

## **MOTIONS APPROVED AT BOARD MEETING OF JUNE 22, 2022**

### **Item 4. Race Based Data Collection, Analysis and Public Reporting Moved by Board Member & Mayor John Tory**

#### **RECOMMENDATIONS:**

That the Board:

1. Declares its strong support, as a result of the data collected in respect of Use of Force incidents and strip searches, for the Chief of Police taking all possible actions, within the provincial legislative framework, to address racial bias and individual acts of racism, and directs the Chief of Police to report to the Board in Q4 2022 on analysis of this data, including by divisions, what actions can be taken and what actions have been implemented and are in progress;
2. Declares, as did the Chief of Police, that it is unacceptable that certain racialized communities are over represented in both Use of Force incidents and in strip searches, and directs the Chief of Police to continue implementing reforms introduced to better ensure that Torontonians receive fair and unbiased policing;
3. Reaffirm its commitment and support for the Police Board's 81 Policing Reform Decisions, in the report *Police Reform in Toronto: Systemic Racism, Alternative Community Safety and Crisis Response Models and Building New Confidence in Public Safety*, including work that should be implemented by the Service and its divisions to address racial bias and individual acts of racism, promote bias-free policing, and ensure greater police accountability (Toronto Police Services Board Reform Decision 43);
4. Direct the Chief of Police to implement mandatory reviews by supervisors of body-worn camera footage and in-car camera system footage for all Use of Force incidents, as contemplated by the new Service Procedure, and to initiate a disciplinary investigation where excess force is deemed to have potentially occurred, and to report back to the Police Board on those reviews in 2023 pursuant to the Board's Body-Worn Cameras Policy;
5. Send correspondence to the Province of Ontario requesting urgent and province-wide action to assist police services, police boards, and chiefs of police in their ongoing efforts to eliminate systemic racism in policing. Specifically, the Board request that the Ministry of the Solicitor General create a new Adequacy and Effectiveness Standard, under the *Community Safety and Policing Act, 2019*, that mandates a consistent approach to performance analysis and management of police services that is designed to identify inequitable policing, including in relation to Use of Force, and which includes an early-warning system built to identify instances where systemic bias may be operating, and a requirement that supervisory staff take appropriate action;

6. Confirm its support of the Chief of Police's plan to incorporate anti-racism and unconscious bias elements into scenario-based and dynamic training to simulate real-world conditions where officers must make split-second decisions and to ensure that such training emphasizes and prioritizes de-escalation, and direct the Chief to report to the Board on the implementation of this training and associated outcomes no later than Q4 2022;
7. Direct the Chief of Police and the Executive Director of the Board to continue to work collaboratively and in partnership with the City Manager on the City's four Toronto Community Crisis Service Pilots, including the Black- and Indigenous-led Pilots, which provide non-police, community-based, client centred, and trauma-informed alternative responses to non-emergency crisis calls, such as wellness checks;
8. Communicate to the Province of Ontario (Ministry of the Solicitor General) the need to mandate that race-based data that is collected under the *Anti-Racism Act* be collected and analyzed by all police services in a consistent manner, so as to allow ready and reliable comparison and analysis of this data between and among all police services in the province; and,
9. Direct the Chief of Police to, through the Equity, Inclusion & Human Rights Unit of the Service, build on the Service's existing efforts and request advice from established City of Toronto and other advisory committees/groups, and from leaders in Toronto's Black, Indigenous and other diverse communities, as to the means by which there could be deeper and more continuous engagement with these communities on the collection, analysis and reporting of race-based data.

#### **Item 4. Race Based Data Collection, Analysis and Public Reporting**

**Moved by Board Member Ainsworth Morgan**

#### **RECOMMENDATIONS:**

That the Board:

1. Direct the Chief of Police to assess how the Service's approach to race-based data collection and analysis can be modified to enhance the Service's ability to identify, investigate and address specific instances of potential inequitable policing, including with respect to Use of Force, strip searches and other interactions, and to report back to the Board by Q4 2022 with the results of this assessment and any next steps, as well as areas for consultation with the Police and Community Engagement Review, other community stakeholders, and the Toronto Police Association; and,
2. Direct the Executive Director and Office of the Police Services Board to undertake a review of the Board's Race-Based Data Collection, Analysis and Public Reporting Policy, in consultation with the Board's Anti-Racism Advisory Panel, key stakeholders and community partners, and to report back to the Board by Q2 2023 concerning any suggested revisions to the Policy, and in particular, revisions that relate to the Chief of Police's assessment in item 1.