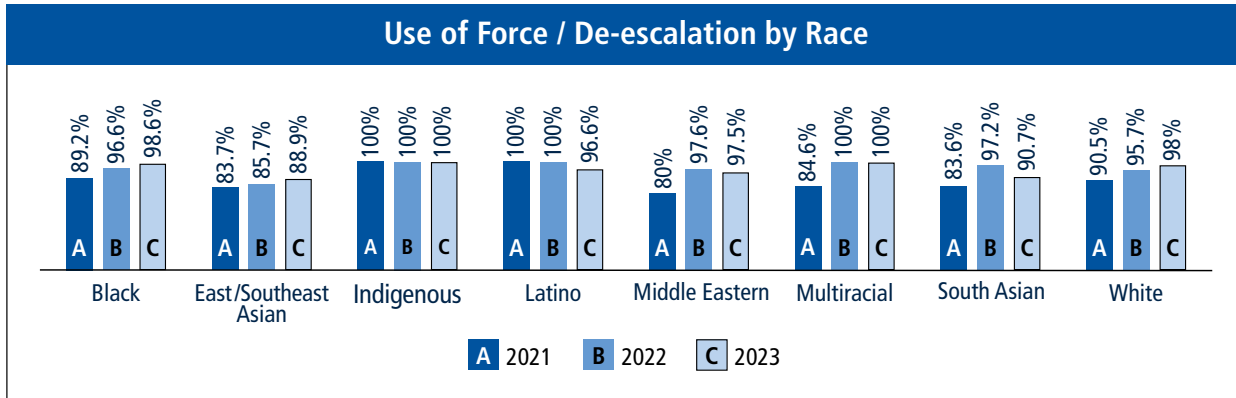
Figure 14



# Findings

The figure below shows officers de-escalation attempts during use of force encounters in 2023 with a comparison to past years.

Figure 15



## Officers Involved in 2023 Use of Force

The figure below is grouped by race and 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 2023, compared to 2022 data.

Figure 16

| Key Indexes | Officers Involved in UoF Incident |       |                      |             |                |                       |            |        |     |
|-------------|-----------------------------------|-------|----------------------|-------------|----------------|-----------------------|------------|--------|-----|
|             | Black                             | White | East/Southeast Asian | South Asian | Middle Eastern | Multiple Racial Group | Indigenous | Latino |     |
| 2022        | Number of Incidents               | 237   | 184                  | 21          | 179            | 41                    | 2          | 6      | 21  |
|             | Number of Officers Involved       | 328   | 240                  | 24          | 214            | 59                    | 2          | 9      | 27  |
|             | Average Officers Per Incident     | 1.4   | 1.3                  | 1.1         | 1.2            | 1.4                   | 1          | 1.5    | 1.3 |
| 2023        | Number of Incidents               | 276   | 196                  | 18          | 260            | 82                    | 5          | 10     | 30  |
|             | Number of Officers Involved       | 347   | 248                  | 28          | 321            | 101                   | 6          | 14     | 35  |
|             | Average Officers Per Incident     | 1.3   | 1.3                  | 1.6         | 1.2            | 1.2                   | 1.2        | 1.4    | 1.2 |

## Injuries to Persons by Race

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

There has been a drop in reported injuries between 2022 and 2023. Total injuries involving use of force in 2023 were 64, a decrease of 53% since 2022. This indicates an injury rate of 0.02% of all calls for service.

# Findings

Figure 17

| Use of Force / Injuries to Persons by Race |                    |                  |                   |                    |                  |               |                   |
|--|--------------------|------------------|-------------------|--------------------|------------------|---------------|-------------------|
| Perceived Race                             | 2022               |                  |                   | 2023               |                  |               | Total             |
|  | No Injury Reported | Injury Reported  | Total             | No Injury Reported | Injury Reported  | Unknown       |                   |
| Black                                      | 84.3% (198)        | 15.7% (37)       | 100% (235)        | 91.7% (253)        | 8.3% (23)        | 0% (0)        | 100% (0)          |
| East/Southeast Asian                       | 85.7% (18)         | 14.3% (3)        | 100% (21)         | 100% (18)          | 0% (0)           | 0% (0)        | 100% (18)         |
| Indigenous                                 | 66.7% (4)          | 33.3% (2)        | 100% (6)          | 90% (9)            | 10% (1)          | 0% (0)        | 100% (10)         |
| Latino                                     | 80% (16)           | 20% (4)          | 100% (20)         | 96.7% (29)         | 3.3% (1)         | 0% (0)        | 100% (30)         |
| Middle Eastern                             | 75.6% (31)         | 24.4% (10)       | 100% (41)         | 95.1% (78)         | 3.7% (3)         | 1.2% (1)      | 100% (82)         |
| Multiracial                                | 50% (1)            | 50% (1)          | 100% (2)          | 100% (5)           | 0% (0)           | 0% (0)        | 100% (5)          |
| South Asian                                | 74.2% (132)        | 25.8% (46)       | 100% (178)        | 89.6% (233)        | 7.3% (19)        | 3.1% (8)      | 100% (260)        |
| White                                      | 85.2% (155)        | 14.8% (27)       | 100% (182)        | 91.3% (179)        | 8.7% (17)        | 0% (0)        | 100% (196)        |
| <b>Total</b>                               | <b>81% (555)</b>   | <b>19% (130)</b> | <b>100% (685)</b> | <b>91.7% (804)</b> | <b>7.3% (64)</b> | <b>1% (9)</b> | <b>100% (877)</b> |

## Injuries to Persons in Crisis by Race

In 2023, the total number of calls for service involving persons in crisis was 7,176, up from 6,654 in 2022. This resulted in 84 use of force incidents, which is 1.2% of all calls for persons in crisis.

Despite this increase in calls, the number of injuries dropped 75% from 28 to 7 in 2023 of persons in crisis reporting an injury from a use of force incident (reference the chart below).

This includes a 92% decrease of injury to Black people in crisis and a 80% decrease to members of the South Asian community.

Figure 18

| Use of Force and Injuries by Race on Persons in Crisis |                    |                   |                   |                    |                 |                  |
|--|--------------------|-------------------|-------------------|--------------------|-----------------|------------------|
| Perceived Race   | 2022               |                   |                   | 2023               |                 |                  |
|  | No Injury Reported | Injury Reported   | Total Incidents   | No Injury Reported | Injury Reported | Total Incidents  |
| Black  | 62.5% (20)         | 37.5% (12)        | 100% (32)         | 93.8% (15)         | 6.2% (1)        | 100% (16)        |
| East/Southeast Asian                                   | 60% (3)            | 40% (2)           | 100% (5)          | 100% (1)           | 0% (0)          | 100% (1)         |
| Indigenous   | 66.7% (2)          | 33.3% (1)         | 100% (3)          | 66.7% (2)          | 33.3% (1)       | 100% (3)         |
| Latino   | 100% (6)           | 0% (0)            | 100% (6)          | 100% (5)           | 0% (0)          | 100% (5)         |
| Middle Eastern   | 83.3% (5)          | 16.7% (1)         | 100% (6)          | 100% (3)           | 0% (0)          | 100% (3)         |
| Multiracial  | 0% (0)             | 100% (1)          | 100% (1)          | 0% (0)             | 0% (0)          | 0% (0)           |
| South Asian  | 77.3% (17)         | 22.7% (5)         | 100% (22)         | 92.3% (12)         | 7.7% (1)        | 100% (13)        |
| White  | 80.6% (25)         | 19.4% (6)         | 100% (31)         | 90.7% (39)         | 9.3% (4)        | 100% (43)        |
| <b>Total</b>   | <b>73.6% (78)</b>  | <b>26.4% (28)</b> | <b>100% (106)</b> | <b>91.7% (77)</b>  | <b>8.3% (7)</b> | <b>100% (84)</b> |

# Findings

## Applications of Force on an Individual by Race

Figure 19

| Applications of Force on an Individual by Race |          |                      |                  |
|--|----------|----------------------|------------------|
| Perceived Race                                 | Subjects | Average Applications | Max Applications |
| East/Southeast Asian                           | 18       | 2.1                  | 4                |
| Black  | 276      | 1.9                  | 7                |
| White  | 196      | 1.9                  | 7                |
| Middle Eastern                                 | 82       | 1.8                  | 6                |
| South Asian                                    | 260      | 1.7                  | 6                |
| Indigenous                                     | 10       | 1.6                  | 2                |
| Latino   | 30       | 1.5                  | 3                |
| Multiracial                                    | 5        | 1.3                  | 2                |

We also examined racial differences in applications of force for 2023 (Figure 19). Our analysis indicates that there is no substantial differences in applications in use of force by race.

## Application of Force by Race and Age Group

In Figure 20, we compare use of force applications between adult and youth (persons ages 12-17) by race. On average application of force is less for youth than it is for adults.

Figure 20

| Application of Force by Race and Age Group |                |         |     |                |         |     |
|--|----------------|---------|-----|----------------|---------|-----|
| Perceived Race                             | Adult          |         |     | Youth          |         |     |
|  | Total Subjects | Average | Max | Total Subjects | Average | Max |
| East/Southeast Asian                       | 15             | 2.2     | 4   | 3              | 1       | 1   |
| White                                      | 189            | 1.9     | 7   | 7              | 2.5     | 4   |
| Black                                      | 243            | 1.9     | 7   | 33             | 1.4     | 2   |
| Middle Eastern                             | 69             | 1.9     | 6   | 13             | 1.3     | 2   |
| South Asian                                | 243            | 1.8     | 6   | 17             | 1.2     | 2   |
| Indigenous                                 | 9              | 1.5     | 2   | 1              | 2       | 2   |
| Latino adult                               | 28             | 1.5     | 3   | 2              | 1       | 1   |
| Multiracial adult                          | 5              | 1.3     | 2   | 0              | 0       | 0   |

# Findings

## Use of Force by Gender and Race

The chart below compares use of force by race and gender, which shows slight variances between gender and race.

Figure 21

| Use of Force by Gender and Race |              |             |                        |            |
|---------------------------------|--------------|-------------|------------------------|------------|
| Perceived Race                  | Total Female | Total Male  | Trans/Non-binary/Other | Total      |
| Black                           | 11.2% (31)   | 88.8% (245) | 0% (0)                 | 100% (276) |
| South Asian                     | 9.6% (25)    | 90.4% (235) | 0% (0)                 | 100% (260) |
| White                           | 16.8% (33)   | 82.1% (161) | 1% (2)                 | 100% (196) |
| Middle Eastern                  | 11% (9)      | 89% (73)    | 0% (0)                 | 100% (82)  |
| Latino                          | 16.7% (5)    | 83.3% (25)  | 0% (0)                 | 100% (30)  |
| East/Southeast Asian            | 11.1% (2)    | 88.9% (16)  | 0% (0)                 | 100% (18)  |
| Indigenous                      | 20% (2)      | 80% (8)     | 0% (0)                 | 100% (10)  |
| Multiracial                     | 20% (1)      | 80% (4)     | 0% (0)                 | 100% (5)   |

## Strip Searches

In 2023, there were 30,679 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 14 adults were strip searched, which is less than 0.045% of all custody events. These low numbers are related 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 in 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 22.

Figure 22

| Strip Searches             |        |        |        |        |        |        |        |        |
|----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| Prisoner Escort            | 2016   | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   |
| Total Strip Searches       | 166    | 159    | 78     | 87     | 34     | 18     | 15     | 14     |
| Total of Prisoners Managed | 32,064 | 31,666 | 29,354 | 32,037 | 23,342 | 22,201 | 25,700 | 30,679 |



# Findings

Figure 23 provides a breakdown of strip searches by race. Further analysis will not provide additional insight as the total number of strip searches (14) is negligible in comparison to the total number of prisoners managed.

Figure 23

| Strip Searches       |       |             |       |                |                      |        |            |                       |       |
|----------------------|-------|-------------|-------|----------------|----------------------|--------|------------|-----------------------|-------|
| Race                 | White | South Asian | Black | Middle Eastern | East/Southeast Asian | Latino | Indigenous | Multiple Racial Group | Total |
| Total Strip Searches | 6     | 5           | 2     | 1              | 0                    | 0      | 0          | 0                     | 14    |
| % of Strip Searches  | 43%   | 36%         | 14%   | 7%             | 0%                   | 0%     | 0%         | 0%                    | 100%  |

# Next Steps

## **Filing the Recommendations**

PRP, ARAC, OHRC and the PPSB completed the final version of the recommendations.

PRP, PPSB and OHRC are now in the process of filing the agreed upon recommendations with the Ontario Human Rights Tribunal.

## **Anti-Racism Advisory Committee – Verification Teams**

With the completion of the recommendations, ARAC and PRP are in the process of verifying that all recommendations have been implemented through the Human Rights Project. This process is presently being created and co-designed with ARAC. Verification teams reflecting the 7 principles are being formed.

These teams will work with an independent verifier and PRP to validate the completion and implementation of all recommendations in 2025. The goal is to report annually on progress once a recommendation is implemented and verified as complete.

## **Disparity Reduction and Well-Being Plan**




PRP has continued work in relation to addressing disparity and developing an external community-based strategy to address over-representations in use of force. Over the past year, PRP has retained Ms. Claudia McKoy of UpSurgence to organize multiple stakeholders from Peel Region whose sectors may provide insight into factors contributing to disparities.

In addition, Professor Akwasi-Owusu Bempah is guiding the strategy and PRP has recently added Professor Kanika Wortley Samuels to the initiative. Both are leading academics in the intersection of race and policing.








It is important to note that this work is novel and requires exploration and extensive collaboration with multiple sectors to develop a sound methodology.

# 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  |
|------------------------|---|--|
| <b>Acknowledgement</b> | <p>Publicly acknowledge the reality of racial discrimination in PRP service delivery, the impact on trust and the specific impact on Black, Indigenous and racialized communities.</p> <p>PRP should apologize for racially discriminatory service delivery and commit to ending systemic racism within PRP.</p>  | <p>2024/2025: The form and content of the acknowledgement to be reviewed/ validated by the ARAC sub-committee and the independent verifier.</p> <p>2020: Verbal acknowledgement.</p>                            |
| <b>Engagement</b>      | <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>2024/2025: Continue engaging the community in reallocating community resources.</p> <p>Consultations conducted in fall of 2023, spring of 2024 and will continue in the fall of 2024.</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>Implemented &amp; Ongoing: In 2023/2024, PRP formed the Community Advisory Panel as a sub-committee of our ARAC.</p> <p>Work will continue between CAP and PRP with the expansion of our RIBD strategy.</p>  |




# Multi-Year Action Plan

| Principle              | Recommendation   | Goals  |
|------------------------|--|--|
| <b>Engagement</b>      | PRP will leverage ARAC to facilitate the development of a Disparity Reduction and Well-Being Plan to explore the external factors contributing to the over representation of Black people in use of force.   | Update: Ongoing discussions with ARAC, academia and community stakeholders via UpSurgence.<br>2025 continue developing strategy.    |
|                        | PRP should collect and release survey data on community perspectives on policing.  | PRP to design the survey in fall of 2024 and release the results in 2025.   |
|                        | 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. | PRP will continue to engage the Chief's Resource councils in 2024/2025.<br>The HRP team will continue engaging with the Anti-Black Racism & Systemic Discrimination Collective in 2024/2025.  |
|                        | Consult with Black communities, the PRP and PPSB to consider whether this action plan should form part of the strategic plan for the provision of policing, required by s.39(1) of the <i>Community Safety and Policing Act</i> .  | PRP will explore implementing this recommendation as part of our strategic plan.    |
| <b>Policy Guidance</b> | PRP should review and, if necessary, conduct an investigation into the circumstances that result in the discharge of a CEW.  | 2023/2024: Update to the directive was completed in 2024.   |
|                        | The Incident Response directive should reflect that when dealing with vulnerable populations, including elderly, children under 12 or 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 – completed in 2024 and ongoing.   |
|                        | 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 – completed in 2024.    |





# Multi-Year Action Plan

| Principle              | Recommendation  | Goals   |
|------------------------|---|---|
| <b>Policy Guidance</b> | Create policy on identification of intentional, unconscious, and systemic sources of racial profiling, including artificial intelligence sources of racial profiling.   | 2024/2025: Create a directive on AI with a human-rights lens.    |
|                        | The requirement that officers use de-escalation techniques and tactics, whenever possible, to minimize the need to use force and increase the likelihood of voluntary compliance with legitimate and lawful orders. | 2024/2025: Review our Incident Response Directive and ensure expansion of de-escalation and duty-to-intervene components.    |
|                        | The requirement that officers take reasonable steps to intervene in a manner that is proportional to the risk of harm if the act continues, with the goal of de-escalating the situation, and report the incident.  | 2024/2025: Review our Incident Response Directive and ensure expansion of de-escalation and duty-to-intervene components.   |
| <b>Data Collection</b> | 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.<br>Continue reporting and expanding on RIBD in use of force and strip searches. <br><br>2024: Began data collection on arrests and charges to report in 2025.<br>Begin phasing-in data collection of all stops and traffic stops underway in 2025. |
|                        | Expand data collection to address the intersection of age, gender, charge, arrest and use of force.   | In 2024/2025 PRP will begin collecting all data related to in-custody arrests and charges capturing this recommendation.   |
|                        | Develop privacy guidelines for the collection, use and disclosure of human rights data in consultation with the Information and Privacy Commissioner of Ontario.  | In 2024/2025 PRP will develop and expand on data collection policy and complete privacy guidelines.    |



# Multi-Year Action Plan

| Principle                            | Recommendation  | Goals   |
|--------------------------------------|---|---|
| <b>Monitoring and Accountability</b> | <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"> <li>• inform the individual that while the camera must stay on, they are free to discontinue the interaction, including by leaving the scene.</li> <li>• respect their right to do so.</li> </ul>                      | <p>2023/2024: An update to the directive has been completed in 2024.</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' body-worn cameras is audited at least every two years.</p>   | <p>2024/2025: Ongoing PRP will continue to conduct monthly audit compliance.</p>                            |
|                                      | <p>On an annual basis PRP will retain an independent verifier with the subject matter expertise approved by PRP and OHRC who will work with a sub-committee of ARAC members to verify the completion of all implemented recommendations and report publicly to PPSB.</p> <p>Collaborate with the Anti-Racism Advisory subcommittee.</p> <p>Ensure any inquest recommendations are completed – i.e., Carby, Ekamba or any other present or future recommendations from a Coroner's jury are implemented.</p> <p>Ensure that all recommendations are completed.</p> | <p>2024/2025: PRP and ARAC will develop and implement verification teams to meet this recommendation.</p>  |

# Multi-Year Action Plan

| Principle                    | Recommendation   | Goals  |
|------------------------------|--|--|
| <b>Organizational Change</b> | PRP and PPSB should support the development and expansion of civilian-led mental health crisis responders.   | <p>2024: PRP will explore and support the development of civilian-led mental health crisis responders.</p> <p>A Community Crisis Rapid Response Team was piloted in 2023 to redirect low acuity mental health calls to a civilian team comprised of CMHA Peel-Dufferin, Punjabi Community Health Services and Roots Community Services. The program has been intermittent due to funding.</p>  <p>PRP will continue to explore this recommendation in different capacities.</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>2024 &amp; 2025: PRP continues to work towards ensuring diversity in the police service, including leadership positions.</p>   |
|                              | When making decisions about hiring officers, PRP should consider whether the candidate has obtained post-secondary education.  | <p>Ongoing 2024/2025: PRP will continue to recruit candidates with post-secondary education.</p>    |
|                              | Objectively measure how well officers are applying their human rights-focused training and de-escalation techniques.   | <p>Update: In 2024, PRP began an internal five-year research study on how well officers are applying procedural justice training and de-escalation training.</p>    |

# Multi-Year Action Plan

| Principle                    | Recommendation  | Goals  |
|------------------------------|---|--|
| <b>Organizational Change</b> | Continue with mandatory human rights focused training for the organization.   | Update 2024/2025: PRP will continue the mandatory training.   |
|                              | PRP should hire and promote at every level of the organizational to reflect the diversity of the community by 2025. | 2024/2025: PRP will continue to hire develop and promote to reflect the composition of the community by 2025 in accordance with Equal Opportunity legislation.  |





## **Akwasi Owusu-Bempah**

Akwasi Owusu-Bempah is an Associate Professor in the Department of Sociology at the University of Toronto, an Affiliate Scientist at the Centre for Addiction and Mental Health and a Sr. Fellow at Massey College. His work examines the intersections of race, crime and criminal justice, with a particular focus in the area of policing.



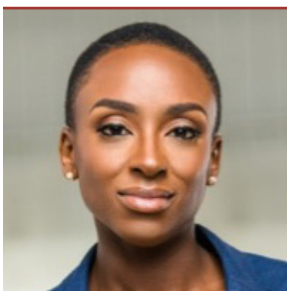
## **Lorne Foster**

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.



## **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.



## **Kanika Samuels - Wortley**

Kanika Samuels-Wortley is an Associate Professor and Canada Research Chair in Systemic Racism, Technology, and Criminal Justice in the Department of Criminology and Justice at Ontario Tech University. Her research explores the intersection of race, racism and the criminal justice system by centring Black and racialized people's experiences with the police, corrections, victimization, and engagement in crime. Dr. Samuels-Wortley research has been published in numerous prestigious national and international academic journals. She has co-authored several provincial and federal reports for the Ministry of Children, Community, and Social Services, and the Privy Council Office and has presented her research on systemic racism in policing in both provincial and federal inquiries including the House of Commons Standing Committee on Public Safety and National Security, and the Mass Casualty Commission.



## **Dr. Alex Luscombe**

Alex Luscombe is an independent data scientist and subject matter expert. He has over 10 years of experience analyzing and interpreting data across academia, government, and the private sector. He holds a doctorate in criminology from the University of Toronto.



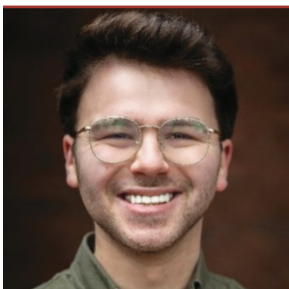
## **Ms. Claudia McKoy**

A long-time practitioner of community engagement and co-design, Claudia McKoy is the Founder and Principal of UpSurgence. She has designed and led engagement strategies and co-design sessions involving hundreds of community stakeholders for clients such as the City of Mississauga, for its Black Community Engagement campaign. Through UpSurgence Initiatives, the non-profit arm of UpSurgence, Claudia convened an international team of investors, entrepreneurs, trade professionals and academics to identify global trade opportunities for emerging business communities and led the co-design of the City of Brampton's first African trade mission. She is expert at connecting diverse stakeholders to work collaboratively to achieve community goals. Claudia sits on the board of Radius Child and Youth Services Board and is a member of the Black Opportunity Fund's Government Affairs Committee. She is also the chair of UpSurgence Initiatives, the non-profit arm of UpSurgence, dedicated to connecting marginalized communities to Canada's growing tech economy through partnership-based programs. Claudia studied Political Science at the University of Toronto.



## **Jamie Duncan**

Jamie Duncan, M.I., is a Ph.D. candidate at the University of Toronto's Centre for Criminology and Sociolegal Studies. He is a Digital Policy Hub doctoral fellow at the Centre for International Governance Innovation and an affiliate of the Schwartz Reisman Institute for Technology and Society.



## **Dr. Daniel Konikoff**

Daniel Konikoff is an Assistant Professor at the University of Alberta's Department of Sociology. He completed his PhD at the University of Toronto's Centre for Criminology & Sociolegal Studies in 2024. His research focuses on the intersection of justice and technology, and he has recently completed a project on the governance of police's use of facial recognition technology in Canada. He was also the Director of the Privacy, Technology, and Surveillance program at the Canadian Civil Liberties Association, where he led advocacy efforts around Canada's new legislation on artificial intelligence and cybersecurity.

**Black**

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

**East/Southeast Asian**

Examples: Chinese, Korean, Japanese, Taiwanese descent, Filipino, Vietnamese, Cambodian, Thai, Indonesian, 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**

Systemic racism consists of organizational culture, policies, directives, practices or procedures 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.

# Glossary of Terms

**Use of Force Incident**

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

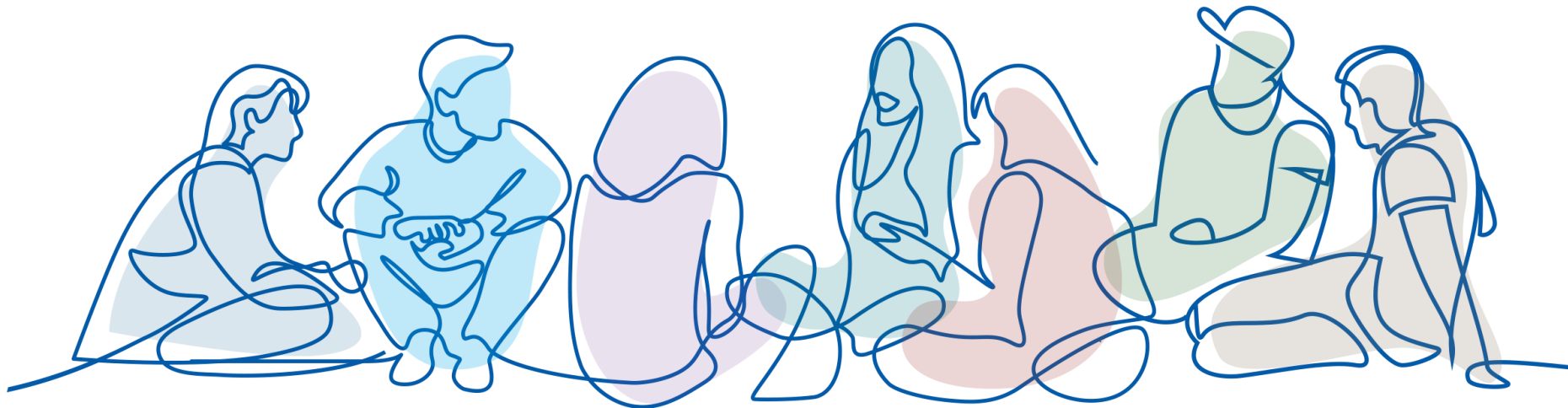
**Use of Force Report**

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

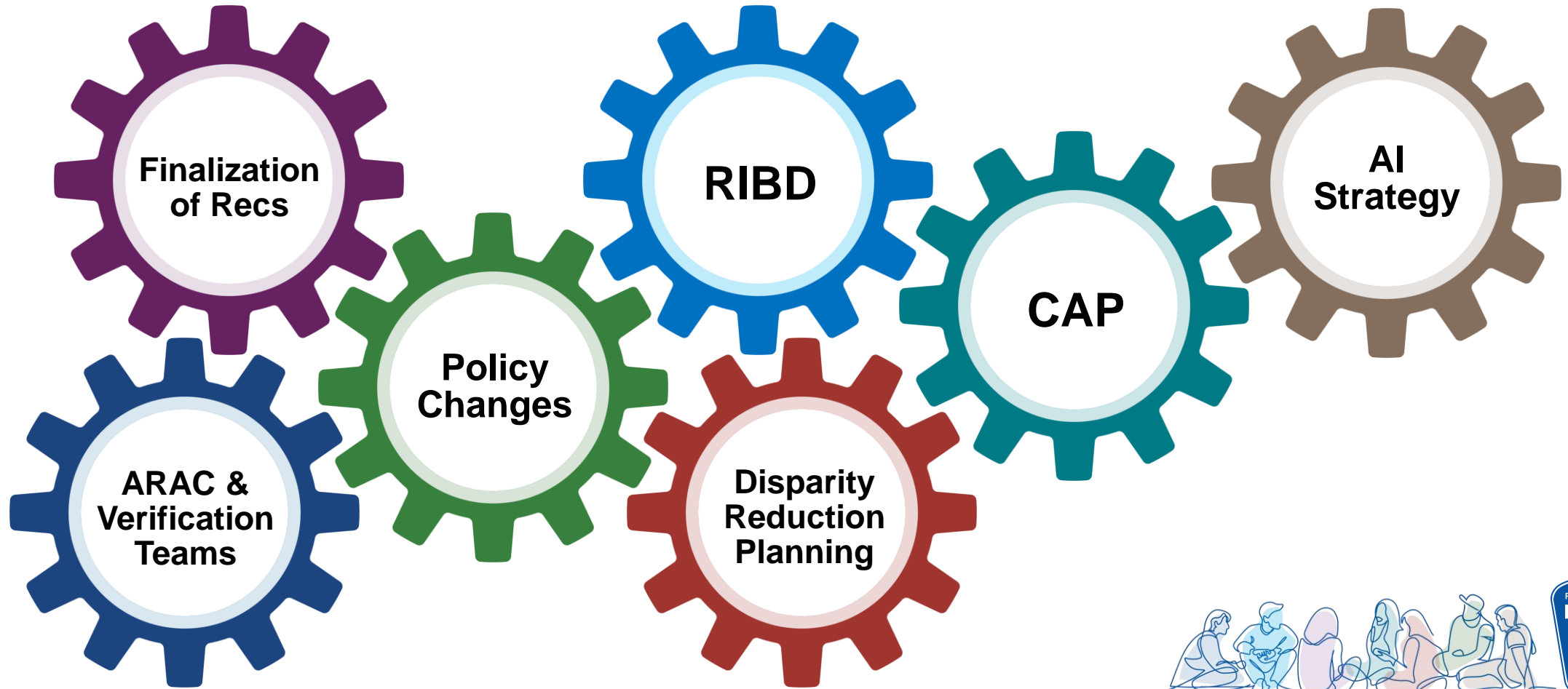


# Committed to Action

2023 Progress Report:  
Human Rights Project & Use of Force



# Highlights





# Factors Impacting Use of Force Reporting



**57%**

increase in weapons calls compared to 2022.



**165%**

increase in stolen vehicle calls compared to 2022.



Population, crime trends, civil unrest and calls for service = report fluctuations.

Population



**20%**

increase in Use of Force reports compared to 2022.



Crime Trends

Civil Unrest

Calls for Service

**53%**

decrease in injuries from UoF compared to 2022.

**74%**

decrease in all injuries from UoF compared to start of HRP.



# Accountability Through Data

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



# 2023 Findings in Race & Identity-Based Data & Use of Force

Total events:



# 276,444

# 72%



of all Use of Force front line.

# 33%

decrease in all types of force used since the HRP began.

- ▼ **52%** decrease in physical control.
- ▼ **11%** decrease in firearm use.
- ▼ **100%** decrease in discharge of firearm.
- ▼ **37%** decrease in discharge of Taser.



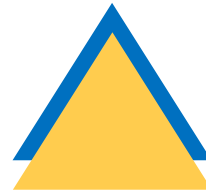
# 2023 Findings in Race & Identity-Based Data & Use of Force

2023



**30,000+**  
people in custody.

Total of **14** strip searches on adults.



2022

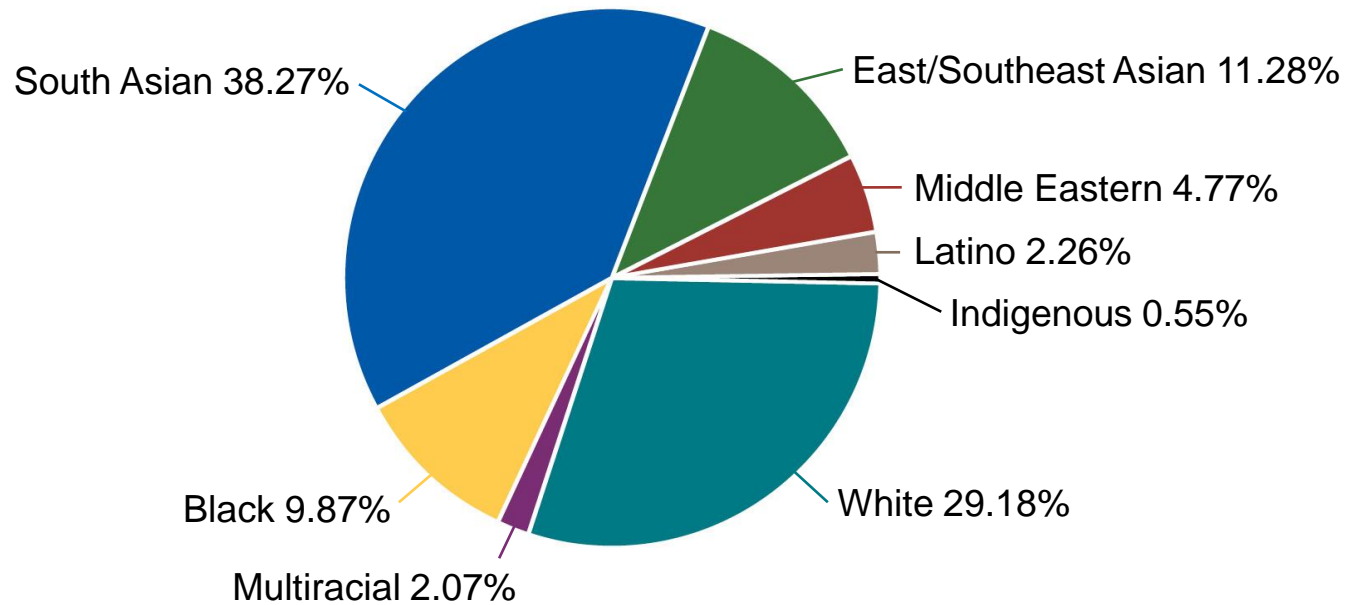
**25,000+**  
people in custody.

Total of **15** strip searches on adults.



# 2023 Findings in Race & Identity-Based Data & Use of Force

## Peel Region Population



## Representation of Black People in U o F

2020 ▶ **35%**

2021 ▶ **32%**

2022 ▶ **34%**

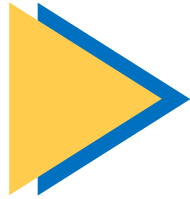
**2023 ▶ 31.5%**



# 2023 Findings in Race & Identity-Based Data & Use of Force

**7,176**

calls for persons  
in crisis.



**84**

Use of Force  
incidents involving  
persons in crisis or

**1.2%**

**7**

people in crisis  
experienced minor  
injuries or

**0.1%**

**75%**


decrease in number of persons  
in crisis experiencing injury from  
U o F compared to 2022.

**58%**

decrease in officers injured  
from a U of F incident since  
the HRP began.



## 2023 Findings in Race & Identity-Based Data & Use of Force



**46%**

decrease in police  
initiated UoF contacts  
with Black community.



**92%**

decrease in reported  
injury to Black  
people in crisis.



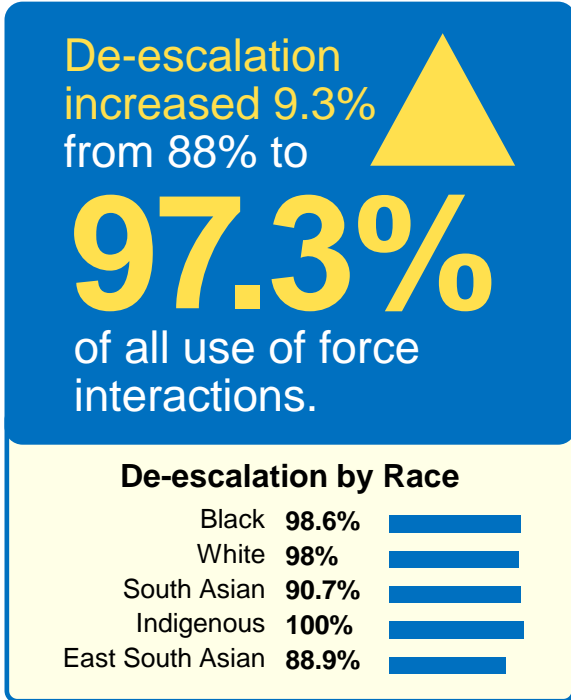
**80%**

decrease in reported  
injury to South Asian  
people in crisis.

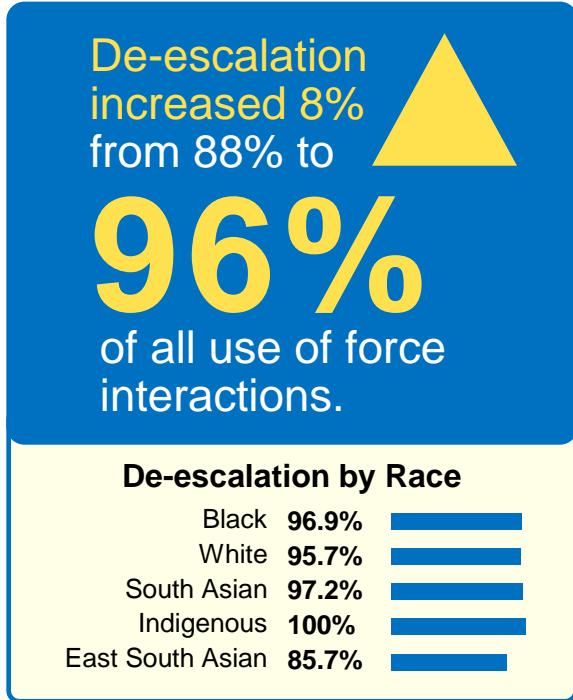


# 2023 Findings in Race & Identity-Based Data & Use of Force

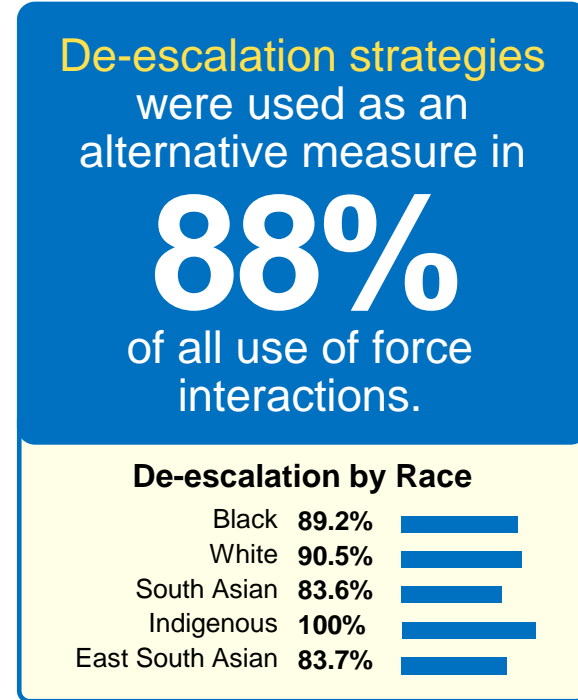
2023



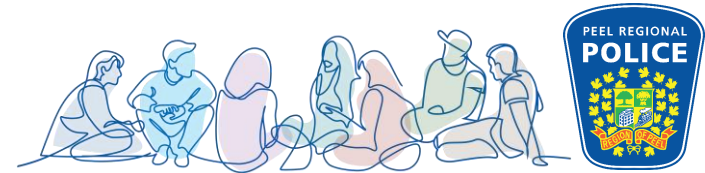
2022



2021



Data shows little variation in de-escalation, applications of force and number of officers involved in a UoF incident across racial groups.





# Next Steps

Finalizing the  
Recommendations



**67** recommendations  
with 264 sub-  
recommendations

Disparity Reduction  
and Well-Being Planning



**Analysis on drivers of disparity  
and multi-sectoral collaboration**

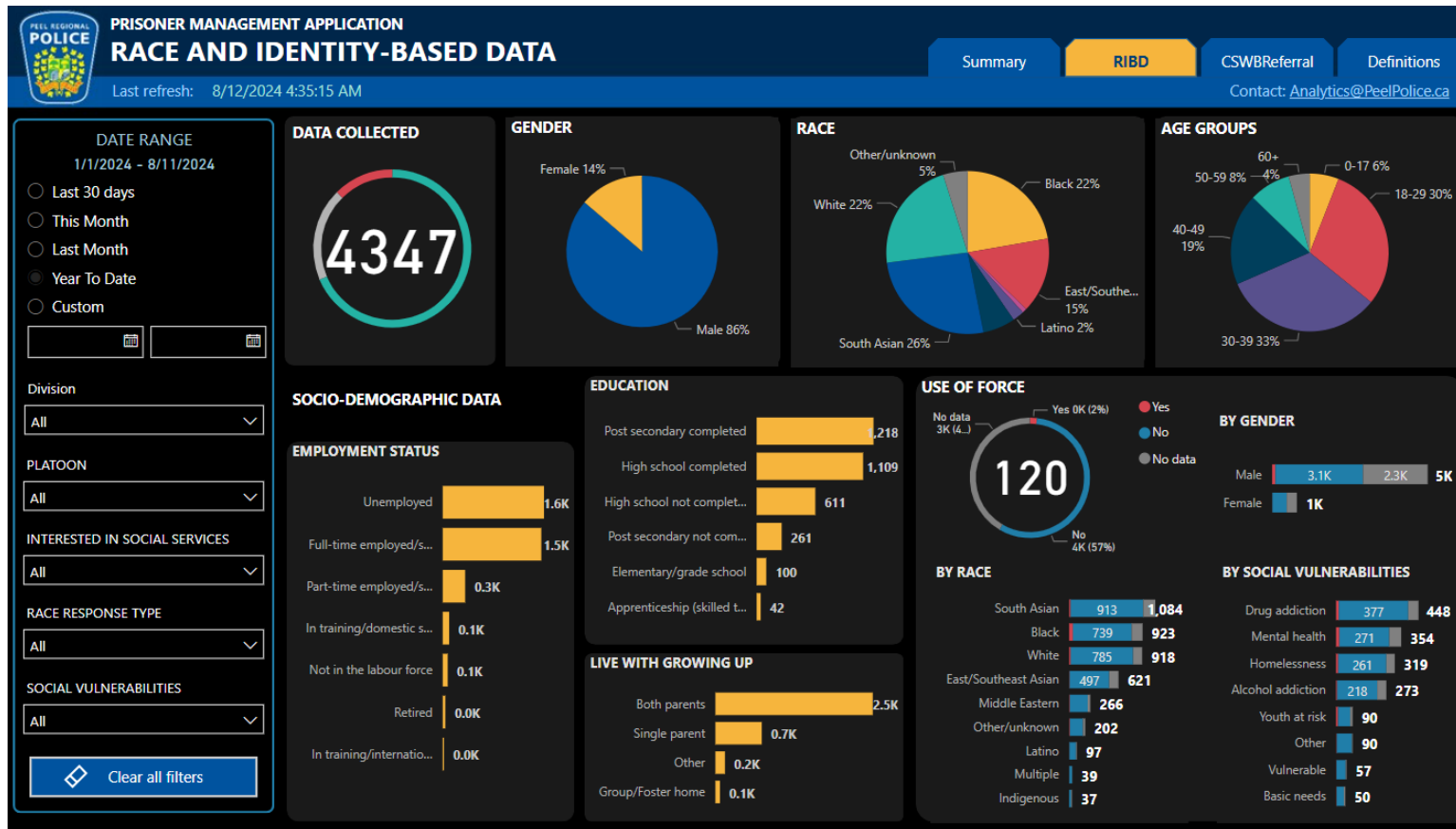
ARAC



**Verification  
Teams**



# Next Steps – Disparity Analysis



Data collected on risk factors that contribute to disparity:

- Employment Status
- Economic status
- Education
- Early family situation
- Vulnerabilities-Alcohol/Drug/Mental Health

Goal is to develop CSWB based strategies to reduce disparity



# Thank you. Questions?

