



MENTAL HEALTH AND ADDICTIONS STRATEGY

Toronto Police Services Board

Public Meeting - January 27th, 2022

Publish date: January 27th, 2022

Presenter: Superintendent David Rydzik





Toronto Police Service

Mental Health and Addictions Strategy

2019

What is the Mental Health and Addictions Strategy?

The Strategy outlines the following eight key areas of commitment:

- Preserving Life
- Leadership
- Cultural Competence, Equity, and Anti-racism
- Stigma-free Environment
- Continuous Learning
- Advocacy and Partnerships
- Evaluation
- Transparency, Accountability, Oversight, and Reporting

Action Item Implementation

The following is an up to date overview of the implementation status of the Strategy's 46 Action Items.

39 action items are implemented and on-going

5 action items are on-going

2 action items are concluded



Highlights of Implemented Actions from 2020-2021

Action Item #37

5

The Service will look for new and innovative opportunities for collaborative partnerships that will support people who are experiencing mental health and/or addictions issues access the information, supports, and resources they require.

Commitment: Advocacy and Partnership

Assigned to: Community Partnerships and Engagement Unit

- ▶ **Expansion of Furthering our Communities by Uniting Services (FOCUS) Toronto**
- ▶ **Expansion of TPS' Mobile Crisis Intervention Teams (MCIT)**
- ▶ **Divisional Crisis Support Officer Training**
- ▶ **Mental Health Coordinators at CPEU**
- ▶ **Co-Located Call Diversion**

Action Item #5

6

The Service's hiring processes will continue to prioritize recruits with the capacity and the potential to respond with empathy, respect, and compassion to people who may be experiencing mental health and/or addictions issues.

Commitment : Preserving Life
Assigned to : Talent Acquisition

Talent Acquisition now evaluates a future officer's understanding and abilities to interact with people living with mental health and addiction at the following **4 stages**:

- ▶ **#1 Pre-Background/Local Focus Interest (Written)**
- ▶ **#2 Essential Competency (ECI)/Local Focus Interview (LFI)**
- ▶ **#3 Background Investigation**
- ▶ **#4 Selection Panel**

Action Item #22

7

The Service will continue to ensure that training provides police officers with strategies to offset and challenge implicit bias.

Commitment : Equity/Anti-Racism
Assigned to : Toronto Police College

- ▶ The Service ensures **annual** Equity, Inclusion and Human Rights (EIHR) training for all members. In addition, the following stand-alone trainings have been/will be delivered in 2021-2022 :
 - ▶ **Anti Black Racism Training**
 - ▶ **Bias and Bias Avoidance**
 - ▶ **The Indigenous Experience**
 - ▶ **Fair and Impartial Policing (5 day)**
- ▶ The Service has also recently hired an EIHR Curriculum Lead, and E-Learning Specialist and 3 EIHR Dedicated Instructors.

Action Item #46

8

The Service will collect information/data and prepare an annual report on this Strategy that allows for the timely assessment of Service Members' interactions with people who may be experiencing mental health and/or addictions issues ... this report will be a public document ...

Commitment : Transparency, Accountability and Reporting

Assigned to : Wellness Unit/Analytics and Innovation

- ▶ The Service has created an interactive dashboard which will serve as the primary and most efficient method to update the public on the implementation of the Strategy.
- ▶ It is anticipated that the dashboard will go live in mid-February of 2022
- ▶ Joseph Ariwi will now give a brief demonstration of the dashboard



Questions?



Mental Health and Addictions Strategy Commitments

Prepared by
[Analytics and Innovation](#)

Last updated: December 17, 2021

ACTIONS SUMMARY

1

2

3

4

46

Total Actions

40

Implemented and Ongoing

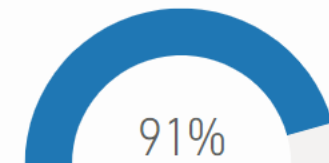
4

Ongoing

2

Concluded

Implementation Status



Select Commitment

Hold *Ctrl* to select multiple items

Commitment To A
Stigma-Free
Environment

Commitment To
Advocacy &
Partnership

Commitment To
Continuous
Learning

Commitment To
Equity/Anti-Racism

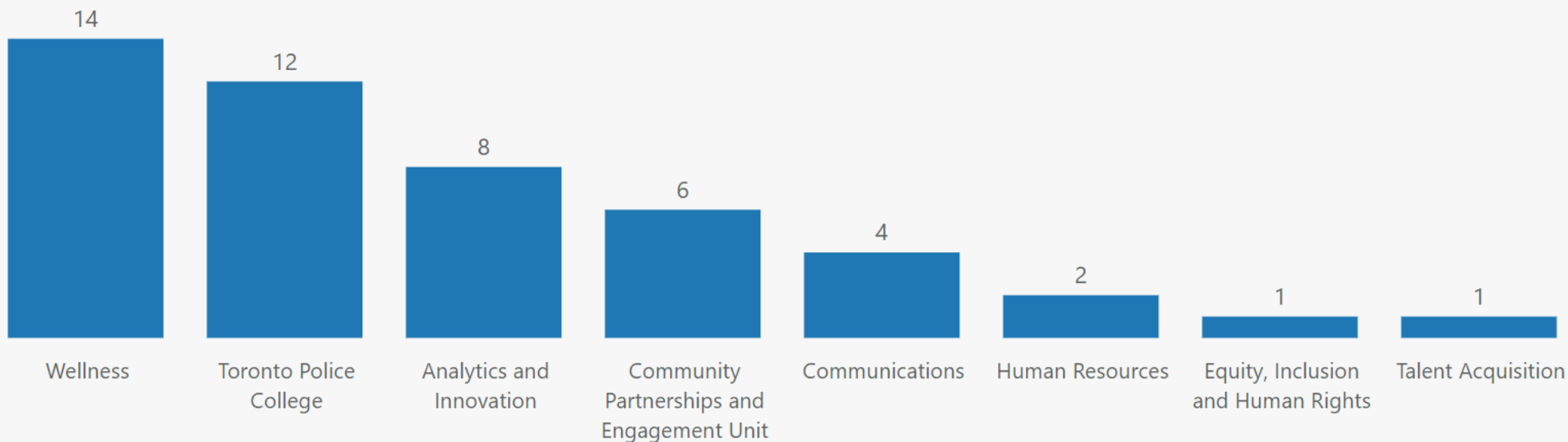
Commitment To
Evaluation

Commitment To
Leadership

Commitment To
Preserving Life

Commitment To
Transparency,
Accountability, A...

Lead Unit Responsibility



Overview

Commitment

Unit Responsible

Action Details

Report Summary



Mental Health and Addictions Strategy Commitments

Prepared by
[Analytics & Innovation](#)

ACTIONS BY COMMITMENT

1

Select Commitment

2

Equity/Anti-Racism



4

Total Actions

4

Implemented and Ongoing

0

Ongoing

0

Concluded

3

4

Action	Unit(s) Responsible	Action Item	Status
20	Toronto Police College	The Service will research training on how the race, cultural identity, and/or other identities of an individual may influence a police officer's decisions and actions with regards to use of force.	Implemented And Ongoing
21	Toronto Police College	The Service will continue to improve and enhance the formal training police officers receive in relation to bias, both conscious and unconscious, and how to address the issue as it relates to its effects on judgement and decision-making.	Implemented And Ongoing
22	Toronto Police College/Equity, Inclusion and Human Rights	The Service will continue to ensure that training provides police officers with strategies to offset and challenge implicit bias.	Implemented And Ongoing
23	Toronto Police College	The Board's Anti-Racism Advisory Panel (ARAP) and the City of Toronto's Anti-Black Racism Action Plan will inform future training for Service Members.	Implemented And Ongoing





Mental Health and Addictions Strategy Commitments

Prepared by
[Analytics & Innovation](#)

ACTIONS BY COMMITMENT

1

Select Commitment

2

Equity/Anti-Racism

3

4

- ☐ A Stigma-Free Environment
- ☐ Advocacy & Partnership
- ☐ Continuous Learning
- ☒ Equity/Anti-Racism
- ☐ Evaluation
- ☐ Leadership
- ☐ Preserving Life

4

Total Actions

4

Implemented and Ongoing

0

Ongoing

0

Concluded

Status

will research training on how the race, cultural identity, and/or other identities of an individual may influence a police officer's decisions and actions with regards to use

Implemented And Ongoing

will continue to improve and enhance the formal training police officers receive in relation to bias, both conscious and unconscious, and how to address the issue as it relates to its effects on judgement and decision-making.

Implemented And Ongoing

22 Toronto Police College/Equity, Inclusion and Human Rights

The Service will continue to ensure that training provides police officers with strategies to offset and challenge implicit bias.

Implemented And Ongoing

23 Toronto Police College

The Board's Anti-Racism Advisory Panel (ARAP) and the City of Toronto's Anti-Black Racism Action Plan will inform future training for Service Members.

Implemented And Ongoing



Overview

Commitment

Unit Responsible

Action Details

Report Summary



Mental Health and Addictions Strategy Commitments

Prepared by
[Analytics & Innovation](#)

ACTIONS BY UNIT RESPONSIBLE

Select Unit

Communications

4

Total Actions

4

Implemented and Ongoing

0

Ongoing

0

Concluded

Action	Commitment	Action Items	Status
8	Preserving Life	The Service will continue to review its existing de-escalation training for Communication Operators.	Implemented And Ongoing
32	Continuous Learning	The Service will ensure that training continues to be refined and delivered to members of Communications Services regarding how to extract detailed information about people's behaviour, including the use of appropriate language when describing a person's behaviour.	Implemented And Ongoing
33	Continuous Learning	The Service will ensure that members of Communications Services continue to receive training to recognize the impact of language on an officer's response to a situation and how it may affect the outcome of an interaction.	Implemented And Ongoing
34	Continuous Learning	The Service will track the number of Communications Services Members who receive training specifically for responding to individuals who may be experiencing mental health and/or addictions issues.	Implemented And Ongoing





Mental Health and Addictions Strategy Commitments

Prepared by
[Analytics & Innovation](#)

ACTIONS DETAILS

1

Select an Action

Status

2

4



Implemented And Ongoing

3

Action Item

The Service will explore the viability of collecting and reporting aggregate information on supervisor assessments of Members following an interaction with a person who may be experiencing mental health and/or addictions issues.

4

Progress Details

The Service continues to explore the viability of collection & reporting aggregate information under the following projects:

- Performance Management (Police Reform Rec #46) – new process is set to launch in Q1 2022 and will include a goal-setting component at the unit level. The Service will be recommending that applicable units/divisions include a group goal related to interactions with people in crisis in the annual performance appraisals beginning in 2022. Members who are working in capacities where they regularly have contact with persons in crisis will be expected to both deliver services that are aligned with the technical and procedural practices established as well as the behavioural competencies of the Service.
- Race Based Data Collection – updated data and tooling being developed in relation to data collection for BBDC will allow us to build toward a process for effective monitoring and reporting following

Commitment To Preserving Life

Commitment

Toronto Police College/Human Resources

Unit(s) Responsible

<https://www.torontopolice.on.ca/community/peopleincrisis.php>

Resources

Notes



Overview

Commitment

Unit Responsible

Action Details

Report Summary



Mental Health and Addictions Strategy Commitments

Prepared by
Analytics & Innovation

ACTIONS DETAILS

1

2

3

4

Select an Action

Status

4

Implemented And Ongoing

☐ 22

☐ 23

☐ 24

☐ 25

☐ 26

☐ 27

☐ 28

ability of collecting and reporting aggregate information on supervisor
following an interaction with a person who may be experiencing mental
issues.

Progress Details

The Service continues to explore the viability of collection & reporting aggregate information under the following projects:

- Performance Management (Police Reform Rec #46) – new process is set to launch in Q1 2022 and will include a goal-setting component at the unit level. The Service will be recommending that applicable units/divisions include a group goal related to interactions with people in crisis in the annual performance appraisals beginning in 2022. Members who are working in capacities where they regularly have contact with persons in crisis will be expected to both deliver services that are aligned with the technical and procedural practices established as well as the behavioural competencies of the Service.
- Race Based Data Collection – updated data and tooling being developed in relation to data collection for BBDC will allow us to build toward a process for effective monitoring and reporting following

Commitment To Preserving Life

Commitment

Toronto Police College/Human Resources

Unit(s) Responsible

<https://www.torontopolice.on.ca/community/peopleincrisis.php>

Resources

Notes



Overview

Commitment

Unit Responsible

Action Details

Report Summary



Mental Health and Addictions Strategy Commitments

Prepared by
[Analytics & Innovation](#)

ACTIONS DETAILS

1

Select an Action

Status

2

25



Concluded

3

Action Item

The Service will continue to implement the Road to Mental Readiness program as a mandatory training program for all Service Members and will track the number of Members trained.

4

Progress Details

All Civilian and Uniformed Service members received the Road to Mental Readiness module.

The 2022 Wellness portion of our mandatory In-Service Training Program reinforces R2MR training on stigma reduction for self and others as a barrier to seeking care.

Commitment To A Stigma-Free Environment

Commitment

Wellness

Unit(s) Responsible

<https://www.torontopolice.on.ca/community/peopleincrisis.php>

Resources

Notes



Overview

Commitment

Unit Responsible

Action Details

Report Summary



Mental Health and Addictions Strategy Commitments

Prepared by
[Analytics and Innovation](#)

Last updated: December 17, 2021

REPORT SUMMARY

1

Intent of Dashboard

2

The Mental Health and Addictions Strategy (MHAS) details specific actions categorized within commitment areas that the Toronto Police Service will undertake as a part of the MHAS. This dashboard is a part of the work to ensure that the Action Items in this Strategy are undertaken and that progress on the Action Items are public reported on a regular basis.

3

4

Intended Audience

This dashboard is for use by members of the Toronto Police Service, the Toronto Police Service Board, the Mental Health and Addictions Advisory Panel, the TPS Board's Mental Health External Advisory Committee and members of the public in alignment with the Strategy's commitment to Transparency, Accountability and Reporting.

Additional Links

[Mental Health and Addictions Strategy.](#)

Action Status Definitions

Implemented and Ongoing

Action item has been implemented and is actively being worked on.

Ongoing

Action item has started and is actively being worked on.

Concluded

Action item has been concluded.



Questions about the report, please contact Analytics.Innovation@torontopolice.on.ca



Mental Health Open Data Release

Mental Health Calls for Service Attended
Mental Health Act Apprehensions
2014 to 2020

DRAFT FOR BOARD MEETING



Mental Health Calls for Service Attended

EventID	EventDate	EventHour	EventType	GeographicDivision	OccurrenceCreated	ApprehensionMade	NeighbourhoodName
1253013	2014.01.01	0	Suicide-related	D11	No	No	High Park North
1253185	2014.01.01	0	Suicide-related	D23	Yes	Yes	Willowridge-Martingrove-Richview
1253198	2014.01.01	1	Suicide-related	D53	No	No	Annex
1253204	2014.01.01	1	Person in Crisis	D51	No	No	Moss Park
1253227	2014.01.01	1	Suicide-related	D32	No	No	Willowdale West
1253239	2014.01.01	1	Suicide-related	D51	Yes	Yes	Cabbagetown-South St.James Town
1253685	2014.01.01	2	Suicide-related	D51	No	No	Church-Yonge Corridor
1253724	2014.01.01	2	Suicide-related	D43	No	No	Highland Creek
1253798	2014.01.01	2	Person in Crisis	D41	No	No	Kennedy Park
1253841	2014.01.01	3	Overdose	D11	No	No	High Park North
1253860	2014.01.01	3	Suicide-related	D51	No	No	Regent Park
1254077	2014.01.01	4	Person in Crisis	D54	No	No	O'Connor-Parkview
1254168	2014.01.01	4	Suicide-related	D51	No	No	North St.James Town
1254174	2014.01.01	4	Overdose	D14	No	No	University
1254254	2014.01.01	4	Suicide-related	D32	Yes	No	Newtonbrook West
1254313	2014.01.01	5	Suicide-related	D32	Yes	No	Newtonbrook West
1254356	2014.01.01	5	Suicide-related	D43	No	No	West Hill
1254506	2014.01.01	6	Overdose	D43	Yes	Yes	West Hill
1254526	2014.01.01	6	Overdose	D53	No	No	Annex
1254536	2014.01.01	6	Overdose	D14	No	No	Trinity-Bellwoods
1254641	2014.01.01	7	Person in Crisis	D32	No	No	Englemount-Lawrence
1254675	2014.01.01	8	Person in Crisis	D32	No	No	Willowdale East
1254908	2014.01.01	9	Suicide-related	D51	No	No	Church-Yonge Corridor
1254936	2014.01.01	9	Person in Crisis	D22	Yes	No	Islington-City Centre West
1254978	2014.01.01	10	Person in Crisis	D51	No	No	Moss Park
1255020	2014.01.01	10	Overdose	D53	No	No	Rosedale-Moore Park
1255151	2014.01.01	10	Person in Crisis	D53	No	No	Mount Pleasant West
1255191	2014.01.01	11	Person in Crisis	D14	No	No	Little Portugal
1255246	2014.01.01	11	Suicide-related	D13	Yes	Yes	Corso Italia-Davenport

ABOUT THE DATA

This data set contains information on the 6 Mental Health call types for the previous 7 years, and includes information such as the Call Type and whether or not an apprehension was made.

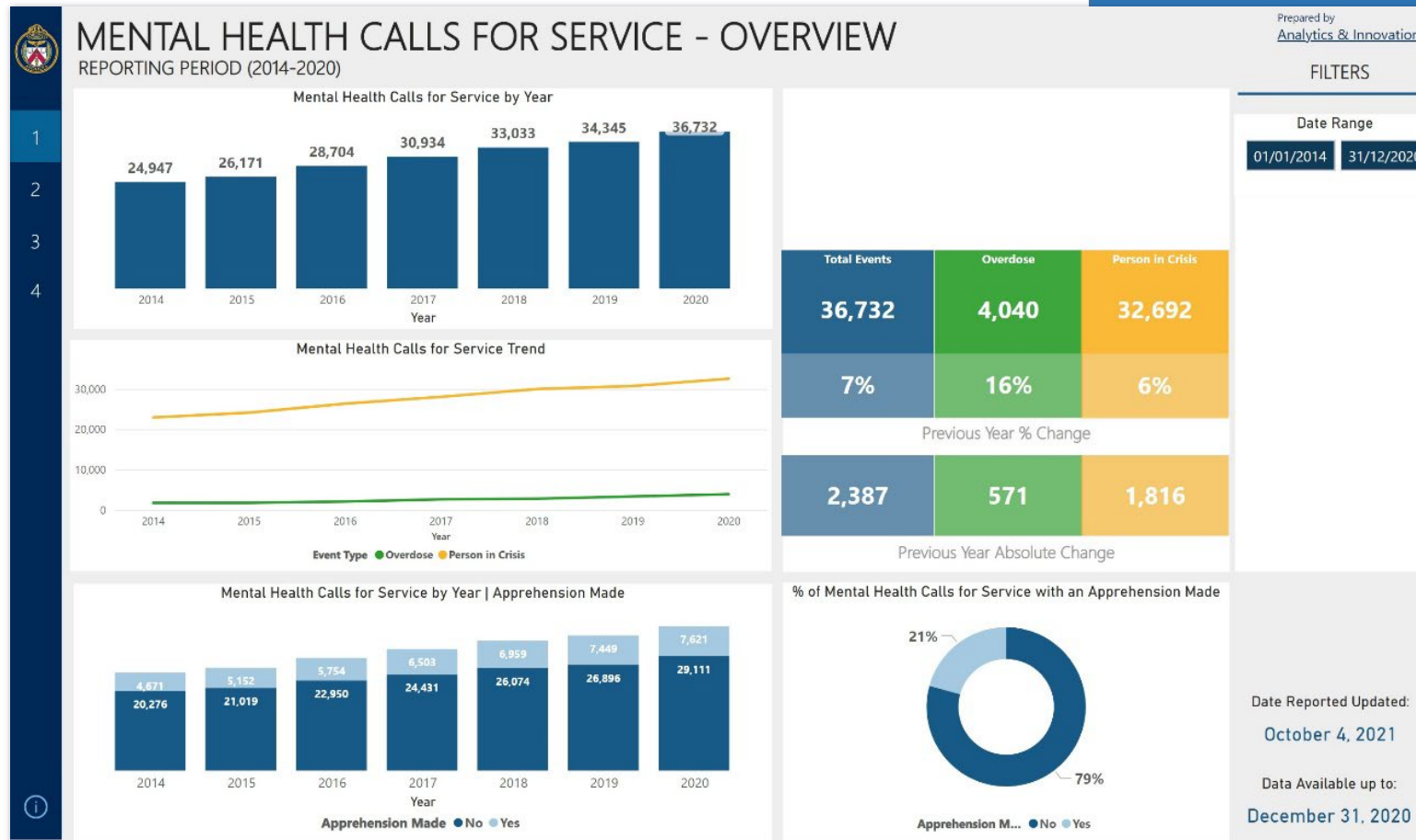
MHA Apprehensions Data Set

EventUniqueID	ReportDate	OccurrenceDate	ApprehensionType	Division	NeighbourhoodName	PremisesType	Sex	AgeGroup
GO-20141260037	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D51	Cabbagetown-South St.James Town (71)	Apartment	Male	45 to 54
GO-20141259983	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D23	Willowridge-Martingrove-Richview (7)	House	Female	45 to 54
GO-20141260625	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D53	Thornccliffe Park (55)	Outside	Male	35 to 44
GO-20141261310	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	NSA	NSA	Outside	Female	55 to 64
GO-20141261611	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D32	Englemount-Lawrence (32)	Apartment	Male	25 to 34
GO-20141262098	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D11	Weston-Pellam Park (91)	House	Male	25 to 34
GO-20141262056	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D13	Corso Italia-Davenport (92)	House	Male	25 to 34
GO-20141264197	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D22	Stonegate-Queensway (16)	Apartment	Female	35 to 44
GO-20141263132	2014.01.01	2014.01.01	Mha Sec 16 (Form 2)	D23	Elms-Old Rexdale (5)	Apartment	Female	25 to 34
GO-20141263946	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D42	Rouge (131)	House	Male	55 to 64
GO-20141263993	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D12	Mount Dennis (115)	Apartment	Male	18 to 24
GO-20141264269	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D31	Downsview-Roding-CFB (26)	Apartment	Male	25 to 34
GO-20141261121	2014.01.01	2014.01.01	Mha Sec 17 (Power Of App)	D14	Kensington-Chinatown (78)	Apartment	Female	25 to 34
GO-20141265354	2014.01.02	2014.01.02	Mha Sec 17 (Power Of App)	D11	High Park North (88)	Other	Female	18 to 24
GO-20141265022	2014.01.02	2014.01.02	Mha Sec 17 (Power Of App)	D22	Alderwood (20)	House	Male	18 to 24
GO-20141265784	2014.01.02	2014.01.02	Mha Sec 17 (Power Of App)	D41	Clairlea-Birchmount (120)	House	Female	18 to 24
GO-20141267412	2014.01.02	2014.01.02	Mha Sec 15 (Form 1)	D14	Kensington-Chinatown (78)	Other	Female	Not Recorded
GO-20141267093	2014.01.02	2014.01.02	Mha Sec 28(1) (Form 9 Elopee)	D11	High Park-Swansea (87)	Other	Male	45 to 54
GO-20141267260	2014.01.02	2014.01.02	Mha Sec 17 (Power Of App)	D41	Bendale (127)	Outside	Male	65+
GO-20141267516	2014.01.02	2014.01.02	Mha Sec 17 (Power Of App)	D42	Agincourt North (129)	House	Female	45 to 54
GO-20141267948	2014.01.02	2014.01.02	Mha Sec 17 (Power Of App)	D32	Bathurst Manor (34)	Apartment	Female	35 to 44
GO-20141267868	2014.01.02	2014.01.02	Mha Sec 17 (Power Of App)	D42	Malvern (132)	Apartment	Female	35 to 44
GO-20141268491	2014.01.02	2014.01.02	Mha Sec 17 (Power Of App)	D52	Bay Street Corridor (76)	Commercial	Male	25 to 34

This data set contains information on MHA Apprehensions for the previous 7 years, and includes information on the Apprehension Type, and demographic information of the apprehended person.

Dashboards

Mental Health Calls for Service Attended

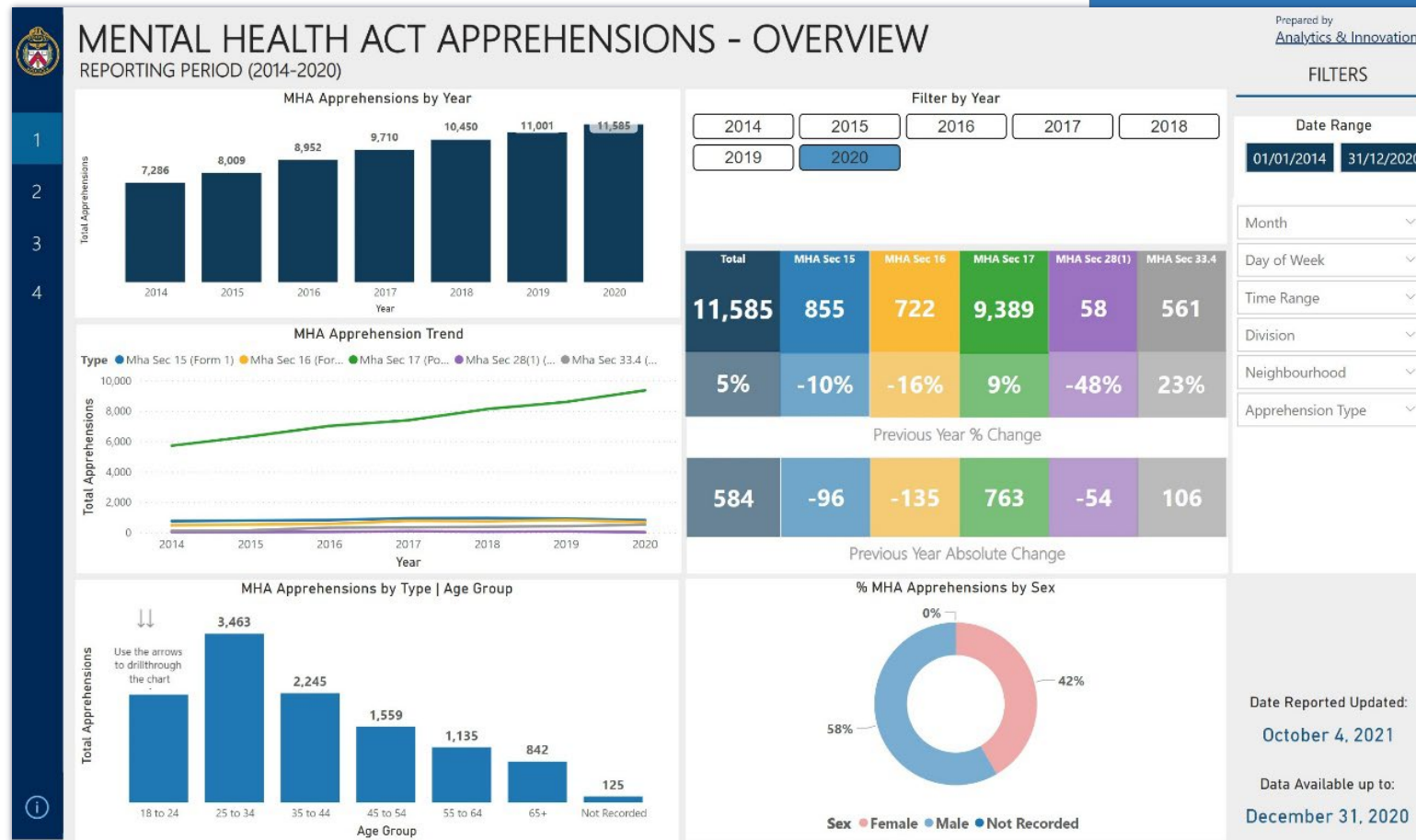


ABOUT THE DASHBOARD

This dashboard visualizes the data from the Mental Health Calls for Service Attended dataset, and shows the trend for Call Types, the proportion of apprehensions made, temporal trends, divisional trends and neighbourhood trends.

Dashboards

Mental Health Act Apprehensions



ABOUT THE DASHBOARD

This dashboard displays the data from the Mental Health Act Apprehensions dataset, and shows the trend for Apprehension Types, demographic trends for apprehended persons, temporal trends, divisional trends and neighbourhood trends.

Mental Health Calls for Service Attended & Mental Health Act Apprehensions

Overview

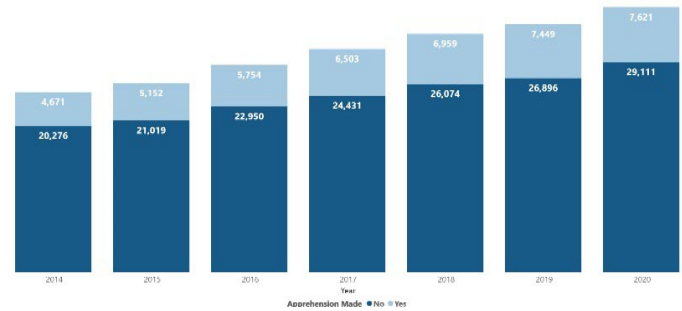
Recommendation 37: Direct the Chief of Police to share regularly updated datasets from the Toronto Police Service's open data portal with the City of Toronto for display and distribution on the City's open data portal, subject to the need to protect personal privacy and to comply with any privacy legislation. (City Council #16)

Pursuant to the Recommendation 37 of the 81 Recommendations on policing reform, the Toronto Police Service is releasing open data from the past seven (7) years regarding Mental Health (MH) Calls for Service Attended and Mental Health Act (MHA) Apprehensions.

Two datasets are being released today:

MHA Apprehensions

MH Calls for Service Attended



Resources

TPS News Release

Community Asset Portal

Mobile Crisis Intervention Teams

Police Encounters with MH Crisis

ABOUT THE STORY MAP

The Story Map gives context to the data release, highlights key statistics, and provides links to resources and supporting documentation.

Open Data Documentation Updates

Existing Open Data Documentation will be updated to include information on the 2 new data sets.

For the MHA Apprehensions Data Set, The documentation explains the omission of Youth Records, and highlights key statistics including aggregated statistics for Youth Records. The use of the term 'Not Recorded' for both the Age and Sex fields is explained in the documentation.

The documentation includes detailed Data Field Descriptions for each data set.

