



**PEEL POLICE SERVICE BOARD
PUBLIC MINUTES
FRIDAY, SEPTEMBER 27, 2024**

01-11-01-24

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

The public meeting of the Regional Municipality of Peel Police Service Board commenced at 10:28 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. Boughton
L. Carby
C. Parrish
O. Khan

Members Absent: None

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

DECLARATIONS OF CONFLICT/PECUNIARY INTEREST – NIL

CHIEF'S UPDATE

Chief N. Duraiappah emphasized his commitment to fostering a strong and ongoing partnership with OPP Commander, Inspector Natalie Majer through regular meetings, ensuring a close and collaborative relationship between the Ontario Provincial Police (OPP) and the Peel Regional Police (PRP).

Ridgeway Place and Trinity Commons Mall Update:

DC M. Andrews provided the Board with an update on the growing issues at Ridgeway Plaza in Mississauga and Trinity Commons Mall in Brampton, where an increase in large crowds, drawn by social media, has led to a rise in service calls and fatal motor vehicle collisions. In response, PRP launched targeted enforcement initiatives over recent weekends.

At Ridgeway Plaza, enforcement efforts resulted in the issuance of 700 offense notices, the seizure of 14 vehicles for stunt driving, and the laying of 55 criminal charges. At Trinity Commons, approximately 400 tickets were issued, 20 vehicles were seized, and eight criminal charges were laid. These operations cost an estimated \$150,000 for Ridgeway Plaza and \$120,000 for Trinity Commons.

DC M. Andrews acknowledged that while these enforcement efforts have been effective, they are straining PRP resources, limiting their availability for service calls in other areas. However, the initiatives have received positive feedback from the community and local elected officials. Furthermore, he noted that Mississauga and Brampton are considering the implementation of nuisance bylaws, which could help better manage these locations and similar areas across the Region.

P. Brown commended PRP for their diligent enforcement efforts in these areas, acknowledging the positive impact on local residents. While recognizing the significant costs involved, he emphasized that they are necessary investments to ensure public safety.

C. Parrish also praised PRP's enforcement actions and highlighted similar challenges at Westwood Square in Mississauga, which received targeted enforcement in 2023. She pointed out that the underlying issue at Ridgeway Plaza stems from the Condominium Corporation, which now faces fines of up to \$100,000. Additionally, C. Parrish reported that the City of Mississauga has implemented an interim control bylaw on the vacant land behind the plaza, which had been slated for expansion. She noted that local Councillor M. Mahoney has expressed appreciation for PRP's continued targeted enforcement in these areas.

Recruitment Update:

DC M. Dapat announced the launch of a formal campaign by PRP to recruit experienced officers from other services, aiming to address ongoing recruitment challenges. PRP remains committed to hiring 200 officers in 2024, despite limitations in seat allocations at the Ontario Police College (OPC). As part of this effort, PRP has successfully onboarded eight experienced officers, with an additional six expected to join by the end of August 2024. To ensure a smooth transition, PRP has developed a specialized three-week onboarding program for these new hires.

Chief N. Duraiappah highlighted that this initiative marks a significant shift for PRP and assured the Board that updates will be provided as more experienced officers are sworn in.

A. Boughton raised concerns regarding the bottleneck at the OPC and requested further details on PRP's long-term hiring strategies for 2025 and beyond. In response, DC M. Dapat explained that Chief N. Duraiappah has been actively advocating to the province and OPC to increase

class sizes in response to the growing demand. Superintendent Lisa Hewison is also part of a working group exploring alternative pathways to meet PRP's recruitment needs beyond the OPC. When asked about seat allocations for 2025, DC M. Dapat noted that the final number is still being determined and will require Board approval.

Chief N. Duraiappah acknowledged the support of Board members, particularly from the two Mayors, who have been in communication with the Premier and Solicitor General to address these concerns. He shared that PRP currently receives 55 seats for each of the four OPC intakes annually but is advocating for a fifth intake. While a long-term solution would require expanding OPC facilities, PRP and OPC are actively exploring alternative solutions for 2025. He also referenced a letter from the Region of Peel Council, emphasizing the critical need to increase officer numbers to maintain effective policing in the region.

A. Boughton underscored the urgency of addressing population growth, noting that if Peel's population increases by 10%, the current force of 2,500 sworn officers would need to grow by an additional 250 officers each year. He highlighted that recruitment challenges would only intensify with rising immigration numbers, stressing that filling vacancies would rely heavily on OPC or lateral hires from other services.

DC M. Dapat added that while recruiting experienced officers from other services isn't ideal, it is often more cost-effective than training new graduates from the OPC. Chief N. Duraiappah further noted that PRP is facing not only the challenge of meeting the needs of a growing population but also addressing the wave of retirements expected over the next five years, as many officers hired 30 years ago approach retirement age.

Safety of Our Cities Conference (SOOCC) Update:

DC M. Dapat provided an update on the second annual SOOCC, building on the success of the inaugural conference hosted by the Edmonton Police Service in 2023. This year's event brought together 500 attendees, including law enforcement experts, police chiefs, academics, and community members from across North America. He expressed gratitude to the Board for their continued support.

Vice Chair S. Kohli praised PRP and the organizing team for their excellent work in delivering the conference. She highlighted the significant contributions of Inspector Jodi Dawson, Inspector Feras Ismail, and Manager of Community Safety and Well-Being John Versluis. S. Kohli emphasized the exceptional quality of the content, speakers, and panelists, noting that many police chiefs attended specifically due to Chief N. Duraiappah's efforts in promoting the event.

BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS

Chair N. Iannicca welcomed new Board members O. Khan and C. Parrish to their first Peel Police Service Board meeting, marking the beginning of their tenure. The Board also took a moment to acknowledge the recent departure of former member A. Attia, expressing gratitude for his dedicated service. In recognition of his contributions, the Board presented him with a token of appreciation.

Vice Chair S. Kohli praised the organizers of the Youth in Policing Initiative (YIPI), highlighting her attendance at both the launch and graduation ceremonies. She also extended special recognition to Constable Joanna Styrzcula for receiving the prestigious Equity, Diversity, and Inclusion Award at the International Association of Women in Policing conference. Additionally, Vice Chair S. Kohli acknowledged the efforts behind the successful PRP 50th Commemorative Parade, which was held on September 15, 2024.

L. Carby shared his participation in several key community events, including the Cops for Cancer event on September 14, 2024, and the PRP Emancipation Day barbecue on August 1, 2024. He highlighted the strong turnout for the Emancipation Day event, noting the PRP headquarters cafeteria was filled with both members and community attendees. L. Carby emphasized the significance of the barbecue as a vital community engagement event, recommending that it continue as a signature event to strengthen public connections.

Additionally, L. Carby attended the Black Internal Support Network (ISN) 3 Ball Cup Basketball tournament on August 24, 2024, held in honor of a PRP officer and basketball coach who recently passed away. He underscored the importance of events like these in fostering community building and engagement, acknowledging their role in bridging relationships between the police and the communities they serve.

P. Brown expressed his appreciation for Ahmad Attia's dedicated service on the Board, thanking him for his valuable contributions. He also acknowledged the presence of Peter Tolia at the meeting, recognizing him as a passionate advocate for raising awareness about child sex offenders and human trafficking. Brown highlighted the critical role of technology in apprehending these offenders and invited Chief N. Duraiappah to share insights on the topic.

DC A. Odoardi provided an update on PRP's proactive and covert use of technology to identify and apprehend sex offenders. He emphasized that PRP is leveraging advanced tools to ensure offenders are pursued and prosecuted as efficiently as possible. DC A. Odoardi also commended the unwavering dedication of the officers who investigate these complex and challenging crimes.

DC M. Dapat reported on the success of the Pro-Action Cops and Kids event hosted by PRP this summer, where Peter Tolia served as the keynote speaker. The event brought together over 80 youth for a trade exhibit, giving them the opportunity to explore potential careers in various trades. DC M. Dapat highlighted the positive impact of the event, noting that while the trades have traditionally seen low participation from women, over 35 young women expressed interest in pursuing careers in this field. He thanked Peter Tolia for his pivotal role in making this initiative a success.

Vice Chair S. Kohli, who also attended the event, praised Peter Tolia for his ongoing commitment to supporting youth in the community and commended the meaningful work he continues to do for the next generation.

APPROVAL OF MINUTES

1. Minutes of the Board Meeting held June 21, 2024.

Resolution:

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

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

CARRIED 01-09-24

DEPUTATIONS

2. No deputations were received for the Board meeting.

PRESENTATIONS

3. No presentations.

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.**

Resolution:

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.

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

CARRIED 04-09-24

5. **Mass Casualty Case Management System – Xanalys 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 Xanalys Canada Inc.

Resolution:

That the Peel Police Service Board approves the renewal of Xanalys 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.

Moved by: C. Parrish
Seconded by: A. Boughton

CARRIED 05-09-24

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.

Resolution:

That the information be received.

Moved by: P. Brown
 Seconded by: L. Carby

CARRIED 06-09-24

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.

Resolution:

That the information be received.

C. Parrish recommended adding poverty as a social vulnerability classification in the report and noted that the Malton Youth Hub serves 200 youth daily. She suggested that crime rates in the area likely differ significantly before and after the hub's opening, emphasizing that investing in vulnerable youth can reduce crime. She also mentioned a new youth hub being set up in Glenforest, another vulnerable community in Mississauga.

O. Khan asked how PRP aligns its resources with its goals, acknowledging progress in de-escalation but noting more work is needed as the budget process nears. He inquired about the importance of funding for training and personnel in reducing use of force incidents and enhancing de-escalation, questioning whether current funding is sufficient or if more is needed to expedite improvements.

DC A. Odoardi stated that collecting data is part of the risk, race, and identity strategy, which took over a year to develop and implement. He noted that PRP is the first police service to operationalize this type of information. The report, titled "Committed to Action," reflects ongoing efforts, with progress made but much still to do. He emphasized the need for more personnel to advance these efforts.

While training in all areas of policing is mandated, it remains voluntary from a legislative perspective. DC A. Odoardi highlighted the significant impact this training has on the 2023 Human Rights and Use of Force Report. He also stressed that investments in technology and resources, based on recommendations from the Ontario Human Rights Commission, the Anti-Racism Advisory Council, and the Governance and Human Rights Committee, influence annual budget and resource requests.

DC A. Odoardi invited Staff Superintendent Dirk Niles to comment on training hours and resources. Staff Supt. Niles highlighted the effectiveness of PRP's five pillars of human rights-focused training, which covers procedural justice, trauma-informed approaches, anti-bias training, and legislative topics. He noted that the training unit, working closely with DC M. Dapat, could double in size to meet growing demands, emphasizing that more training leads to better outcomes.

He identified a need for enhanced scenario-based de-escalation training and tailored modules for interacting with children in crisis. Referring to the JKB case where a six year old black girl was handcuffed, Staff Supt. D. Niles explained that PRP worked with clinical psychologists for seven months to refine their approach. By integrating insights from academics and forensic experts, the goal is improved outcomes, though this takes time.

Professor A. Owusu-Bempah noted that for the past five years, both sworn officers and civilians have worked on the race and identity-based data initiative, which is crucial for improving use of force and service delivery. Future plans include integrating more elements of the Community Safety and Well-Being (CSWB) approach, focusing on de-escalation techniques, which will require more resources.

Staff Supt. D. Niles also pointed out that while some training is online, the 10 hours of annual training is significant. The OPC uses strict psychological testing to recruit suitable candidates.

DC M. Dapat added that the training bureau is under pressure due to high training demands and legislative requirements, including the new *Community Safety and Policing Act*. He emphasized the need to update equipment, recruit the right candidates, and plan for future growth while addressing evolving community needs.

Vice Chair S. Kohli, as Chair of the Governance and Human Rights Committee, acknowledged the strong collaboration between PRP, Professor Owusu-Bempah, and the Ontario Human Rights Commission. She thanked Professor Owusu-Bempah for his expertise and emphasized the importance of the data being collected.

L. Carby stressed that the report goes beyond statistics, reflecting PRP's commitment to reducing the use of force. He expressed concern about the ongoing disparity, particularly affecting the Black community, and asked about the timeline for reducing it. Staff Supt D. Niles explained that a community advisory panel is analyzing the data and will update the Board in 2025 with strategies to address the disparity. He noted that the panel is consulting various sectors and working with Claudia McCoy on community input to develop interventions.

L Carby thanked the team and Professor Owusu-Bempah, looking forward to the 2025 update. Chief N. Duraiappah also thanked Professor Owusu-Bempah for his contributions. Chair N. Iannicca highlighted positive public feedback regarding a recent incident at Tim Hortons, where a vehicle rammed a PRP cruiser attempted to flee. Despite the circumstances, officers successfully apprehended the individual without resorting to any further incident. He thanked everyone for their work on the report, and acknowledged that while progress has been made, more remains to be done.

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

CARRIED 07-09-24

ADJOURNMENT OF PUBLIC MEETING

The public portion of the Board meeting adjourned at 11:55 a.m.

CARRIED

IN CAMERA SESSION



N. Iannicca, Chair



R. Serpe, Executive Director