



Public Meeting

**Thursday,
May 18, 2023
at 9:00AM**



PUBLIC MEETING AGENDA
Thursday, May 18, 2023 at 9:00AM
Livestreaming at <https://youtube.com/live/pKi6KMavXIk>

Call to Order

Indigenous Land Acknowledgement

Declarations of Interest under the [Municipal Conflict of Interest Act](#).

Chief's Monthly Verbal Update

1. Confirmation of the Minutes from the regular public meeting held on [April 28, 2023](#).

Presentation and Items for Consideration

2. **Hate Crimes**

- 2.1 **Hate Crimes Presentation**

- 2.2 April 27, 2023 from Myron Demkiw, Chief of Police

- 2.2 **Re: [Toronto Police Service 2022 Annual Hate Crime Statistical Report](#)**

3. May 18, 2023 from Myron Demkiw, Chief of Police

3. **Re: [Toronto Police Service Mental Health and Addiction Strategy Update](#)**

4. April 25, 2023 from Myron Demkiw, Chief of Police
Re: 41 Division Facility Update: Contract Increases – Construction Management Services and Architectural Consulting and Design Services

5. April 21, 2023 from Myron Demkiw, Chief of Police
Re: Contract Extension and Increase with Nex Industrial Supplies Inc. for the Maintenance, Repair and Replacement of Overhead Doors and Gates

6. April 24, 2023 from Myron Demkiw, Chief of Police
Re: Pre-Qualified Vendors for Information Technology Professional Services

7. May 18, 2023 from Myron Demkiw, Chief of Police
Re: Request for Funds – Annual Community Events 2023

8. March 27, 2023 from Myron Demkiw, Chief of Police
Re: Special Constable Appointments and Re-Appointments – May 2023

Consent Agenda

9. April 24, 2023 from Myron Demkiw, Chief of Police
Re: Semi-Annual Report: Publication of Expenses – July 1 to December 31, 2022

10. February 16, 2023 from Myron Demkiw, Chief of Police
Re: Annual Report: Police Towing Contract - January 2022 to December 2022

11. April 24, 2023 from Myron Demkiw, Chief of Police
Re: Annual Report of Co-operative, Joint and Consolidated Procurements for 2022

12. April 24, 2023 from Myron Demkiw, Chief of Police
Re: Annual Report of Non-Competitive Purchases for 2022

13. **Chief's Administrative Investigation Reports**
 - 13.1 April 6, 2023 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Custody Death of Complainant 2021.54

 - 13.2 April 6, 2023 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Firearms Injury of Complainant 2022.32

 - 13.3 April 6, 2023 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Firearms Death of Complainant 2022.37

 - 13.4 April 6, 2023 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2022.45

 - 13.5 April 6, 2023 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2022.46

 - 13.6 April 6, 2023 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Firearms Injury of Complainant 2022.47

 - 13.7 April 6, 2023 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2022.53

 - 13.8 April 6, 2023 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Custody Death of Complainant 2022.56

13.9 April 6, 2023 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2022.62

Board to convene in a Confidential meeting for the purpose of considering confidential items pertaining to legal and personnel matters in accordance with Section 35(4) of the *Police Services Act*

Adjournment

Next Meeting

Regular Board Meeting
Thursday, June 22, 2023
Hybrid Board Meeting – at Police Headquarters, 40 College Street or virtually via WebEx

Members of the Toronto Police Services Board

Ann Morgan, Chair
Lisa Kostakis, Member
Lily Cheng, Member & Councillor

Frances Nunziata, Vice-Chair & Councillor
Nadine Spencer, Board Member
Vincent Crisanti, Member & Councillor



Toronto Police Service 2022 Annual Hate Crime Statistical Report

Intelligence Services- Hate Crime Unit



Hate Crime Unit Mandate

Provide assistance and expertise to all investigations and prosecutions of hate crimes.

Investigate and liaise with the Ministry of the Attorney General in relation to hate propaganda cases.

Maintain an information base of hate-related occurrences and arrests to assist divisional analysts and investigators.

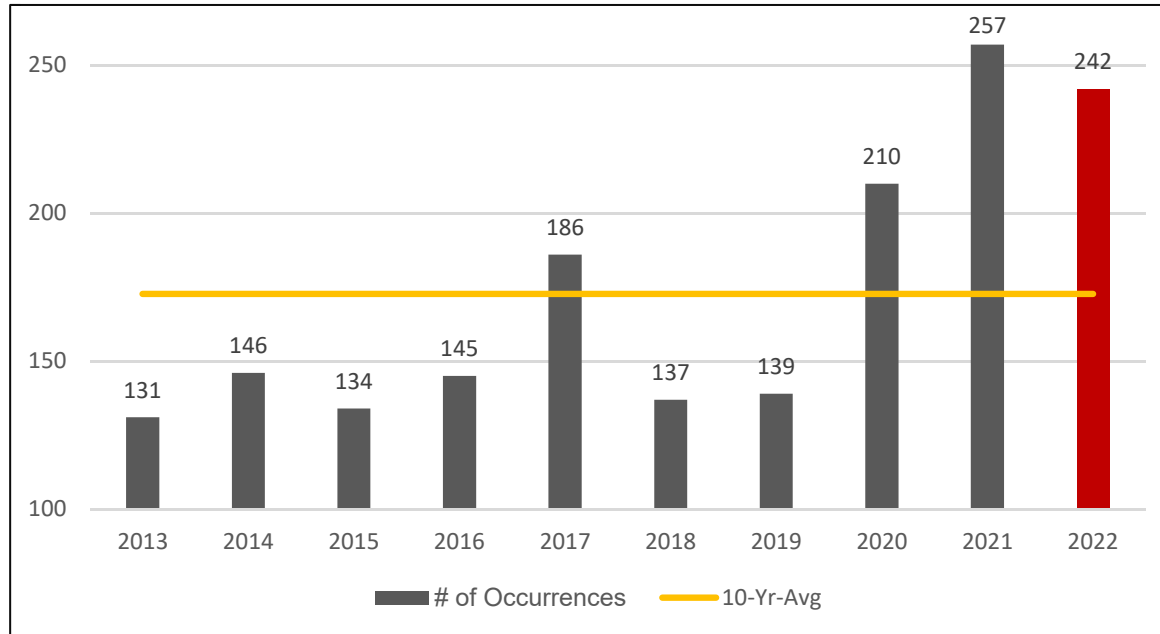
Lead and coordinate hate propaganda, multi-divisional and/or multi-jurisdictional hate crime investigations.

Act as a central focus for the dissemination of information and provide support to Divisional/District Hate Crime Coordinators, other police services, government agencies and the community.

Assist in developing public education programs in partnership with other members of the Service and the community.



Reported Hate Crime Occurrences

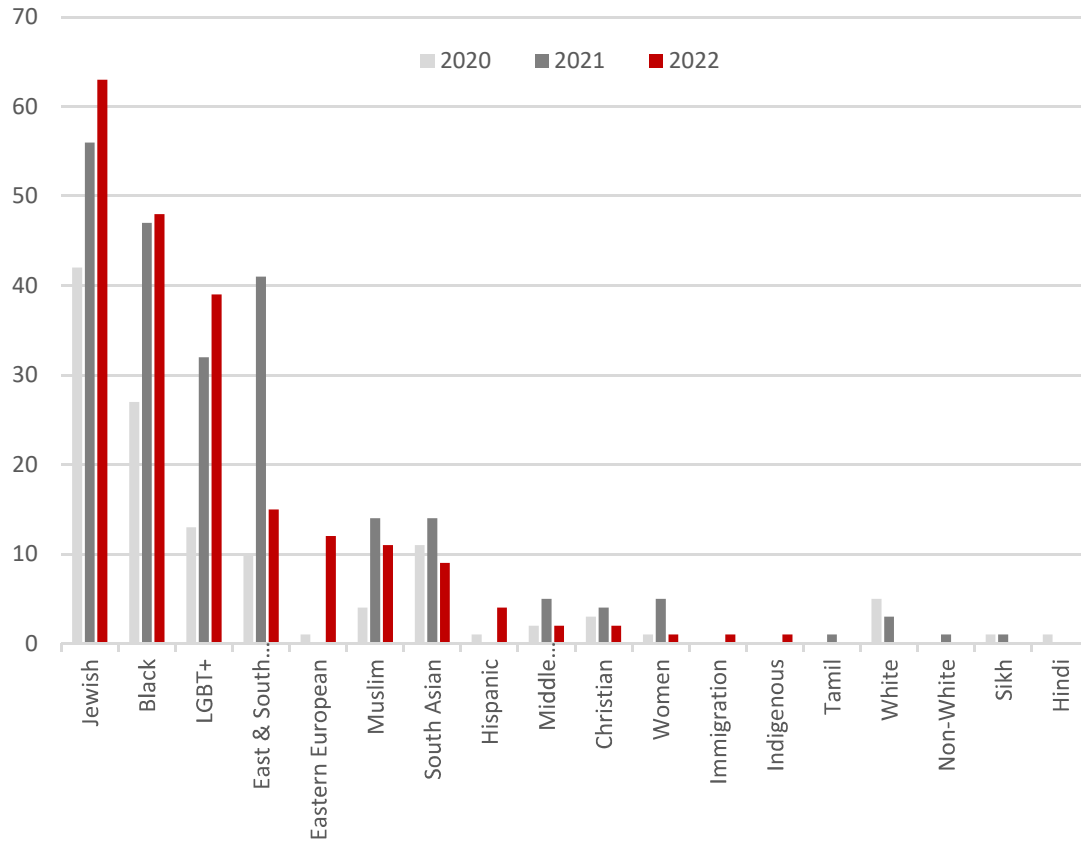


In 2022, there was a decrease in the total number of hate crime occurrences reported to the Service. In comparison to 2021, the number of reported occurrences decreased from 257 to 242 representing a decrease of approximately 6%.

Overall, the number of occurrences in 2022 is higher than the ten-year average of 173 occurrences.



Hate Crime Victimization



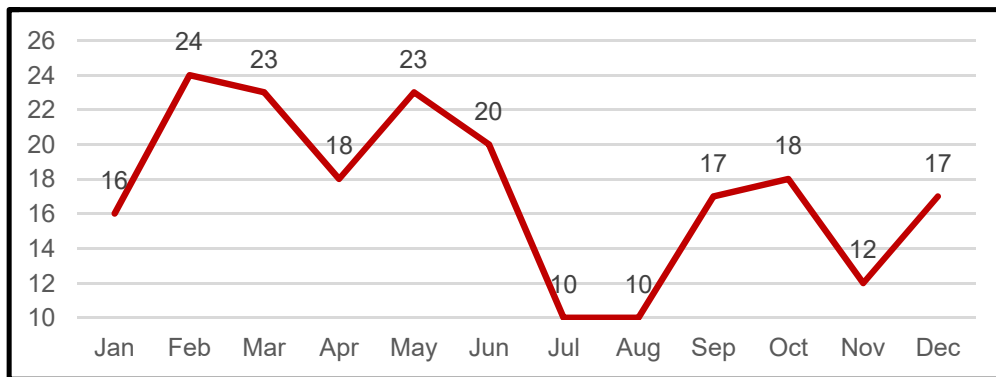
Victim Group	2020	2021	2022
Jewish	42	56	63
Black	27	47	48
LGBTQ2S+	13	32	39
East & South East Asian	10	41	15
Eastern European	1	0	12
Muslim	4	14	11
South Asian	11	14	9
Hispanic	1	0	4
Middle Eastern	2	5	2
Christian	3	4	2
Women	1	5	1
Immigration	0	0	1
Indigenous	0	0	1
Tamil	0	1	0
White	5	3	0
Non-White	0	1	0
Sikh	1	1	0
Hindi	1	0	0
Grand Total	121	224	208

Note: The data above does not include multi-bias hate crime occurrences reported to the Toronto Police Service between 2020 and 2022.



Hate Crime by Months and Victim Groups

Premise	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Jewish	3	5	10	4	8	5	3	3	3	9	4	6
Black	5	8	4	5	6	4	4	2	1	3	1	5
LGBTQ2S+	1	2	1	2	6	6	2	2	8	2	4	3
East & South East Asian	4	1		3	1	3			1	1		1
Eastern European		6	5					1				
Muslim	2	2	1	1	2				2			1
South Asian			1	2				1	1	2	2	

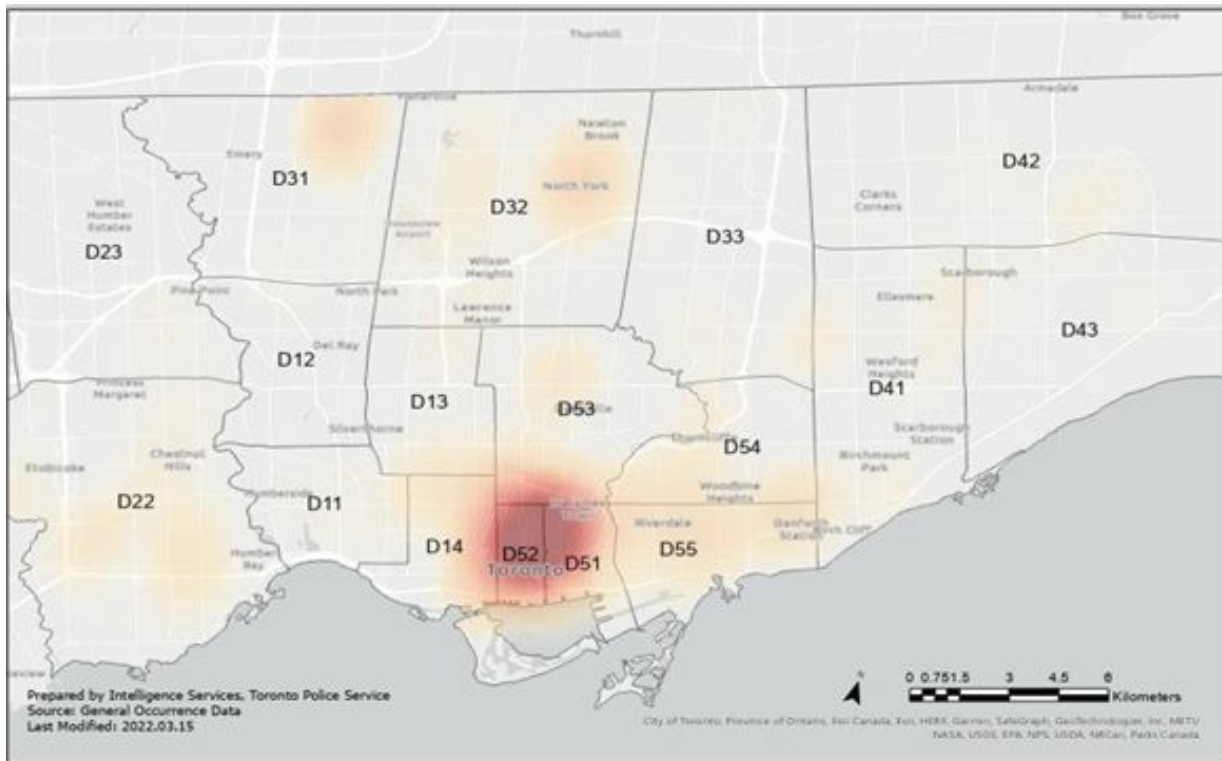


Factors Contributing to Hate Crime Reporting:

- Colleyville Synagogue Hostage Crisis (January 15)
- Black History Month (February)
- Russian Invasion of Ukraine (February 22)
- Buffalo Mass Shooting (May 14)
- Pride Month (June)
- Anti-LGBTQ2S+ Protests Across Canada
- International News Stories and Online Hate
- Covid-19: Reduction of Public Health Restrictions



Hate Crime Geographic Distribution



The geographic distribution of hate crime occurrences in 2022 spans across the City of Toronto impacting all divisions.

Approximately one third of the total hate crime occurrences reported in 2022 occurred in downtown divisions- D14, D51 and D52. These factors are likely the reasons that contributed to the high number of hate crimes in these divisions-

- Population and high volume of pedestrian traffic
- Center of mass transit hubs
- Sites of large cultural and social events
- Protests and demonstrations are often held within these divisions
- These location include many cultural centres, government buildings and Embassies



Most Commonly Reported Hate Crime Location Types & Offences

Premise Type/ Offences	Mischief Related	Assault Related	Uttering Threats	Harassing Communications	Criminal Harassment	Disturbing Religious Worship/Meeting	Robbery	Public Incitement of Hatred	First Degree Murder	Total
School (Universities, Colleges, Other Educational Institutions)	47	3	2							52
Street/Laneway	19	26	3					1		49
Public Transit	12	15	4		1				1	33
Business/Retail	17	8	3				1			29

Note: The chart provides information relating to the four most common location types reported for hate crimes. It does not refer to other location types reported to the Toronto Police Service such as residential locations, parks, telecommunications (online), etc.

High pedestrian traffic

Messaging displayed in public areas targeting a large audience and/or impressionable crowds



2022 Hate Crime Investigations: Multi-Jurisdictional

Anti-Semitic and Anti-Black Online Hate Crime Investigation

- Toronto Police Service Intelligence Services, Security Section received information from Federal Bureau of Investigations regarding anti-Semitic and anti-Black posts made on a social media platform.
- The posts were deemed to be criminal in nature.
- The individual was believed to be residing in Toronto.
- Toronto Police Service Security Section engaged the assistance of the Coordinated Cyber Crime Unit.
- Individual was identified.
- Toronto Police Service Hate Crime Unit liaised with the divisional investigators.
- Individual was arrested and charged.
- Ministry of the Attorney General's Hate Crime Working Group was consulted regarding the incident.
- Investigation is currently ongoing and Hate Crime Unit will remain engaged and review all hate-related materials.



2022 Hate Crime Investigation: Multi-Jurisdictional

Anti-Islamic Hate Crime Investigation

- Toronto Police Service Hate Crime Unit was notified by the Provincial Anti-Terrorism Section of an incident at a Mosque in York Region, involving an individual operating a vehicle in a dangerous manner.
- A news release was issued shortly after by York Regional Police regarding the incident.
- Toronto Police Service received information from the public regarding similar incidents at Toronto Mosques and other locations.
- Incidents were reported to the divisions, and Hate Crime Unit was notified.
- Hate Crime Unit took lead of the investigation and assisted with gathering and reviewing evidence (video surveillance, statements).
- Ministry of the Attorney General's Hate Crime Working Group was notified of the incident.
- Investigation is currently ongoing. Toronto Police Service and York Regional Police are working collaboratively.



Hate Crime Education and Initiatives

Canadian Race Relations Foundation (CRRF) and the Chiefs of Police National Roundtable Task Force

TPS Hate Crime Symposium: June 2022

Translation of Hate Crime Education Pamphlet

TPS Hate Crime Dashboard

43 Division Hate Crime Awareness Campaign
#ReportHateCrimes

Community Partnerships and Engagement Unit (NCO's)



Thank you



PUBLIC REPORT

April 27, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

**Subject: Toronto Police Service 2022 Annual Hate Crime
Statistical Report**

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

This report recommends that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Toronto Police Service Hate Crime Unit (H.C.U.) is a subunit of Intelligence Services - Security Section. The H.C.U. was established in 1993 and is responsible for collecting statistical data and ensuring the thorough investigation of hate crime offences within the City of Toronto.

The Toronto Police Service Annual Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against a person or property that are motivated by bias, prejudice, or hate, based on the victim's (either perceived or real) race, ethnic or national origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender orientation or expression, or any other similar factor, within the City of Toronto.

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The Report also provides an overview of the hate crimes committed in 2022, as well as the various hate crime related education, training, and community outreach initiatives that were undertaken by the H.C.U. and other units within the Service.

Discussion:

As part of the H.C.U. mandate, members are responsible for reviewing all hate-related occurrences to ensure consistent classification and to ensure that a thorough investigation is conducted. All relevant information is recorded and analysed which aids in determining hate crime patterns and trends.

In 2022, there was a decrease in the total number of hate crime occurrences reported to the Service. In comparison to 2021, the number of reported occurrences decreased from 257 to 242 representing a decrease of approximately 6%. Over the past ten years, between 2013 and 2022, the average number of reported hate crimes is approximately 173 per year. The number of reported hate crimes in 2022 was 74% higher than the pre-pandemic number of hate crimes in 2019, and 40% higher than the 10-year average.

Factors such as online disinformation, geo-political events, and social isolation, which was amplified during the pandemic, are believed to be contributing factors to the rise of reported hate crimes in recent years.

In 2022, the highest number of reported hate crimes targeted members of the Jewish community, Black community, and the Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit (LGBTQ2S+) communities. The three most frequently reported criminal offences motivated by hate in 2022 were mischief to property, assault, and uttering threats.

As in past years, these offences occurred in a variety of different locations and settings including schools, streets/laneways, public transportation, dwelling places, parks, businesses, the internet, and religious places of worship.

The H.C.U. recognizes that despite community outreach efforts and investigative successes, underreporting continues to present a challenge that affects the H.C.U.'s ability to investigate and prevent hate motivated offences in various communities.

In an effort to overcome these challenges in 2022, H.C.U. members actively engaged in proactive community outreach. Community outreach is focused on increasing awareness of hate crimes and the community resources available to support victims of hate crimes. Proactive outreach consists of internal and external training, community engagement, and media messaging. Examples include:

- Participating in town hall and community meetings (in-person and virtual) to provide an opportunity for community members to share their personal experiences and ask questions directly to the Chief and Service members including the HCU.
- The development of an internal facing hate crime dashboard to support the Service in identifying emerging hate crime trends. The analysis will support the effective allocation of operational resources for the prevention of hate crimes, and assist with improved community outreach. The Service is also developing an external

facing hate crime dashboard and will be engaging in community consultations as it is developed. The Service is targeting late Q4 2023 / early Q1 2024 for release of the external facing dashboard.

- In addition to English and Korean, the H.C.U. is in the process of translating the Service's hate crime pamphlet into an additional 20 languages including: Arabic, Chinese, Farsi, French, German, Greek, Gujarati, Hindi, Italian, Polish, Portuguese, Punjabi, Russian, Spanish, Tagalog, Tamil, Ukrainian, Urdu, and Vietnamese.
- Liaising regularly with divisional investigators and Corporate Communication, to provide media interviews and News Releases with respect to hate crime investigations. As part of its ongoing efforts to increase hate crime awareness and reporting the HCU provides information on how to report hate crimes and how they are investigated.

Lastly, the H.C.U. also collaborates with the Service's Community Policing Engagement Unit and community organizations for the purposes of education, public safety, and to address community concerns specific to hate crimes.

Conclusion:

The Report provides the Board with a comprehensive statistical overview of the hate crimes reported and investigated in the City of Toronto throughout 2022.

Deputy Chief Rob Johnson, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office

Attachments:

Enter titles here; remove if none



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2022



Toronto Police Service 2022 Annual Hate Crime Statistical Report

Intelligence Services, Hate Crime Unit

Intelligence Services, Hate Crime Unit remains dedicated to the achievement of its complementary objectives: the prevention and thorough investigation of hate-motivated offences and the pro-active education of others to enable them to recognize and combat hate.

Our goal is to encourage mutual acceptance amongst communities and to safeguard the freedoms, safety and dignity of all persons as guaranteed by the Charter of Rights and Freedoms.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2022



Executive Summary

The *Toronto Police Service Annual Hate Crime Statistical Report* is an annual report that provides statistical data about criminal offences that are committed against persons or property which are motivated by bias, prejudice, or hate based on the victim's race, national or ethnic origin, language, colour, religion, sex/gender, age, mental or physical disability, sexual orientation, or gender orientation or expression, or on any other similar factor, within the City of Toronto.

The report explains the mandate of the Toronto Police Service Hate Crime Unit and the methodology used by the Hate Crime Unit to collect the statistical data. The data is based on hate crimes that were reported to the Toronto Police Service (Service) between January 1, 2022, and December 31, 2022.

The report also provides an overview of the hate crime training and education that was delivered to Service members in 2022, as well as the various community outreach initiatives that were undertaken by the Hate Crime Unit and other units within the Service. The Service recognizes that education and training are critical components of hate crime prevention and reporting. The Hate Crime Unit participated in a number of hate crime initiatives internally and externally with government agencies, academics, and community groups to promote hate crime education, awareness and reporting. These initiatives included developing educational materials, community consultations, in-person and virtual hate crime seminars. Most notably, the Service hosted a Hate Crime Symposium in June 2022 for community members and law enforcement.

In 2022, there was a decrease in the total number of hate crime occurrences reported to the Service. In comparison to 2021, the number of reported occurrences decreased from 257 to 242 representing a decrease of approximately 6%. Over the past ten years, between 2013 and 2022, the average number of reported hate crimes is approximately 173 per year. The number of reported hate crimes is 74% higher than the pre-pandemic level of hate crimes in 2019, and 40% higher than the 10 year average.

In 2022, hate crimes targeting members of the Jewish community, Black community, and the Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit (LGBTQ2S+) communities were the most common types of reported hate crimes. The three most frequently reported criminal offences motivated by hate in 2022 were mischief to property, assault, and uttering threats. The Jewish community and the Black community were the most frequently victimized groups for hate-motivated mischief to property occurrences. The LGBTQ2S+ communities were the most frequently victimized groups for hate-motivated assault occurrences. The Black community and the LGBTQ2S+ communities were the most frequently victimized groups for hate-motivated uttering threats.

The overall trend of an increasing number of hate crimes could be due to several factors such as online disinformation, geo-political events, and social isolation which was amplified during the pandemic. Increased media coverage and public awareness can affect the fluctuation in the number of reported hate crimes and the different community groups that are victimized. Additionally, the Service's continued commitment to community outreach and education initiatives may also be a contributing factor to increased awareness and reporting of hate crimes.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2022



Geo-political events including the Russian invasion of Ukraine in February 2022 and a reduction in COVID-19 mandates in 2022 are believed to be contributing factors to the number of reported hate crimes targeting race, ethnicity or nationality.

In 2022, there was an increase in anti-Ukrainian and anti-Russian hate crimes reported to the Service following the Russian Invasion of Ukraine in February 2022. The high number of anti-Ukrainian hate crimes in 22 Division correlates with the high Ukrainian population in the Division. Of note, anti-Ukrainian hate crimes increased from zero in 2021 to nine in 2022. Seven of the nine anti-Ukrainian occurrences occurred in 22 Division. Anti-Russian hate crimes increased from zero in 2021 to three in 2022. In response to the increase the Service met with members of the Ukrainian community throughout 2022 and in 2023. In addition, Chief Demkiw met with Minister of Public Safety Marco Mendicino, and members of the Ukrainian Canadian Congress.

Additionally, the onset of the pandemic in early 2020 resulted in an increase in anti-East and South East Asian hate crimes. The number of reported anti-East and South East Asian hate crimes decreased as the public health mandates were eased in 2022 though the numbers remained higher than the pre-pandemic levels, which indicates the complex and multifactorial nature of hate crime trends.

The number of arrests related to hate crimes in 2022 decreased from 51 persons arrested in 2021 to 46 persons arrested in 2022. Notably, a significant percentage of reported hate crime occurrences in 2022 involved incidents of mischief to property (i.e. graffiti) in circumstances where there was limited evidence relating to suspect description, digital or forensic evidence. These occurrences frequently transpired without the victim or any witnesses present. These factors present considerable challenges to these types of investigations and identifying suspects.

An identifiable group is defined by section 318(4) of the *Criminal Code* as, “Any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability”. When more than one identifiable group (i.e. Black and LGBTQ2S+) was targeted in an incident, the occurrence was categorized as multi-bias. In 2022, 33 of the 242 hate occurrences were categorized as multi-bias. In 2021, 32 of the 257 hate occurrences were categorized as multi-bias.

Hate crime occurrences previously classified under the race category were merged with occurrences classified under the ethnicity/nationality category in 2022 to achieve consistency with the classification system used by Statistics Canada. This reclassification is consistent with other police services across Canada.

In 2022, the Hate Crime Unit worked closely with the Service's Analytics and Innovation and Business Change Management teams to develop an internal facing Hate Crime dashboard with development of an external facing dashboard underway.

The internal Hate Crime Dashboard leverages a data-driven approach and advanced analytics to support and equip the Service in their efforts to continually monitor and identify emerging trends in relation to hate crimes. Trends regarding commonly involved biases, spatial clustering, divisional tendencies, and monthly patterns can more easily be identified and analyzed through this dashboard. This analysis supports the effective allocation of operational resources for the prevention of hate crimes, and leads to improved community outreach. This accessible dashboard will be reviewed regularly by the Crime Management



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2022



Teams within each division whereby members can monitor any local hate crime events and trends and respond accordingly.

Meanwhile, the external dashboard will promote transparency in hate crime data and trends with the public, including links to resources for affected victims and community members. The internal dashboard is set to launch in Spring 2023, with the public-facing dashboard becoming available later this year. This public-facing resource will provide information about how the Service responds to hate crimes and the reporting process, improving awareness and understanding of these issues.



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I. Introduction

The Toronto Police Service Hate Crime Unit (HCU) is a subunit of Intelligence Services – Security Section. The Security Section consists of Intelligence officers, specialized hate crime investigators, a civilian analyst and researchers. The HCU was established in 1993 and its responsibilities include collecting, analyzing and publishing data on reported hate crimes. Further aspects of the HCU mandate are detailed below.

In 2020, the Service experienced a more than 50% increase in reported hate crimes - this increase continued in 2021. During the Covid-19 pandemic in 2020 and 2021, the number of reported hate crimes increased year over year in Toronto. In order to better support and strengthen the relationship between the Service and marginalized communities, the Service expanded its HCU in 2022. This expansion resulted in two additional positions within the Security Section, specifically dedicated to education on hate crime, prevention and investigations.

Additionally, the Detective Sergeant in charge of the Intelligence Services –Security Section has the discretion to assign additional officers from Intelligence Services to investigate and prevent hate-motivated crimes, assisting the HCU as they deem necessary.

Mandate:

The mandate of the Hate Crime Unit is to:

- Provide assistance and expertise to all investigations and prosecutions of hate crimes;
- Investigate and liaise with the Ministry of the Attorney General in relation to hate propaganda cases;
- Maintain an information base of hate occurrences and arrests to assist Divisional analysts and investigators;
- Assist in developing public education programs in partnership with other members of the Service and the community; and,
- Act as a central focus for the dissemination of information and provide support to Divisional/District Hate Crime Coordinators, other police services, government agencies and the community.

Members of the HCU are responsible for reviewing all suspected hate occurrences to ensure consistent identification/classification and to ensure a thorough investigation is conducted. All relevant information is recorded and analyzed which aids in determining overall hate crime trends and patterns.

The analysis of occurrences and this report are then used to develop Service-wide strategies to address hate crimes in the community from a crime prevention/enforcement perspective as well as from an educational perspective. Proactive outreach consists of internal and external training, community engagement and media messaging. Examples of the Service’s education and outreach initiatives can be found in Section 7 (pg. 26) of this report.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2022



In 2018, the Service initiated a deployment transformation whereby Divisions in certain areas of Toronto were amalgamated to Districts. A Hate Crime Coordinator is assigned to each Division and/or the newly amalgamated District. The Hate Crime Coordinators are referred to as the Divisional/District Hate Crime (DDHC) Coordinators.

The DDHC Coordinators maintain responsibility for tracking and assisting with hate crime investigations within their respective District or Division, and participate in internal and external hate crime education and outreach initiatives. The HCU provides investigative support to the DDHC Coordinators and to other units when requested or necessary to support the investigation and if required arrange for expert witnesses to attend court.

The Service provides all members with *Procedure 05-16 Hate/Bias Crime*. Procedure 05-16 provides direction to front line officers and investigators to assist them in properly identifying, recording and investigating hate crimes. Consistent with this procedure, officers are required to notify the HCU of any hate-motivated occurrences.

Additionally, the HCU utilizes internal police software to search all police records for hate-motivated occurrences. In this manner, the HCU ensures that all hate-motivated occurrences and arrests are captured and reviewed for accuracy.

In compliance with the Board's 81 decisions on police reform, direction #36, Procedure 05-16 is also posted on the Service's external website for members of the public to view. It can be found at the following link: <https://www.tps.ca/service-procedures/>.

II. Methodology

Service *Procedure 05-16 - Hate/Bias Crime* requires all suspected hate-motivated occurrences to be reviewed by HCU investigators to ensure proper identification and classification. Every occurrence is classified using categories based on the criteria listed in section 718.2(a)(i) of the *Criminal Code*: "race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender orientation or expression, or any other similar factor".

The comments and/or actions of a suspect during an incident can be a significant determination regarding his or her motive and bias; however, it is sometimes difficult to classify an occurrence with complete accuracy. Additional criteria considered when classifying occurrences may include the victim's perception of the incident, culturally significant dates, symbols, history of the community and current geo-political events.

In some cases, the suspect may be completely unaware of the victim's actual background and incorrectly assume the victim belongs to a particular group. Due to this fact, the victim becomes a target based on the suspect's misperception. For example, there have been cases where individuals have been wrongly perceived by the suspect as being members of the LGBTQ2S+ community and become victims of hate-motivated assaults. Similarly, in other cases, victims have been targeted due to their association with members of certain identifiable groups, though the victims themselves are not members of those groups.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2022



While it is recognized that every individual has multiple aspects to their identity, more than one of which could be cause for an offender to target them, it is the practice of the HCU to classify a hate occurrence based on the best known information that exists relevant to the offender's perception of the victim.

In cases where there are multiple criminal offences committed during one event, only the charges directly related to the hate occurrence are included for the purpose of data collection in this report. For example, if an occurrence involved an allegation of a suspect assaulting a person based on the person's religion, and upon their arrest, the suspect was found to be in possession of a controlled substance – only the assault charge would be categorized as a hate-motivated charge, not the drug-related charge.

Limitations

The HCU recognizes that in evaluating this report, the information contained herein is an analysis of reported hate-motivated crime within the City of Toronto and may not reflect the actual number of hate crimes occurring in Toronto.

Under-reporting continues to present a challenge that affects the HCU's ability to investigate and prevent hate-motivated offences in various communities. As a result, the HCU continues to prioritize working with communities and media outlets to encourage and assist victims to report these crimes as an essential aspect of its mandate. The HCU continues to meet and consult with a variety of established community organizations involved in anti-hate advocacy and is continuously reaching out to build partnerships with new groups.

The number of hate crimes recorded varies from year to year and is influenced by a wide range of factors that are not always easily discernible. As previously mentioned, the reluctance to report victimization significantly impacts statistical data and the interpretations extrapolated and concluded from that data. Victims may be reluctant to report hate crimes for several reasons, including, but not limited to:

- The victim may not recognize that the crime was motivated by bias or hate;
- Fear of retaliation;
- Uncertainty of the criminal justice system's response;
- The victim may fear his/her sexual orientation may be exposed to family members or his/her employer; and/or,
- Embarrassment and humiliation of being victimized.

Community Impact

Hate crimes have a disproportionately greater effect on their victims than other types of crimes. Hate-motivated crimes have longer lasting serious side-effects for society as a whole. A hate-motivated crime not only victimizes the individual, but also the entire group the person belongs to, resulting in the increased isolation, stress and vulnerability of that particular group.



If police do not respond to reports of hate crimes immediately and appropriately, these crimes can lead to increased social discord between opposing groups and possible retaliation.

Conversely, a timely and effective police response can have a positive and lasting influence on the relationship between police and the communities they serve. Positive relationships such as these have the ability to have extensive benefits in other aspects of public safety.

Criminal Code - Hate Provisions

There are different types of hate crime provisions in the *Criminal Code*. To begin with, there are specific offences that require the consent of the Attorney General in order to commence criminal proceedings. These offences are found specifically under the hate propaganda provisions. “Hate propaganda” is defined in section 320(8) of the *Criminal Code* as: “any writing, sign or visible representation that advocates or promotes genocide or the communication of which by any person would constitute an offence under section 319”.

The hate propaganda sections of the *Criminal Code* list specific offences including advocating genocide (section 318), public incitement of hatred (section 319(1)), wilful promotion of hatred (section 319(2)) and wilful promotion of antisemitism (section 319 (2.1)).

In June 2022, as a result of Bill C-250, the offence of wilful promotion of antisemitism (section 319(2.1)) was added to the *Criminal Code*. Section 319(2.1) of the *Criminal Code* states:

Everyone who, by communicating statements, other than in private conversation, wilfully promotes antisemitism by condoning, denying or downplaying the Holocaust

- a) *is guilty of an indictable offence and liable to imprisonment for a term not exceeding two years; or*
- b) *is guilty of an offence punishable on summary conviction.*

Other hate crime provisions in the *Criminal Code* do not require the consent of the Attorney General in order for criminal proceedings to be commenced.

The mischief sections of the *Criminal Code* include section 430(4.1) which creates the offence of mischief in relation to certain types of property including buildings or structures primarily used for religious worship, and buildings or structures primarily used by an “identifiable group” for certain other listed purposes. “Identifiable group” is defined in section 318(4) of the *Criminal Code* as: “any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability”.

Finally, section 718.2(a)(i) of the *Criminal Code* requires a court that imposes a sentence (for any offence) to consider, “evidence that the offence was motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender orientation or expression, or on any other similar factor”, as an aggravating factor in deciding on the appropriate sentence. For example, if an individual carves a hate symbol, such as a swastika or KKK, into the door of a



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vehicle, the offender may be charged by police with the criminal offence of mischief. The investigators will document the incident and collect all related evidence such as witness/victim statements, photographs and video footage. The incident would be classified as a hate crime. The consent of the Attorney General would not be required to commence criminal proceedings for such a case and all hate-related evidence would be presented to the courts at the time of sentencing.



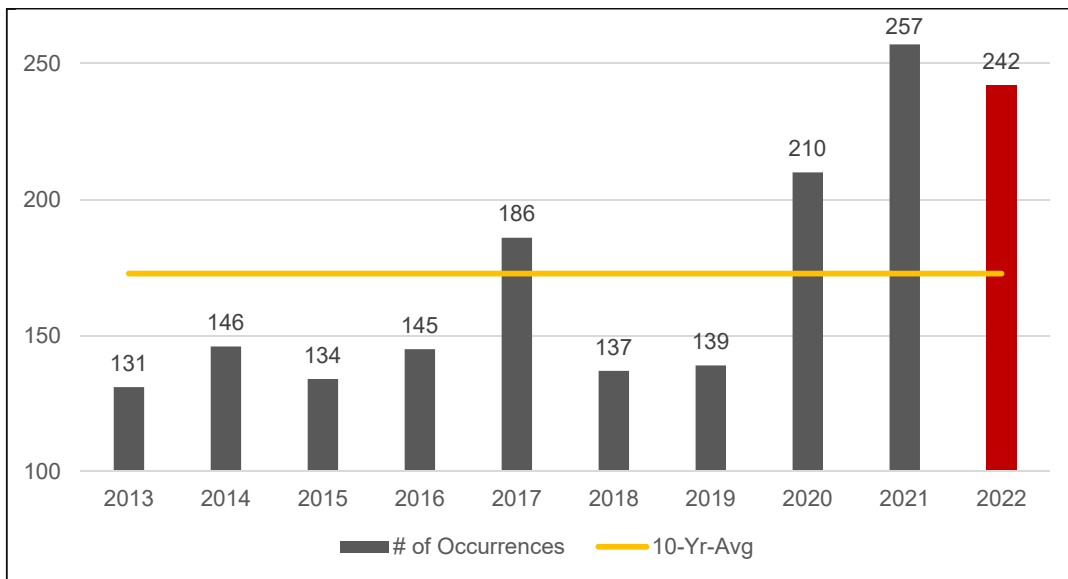
III. Results

Reported Hate Crime Occurrences

242 hate crime occurrences were reported to the Service in 2022, representing a 6% decrease when compared with 2021 when 257 hate crime occurrences were reported. Despite the decrease in hate crime reporting in 2022, the total percentage in the number of occurrences remained 74% higher than pre-pandemic levels reported in 2019 and 40% higher than the ten year average as indicated in Figure 3.1.

The increase in the number of hate crimes reported in the past three years could be due to several factors including online misinformation, geo-political events such as conflicts between nations, and social isolation which was amplified during the pandemic. Additionally, increased media coverage and public awareness regarding incidents of hate can have an impact on the number of reported hate crimes and the different community groups that are victimized. Additionally, the Service’s continued commitment to community outreach and education initiatives may also be a contributing factor to increased hate crime reporting and awareness.

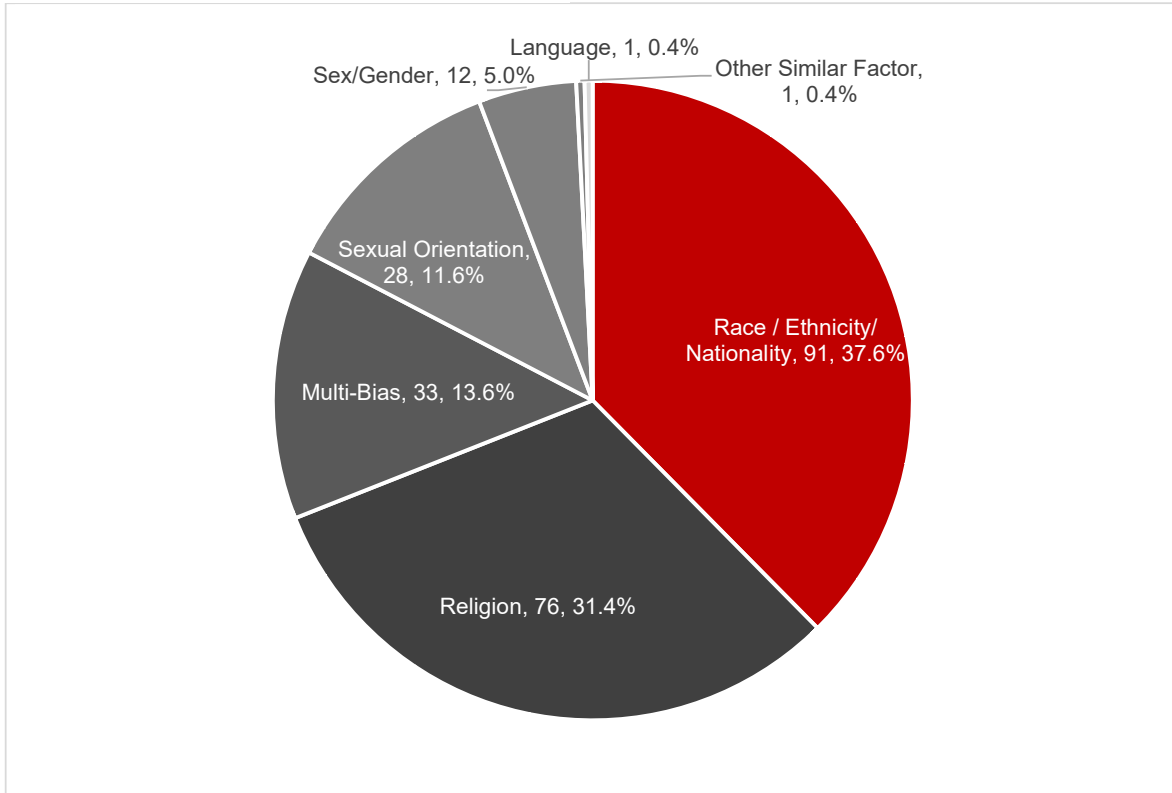
Figure 3.1: Hate Crime Occurrences 2013-2022





Motivation of Hate Crime Victimization

Figure 3.2: Breakdown by Hate



Note: Figure 3.2 is based on the total number of hate crimes reported in 2022 (Figure 3.1). The Age, Disability, and Similar Factor categories represent 0.4% of the hate crime occurrences in 2022.

Incidents of hate crime directed towards the victim’s Race/ Ethnicity/ Nationality represent the bias category that was most frequently impacted in 2022, which is consistent with 2021. The percentage of hate crimes in this category decreased slightly, from 39.7% (102) of total hate crimes in 2021 (257) to 37.6% (91) of the total reported hate crime occurrences in 2022 (242). The large number of occurrences in the Race/ Ethnicity/ Nationality category was largely driven by reports of anti-Black (47), anti- East & South East Asian (15) and anti-Ukrainian (9) hate crime. Incidents of hate crimes directed towards the victim’s Religion represented the next highest bias category. These incidents were largely anti-semitic (82.8%), anti-Muslim (14.4%) and anti-Christian (2.6%).



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Table 3.1: Total Hate Crimes 2013-2022 by Hate Category

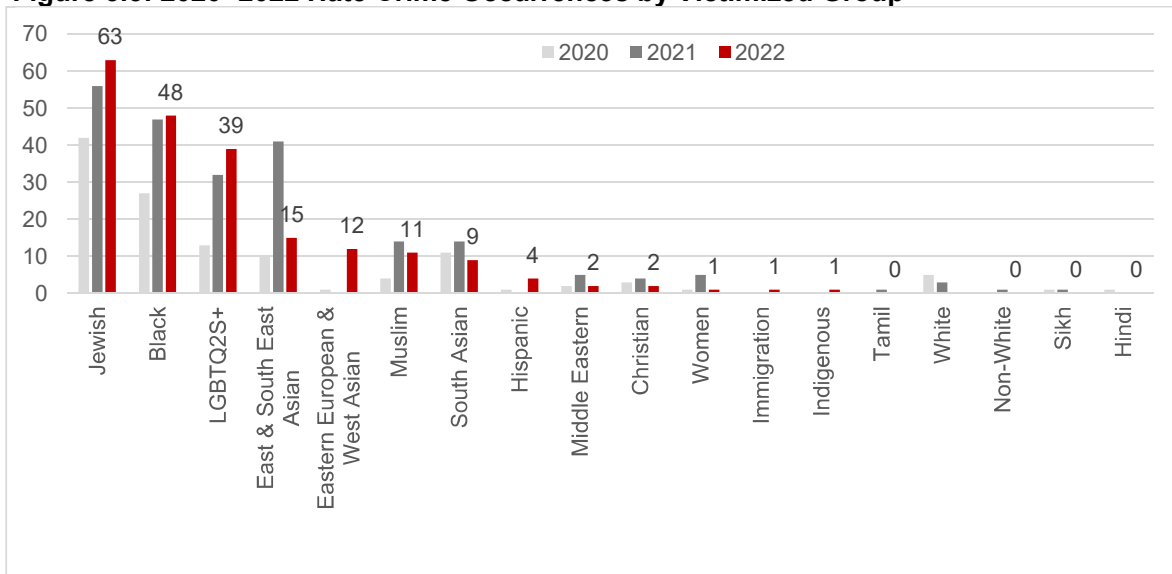
Year	Disability	Race/ Ethnicity/ Nationality	Sex/ Gender	Sexual Orientation	Language	Multi- Bias	Religion	Other Similar Factor	TOTAL
2022		91	12	28	1	33	76	1	242
2021		111	12	26	1	32	75		257
2020	1	107	5	17	1	19	82		232
2019		37	9	18		15	63		142
2018		23	8	11		21	69		132
2017		55	6	16	1	27	86		191
2016		40	6	18		14	66		144
2015		37	2	27		10	58		134
2014		24	3	24		14	63		128
2013		49		27		10	58		144

Note: In 2022, the Race and Ethnicity/Nationality bias categories were combined. Refer to Hate Crime Reporting Targeting National or Ethnic Origin Category section below.

Victim Groups

The classification of hate crimes targeting victim groups are categorized by the suspect’s perception. In 2022, 26% of the total hate crimes were anti-Semitic, 19.4% were anti-Black, and 16.1% were anti-LGBTQ2S+ (Figure 3.3 refers). Hate crimes targeting these victim groups increased in 2022 when compared with previous two years, whereas anti-Asian hate crimes decreased significantly (-61%) in comparison to 2021.

Figure 3.3: 2020- 2022 Hate Crime Occurrences by Victimized Group





There is an observed increase in anti-Semitic hate crime in Canada and in major US cities over the past several years. There are multiple factors that could be contributing to this increase, including political polarization and an increase in conspiracy theories and propaganda targeting the Jewish community.

An increase in online hate and misinformation directed towards the East and South East Asian communities was observed during the COVID-19 pandemic, which likely contributed to an increase in reported anti-East and South East Asian hate crimes during the first two years of the pandemic. Although anti-East and South East Asian hate crimes decreased in 2022, the percentage of hate crimes targeting the Asian community remains higher than pre-pandemic levels.

Notably, the highest number of anti-Black hate crimes were reported in February during Black History Month (eight of the 48). In 2022, the highest number of anti-LGBTQ2S+ hate crimes were reported in the months of June (6) during Pride Month and September (8).

As one of the most diverse cities in the world, Toronto is sensitive to global geo-political issues. The 2022 Russian invasion of Ukraine almost certainly contributed to an increase in hate-crimes targeting both the Ukrainian and Russian communities within Toronto. There was a total of nine anti-Ukrainian hate crimes and three anti-Russian hate crimes in 2022 in comparison to zero reports of hate crimes against these communities in 2021.

Breakdown of Victim Groups Targeted in Multi-Bias Occurrences

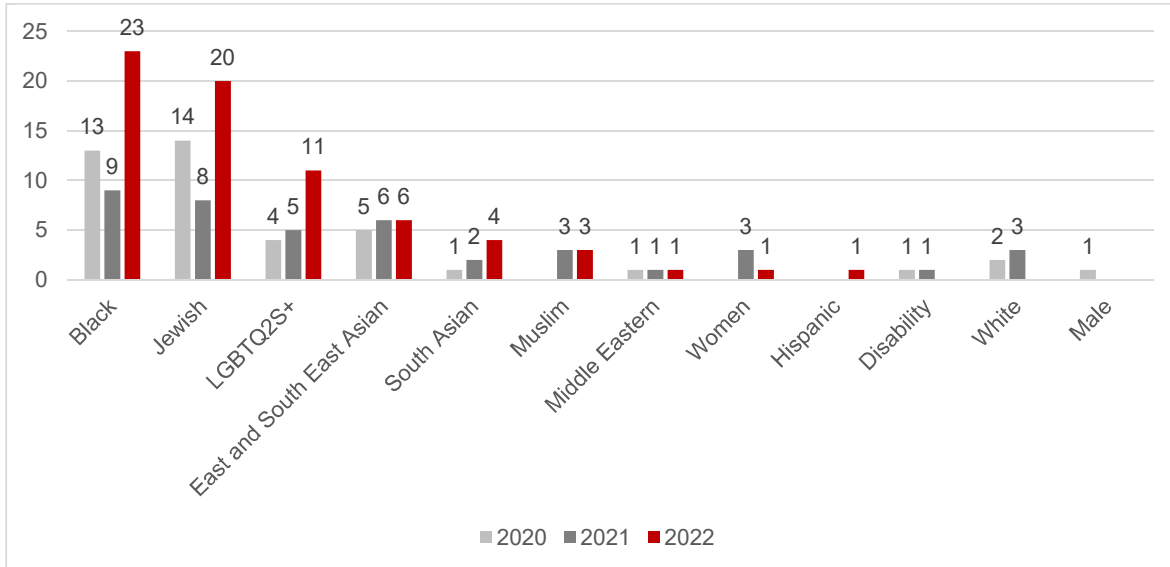
When more than one identifiable group is targeted, the occurrence is categorized as multi-bias. In 2022, there were 33 hate crime occurrences classified as multi-bias compared with 32 occurrences in 2021.

Of the 33 multi-bias hate crime occurrences in 2022, the Black community and the Jewish community were targeted in 23, and 14 of the occurrences respectively (see Figure 3.4).

When comparing the number of reported multi-bias hate crime occurrences with a single bias motivation a similar trend is observed; the Black, Jewish and LGBTQ2S+ communities reporting the highest numbers in each of the categories. The number of reported multi-bias occurrences targeting members of the Black and Jewish communities decreased in 2021 from 2020, whereas there has been a year over year increase in multi-bias occurrences reported in the LGBTQ2S+ communities.



Figure 3.4: 2022 Multi-Bias Frequency by Victimized Group



Note: As two or more community groups may be targeted in a single hate-crime occurrence, the chart above depicts the frequency of victimization of a particular group in the 33 multi-bias occurrences.

Hate-Motivated Criminal Offences

This section examines the most prevalent hate-motivated criminal offences committed against various community groups. In 2022, the most prevalent hate-motivated occurrences were for the offences of mischief to property, assault, and uttering threats. Assault and uttering threat occurrences were all offences that were unprovoked by the victims.

In 2022, hate-motivated mischief represented a significant portion of occurrences, accounting for 141 of the 242 occurrences reported, which is consistent with previous years. All mischief-related hate crimes are classified as crimes against property, and are most often crimes of opportunity. Examples include graffiti and vandalism. Schools and other educational facilities were the targets of 27.6% of the mischief-related hate crimes. The high number of mischief-related hate crimes at educational institutions could be due to several factors, such as lack of surveillance cameras, absence of witnesses and low pedestrian or other traffic outside of the institutions’ normal hours of operation. Mischief related hate crimes at schools are reported most often on Mondays (10) and Tuesdays (10), likely due to the offences being committed after normal hours of operation on the weekend, and being brought to the attention of the school staff early in the week.

The Jewish (55), Black (29) and LGBTQ2S+ (12) communities were the most predominant victim groups for mischief related occurrences.

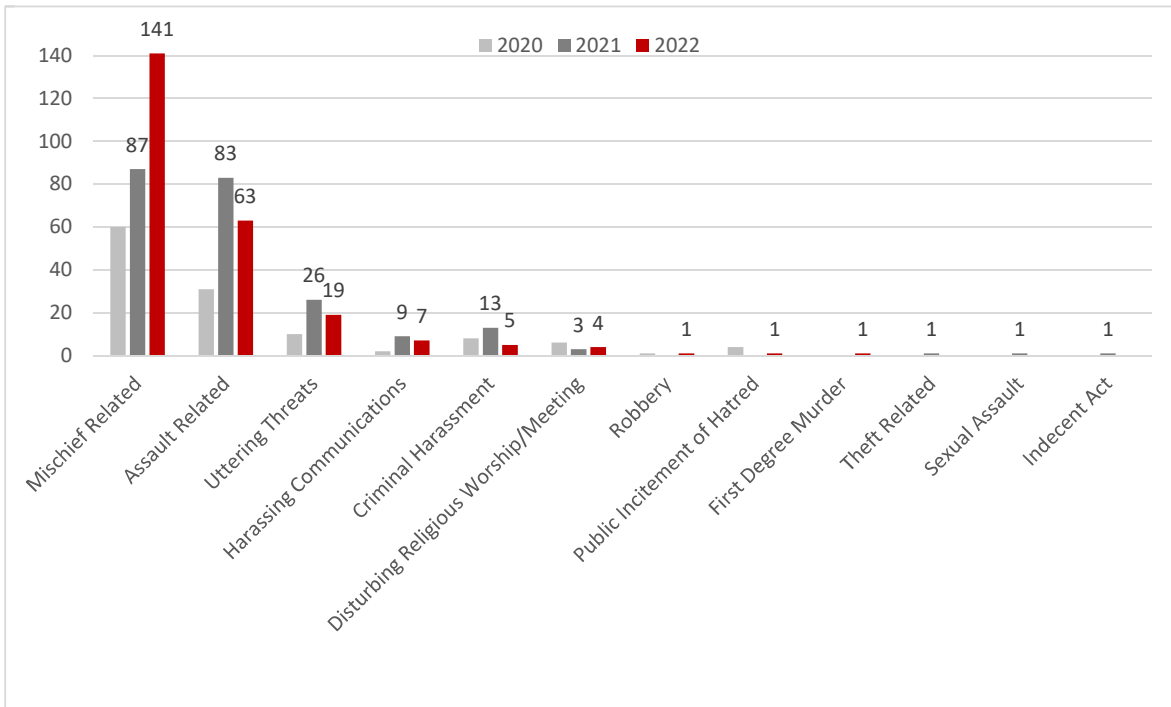
Assaults and uttering threats were the next most common hate crime offences reported in 2022. The LGBTQ2S+ (18), and the East and South East Asian (12) communities were the



predominant victim groups for assaults in 2022. The LGBTQ2S+ (5) communities were also the predominant victim group for uttering threat occurrences in 2022 (Appendix C refers).

There has been a year over year increase in mischief related hate crime offences, whereas a decrease in other types of hate crimes have been observed in comparison to the previous year.

Figure 3.5: 2020- 2022 Hate Crimes Offence Types



Hate Occurrences by Division

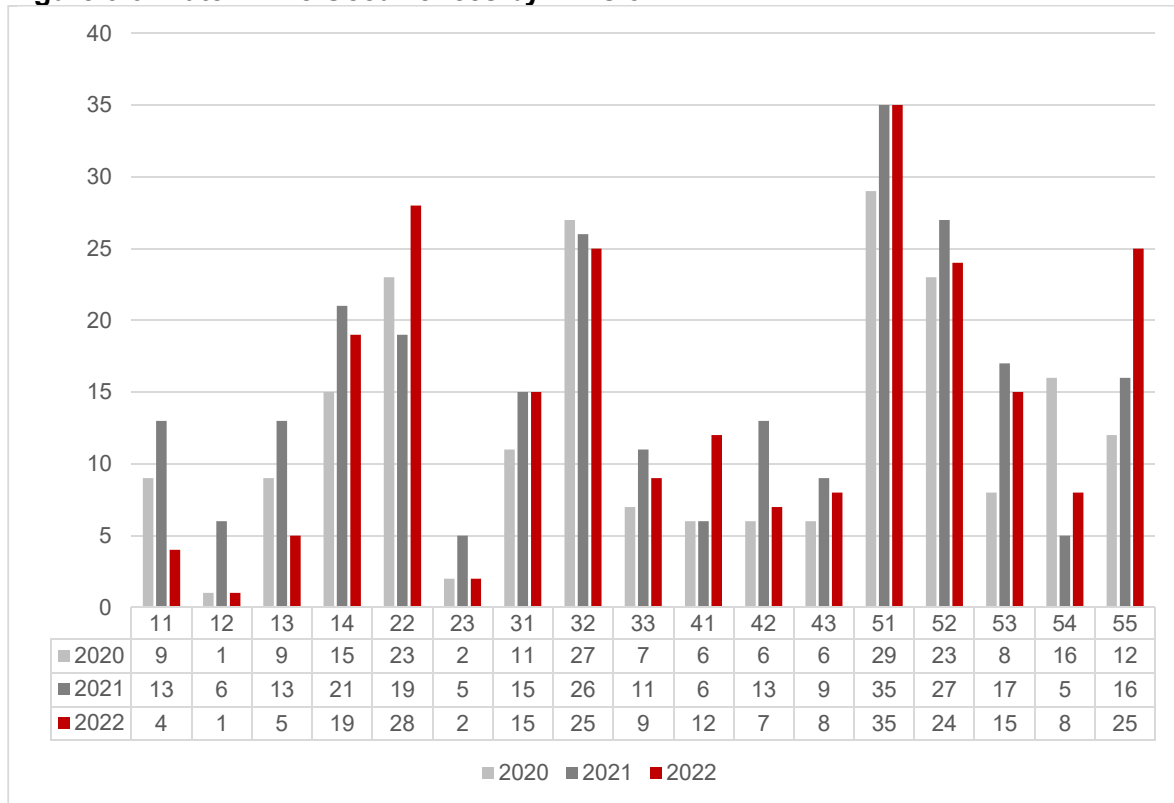
In 2022, nearly all Divisions experienced a decrease in the number of hate crime occurrences compared with 2021, with the exception of 22, 41, and 55 Divisions which experienced an increase while 51 Division remained the same. (Figure 3.6 refers). The increase in 22 Division was partly due to the increase in anti-Eastern European hate crimes, where eight of the 12 anti-Eastern European hate crimes occurred. Seven of these hate crimes were anti-Ukrainian. The high numbers of anti-Ukrainian hate crimes in 22 Division correlate with the high Ukrainian population in the division.



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Figure 3.6: Hate Crime Occurrences by Division



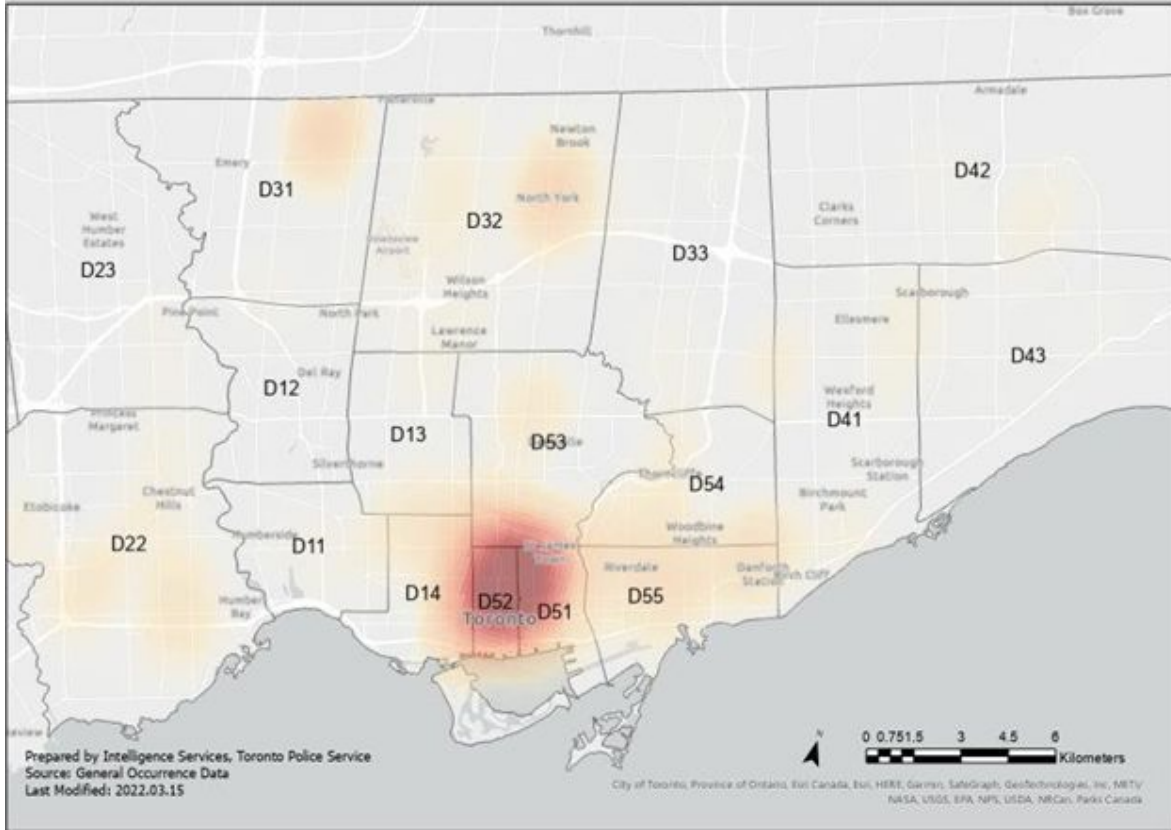
The geographic distribution of hate crime occurrences in 2022 spans across the City of Toronto impacting all Divisions. A cluster of hate crime activity is noted in 51 and 52 Divisions. This is likely attributable to the dense population of the downtown core where a variety of diverse communities congregate in work and social settings. (Figure 3.6 refers).



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Figure 3.6: Hate-motivated Crimes by Geographic Distribution





Location Types by Offences

In 2022, the most common location types for assault-related offences were street/laneways and public transit and business/retail locations. This is likely due to several factors, including the high volume of foot traffic, which makes it easy for perpetrators to encounter people from different communities, increasing the opportunity for these crimes to occur. These locations are also highly visible, providing perpetrators with a platform to send a message or intimidate a larger audience (Table 3.2 refers).

Table 3.2: Offences by Location Type

Premise	Mischief Related	Assault Related	Uttering Threats	Harassing Communications	Criminal Harassment	Disturbing Religious Worship/Meeting	Robbery	Public Incitement of Hatred	First Degree Murder	Total
School (Universities, Colleges, Other Educational Institutions)	47	3	2							52
Street/Laneway	19	26	3					1		49
Public Transit	12	15	4		1				1	33
Business/Retail	17	8	3				1			29
Apartment Building (Common Area, Residence, Garage)	11	7	2		4					24
Park	16	4								20
Telecommunication (Phone calls, Social Media, Online Meetings, Emails)	1		4	7		3				15
House (Garage, Vehicle)	9									9
Religious Place of Worship/Cultural Center	6					1				7
Non-Commercial (non-profit, government)	1									1
Medical Facility	1		1							2
Shelter	1									1
	141	63	19	7	5	4	1	1	1	242



Telecommunication

The Internet, including social media, provides a platform for individuals to connect and communicate their beliefs and opinions, while maintaining a level of anonymity. At times, these platforms are utilized to disseminate hate propaganda. Users are able to spread hate and misinformation, in an accessible and instantaneous way to a far-reaching global audience.

In 2022, 15 online and telecommunication (phone calls) hate crime occurrences were reported, compared to 23 occurrences in 2021. These 15 occurrences represent approximately 6% of the total hate-motivated occurrences in 2022 compared to 9% in 2021.

In 2022, there was an increase in the number of online hate investigations specifically relating to virtual meetings. Four of the 15 hate occurrences committed online in 2022 were in relation to the disruption of online meetings compared to two of the 23 hate occurrences committed online in 2021.

When potential criminality is identified, the HCU draws on other Service resources, including support from the Coordinated Cyber Centre and the Technological Crime Sections of Intelligence Services to assist in identifying suspects and evidence collection.

Toronto Population and Demographics

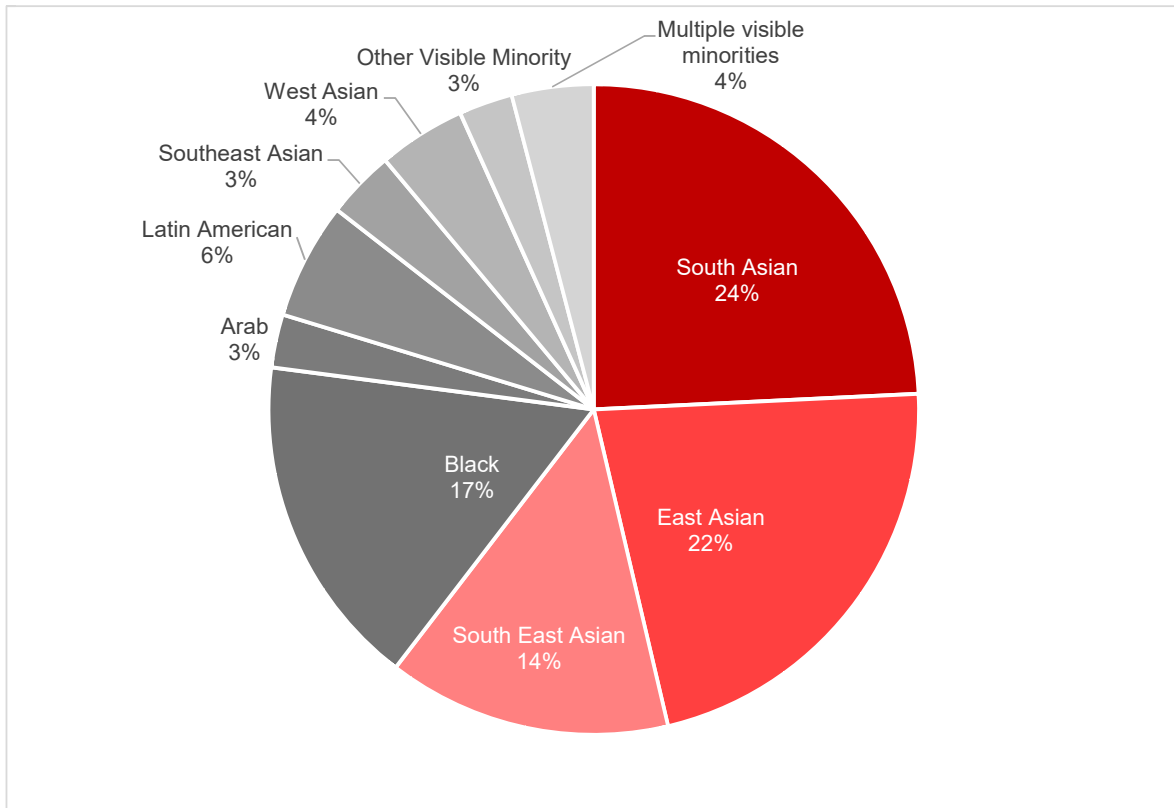
Toronto, with a population of 2.9 million people, is one of the most multicultural cities in the world and ranked seventh on The Economist Intelligence Unit's – Global Liveability Index 2019.¹ The 2021 Census Profile, conducted by Statistics Canada provides the most current information regarding the "visible minority" groups in Toronto.² In 2021, 55% or 1,537,285 people belonged to a "visible minority" group. The breakdown of the "visible minority" groups can be seen in the Figure 3.7.

¹ *City of Toronto: 2019: World Rankings for Toronto*: <https://www.toronto.ca/city-government/data-research-maps/toronto-progress-portal/world-rankings-for-toronto/economist-intelligence-unit-global-liveability-index-2019/> (accessed March 31, 2020).

² <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&GENDERlist=1&STATISTIClist=1&HEADERlist=0&DGUIDlist=2021A00053520005&SearchText=toronto>



Figure 3.7: Visible Minority Population in Toronto (Source: Statistics Canada, 2021 Census of Population)



As noted earlier in the report, the most common hate crime biases in Toronto in 2022 were anti-Black, anti-Jewish, anti- LGBTQ2S+ and anti-Asian-

- The Jewish community represents 3.4% of the population in the City of Toronto while being victimized in approximately 26% of the total hate crimes,
- The Black community represents 17% of the population in the City of Toronto while being victimized in approximately 19% of the total hate crimes.

According to the Statistics Canada, Canada is home to approximately one million people who are LGBTQ2S+, accounting for 4% of the total population aged 15 and older in 2018.³ Approximately 75,000 of Canadians are transgender or non-binary, representing 0.24% of the Canadian population aged 15 and older.⁴ This data does not provide statistics specific to the certain regions of the country, therefore it might not be an entirely accurate representation of the population of the LGBTQ2S+ community in Toronto.

3 <https://www150.statcan.gc.ca/n1/daily-quotidien/210615/dq210615a-eng.htm>

4 <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2021062-eng.htm>



IV. Accused / Suspect Identification

Accused/suspect information is typically provided by victims, witnesses, video evidence, and forensic evidence. The Service’s Forensic Identification Services (FIS) unit plays a significant role in collecting physical evidence such as DNA and fingerprints at crime scenes. Service Procedure 05-16 Hate/Bias Crime requires all police officers investigating a hate crime to protect the scene and secure all relevant evidence including items such as posters, graffiti, recordings and clothing for forensic examination. Furthermore, officers are required to photograph the scene where the graffiti is found or when evidence cannot be readily detached or retrieved.

In 2022, victims and witnesses were able to provide information on accused/suspect identification in 112 of the 242 total hate occurrences, accounting for 46% of the occurrences. It is often very difficult to identify suspects due to the lack of witnesses, digital and forensic evidence.

Moreover, many hate crimes occur without the victim present, as in the case of hate-motivated graffiti or mischief. For example, in 2022, victims and/or witnesses were able to provide accused/suspect information in approximately 26% of the total mischief to property related occurrences, accounting for 36 of the 141 hate-motivated mischief occurrences.

Among accused and suspected persons, males form the dominant offender group with 102 identified in 2022 compared to 15 females. Among identified and unidentified persons committing hate offences, the largest group consisted of males over the age of 26 (Tables 3.3 and 3.4 refers).

Table 3.3 2022 Accused Identification Specific to Age and Gender

Gender	Under 12 yrs.	12-18 yrs.	19-25 yrs.	26-40 yrs.	Over 40 yrs.
Female	-	-	-	2	2
Male	-	8	1	20	13

Note: The table above is based on the sex and age group of those charged with hate criminal offences in 2022. There were a total of 52 occurrences where criminal charges were laid on a suspect.

Table 3.4 Suspect Identification Based on 2022 Victim/Witness Statements

Gender	Under 12 yrs.	12-18 yrs.	19-25 yrs.	26-40 yrs.	Over 40 yrs.
Female	-	1	2	3	3
Male	-	7	5	23	13

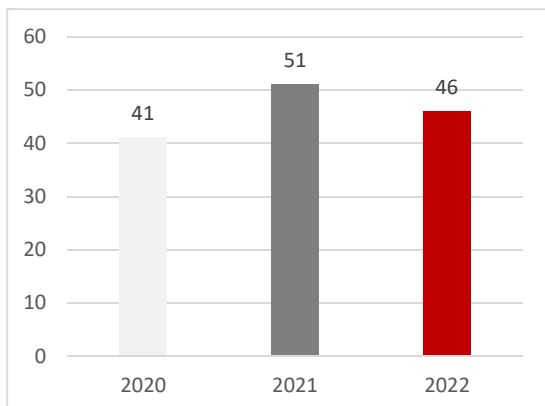
Note: The figures represented in the suspect identification table are based on victim/witness suspect descriptions. The above table does not include seventeen additional occurrences in which the victim/witnesses identified fourteen male suspects and three female suspects but were unable to determine their age.



V. 2022 Arrests/Charges

As in previous years, offenders may be charged with a number of offences, not all of which are hate-motivated. Only charges relating directly to hate-motivated criminal offences are included in Figure 1.

Figure 3.8: Number of Persons Charged by Year



The number of hate-motivated arrests decreased in 2022 with 46 persons arrested for hate-motivated offences as compared to 51 persons arrested in 2021. A total of 112 hate-motivated criminal charges were laid against persons arrested in 2022 as compared to 86 hate-motivated charges being laid against persons in 2021. The total number of charges laid have increased year over year since 2020 and the number of charges in 2022 is 30% higher than in 2021 and 45% higher than in 2020. The 112 hate-motivated criminal charges in 2022 were in relation to 52 hate-motivated

occurrences (Table 5.1 refers).

Figure 5.1: Charges Laid by Offence Type

Offence Type	2020	2021	2022
Assault	18	33	33
Uttering Threats- Bodily Harm/ Death	14	16	29
Mischief Under \$5000	5	6	22
Criminal Harassment	13	7	8
Assault with Weapon/Bodily Harm	17	14	7
Aggravated Assault	1		2
Disturbing Religious Worship/Meeting		1	2
Robbery			2
Assault by Choking		1	1
First Degree Murder			1
Discharge Firearm			1
Attempt Murder			1
Break and Enter			1
Possession of a Weapon	1		1
Mischief Interfere with Property	2	1	1
Assault Peace Officer	1		
Mischief Over \$5000	1		
Harassing Communications		2	
Sexual Assault		1	
Fail to Comply Probation		2	
Theft Under	1		
Mischief to Religious Property, Educational Institutions, etc.	3	2	
Total	77	86	112

Note: Police were not required to seek the consent of the Attorney General for the charges listed above.



VI. Sentencing

The following court dispositions include all hate-motivated criminal cases which concluded in the judicial system in 2022. The dispositions include hate crime cases that commenced between 2019 and 2022.

The dispositions include custodial sentences, significant time spent in pre-trial custody, suspended sentences, and periods of probation with conditions including counselling, peace bonds, DNA orders, and weapons prohibitions.

Historical Cases 2019-2021

In 2022, there were 30 hate-motivated criminal cases involving 28 accused persons that concluded before the courts. These cases originated from incidents that transpired between 2019 and 2021.

These 30 cases were completed as follows: 17 cases concluded with a finding of guilt, 10 cases were withdrawn, two cases had charges stayed and one case concluded with a finding of not criminally responsible (NCR) (Appendix D – D.2 refers). None of the 30 concluded cases involve young offenders.

There are currently 28 hate-motivated criminal cases remaining before the courts arising from incidents that occurred in 2021 and 2020.

2022 Cases

In 2022 there were 52 hate-motivated criminal cases brought before the courts that originated from incidents reported in 2022. There were a total of 46 accused and 112 hate-motivated charges laid. Three of the 46 accused were charged in relation to more than one case. Five of the 52 cases have concluded with a finding of guilt (Appendix D – Table D.1 refers). None of the five concluded cases involve young offenders.

As of December 31, 2022, there were 47 hate-motivated criminal cases pending before the courts from 2022, 21 cases from 2021, and seven cases remaining from 2020.



VII. Intelligence, Education and Community Outreach Initiatives

Intelligence Gathering and Investigative Support Role

The HCU facilitates the exchange of information through its internal networks and with various law enforcement agencies at the provincial, national, and international levels.

In 2022, the HCU continued to be an active partner of the provincial Hate Crime and Extremism Investigative Team (HCEIT). HCEIT consists of members from Ontario police services that receive provincial funding for the joint collection and sharing of information, enforcement, and education on hate crimes. The member police services include:

Brantford Police Service	Ontario Provincial Police
Durham Regional Police Service	Ottawa Police Service
Greater Sudbury Police Service	Peel Regional Police
Guelph Police Service	Stratford Police Service
Halton Regional Police Service	Toronto Police Service
Hamilton Police Service	Waterloo Regional Police Service
Kingston Police Service	Windsor Police Service
London Police Service	Woodstock Police Service
Niagara Regional Police Service	York Regional Police

In order to ensure public safety and/or assess the presence of criminality, the HCU attended and monitored events involving potential hate activity as well as public demonstrations with political or ideological overtones where the involved groups were strongly opposed to one another. The HCU provided police divisions with ongoing investigative support, case tracking and relevant intelligence exchange.

In 2022, the Hate Crime Unit (HCU) worked closely with the Service's Analytics and Innovation (A&I) and Business Change Management (BCM) teams to develop an internal hate crime dashboard with development of an external dashboard underway.

The internal Hate Crime Dashboard leverages a data-driven approach and advanced analytics to support and equip the Service in their efforts to continually monitor and identify emerging trends in relation to hate crimes. Trends regarding commonly involved biases, spatial clustering, divisional tendencies, and monthly patterns can more easily be identified and analyzed through this dashboard. This analysis supports the effective allocation of operational resources for the prevention of hate crimes, and leads to improved community outreach. This accessible dashboard can be reviewed regularly by the Crime Management Teams within each division whereby members can monitor any local hate crime events and trends and respond accordingly.



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Meanwhile, the external dashboard will promote transparency in hate crime data and trends with the public, including links to resources for affected victims and community members. The internal dashboard is set to launch in Spring 2023, with the public-facing dashboard becoming available later this year. This public-facing resource will provide information about how the Service responds to hate crimes and the reporting process, improving awareness and understanding of these issues.

Training and Education

In 2022, HCU members participated in national, provincial and local hate crime and extremism training relating to hate crime laws and trends, investigative strategies, and the prosecution of hate crimes. HCU members participated virtually and in-person with members of various police services, community agencies, and other partners. These training opportunities took place in Niagara Falls, Kitchener, Ottawa, York Region, and Toronto.

In 2012, the Ontario Police College (OPC) in partnership with HCEIT created an Advanced Hate Crime Investigators Course for police officers. The course focuses on an enhanced understanding of the investigation of hate crimes and the application of federal legislation to hate propaganda investigations. The course was offered in March and October 2022, and was attended by members from various Ontario police services, including members from the Service. The Service's HCU delivered training to the attendees. This training will continue in 2023.

In March 2022, the Canadian Race Relations Foundation (CRRF) and the Chiefs of Police National Roundtable announced the creation of a Hate Crime Task Force (HCTF). The HCTF is co-chaired by the CRRF and the Royal Canadian Mounted Police. It is focused on developing national standards for hate crime education, training, and victim support. The Service's HCU is one of the task force members. One of the many goals identified by the task force is to create a standardized national definition of hate crime and hate incident to improve the reporting and recording of hate crimes.

In November 2022, the HCU hosted its annual meeting with DHCC's from the Service's 17 divisions and districts. The purpose of the meeting was to review hate crime laws and trends, amendments to the Service's hate crime procedure, investigative challenges, and to discuss the impact of hate crimes on the community. Guest lecturers included representatives from the South Asian Legal Clinic of Ontario and the Ministry of the Attorney General's office.

Community Consultations and Outreach

In 2022, the HCU actively engaged with many diverse community organizations and representatives for the purposes of consultation, education, discussions related to public order and safety in the context of demonstrations, and to address community concerns specific to hate crimes. Examples include:



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- Participating in town hall and community meetings (in-person and virtual) to provide an opportunity for community members to share their personal experiences and ask questions directly to the Chief and Service members including the HCU.
- Liaising with Municipal councilors and responding to specific hate-related concerns and issues.

In February 2022, the Friends of Simon Wiesenthal Centre for Holocaust Studies hosted a two-day virtual national hate crime conference. The conference, *Building a Case Against Hate: Confronting Hate-Motivated Crime and Extremism Through Robust Investigations*, included guest speakers from the United States, as well as academics and representatives from over 50 police services across Canada. The HCU participated in a panel to discuss hate crimes, investigative challenges, and best practices.

In March 2022, the HCU delivered a virtual presentation on the topic of Hate Crime Awareness and Reporting at the Muslim Cyber Hate Crime Virtual Summit. The Summit was organized by the Somali Canadian Association of Etobicoke and attended by local politicians, academics, representatives from the community and mosque.

In June 2022, the HCU in partnership with the Community Partnerships & Engagement Unit (CPEU), hosted a one-day in-person and live-streamed hate crime symposium at Centennial College, Toronto. The theme of the symposium was '*Combating Hate in Toronto: Community & Legal Perspectives*'. The symposium addressed topics including: community perspectives, provincial hate crime trends, online hate, investigative challenges, and legal and non-legal remedies for victims of hate crime. Attendees included representatives from the Chief's Community Consultative Committees (CCC) including the Black CCC, LGBTQ2S+ CCC, and Aboriginal CCC, HCEIT, legal experts, community organizations, and academics.

In December 2020, the HCU and CPEU partnered with Humber College to develop a *Hate Crime Pamphlet Challenge*. The challenge was presented to Humber College students because of the youth and diversity of students enrolled in the Business of Advertising program. The key goals of the Challenge were to design a pamphlet that would assist in raising hate crime awareness and encourage reporting.

In June 2021, the *Hate the Hate: Report the Crime* pamphlet, was made publicly available on the Service's website and distributed across Toronto internally and externally (<https://www.torontopolice.on.ca/crimeprevention/hatecrime.php>). This initiative was funded by HCEIT.

The HCU is currently in the process of translating the pamphlet into 20 different languages. This will include: Arabic, Chinese, Farsi, French, German, Greek, Gujarati, Hindi, Italian, Polish, Portuguese, Punjabi, Russian, Spanish, Tagalog, Tamil, Ukrainian, Urdu, and Vietnamese.

In September 2022, the HCU delivered a presentation at the Ontario Women in Law Enforcement Conference in Niagara Falls, Canada. The conference was attended by law enforcement personnel from over 50 countries. Presentation topics included the Service's response to hate crimes, Canadian hate crime laws, community impact and victim support.



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In October 2022, 43 Division created and launched a two-phased community-focused hate crime awareness campaign in consultation with the HCU. The campaign raised awareness of hate crimes through education and group discussion within the community.

In Phase 1, a collaborative effort between members of the Community Policing Liaison Committee and 43 Division produced a video and distributed it to community leaders, Faith-based leaders, and local councillors regarding hate crimes and the importance of reporting such crimes.

In Phase 2, officers presented this campaign and video to various schools and youth groups in 43 Division focusing on children aged 9-13. The presentation included raising educational hate crime awareness to the students, standing up to those who spread hate, and the importance of reporting to the police. Teachers and students were encouraged to have classroom discussions on the topic. A poster campaign was created by the students and displayed on social media platforms - Twitter, Facebook, and Instagram. The campaign will continue in 2023 and is expected to expand to other neighborhoods within the Service.

In December 2021, the Service formed the Jewish Chief's Community Consultative Committee (CCC) to allow the community and the police to exchange information, identify issues, and develop strategies for maintaining and enhancing community safety. The committee provides key messages to the Jewish community relating to Service initiatives and responses to issues impacting the safety and security of the community. This includes messages promoting high visibility policing during religious holidays and police response to local, national, and international incidents and events which have a high impact on Jewish community members' perception of safety. Some of the initiatives included hosting the first community Hanukkah celebration held at Toronto Police Headquarters to which all community, Jewish Community Leaders, dignitaries, and Service members were invited to attend (December 2022).

The HCU continues to work collaboratively with the Chief's Community Consultative Committees (CCC), who advise the Chief directly on how the Service can better serve its communities. By collaborating with members of the Chief's CCC, the HCU has been able to foster new relationships with different community members.

The HCU will continue its proactive outreach efforts in 2023 by working closely with the Community Partnerships and Engagement Unit (CPEU) to deliver hate crime presentations and training to members of the Chief's CCC.

The HCU also works in partnerships with Neighbourhood Community Officers (NCOs) to expand outreach beyond meetings and committees by identifying educational opportunities to raise awareness in their respective neighbourhoods. The HCU encourages and supports NCOs as they increase their visits to local places of worship, community organizations, and other community-relevant establishments based on their knowledge of and relationships in community, as well as HCU input.

The HCU liaises regularly with members of the community including schools/universities, consulates, community organizations and local politicians to address specific issues and public safety concerns relating to hate crimes.



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Throughout 2022, HCU members and DDHC Coordinators assisted and/or provided crime prevention and safety awareness training on the topic of hate crimes within their local Divisions. This training was delivered at places of worship, schools, community centers, and at town hall meetings.

Media Outreach

The Service publishes news releases for the public and media in relation to hate-related investigations and public safety initiatives. This information is also shared on the Service's social media accounts. Additionally, the HCU members provide interviews to local and national media on a variety of hate crime issues upon request.

The HCU is committed to the prevention and investigation of hate-motivated crimes and to the education of our police and community partners. Open consultation with the community in a mutually supportive manner is recognized as the most effective way of achieving these goals.



Appendix A – Offences by Bias Category

Offence	Religion	Race / Ethnicity/ Nationality	Multi-Bias	Sexual Orientation	Sex/ Gender	Other Similar Factor	Language	Total
Mischief Under \$5000	53	34	22	8	1	1		119
Assault	4	27	4	7	5			47
Assault with Weapon/Bodily Harm	1	6	1	5	1		1	15
Uttering Threats - Death	3	4	1	3	3			14
Mischief Interfere with Property	5	2	1	3				11
Harassing Communications	4	1	2					7
Mischief to Religious Property, Educational Institutions	3	2						5
Criminal Harassment		1		2	2			5
Mischief Over \$5000		4	1					5
Uttering Threats - Property		1						1
Disturbing Religious Worship/Meeting	1	3						4
Uttering Threats - Bodily Harm		3	1					4
First Degree Murder		1						1
Aggravated Assault		1						1
Public Incitement of Hatred	1							1
Mischief to Data		1						1
Robbery	1							1
Total	76	91	33	28	12	1	1	242



Appendix B - 2022 Breakdown by Victim Group and Offence

Bias Category		Victim Group	Offence	# of Occurrences
Race / Ethnicity/ Nationality (90)	Black (48)	Black	Assault	6
			Criminal Harassment	1
			Harassing Communications	1
			Mischief Interfere with Property	1
			Mischief to Data	1
			Mischief to Religious Property, Educational Institutions, etc.	1
			Mischief Under \$5000	26
			Assault w Weapon/ Bodily Harm	3
			Uttering Threats - Death	2
			Disturbing Religious Worship or Certain Meeting	2
			Uttering Threats – Bodily Harm	2
			Sudan	Assault
	Africa	Assault w Weapon/ Bodily Harm	1	
	Middle Eastern (2)	Syrian	Assault	1
		Arab	Uttering Threats - Death	1
	South Asian (9)	South Asian	Assault	5
			Uttering Threats - Death	1
		Indian	Mischief Under \$5000	1
			Uttering Threats - Bodily Harm	1
	East & South East Asian (15)	East & South East Asian	Aggravated Assault	1
Assault			8	
Mischief Under \$5000			1	
Assault w Weapon/ Bodily Harm			1	
Chinese		Disturbing Religious Worship or Certain Meeting	1	
		Assault	1	
		Mischief Under \$5000	1	



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Bias Category		Victim Group	Offence	# of Occurrences
Race / Ethnicity/ Nationality	East & South East Asian	Korean	Assault	1
		Filipino	Assault	1
	Latino (3)	Hispanic	Assault	2
		Mexican	Assault	1
	Indigenous (1)	Indigenous	Mischief Under \$5000	1
	Eastern European (12)	Ukrainian (9)	Mischief Interfere with Property	1
			Mischief Over \$5000	3
			Mischief to Religious Property, Educational Institutions, etc.	1
			Mischief Under \$5000	4
		Russia (3)	Mischief Over \$5000	1
			Assault w Weapon/ Bodily Harm	1
			Uttering Threats - Property	1
Religion (76)	Christian (2)	Christian	Mischief to Religious Property, Educational Institutions, etc.	1
		Catholic	Mischief to Religious Property, Educational Institutions, etc.	1
	Jewish (63)	Jewish (63)	Assault	2
			Harassing Communications	2
			Mischief Interfere with Property	4
			Mischief Under \$5000	51
			Robbery	1
			Assault w Weapon/ Bodily Harm	1
			Uttering Threats - Death	1
			Public Incitement of Hatred	1
	Muslim (11)	Muslim (11)	Assault	2
			Harassing Communications	2
			Mischief Interfere with Property	1
			Mischief to Religious Property, Educational Institutions, etc.	1
			Mischief Under \$5000	2



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Bias Category		Victim Group	Offence	# of Occurrences
		Muslim (11)	Uttering Threats - Death	2
			Disturbing Religious Worship or Certain Meeting	1
Sex/Gender (13)	LGBTQ2S+ (11)	Trans (9)	Assault	5
			Criminal Harassment	2
			Mischief Under \$5000	1
			Assault w Weapon/ Bodily Harm	1
			Uttering Threats - Death	2
	Women (1)	Women	First Degree Murder	1
Sexual Orientation (28)	LGBTQ2S+ (28)	LGBTQ2S+	Assault	7
			Criminal Harassment	2
			Mischief Interfere with Property	3
			Mischief Under \$5000	8
			Assault w Weapon/ Bodily Harm	5
			Uttering Threats - Death	3
Language (1)	Spanish (1)	Spanish	Assault w Weapon/ Bodily Harm	1
Other Similar Factor (1)	Other Similar Factor (1)	Immigration	Mischief Under \$5000	1
Multi- Bias (33)	Multi-Bias	Black, Jewish	Mischief Under \$5000	12
		Black, LGBTQ2S+ (4)	Mischief Interfere with Property	1
			Mischief Over \$5000	1
			Mischief Under \$5000	1
			Uttering Threats - Bodily Harm	1
		Jewish, LGBTQ2S+ (2)	Harassing Communications	1
			Mischief Under \$5000	1
Black, Jewish, LGBTQ2S+	Mischief Under \$5000	2		



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Bias Category		Victim Group	Offence	# of Occurrences
		Black, East & South East Asian, Jewish	Mischief Under \$5000	2
		Black, South Asian	Assault	1
		LGBTQ2S+, Middle Eastern	Assault w Weapon/ Bodily Harm	1
		Jewish, Muslim	Mischief Under \$5000	1
		East & South East Asian, Indigenous, Jewish	Mischief Under \$5000	1
		LGBTQ2S+, South Asian	Mischief Under \$5000	1
		East & South East Asian, Muslim	Assault	1
		Chinese, Women	Mischief Under \$5000	1
		Black, Muslim	Assault	1
		Indian, Filipino	Assault	1
		Black, Hispanic	Uttering Threats - Death	1
		Indian, LGBTQ2S+	Harassing Communications	1



Appendix C - 2022 Breakdown of Offences by Division and by Victim Type

Division	Bias Category	Victim Group	Offence	# of Occurrences
D11	Black	Black	Mischief Interfere with Property	1
			Mischief Under \$5000	1
			Disturbing Religious Worship or Certain Meeting	1
	Jewish	Jewish	Mischief Under \$5000	1
D12	Multi-Bias	Black, Jewish	Mischief Under \$5000	1
D13	Christian	Catholic	Mischief to Religious Property, Educational Institutions, etc.	1
	Jewish	Jewish	Mischief Under \$5000	1
			Assault w Weapon/ Bodily Harm	1
	Latino	Hispanic	Assault	1
Multi-Bias	East & South East Asian, Indigenous, Jewish	Mischief Under \$5000	1	
D14	Black	Black	Mischief Under \$5000	1
		Sudan	Assault	1
	Jewish	Jewish	Harassing Communications	1
			Mischief Under \$5000	8
			Uttering Threats - Death	1
	LGBTQ2S+	LGBTQ2S+	Assault	1
		Trans	Assault	1
	South Asian	South Asian	Assault	2
Chinese		Assault	1	



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Division	Bias Category	Victim Group	Offence	# of Occurrences
	East & South East Asian	East & South East Asian	Assault	1
	Multi-Bias	Black, LGBTQ2S+	Mischief Interfere with Property	1
D22	Black	Black	Assault	1
			Harassing Communications	1
			Mischief Under \$5000	5
			Uttering Threats - Death	1
	Jewish	Jewish	Mischief Under \$5000	5
	LGBTQ2S+	LGBTQ2S+	Mischief Under \$5000	1
	Muslim	Muslim	Mischief Interfere with Property	1
	East & South East Asian	Chinese	Mischief Under \$5000	1
		East & South East Asian	Assault	1
	Eastern European	Russia	Mischief Over \$5000	1
			Mischief Over \$5000	2
		Ukrainian	Mischief to Religious Property, Educational Institutions, etc.	1
			Mischief Under \$5000	4
Woman	Woman	First Degree Murder	1	
Multi-Bias	Black, Jewish	Mischief Under \$5000	1	
	Black, Jewish, LGBTQ2S+	Mischief Under \$5000	1	
D23	Jewish	Jewish	Mischief Under \$5000	1
	Muslim	Muslim	Harassing Communications	1
D31	Black	Black	Mischief Under \$5000	2
			Disturbing Religious Worship or Certain Meeting	1
	Jewish	Jewish	Mischief Interfere with Property	1
			Mischief Under \$5000	7
	LGBTQ2S+	LGBTQ2S+	Uttering Threats - Death	1
		Trans	Assault	1
Muslim	Muslim	Harassing Communications	1	
		Disturbing Religious Worship or Certain Meeting	1	
D32	Black	Black	Mischief to Religious Property, Educational Institutions, etc.	1
			Mischief Under \$5000	4
	Christian	Christian	Mischief to Religious Property, Educational Institutions, etc.	1



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Division	Bias Category	Victim Group	Offence	# of Occurrences
	Jewish	Jewish	Assault	1
			Harassing Communications	1
			Mischief Interfere with Property	2
			Mischief Under \$5000	6
	Eastern European	Russia	Assault w Weapon/ Bodily Harm	1
			Uttering Threats - Property	1
	Ukrainian	Mischief Over \$5000	1	
Multi-Bias	Black, Jewish	Mischief Under \$5000	4	
	Jewish, LGBTQ2S+	Harassing Communications	1	
	Black, East & South East Asian, Jewish	Mischief Under \$5000	1	
D33	Black	Black	Mischief Under \$5000	1
	Jewish	Jewish	Mischief Under \$5000	2
	LGBTQ2S+	LGBTQ2S+	Mischief Under \$5000	3
		Trans	Uttering Threats - Death	1
	Latino	Hispanic	Assault	1
	Multi-Bias	Black, Jewish	Mischief Under \$5000	1
D41	Black	Black	Assault	1
	Jewish	Jewish	Mischief Under \$5000	3
			Robbery	1
	LGBTQ2S+	LGBTQ2S+	Assault	1
			Assault w Weapon/ Bodily Harm	1
	Muslim	Muslim	Mischief Under \$5000	1
			Uttering Threats - Death	1
Multi-Bias	Black, Jewish	Mischief Under \$5000	2	
	Black, LGBTQ2S+	Mischief Under \$5000	1	
D42	Black	Black	Mischief to Data	1
			Mischief Under \$5000	2
	LGBTQ2S+	Trans	Assault	1
	Middle Eastern	Syrian	Assault	1
	South Asian	Indian	Uttering Threats - Bodily Harm	1
	Multi-Bias	LGBTQ2S+, South Asian	Mischief Under \$5000	1
D43	Black	Black	Mischief Under \$5000	2
	Jewish	Jewish	Mischief Under \$5000	1



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Division	Bias Category	Victim Group	Offence	# of Occurrences	
	LGBTQ2S+	LGBTQ2S+	Criminal Harassment	1	
		Trans	Uttering Threats - Death	1	
	Muslim	Muslim	Mischief Under \$5000	1	
	South Asian	Indian	Aggravated Assault	1	
		South Asian	Assault	1	
D51	Black	Black	Assault	2	
			Criminal Harassment	1	
			Mischief Under \$5000	2	
			Uttering Threats – Bodily Harm	1	
	Jewish	Jewish	Mischief Under \$5000	3	
	LGBTQ2S+	LGBTQ2S+	Assault	2	
			Criminal Harassment	1	
			Mischief Under \$5000	1	
		Trans	Assault w Weapon/ Bodily Harm	2	
			Assault	1	
			Criminal Harassment	1	
	Middle Eastern	Arab	Assault w Weapon/ Bodily Harm	1	
			Uttering Threats - Death	1	
	Muslim	Muslim	Uttering Threats - Death	1	
	South Asian	Indian	Mischief Under \$5000	1	
			Assault	1	
		South Asian	Uttering Threats - Death	1	
	Women	Women	Uttering Threats - Death	1	
	East & South East Asian	East & South East Asian	Assault	4	
	Multi-Bias		Black, Hispanic	Uttering Threats - Death	1
			Black, Jewish, LGBTQ2S+	Mischief Under \$5000	1
			Indian, Filipino	Assault	1
			Jewish, LGBTQ2S+	Mischief Under \$5000	1
Jewish, Muslim			Mischief Under \$5000	1	
LGBTQ2S+, Middle Eastern			Assault w Weapon/ Bodily Harm	1	
Black, South Asian			Assault	1	
D52	Black	Black	Assault	1	
			Mischief Under \$5000	3	



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Division	Bias Category	Victim Group	Offence	# of Occurrences	
			Assault w Weapon/ Bodily Harm	2	
			Uttering Threats – Bodily Harm	1	
	Jewish	Jewish	Mischief Under \$5000	4	
			Public Incitement of Hatred	1	
	LGBTQ2S+	LGBTQ2S+	Assault w Weapon/ Bodily Harm	1	
			Trans	Uttering Threats - Death	1
			Mischief Under \$5000	1	
		Muslim	Muslim	Assault	1
				Mischief to Religious Property, Educational Institutions, etc.	1
		South Asian	South Asian	Assault	1
East & South East Asian		East & South East Asian	Assault	1	
			Assault w Weapon/ Bodily Harm	1	
			Disturbing Religious Worship or Certain Meeting	1	
Indigenous		Indigenous	Mischief Under \$5000	1	
Multi-Bias		Black, Muslim	Assault	1	
		Chinese, Women	Mischief Under \$5000	1	
D53		Black	Africa	Assault w Weapon/ Bodily Harm	1
		Black	Mischief Under \$5000	1	
	Jewish	Jewish	Mischief Interfere with Property	1	
			Mischief Under \$5000	3	
	LGBTQ2S+	LGBTQ2S+	Assault	2	
	Xenophobia	Immigration	Mischief Under \$5000	1	
	East & South East Asian	Filipino	Assault	1	
		Korean	Assault	1	
		East & South East Asian	Assault	1	
	Multi-Bias	Black, Jewish	Mischief Under \$5000	1	
		Black, LGBTQ2S+	Mischief Over \$5000	1	
	Spanish	Spanish	Assault w Weapon/ Bodily Harm	1	



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Division	Bias Category	Victim Group	Offence	# of Occurrences
D54	Black	Black	Mischief Under \$5000	1
			Assault w Weapon/ Bodily Harm	1
	Jewish	Jewish	Mischief Under \$5000	1
	LGBTQ2S+	LGBTQ2S+	Mischief Interfere with Property	2
		Trans	Criminal Harassment	1
	Multi-Bias	Black, Jewish	Mischief Under \$5000	1
Indian, LGBTQ2S+		Harassing Communications	1	
D55	Black	Black	Assault	1
			Mischief Under \$5000	1
			Uttering Threats - Death	1
	Jewish	Jewish	Assault	1
			Mischief Under \$5000	5
	LGBTQ2S+	LGBTQ2S+	Assault	1
			Mischief Interfere with Property	1
			Mischief Under \$5000	3
			Assault w Weapon/ Bodily Harm	1
			Uttering Threats - Death	1
	Trans	Assault	1	
	Muslim	Muslim	Assault	1
	East & South East Asian	East & South East Asian	Mischief Under \$5000	1
	Latino	Mexican	Assault	1
	Eastern European	Ukrainian	Mischief Interfere with Property	1
	Multi-Bias	Black, Jewish	Mischief Under \$5000	1
Black, LGBTQ2S+		Uttering Threats - Bodily Harm	1	
Black, East & South East Asian, Jewish		Mischief Under \$5000	1	
East & South East Asian, Muslim		Assault	1	



Appendix D - Completed Hate Court Dispositions

The dispositions set out in Table D.1 and Table D.2 below include all hate crime cases which concluded in the court system in 2022. The occurrences that led to these criminal proceedings transpired between 2019 and 2022.

Persons are at times charged with a number of offences, not all of which are hate-motivated. Some of the cases below include non-hate-motivated charges such as failure to comply with probation; however, all charges (hate and non-hate) have been listed in the tables below to accurately reflect sentencing dispositions.

Table D.1: 2022 Completed Cases (2022 occurrences)

2022 Dispositions

Case No.	No. of Charges	Charge	Disposition
1	Charge 1	Assault	Found Guilty - suspended sentence, 12 months probation and weapons prohibition
	Charge 2	Assault	Found Guilty - suspended sentence, 12 months probation and weapons prohibition
	Charge 3	Assault	Found Guilty - suspended sentence, 12 months probation and weapons prohibition
	Charge 4	Fail to Comply with Probation	Withdrawn
	Charge 5	Uttering Threats	Withdrawn
	Charge 6	Uttering Threats	Withdrawn
	Charge 7	Uttering Threats	Withdrawn
2	Charge 1	Assault	Found Guilty - 23 days jail in addition to 48 days pre-sentence custody, 18 months probation, DNA order, and weapons prohibition
	Charge 2	Assault	Found Guilty - 23 days jail in addition to 48 days pre-sentence custody, 18 months probation, DNA order, and weapons prohibition



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3	Charge 1	Assault	Found Guilty -25 days jail, 2 years probation, DNA order and weapons prohibition for 10 years
4	Charge 1	Mischief Under \$5000	Found Guilty - suspended sentence, 3 years probation, 9 months pre-sentence custody
5	Charge 1	Attempt Murder	Withdrawn
	Charge 2	Aggravated Assault	Withdrawn
	Charge 3	Assault with Weapon	Found Guilty - 1 year jail, lifetime weapons prohibition, concurrent sentence
	Charge 4	Possession of a Weapon	Withdrawn
	Charge 5	Break and Enter Commit	Withdrawn
	Charge 6	Discharge Firearm with Intent	Found Guilty – 6 year jail, 189 days pre-sentence custody, lifetime weapons prohibition and DNA order (consecutive sentence)
	Charge 7	Possession of a Firearm Contrary to Prohibition	Withdrawn
	Charge 8	Possession of a Firearm Contrary to Prohibition	Found Guilty - 410 days jail, lifetime weapons prohibition, and DNA order (consecutive sentence)
	Charge 9	Possession of a Firearm Contrary to Prohibition	Withdrawn
	Charge 10	Possession of a Weapon	Withdrawn
	Charge 11	Possession of a Prohibited Firearm/Ammo	Withdrawn
	Charge 12	Unauthorized Possession of a Firearm	Withdrawn
	Charge 13	Break and Enter Commit	Withdrawn



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Table D.2: Completed Cases (2021 – 2019)

2021 Dispositions

Case No.	No. of Charges	Charge	Disposition
1	Charge 1	Uttering Threats	Found Guilty - suspended sentence, pre-sentence custody 45 days equivalent, 18 months probation and discretionary firearms/weapons Prohibition for 10 years
2	Charge 1	Assault Causing Bodily Harm	Withdrawn
	Charge 2	Assault With Weapon	Withdrawn
	Charge 3	Possession of Weapon	Withdrawn
	Charge 4	Obstruct Peace Officer	Found Guilty - absolute discharge
	Charge 5	Fail to Comply Release Order	Withdrawn
	Charge 6	Fail to Comply Release Order	Withdrawn
3	Charge 1	Assault	Withdrawn
4	Charge 1	Criminal Harassment	Withdrawn - common law peace bond
5	Charge 1	Mischief Under \$5000	Withdrawn - common law peace bond
6	Charge 1	Uttering Threats	Withdrawn
7	Charge 1	Assault With Weapon	Found Guilty - suspended sentence, 36 months probation and weapons prohibition
8	Charge 1	Assault	Found Guilty - suspended sentence, 36 months probation
	Charge 2	Fail to Comply Probation	Found Guilty - suspended sentence, 36 months probation
9	Charge 1	Assault	Found Guilty - suspended sentence, 36 months probation



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Case No.	No. of Charges	Charge	Disposition
10	Charge 1	Assault	Found Guilty - conditional discharge, 18 months probation and weapons prohibition
	Charge 2	Fail to Comply Probation Order	Found Guilty - conditional discharge, 18 months probation
11	Charge 1	Uttering Threats	Withdrawn - common law peace bond, 12 months probation
12	Charge 1	Assault	Withdrawn
13	Charge 1	Uttering Threats	Found Guilty - conditional discharge, 12 months probation
14	Charge 1	Uttering Threats	Withdrawn - common law peace bond
	Charge 2	Criminal Harassment	Withdrawn - common law peace bond
15	Charge 1	Uttering Threats	Withdrawn – 810 peace bond, 12 months probation
	Charge 2	Assault with Weapon	Withdrawn - common law peace bond, 12 months probation
16	Charge 1	Assault	Withdrawn
	Charge 2	Assault	Found Guilty - 1 day jail concurrent sentence, and 2 years probation
17	Charge 1	Assault	Found Guilty - suspended sentence, 18 months probation and weapons prohibition
	Charge 2	Fail to Comply Probation Order	Withdrawn
18	Charge 1	Assault	Stay of proceedings
	Charge 2	Assault With Weapon	Stay of proceedings
	Charge 3	Possession of Weapon	Stay of proceedings



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2020 Dispositions

Case No.	No. of Charges	Charge	Disposition
1	1	Criminal Harassment	Not Criminally Responsible
	2	Uttering Threats	Not Criminally Responsible
	3	Assault	Not Criminally Responsible
	4	Assault Causing Bodily Harm	Not Criminally Responsible
	5	Aggravated Assault	Not Criminally Responsible
	6	Uttering Threats	Not Criminally Responsible
2	1	Mischief Endanger Life	Withdrawn
	2	Assault by Choking	Withdrawn
	3	Assault	Found Guilty - 4 months conditional sentence order and 12 months probation
3	1	Assault With Weapon	Found Guilty - suspended sentence, 12 months probation and 90 days consecutive sentence
	2	Assault With a Weapon	Dismissed
4	1	Mischief Under \$5000	Stay of proceedings
	2	Uttering Threats	Stay of proceedings
	3	Assault	Stay of proceedings
5	1	Assault With a Weapon	Found Guilty - 60 days conditional sentence order, 8 days jail, 1 year probation, 5 years weapons prohibition
	2	Assault With a Weapon	Dismissed
	3	Uttering Threats	Dismissed
6	1	Mischief Under \$5000	Withdrawn
	2	Uttering Threats	Found Guilty - 6 days jail, 18 months probation, 10 years weapons prohibition



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Case No.	No. of Charges	Charge	Disposition
7	1	Possession of a Weapon	Found Guilty - 45 days conditional sentence order, 12 months probation, 5 years weapons prohibition
	2	Carry a Concealed Weapon	Withdrawn
	3	Possession of a Weapon	Found Guilty - 45 Days Conditional Sentence Order, 12 months probation, 5 years weapons prohibition
	4	Uttering Threats	Found Guilty - 45 Days Conditional Sentence Order, 12 months probation, 5 years weapons prohibition
8	1	Mischief Under \$5000	Found Guilty - suspended sentence, 12 months probation, 11 days pre-sentence custody
	2	Mischief Under \$5000	Found Guilty - suspended sentence, 12 months probation, 11 days pre-sentence custody
	3	Mischief Under \$5000	Found Guilty - suspended sentence, 12 months probation, 11 days pre-sentence custody
	4	Mischief Under \$5000	Found Guilty - suspended sentence, 12 months probation, 11 days pre-sentence custody
	5	Fail to Comply Probation	Withdrawn
	6	Fail to Comply Probation	Withdrawn
	7	Fail to Comply Probation	Withdrawn
	8	Fail to Comply Probation	Withdrawn
9	1	Assault	Found Guilty - suspended sentence, 69 day pre-sentence custody, 12 months probation, weapons prohibition



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2022



Case No.	No. of Charges	Charge	Disposition
	2	Fail to Comply Probation	Found Guilty - suspended sentence, 69 day pre-sentence custody, 12 months probation, weapons prohibition
10	1	Mischief Under \$5000	Withdrawn
	2	Mischief Under \$5000	Withdrawn

2019 Dispositions

Case No.	No. of Charges	Charge	Disposition
1	Charge 1	Assault	Found Guilty - suspended sentence, 2 years probation, weapons prohibition
2	Charge 1	Assault	Withdrawn - common law peace bond, 12 months probation, \$500 no surety/deposit
	Charge 2	Uttering Threats	Withdrawn - common law peace bond, 12 months probation, \$500 no surety/deposit



PUBLIC REPORT

May 18, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Toronto Police Service Mental Health and Addiction Strategy Update

Purpose: Information Purposes Only Seeking Decision

Recommendations:

It is recommended that:

- (1) The Toronto Police Services Board (Board) receive this report; and
- (2) Approve the following change in reporting to the Board: The annual status report will continue, supplemented by a regularly updated dashboard. The dashboard will indicate which items are updated and when.

Financial Implications:

Resources from eleven units across the Service have contributed to the implementation of the 46 action items outlined in the Mental Health and Addiction Strategy, including reviewing mental health training and associated procedures, conducting stakeholder consultations, developing the online dashboard and evaluation of the M.H.A.S. These costs have been absorbed within the Service's operating budget.

Any future costs resulting from further enhancement of the 46 actions will be tracked, reflected and reported on through the annual budget process.

TORONTO POLICE SERVICES BOARD

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Summary:

The M.H.A.S. is a dynamic and evolving plan that illustrates how the Service compassionately responds to people in crisis and ensures the well-being, safety, rights and dignity of individuals and communities.

The M.H.A.S. outlines eight (8) key areas of commitment by the Service to members of the public and Service members, who may be experiencing mental health and/or addiction issues. They are as follows:

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

In relation to the above eight key areas, the M.H.A.S. prescribes a set of 46 action items. The Service has delivered an annual update report to the Board, as a commitment of transparency and accountability to the implementation progress of these action items.

The Service has reached full implementation of the action items contained in the M.H.A.S. The Service is requesting that the annual status report will continue, supplemented by a regularly updated dashboard. The dashboard will indicate which items are updated and when. The publicly available dashboard (accessible via the Service's Public Safety Data Portal) will display any future enhancements to the action items contained in this strategy. The dashboard provides pertinent information on each action item including the lead unit(s), area of commitment, and other relevant links.

The implementation dashboard is a transparent, accountable and efficient method for the Board and public to monitor future enhancements related to the M.H.A.S.'s fully implemented action plan.

Discussion:

Background

The Board, at its meeting on December 19, 2016, requested that the Service develop and implement, with measured outcomes, a comprehensive strategy for addressing police interactions with people in crisis (Min. No. P270/16 refers). This request stemmed from a report received from the Board's Mental Health External Advisory Committee (M.H.E.A.C.), which presented questions concerning the following areas:

1. Leadership and Culture – How can the Service ensure that the proper leadership is in place at all levels, that the messages of this leadership are heard, understood, acted on, and have an impact?

2. Use of Force – Given that training in use of force appears to take precedence over other training, how does the Service ensure that it is not the preferred strategy in crisis situations and that the priority is, instead, placed on de-escalation?
3. Intersectionality – While training appears to cover a wide range of topics related to mental health and mental illness, how are issues related to the intersectionality of race, ethnicity, gender and other social identifiers addressed by the Service?

In response to this request, the Board, at its meeting on October 22, 2019 received a report from Chief Mark Saunders detailing a comprehensive M.H.A.S. (included in the attachments), which incorporated the three key essential themes presented by the M.H.E.A.C. (Min, No. P203/19 refers). In addition to delivering the report on the M.H.A.S., the Service committed to providing the Board with an annual update on the progress of the action items detailed in the strategy.

The M.H.A.S. is guided by recommendations authored in the report, “Police Encounters with People in Crisis” by the Honourable Frank Iacobucci, and recommendations arising from the following Coroner Inquests: Reyah Jardine Douglas, Sylvia Klibingaitis, Michael Eligon, and Andrew Loku. It was developed in consultation with the Board’s Mental Health Sub-Committee, M.H.E.A.C, individuals with lived experience, mental health professionals, and Service members.

Relevant Board Policies and Compliance

This report provides an implementation update of the Service’s M.H.A.S., in compliance with recommendation #78 of the Board’s 81 Police Reform Directions, which states:

“Direct the Chief of Police to report by November 2020 on the status of the implementation of the Service’s Mental Health and Addictions Strategy and further direct that the strategy be fully implemented by September 30, 2021 (MHAAP#1, ARAP#15).”

The Service has implemented all of the 46 action items contained in the M.H.A.S. The Service remains guided by the principles within the M.H.A.S. and continues to pursue enhancements to the outcomes outlined in the M.H.A.S.

Action Item Progress and Implementation:

The M.H.A.S. is the foundation upon which the Service will continue to enhance its mental health related processes for years to come. It contains an action plan, embodied by a set of 46 action items, which have served as a roadmap for the Service as it has worked toward fulfilling the outcomes outlined in the M.H.A.S.

The M.H.A.S. details the specific actions to be taken by the Service to ensure that individuals experiencing mental health crisis and/or addictions receive an effective, comprehensive, compassionate and respectful response that protects the wellbeing, safety, rights and dignity of individuals and their communities. The strategy also places a necessary emphasis of the mental health and well-being of Service members, ensuring that relevant programming and initiatives are in place to support mental health

in the workplace. Further, the M.H.A.S. endeavors to shift occupational culture, inspire dialogue and remove the stigma surrounding mental health.

The Board's Mental Health and Addictions Advisory Panel (M.H.A.A.P.) provides oversight and is consulted regularly with respect to the implementation of all action items contained in the M.H.A.S.

As directed by the Board's 81 Police Reform Recommendations, M.H.A.A.P. membership was reviewed and reconstituted at year-end 2022. Members of the M.H.A.A.P. were provided with updates in the fall of 2022, and provided significant input. The Service is appreciative for their continued engagement throughout their three (3) year term, and for the unique and important lens the panel has brought to this work as a result of their expertise in the mental health and addictions field.

The new M.H.A.A.P. membership met for the first time in February of this year. The Service has received input from the new membership regarding the strategy, but given the short time of their involvement, this input will not be reflected in this report. However, this input will continue to be incorporated into the strategy's implementation moving forward as part of the M.H.A.A.P.'s mandate.

As a commitment to the principles of transparency and accountability, and to inform the public and stakeholders of the outcomes resulting from the action items contained in the M.H.A.S., an online dashboard has been developed that is accessible on the Service's Public Safety Data Portal and can be found at the following link:

<https://data.torontopolice.on.ca/pages/mental-health-strategy>

This publicly available dashboard provides the most recent updates on each action item, including the Service's work plan for implementation, the lead unit(s) responsible, areas of commitment, and other relevant information. All 46 action items are listed on the dashboard as 'Implemented'; meaning, the recommendations have been satisfied and the Service retains a commitment to the principals contained within the M.H.A.S. and will report on enhancements to the outcomes. A complete list of the M.H.A.S. action items and implementation status updates are included in the attachment, "Mental Health and Addictions Strategy Update Report."

Equity Analysis

The Service recognizes the impact of equity issues on mental health. Individuals with mental health and/or addictions issues often experience social and economic inequities, including racialization, discrimination, and poverty. Highlighted in the M.H.A.S. is the concept of intersectionality, which can be defined as the intersectional oppression that arises out of the combination of various oppressions, which together, produce something unique and distinct from any one form of discrimination standing alone. The Service recognizes that intersectionality creates unique experiences of inequity that poses added challenges at the individual, community and systems level.

Conclusion:

The M.H.A.S remains a guiding framework and roadmap for the Service. The strategy continues to represent a dynamic and evolving plan that illustrates how the Service

effectively and compassionately responds to members of the public and Service members who are experiencing mental health and/or addiction issues. The strategy supports the Service as it works toward the goal of zero deaths, while ensuring the well-being, safety, rights and dignity of individuals and communities. The Service has reached full implementation of the action items contained in the M.H.A.S. The publicly available implementation dashboard is a transparent, accountable and efficient method for the Board and public to monitor future enhancements related to the M.H.A.S. action items. It is recommended that the annual status report will continue, supplemented by a regularly updated dashboard. The dashboard will indicate which items are updated and when.

Deputy Chief Lauren Pogue, Community Safety Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office

Attachments:

Mental Health and Addictions Strategy Update Report
Mental Health and Addictions Strategy

Mental Health & Addiction Strategy

Update Report

The Toronto Police Service (T.P.S.) Mental Health and Addictions Strategy (M.H.A.S.) is a dynamic and evolving plan that illustrates how the T.P.S. compassionately responds to the needs of individuals living with mental health and/or addictions issues. The M.H.A.S. also places a necessary emphasis on the mental health and well-being of T.P.S. members, ensuring that relevant programming and initiatives are in place to support mental health in the workplace. Further, the M.H.A.S. endeavors to shift occupational culture, inspire dialogue and remove the stigma surrounding mental health.

The M.H.A.S. outlines eight (8) keys areas of commitment, or themes, including:

- Preserving Life;
- Leadership;
- Equity and Anti Racism;
- Stigma Free Environment;
- Continuous Learning;
- Advocacy and Partnerships;
- Evaluation; and
- Transparency, Accountability, Oversight and Reporting.

In relation to the above key areas of commitment, the M.H.A.S. prescribes a set of 46 action items for implementation. The following report provides an implementation update for each action item derived from the eight (8) key areas of commitment.

OUR COMMITMENT TO PRESERVING LIFE

1. Training and procedures will continue to be reviewed and refined to emphasize that de-escalation is a top priority.

Training

The T.P.S. is committed to the continuous improvement of its officers' abilities when interacting with persons in crisis. The content of T.P.S. mental health related training is continuously updated and refined. This includes regular consultation with community partners/advocates and those with lived experience (See action item 15 for details on the review of T.P.S. training by community partners). De-escalation has long been a top training priority and is reinforced every 12 months during the In-Service Training Program.

In addition, courses are selected yearly for review, which involves polling of participants and asking them to rate their real world outcomes against the course training standard/objectives.

The Toronto Police College (T.P.C.) utilizes a widely recognized evaluation standard, the Kirkpatrick Model, which consists of four areas/levels of evaluation. Levels 1 (Reaction) and 2 (Learning) are evaluated at the time of delivery by the T.P.C. in all courses through in-class participation, question and response, table top exercises, group work, tests/exams, and course end survey. Levels 3 (behaviour) and 4 (results) require longer term, more labour intensive analysis.

To that end, the T.P.S. is exploring the possibility of partnering with an academic institution to assist in the development of 'transfer of learning' evaluative processes. A previous Request for Proposal submitted by the T.P.S. in hopes of identifying an appropriate partner for this work did not yield the desired results. Work is ongoing.

Additionally, in January of 2023, the T.P.S. launched an internal survey, which solicits feedback on the effectiveness of T.P.S. mental health related training, including:

- The member's perceived effectiveness in responding to calls involving persons who may be experiencing mental health and addictions issues;
- The relevance of T.P.S. mental health related training and the officer's ability to retain and apply the same; and
- The officer's confidence in their ability to connect community members to supportive resources.

A draft survey was presented to M.H.A.A.P. in October of 2022, and to the T.P.C. in November of 2022. These consultations led to the survey being finalized later that month. The survey was made available to front line members in January of 2023.

Insights gained will help to identify gaps and inform future training, initiatives and processes as the T.P.S. strive for continuous growth in this area.

Procedure

Pursuant to the 'Adequacy Standards Compliance' policy, T.P.S. follows a three-year cycle of regularly reviewing and updating all procedures to incorporate the latest knowledge and best practices. In addition, T.P.S.' Governance Unit develops, reviews and amends procedures on an ongoing basis as the need emerges – i.e. as required by new/changing legislation, Toronto Police Services Board (Board) direction, Coroner's inquests, audits etc.

Recent examples of relevant procedures that were updated include:

- The 'Persons In Crisis' procedure was amended in 2021 to reflect evolving language, as the T.P.S. has moved away from using the term Emotionally Disturbed Persons and has adopted Persons in Crisis.

This procedure was also updated to include a link to a 'Mental Health Referrals Guide', meant to assist members in navigating the social services system in

Toronto, and to help them become more effective when referring individuals to community supports.

- Specific to de-escalation, the 'Conducted Energy Weapon' procedure was amended in 2021 to include a lengthy list of factors officers must consider before using the C.E.W.
- The 'Elopees and Community Treatment Orders' procedure was amended in 2022 to emphasize the very limited scope where information shared by C.A.M.H. and/or other hospital partners may be used by the T.P.S., and states:

'Any information received from the Centre for Addiction and Mental Health (C.A.M.H.) and/or other hospitals for the purposes of locating an elopee, shall only be used for that specific purpose. It shall not be used for any other purpose, including law enforcement investigations (e.g. Criminal Code or missing persons who are not elopees) or as disclosure to the Crown.

In addition, members shall scan any document received containing information related to a person's health into the eReport and type the words 'Information Related to a Person's Health - Not To Be Used For Purposes Not Related To An Elopee Investigation' into the heading of the document.'

STATUS OF # 1 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within

2. The T.P.S. will create a process to capture the number of times police officers attempted de-escalation prior to the display or use of Conducted Energy Weapons (C.E.W.).

The T.P.S. began tracking and reporting on de-escalation attempts related to Conducted Energy Weapon (C.E.W.) use in 2019. The T.P.S. updates the Board via an annual C.E.W. report. This report provides data on the total number of C.E.W. uses and the number of times de-escalation was attempted during those interactions - including the techniques utilized, such as communication and/or containment.

2019 – 631 total uses with de-escalation attempted in 97.3% incidents. (70.1% were resolved by force demonstration).

2020 – 604 total uses with de-escalation attempted in 97.8% incidents. (70.5% were resolved by force demonstration).

2021 – 581 total uses with de-escalation attempted in 96.2% incidents. (68.2% were resolved by force demonstration).

2022 – 625 total uses with de-escalation attempted in 97.2% incidents. (67.2% were resolved by force demonstration).

(*2022 data has not yet been finalized. As such the data that is reported here may vary slightly from that which is reported to Board in a final C.E.W. report.)

Instances where de-escalation was not attempted indicate scenarios where officers were faced with an imminent threat and were required to take immediate action in order to avoid harm.

STATUS of # 2 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within

3. Police officers will continue to receive de-escalation training at the Toronto Police College on a regular basis, including both classroom and scenario based training. Police officers are assessed by our trainers with respect to their competence in de-escalation and a failure to show competence in de-escalation will result in the police officer being unable to perform front-line duties until they have successfully passed the training.

The T.P.S. is committed to the continuous improvement of officers' skills in interactions with persons in crisis. De-escalation is reinforced every 12 months during the In-Service Training Program.

Scenario training and practical exercises are evaluated in real time by instructors, providing them the ability to direct the scenario based on the decisions made by the students. This requires students to continually reassess and evaluate their decision making process throughout the entire scenario.

Students must demonstrate good judgement and proficiency with use of force options including de-escalation. Should the trainers identify deficiencies in performance, the officer's use of force options will be removed and the member will not be considered for front line duties. Many scenarios are designed to be resolved without an application of force being required. At the conclusion of each scenario, all students are debriefed by the instructor.

All District Special Constables and Court Officers also receive scenario based training with a focus on de-escalation.

STATUS of # 3 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within

4. The T.P.S. 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.

A new performance appraisal process was launched in Q1, 2022. Using specific evaluation criteria aligned with the T.P.S. core competencies, annual appraisals now clearly assess member acumen in critical areas including their ability to follow established policies, procedures, and legal requirements and an ability to build strong relationships with marginalized communities.

Updated annual member appraisals and probationary performance appraisal forms for both uniform and civilian members were created in June of 2022. The corresponding procedure, 'Evaluations, Reclassifications and Appraisals', has been revised accordingly.

- Updated appraisal forms for current member evaluation now include a collective (member and supervisor) goal-setting component at the divisional level. This annual appraisal process includes two forms – one for supervisors and one for individual contributors. Thus allowing members to be evaluated more accurately based on their level of leadership in the T.P.S.
- Updated probationary appraisal forms for cadet/4th class constable evaluation now include criteria on crisis intervention and de-escalation techniques.

A new modernized Use of Force Report came into use on January 1st, 2023. The form is dynamic, intuitive and better able to capture a subject's state of mind during an interaction. The new form includes a framework for officers in terms of articulating why they applied the force. It also includes a section wherein members can report de-escalation attempts in all instances where force is used. As such, the T.P.S. expects to be able to report on de-escalation attempts in related to all instances where force is used beginning in 2024.

Similar to reporting on de-escalation attempts associated with C.E.W. use, this general Use of Force form recognizes that officers will not be afforded the opportunity to employ de-escalation strategies in every instance (ie where immediate action is required to prevent serious bodily harm or death). In these instances, where an officer answers 'No' to the question 'Did you attempt/use de-escalation techniques?', a 'Reason' field pops up and members must explain why.

Phase 2 of the Race Based Data Strategy includes the collection of race-based data for apprehensions under the Mental Health Act. The Strategy team, working out of T.P.S.' Equity, Inclusion and Human Rights Unit (E.I.H.R.), is currently working on developing data analyses by engaging with internal and external stakeholders to scope the data needed and identify hypotheses of interest.

In 2022, the T.P.S. Professional Standards Unit information system 'I.A.P.r.o.' - also known as P.S.I.S., went through significant upgrades including the addition of two new products - BlueTeam and E.I.P.r.o. (Early Intervention Pro). The Professionalism and Accountability office is currently overseeing the implementation phase, and are

evaluating the capabilities of all three programs and how they will interact with each other. Once each program has been leveraged to its fullest, the T.P.S. will be in a better position to report on its impact on our membership. Work is ongoing.

STATUS of # 4 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

5. The T.P.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.

The hiring process begins with a prioritization matrix, which includes but is not limited to measuring for relevant mental health lived experience and mental health training and education. Those with such experience and training would be more competitive and their applications prioritized.

The T.P.S. Talent Acquisition Unit evaluates a future police officer's understanding and abilities to interact effectively with people living with mental health and addiction issues at 4 separate stages of the candidate process

1) Pre-Background/Local Focus Interest (written – including essay style questions)

Candidates now complete five essay style questions relating to diversity and their connection to the community as part of this process. The questions were developed in consultation with T.P.S. E.I.H.R. Unit. The enhancement was implemented at the end of July 2022, and used for the most recent group of candidates in December 2022 class.

2) Essential Competency/Local Focus Interview (in person interview)

The T.P.S. has implemented refresher training for Talent Acquisition Unit members on both behavioural event interviewing and bias training. This ensures our members are evaluating candidate responses at the interview and background stages appropriately and through an empathetic response lens – including the ability to employ de-escalation strategies.

The T.P.S. has also implemented a supervisory review of all 'Essential Competency' and 'Local Focus' interview results to ensure candidates are in fact providing thorough answers that relate to connecting with the community and to interacting with community members living with mental health and/or addiction issues.

3) Background Investigation

No notable changes to this process.

4) Selection Committee

Results from the processes referenced above are included in presentations to a selection panel to evaluate a candidate's suitability. An additional member from E.I.H.R. was added to the selection committee in 2022.

As part of our Lateral Experienced Officer hiring process, questions have been added at the interview stage that evaluate an officer's ability to compassionately respond to, and interact with, community members from vulnerable groups. In addition, officers are required to describe a situation where they used de-escalation techniques when interacting with a person in crisis.

STATUS of # 5 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within

6. The T.P.S. will explore ways that an officer's competency in the use of de-escalation techniques can be meaningfully incorporated into their annual Performance Appraisals.

A new performance appraisal process was launched in Q1, 2022. Using specific evaluation criteria aligned with T.P.S. core competencies, annual appraisals now clearly assess member acumen in critical areas including their ability to follow established policies, procedures, and legal requirements and an ability to build strong relationships with marginalized communities.

Updated annual member appraisals and probationary performance appraisal forms for both uniform and civilian members were created in June 2022. The corresponding procedure, 'Evaluations, Reclassifications and Appraisals', was revised accordingly.

- Updated appraisal forms for current member evaluation now include a collective (member and supervisor) goal-setting component at the divisional level. The annual appraisal process now includes two forms – one for supervisors and one for individual contributors. Thus allowing members to be evaluated more accurately based on their level of leadership in the T.P.S..
- Updated probationary appraisal forms for cadet/4th class constable evaluation now include criteria on crisis intervention and de-escalation techniques.

The T.P.S. is also actively exploring a refined promotional process and are currently testing out a new application. The T.P.S will be seeking feedback from participants.

STATUS of # 6 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

7. The Board's Mental Health Excellence Award will continue to recognize police officers for their ability to de-escalate and interact effectively with people who may be experiencing mental health and/or addictions issues. Awareness of the awards system will continue to be promoted both internally and externally, and community members will be encouraged to make nominations.

Award recipients continue to be recognized for demonstrating the characteristics and skills listed in this action item.

A screensaver promoting the Mental Health Excellence Award will appear on all T.P.S. networked computers in Q2 2023. It will detail the nomination criteria and process. The 2022 award recipient will also be included (unless they elect to forego public recognition).

The Community Partnerships and Engagement Unit will also promote the award (and award winners when publicly announced) via a social media awareness campaign.

STATUS of # 7 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

8. The T.P.S. will continue to review its existing de-escalation training for Communication Operators.

Since the M.H.A.S. was published in 2019, Communications Services has continually enhanced its mental health related training.

De-escalation as a stand alone topic, was developed into a training module by the Communications Training Unit in Collaboration with the \ T.P.C. in 2020, and was delivered to all Communications personnel (all new hires and all active Call-Takers and Dispatchers) in 2021.

On an ongoing basis, training focuses on rapport building and professional control when attempting to ascertain information from a caller who is in crisis. T.P.S. call takers are trained to be aware that high-risk, violent and emotional events will have distraught callers who may not be focused, listening effectively or capable of responding. The training emphasizes the importance of remaining professional under challenging circumstances and utilizing respectful and direct language that promotes communication.

In 2022, the T.P.S. updated the foundations of call-taking training. Where previously, call-takers were trained to identify the 5Ws of the situation (where, what, when, who, and weapons), call-takers are now trained to consider if the individual is also in crisis for all events.

This is notable because the training supports call takers to evaluate in real time whether a crisis diversion option might be a more appropriate response than dispatching police officers.

Also in 2022, training promoted an increased awareness around community resources that are available to members for referrals – including specific training on the Toronto Community Crisis Service, the 911 Crisis Call Diversion Initiative (with Gerstein Crisis Centre) and the M.C.I.T. and F.O.C.U.S. programs.

STATUS – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

9. The T.P.S. will explore ways of capturing referrals to community agencies, beginning with M.C.I.T. referrals.

Regarding M.C.I.T. referrals

In 2019, the M.C.I.T. program partnered with Cota Health and Bayview Community Services to launch the Access to Resources and Community Services (A.R.C.S.) program. A.R.C.S. is a case management program that provides wrap around supports to individuals who have recently accessed M.C.I.T. for mental health and/or addictions issues. The mission of A.R.C.S. is to promote stabilization and wellness through provision of supports based on the unique needs of its clients.

Individuals can only be referred to the program by the M.C.I.T. They can expect to be contacted by Cota Health within 48 hours, and once in the program, they are provided one on one, short-term, intensive case management over a span of three months.

The program has expanded twice since 2019, most recently in October of 2022, with partner hospitals now including: The Scarborough Health Network, Humber River Hospital, North York General Hospital, Michael Garron Hospital, and Unity Health..

Between April 1, 2021 and March 31, 2022 (the first A.R.C.S. annual reporting period), the program received 109 referrals, with an average of 2.09 referrals per week.

For the full calendar year of 2022, the A.R.C.S. program received 145 referrals, increasing the average referrals to 2.79 per week.

Service Wide Referral Tracking

The T.P.S. continues to work toward developing an application that will capture referrals made by all officers. The referrals application will streamline some of the processes involved in making referrals, help ensure the closure of the feedback loop and provide metrics related to the referrals made. The initiative, which is being led by the T.P.S. Project Management Office's newly established Digital Transformation Team, is currently wrapping up the initial discovery phase.

This discovery phase has included feedback sessions with T.P.S. officers on their referral processes, meetings with stakeholders to obtain feedback and provide updates, meetings with community partners to obtain input and meetings to determine the scope of initial release. The next steps will include creating low-fidelity mock-ups of the initial phase of the project and additional feedback sessions with officers to ensure that the design meets their needs.

F.O.C.U.S. (Furthering Our Communities - Uniting Services) Toronto, already the largest Police/Community Agency collaboration in Canada, continued to grow in 2022. There are now 156 community partners participating. Of the 1103 situations referred to the F.O.C.U.S. Tables in 2022, 769 or 68.2%, originated from the T.P.S. Mental Health remains the most prominent risk factor in cases presented at the tables, present in 80.2% of these situations.

The T.P.S. also made 869 direct referrals to F.O.C.U.S. community agencies in 2022. Direct referrals are situations that are identified via F.O.C.U.S. processes, but do not meet the requisite threshold of risk for presentation at the tables. As such, the case is referred to one of the community partners 'directly' – or away from the table. Direct referrals generally require the support of one agency only.

STATUS of # 9 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

10. The T.P.S. will continue to look at opportunities to expand the M.C.I.T. programs.

In 2020, an M.C.I.T. working group was created to implement recommendations around the expansion and enhancement of the M.C.I.T. program. As part of their work, they consulted with the Board's Mental Health and Addictions Advisory Panel (M.H.A.A.P.).

In 2021, the M.C.I.T. six partner hospitals received increased funding from the Ontario government to expand the program from 10 to 13 teams, and increase the hours of daily coverage from 10 to 14 hours.

Currently, 12 teams operate from 9am to 11pm across all divisions. The 13th team operates from Tuesday to Friday, 1:30pm – 11:30pm in the more densely populated areas of the downtown core (police divisions 14, 51 and 52), where the volume of crisis calls are higher.

M.C.I.T. partner hospitals received funding in 2022 that enabled the Access to Resources and Community Services (A.R.C.S.) program expansion that is expanded upon in action item 9.

The M.C.I.T. program, together with hospital and case management partners, continue to pursue additional funding from Ontario Health in order to expand case management programs. M.C.I.T. nurses are employed by the partner hospitals, as such their salaries, including benefits are paid through provincial health care funding.

No further investment from Ontario Health has been made to expand operational hours or increase the number of teams in Toronto.

STATUS of # 10 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within

11. T.P.S. will continue to train members to respond to opioid-related emergencies, including administering naloxone.

See action item 41 as the update is relevant to this item, and contains data related to overdose calls for service attended and naloxone administration.

The T.P.S. naloxone program was initiated in June of 2018 and focused primarily on the downtown core during the first phase. In 2020, the availability of naloxone was expanded to all frontline members to support the police response to opioid overdoses.

Practical overdose response and naloxone training is now an ongoing module within the St. John Ambulance Standard First Aid curriculum, which is mandatory training for all members. Members must have proof of current Standard First Aid certification in order to be issued naloxone.

Additionally, as of October 2022, 4755 members – both sworn and civilian, had completed a non-mandatory, online training module entitled ‘Naloxone Spray Administration’.

STATUS of # 11 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

12. Internally, the T.P.S. will continue to promote and make resources available and easily accessible to T.P.S. members who require support for mental health and/or addiction issues, including suicide prevention resources, workplace accommodation services and psychological support.

In addition to the extensive list of programs that were listed in the 2020 and 2021 updates that remain available to members, the T.P.S. launched several programs in 2022 that directly address member wellness - including mental health and/or addiction issues. These programs include:

Mental Health and Wellbeing Lead

In April 2022, the T.P.S. became the first police service to hire a Mental Health and Wellbeing Lead. The Lead oversees Psychological Services, Chaplains, Nutrition/Yoga, Peer Support/Critical Incident Response Teams and other wellbeing programs. The role is dedicated to building a sustainable and effective mental health strategy for T.P.S. members and their specific needs.

Before Operational Stress (B.O.S.) Program

As part of the post-Ontario Police College (O.P.C.) curriculum, all new recruits will receive eight (8) modules of evidence-based resilience training, developed and delivered by psychologists. The training will be provided over a 12-week period.

The goal of this program is to provide preventative support and exposure to mental health resilience skills before operational stress is experienced. Additionally, the capacity of the B.O.S. program was expanded to 2000 experienced and active T.P.S. members in June of 2022. As of Nov 1, 2022, 1884 members had enrolled in the program, with 978 completing 100% the B.O.S. program.

Early Career Program

All new recruits in their first 12 months of assignment will be mandated to receive one hour with a mental health expert in our Wellbeing Section (currently a psychologist through T.P.S. Psychological Services, though additional mental health experts are being reviewed for inclusion upon program expansion). The goal of this program is to promote access to mental health supports internally and enhance resilience.

Wellbeing Coordinators at Divisional/Unit-level (pending)

The T.P.S. launched two new roles in Q4 of 2022 that are dedicated to member wellbeing. Filling these new roles are mental health and wellbeing promotion experts; they are responsible for building and executing a strategy to increase awareness and access to Wellness Unit supports. The Wellbeing Coordinators will contribute to the overall Wellness Unit priority of engaging in a preventative health promotion strategy focused on member engagement and access.

As of February 14 2023, a new Wellbeing Coordinator commenced their role with the T.P.S. The T.P.S. are in the process of hiring a second Wellbeing Coordinator. This role should be filled and fully operational in Q2, 2023.

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Therapy Dog Program

In partnership with St. John Ambulance Dogs, the T.P.S. is launching a pilot program creating opportunities for members to interact with therapy dogs at their units and division.

Mental Health-focused Social Media Strategy

The T.P.S. has implemented a mental health-focused social media strategy in order to create more opportunities for members to access effective mental health supports in a way that best meets their needs. A psychologically healthy service benefits members, their families and our communities.

STATUS of # 12 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

OUR COMMITMENT TO LEADERSHIP

13. The T.P.S. Command Team will ensure that the action items in the M.H.A.S. are undertaken and that progress on these action items are publicly reported on an annual basis.

Early in 2022, Staff Superintendent Randy Carter became the T.P.S. Mental Health Champion. With his retirement in December 2022, this position has been temporarily filled by Deputy Chief Lauren Pogue. A new Mental Health Champion will be identified by the T.P.S. Command shortly.

Command Team objectives are to improve service delivery, grow member competency through evolving training and to continue to enhance relationships with those living with mental health and addictions issues, and the community partners that support them.

The Mental Health Champion oversees annual reporting on the implementation of the M.H.A.S. A report has been provided to the Toronto Police Services Board (T.P.S.B.) and the Mental Health and Addictions Advisory Panel (M.H.A.A.P.) each year since the M.H.A.S. was published in 2019. Most recently, the T.P.S. provided an update report to M.H.A.A.P. in February of 2022, and will present to the T.P.S.B. at the May 2023 meeting.

Additionally, in February 2022, a 'Mental Health and Addictions Strategy Implementation Dashboard' was launched, affording the public full access to updates and outcomes regarding implementation of the strategy's 46 action items. This dashboard increases transparency and accountability as the T.P.S. continues to apply the strategy as a framework for practices related to mental health.

STATUS of # 13 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

14. The T.P.S. will produce an annual analytical assessment of individuals who have been apprehended multiple times under the Mental Health Act. This will result in a strategic report for resource planning and enhanced service delivery by the T.P.S. and key partner agencies.

An internal dashboard that reports on 'repeat clients' (ie individuals whom have been apprehended under the Mental Health Act multiple times) has been developed. The data includes a count of unique persons with multiple interactions, and includes the frequency of apprehension, location, hospitals attended and other relevant information recorded on the apprehension form.

The dashboard enables officers to efficiently analyze patterns/risk factors that may render individuals vulnerable to recurrent crisis, and to consider interventions accordingly.

Data from the dashboard has been aggregated and anonymized to fulfil data requests related to repeat clients where relevant, including the development of a thorough analytical assessment/report in 2023. This report will be produced annually.

STATUS of # 14 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

15. The T.P.S. is committed to involving the community, including the Board’s Mental Health and Addictions Advisory Panel (M.H.A.A.P.), to inform and review our training and procedures related to interactions with individuals who may be experiencing mental health and/or addictions issues.

Toronto Police College (T.P.C.) instructors and section heads sit on various committees and working groups at the provincial and national levels to help enhance training and related standards for the T.P.S. and its partners. Over the past several years, the T.P.C. has worked extensively with community partners and subject matter experts in the design of effective training in the areas of human rights, profiling, mental health, community engagements, emotional intelligence and critical thinking.

The T.P.S. is represented on the Board’s Anti-Racism Advisory Panel (A.R.A.P.), the City of Toronto Combatting Anti-Black Racism (C.A.B.R.) Action Plan and M.H.A.A.P., all of which continue to inform future training for T.P.S. members.

In March of 2021, the ‘Community Advisory Panel For Training’ (C.A.P.F.T.) outreach strategy was launched. 24 volunteers representative of Toronto’s diversity, including relevant lived experience, were selected to participate on this panel. Members contribute their insights and help inform T.P.S. training, with an expressed view to improving the quality of police interactions with all members of the community, including those living with mental health and addictions issues.

Also in 2021, the T.P.C. hired an E.I.H.R. Curriculum Lead, an E.I.H.R. E-Learning Specialist and three (3) E.I.H.R. Instructors/Curriculum Designers. The Lead has since commenced a review of all training at the T.P.C. from an E.I.H.R. lens, and in conjunction with the Curriculum Designers, has created a 5-day, standalone ‘Fair and Impartial Policing’ course that will be provided to all new hires going forward. The first course was delivered in December of 2022.

In 2022, the Board’s M.H.A.A.P. and A.R.A.P., as well as the City’s C.A.B.R. attended the T.P.C. to view, critique, and provide feedback on training modules that are provided to T.P.S. members.

The T.P.S.' 'Persons In Crisis' procedure was recently amended to reflect evolving language and practices. Prior to instituting this change, the T.P.S. engaged in research and consultation with the following inquest, groups and organizations:

- Justice Iacobucci Review: Police Encounters with People In Crisis;
- The Reach Out Response Network;
- Cota Health;
- Canadian Mental Health Association Ontario; and
- Mobile Crisis Intervention Team Steering Committee.

STATUS of # 15 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

OUR COMMITMENT TO LEADERSHIP

16. The T.P.S. will ensure that internal procedures are reviewed regularly to ensure that they are consistent with the language and principles contained in this Strategy.

In addition to reviewing procedures every three years (pursuant to the Adequacy Standards Compliance policy), the T.P.S Governance Unit develops, reviews and amends procedures on an ongoing basis as the need emerges (i.e. as required by new/changing legislation, Board direction, Coroner's inquests and, audits).

In 2021, the 'Persons In Crisis' procedure was amended to reflect evolving language, as the T.P.S. has moved away from the term Emotionally Disturbed Persons and has adopted Persons in Crisis.

14 other procedures were subsequently amended to reflect this change. The language and principals contained within the M.H.A.S. have been adopted into T.P.S. procedure. For example, the introductory paragraphs (the 'Rationale' section) of the 'Person In Crisis' procedure include the following direct quotes from the M.H.A.S:

"The Toronto Police Service is committed to preserving the lives and well-being of people who may be experiencing mental health and/or addictions issues, while working towards the goal of zero deaths and ensuring the well-being, safety, rights, and dignity of individuals and communities. In every encounter, the Service is committed to taking all reasonable steps to assess, deescalate and safely resolve the situation."

In 2022, the 'Elopees and Community Treatment Orders' procedure was amended to emphasize the very limited scope where information shared by the Centre for Addiction and Mental Health (C.A.M.H.) and/or other hospital partners may be used by the T.P.S. and states:

"Any information received from the Centre for Addiction and Mental Health (C.A.M.H.) and/or other hospitals for the purposes of locating an elopee, shall only be used for that specific purpose. It shall not be used for any other purpose, including law enforcement investigations (e.g. Criminal Code or missing persons who are not elopees) or as disclosure to the Crown.

In addition, members shall scan any document received containing information related to a person's health into the eReport and type the words "Information Related to a Person's Health - Not To Be Used For Purposes Not Related To An Elopee Investigation" into the heading of the document."

Additionally, the 'Evaluations, Reclassifications and Appraisals' Procedure has been reviewed and is in the process of being updated to emphasize officer competency in the use of de-escalation techniques.

STATUS of # 16 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

17. The T.P.S. will develop a mental health and addictions awareness training module for Senior Officers.

All Uniform and Civilian Senior officers have completed the Road to Mental Readiness training that includes mental health and addiction components. The T.P.S. will continue to explore professional development opportunities in this area.

STATUS of # 17 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

18. The T.P.S. will review this Strategy on an ongoing basis, examining best practices in jurisdictions across Canada and around the world, incorporating recommendations from Coroners' Inquests, and involving the community, particularly emphasizing those with lived experience.

See action items 30 and 45, as there is significant overlap with this Item.

In late 2020, the T.P.S. developed two positions devoted to enhancing the response to complex needs of the mental health community in Toronto. The positions are: 1) a Mental Health and Addictions Coordinator (Sergeant position) and 2) an Assistant Mental Health and Addictions Coordinator (Constable position). Assigned to the Community Partnerships and Engagement Unit, these officers' roles, among others, include ongoing review of the M.H.A.S. and liaising with the multiple units across the T.P.S. that undertake the work associated with its implementation. The Coordinators also maintain relationships with the community and the M.H.A.A.P.

The T.P.S. has and will continue to develop and adapt processes and/or initiatives subsequent to research and/or consultation with external sources. A significant recent example is the development of the 9-1-1 Crisis Call Diversion Pilot Program. Extensive research into models in the U.K. and throughout North America was conducted in the discovery phase of this work.

Additionally, recommendations arising from published inquest reports are routinely reviewed and examined for implementation, whether those recommendations are directed at the T.P.S. specifically, or at other police services within the province. Recent examples include recommendations arising from inquests into the deaths of Bradley Chapman (Toronto 2015), Mark Ekamba (Mississauga 2015), Alex Wettlaufer (Toronto 2016) and Quinn MacDougall (Hamilton 2018).

Examples of practices that have been adopted and/or enhanced subsequent to the reviews cited above include:

- Joint police/community mental health response options.
- Training to enhance the ability of the police to interact compassionately with community members living with mental health and addictions issues. Including training on anti-black racism, the L.G.B.T.Q.2.S.+ experience, the Indigenous experience, anti-stigma training around addiction and homelessness, trauma informed response to crisis and de-escalation.
- Extensive community consultation at both the T.P.S. and Board level including the establishment of standing advisory committees on race, mental health and impartial policing.
- Engagement with peer run organizations and members of affected communities.
- Enhanced ability to access short-notice assistance from external professionals.

Members in more focused mental health roles frequently engage with both local and international partners in policing and other relevant sectors to ensure our training and processes remain in line with best practice. Some examples from 2022 include:

- In April and October of 2022 police constables, nurses and supervisors assigned to the M.C.I.T. program, and training constables assigned to the Incident Response Training section at the T.P.C. took part in a Certified Crisis Intervention Specialist (C.C.I.S.) course. These participants are the first certified 'Crisis Intervention Specialists' in Canada. The C.C.I.S. designation is administrated through the National Anger Management Association, a mental health association in the United States, which over the years has certified police officers and corrections official from various states. The training from this certification course will help inform future training for members of the T.P.S.
- In April of 2022, the M.C.I.T. Coordinator attended an international roundtable symposium at the University of Limerick in Ireland. The purpose was to assist the Government of the Republic of Ireland and their national police service in developing a co-response model to assist in safe outcomes when helping persons in crisis.

- In June 2022, training constables from the Incident Response Training section attended the Police Executive Research Forum's (P.E.R.F.) 'Integrating Communication, Assessment and Tactics' (I.C.A.T.) course. As per P.E.R.F., I.C.A.T. is a training program that provides first-responding police officers with tools, skills, and options for successfully and safely defusing a wide range of critical incidents. I.C.A.T. takes the essential building blocks of critical thinking, crisis intervention, communications and tactics, and puts them together in an integrated approach to training.
- In September, 2022, T.P.S. members participated in a workshop hosted by the Mental Illness Caregivers Association (M.I.C.A.). The workshop was titled 'A Workshop on Strategies for Reducing the Risk of Violence When Police Interact with People Living with Mental Illness and/or Substance Use Disorder: A Caregiver's Approach'. The purpose of the workshop was to develop tips and strategies for caregivers whose family members and /or love ones who maybe living with mental health and substance use disorders, which may lead to interactions with police.
- In October 2022, training constables from the T.P.C. Incident Response Team section attended the Ontario Police College 'Crisis Negotiator Basic Training' course. This 10-day training offers instructional training in crisis negotiation theory, concepts, tactics, the psychology of conflict management, communication skill and techniques, de-escalation and crisis management. Practical exercises and scenario-based training are foundational to the course, and provide opportunities to develop knowledge, skills and apply theory to practice.
- Multiple T.P.S. members belong to the 'Mental Health Community of Practice' (M.C.O.P.), a provincial committee made up of law enforcement officers and related sectors/organizations, including: Georgian College, Ministry of Solicitor General, Canadian Mental Health Association, Ontario Police College and the Ministry of Health and Long Term Care. The M.C.O.P. meets regularly and collectively explore best practices.

The T.P.S. continually pursues similar opportunities and seeks to develop further networks to ensure that training and process remain at the leading edge.

STATUS of # 18 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

19. The T.P.S. will ensure that Staff Sergeants, Sergeants, and Communications Supervisors monitor and assess the effectiveness of members under their supervision in responding to people who appear to be experiencing mental health and/or addictions issues, by utilizing established systems such as reviewing written reports and In Car Camera footage.

Ongoing oversight and assessment of an officer's ability and commitment to responding appropriately and compassionately to community members whom are living with mental health and/or addictions issues is built into the day-to-day responsibilities of supervisory personnel. Sergeants are monitoring the front line response to all calls for service, including attending where possible, receiving telephone updates often in real time, reading electronic reports and/or memo book entries, reviewing in car camera and body worn camera videos, individual and group debriefing sessions.

Additionally, the T.P.S. continues to rely upon well established mechanisms for more formal internal review of performance and conduct (see the 2020 M.H.A.S. update for an extensive list).

The T.P.S. Communications Services have three supervisory processes to review how communications operators triage and determine a response to calls that involve a mental health component:

1. Cyclical Quality Assurance - supervisors review communication operators call-taking and dispatch abilities over a 5-week cycle for performance and adherence to policy and procedure. There is a standardized review format and any issues are addressed with the member as soon as possible.
2. Daily Real Time review - with the implementation of both call diversion pilots there is a real time focus by the operations supervisors to review all calls that have a mental health component to ensure the caller is getting the correct response. Calls are reviewed in real time by the operations supervisor; if a response needs to be varied it is actioned and the call is reviewed with the call taker and or dispatcher.
3. Data collection and review is carried out by the Staff Superintendent's office. .Calls identified as potentially having deviated from process or that could have been executed differently are brought to the attention of the operations supervisors and reviewed with the Communications Operators involved.

STATUS of # 19 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

OUR COMMITMENT TO EQUITY/ANTI- RACISM

20. The T.P.S. 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.

See action items 21 and 22, as there is significant overlap with this Item.

Race Based Data Collection and Analysis

The T.P.S. began the collection of race based data in 2017 in response to the Anti Racism Act and a subsequent Board policy. As per the legislation, the T.P.S. was mandated to collect and conduct racial disparities analyses on data related to use of force and strip searches.

The T.P.S. has since surpassed this mandate, and gone above and beyond what is required by law in increasing the collection scope to include, among other things, all apprehensions under the Mental Health Act. Data is being collected and the planned analysis will take on a consultation focused approach. Findings that aim to investigate any racial disparities in apprehension decisions and outcomes are planned to be released in late 2023.

This sector leading approach to race based data analysis is being led by the E.I.H.R. Unit. All T.P.S. members have received mandatory e-learning training as a primer on the collection, analysis, and public reporting of race-based data collected by the T.P.S. Although this initiative is still in progress, E.I.H.R. has made several recommendations, including some related to training. The T.P.C. will continue to collaborate with E.I.H.R. moving forward on the development and delivery of training created related to this initiative.

Training

Anti-Black Racism (A.B.R.) training, created through collaboration between E.I.H.R. and the T.P.C., was launched in 2021 and was mandatory for all members.

In addition to the above, specialized mental health related training (which was delivered to 391 Members, plus a compliment of M.C.I.T. nurse, in 2021-2022) include modules on the intersection of mental health and addictions issues and:

- The Indigenous experience;
- The L.G.B.T.Q.+ experience; and
- Anti Black Racism.

The T.P.C. delivers various trainings related to implicit bias, anti-racism, anti-black racism, and other related E.I.H.R. topics - including how these influence all decision-making, not just decisions related to the use of force. These courses are delivered via various platforms, including:

- E-learning;
- During In-Service Training for all frontline members;

- Through stand-alone courses; and
- As components of courses focused on investigative principles.

In December 2022, the T.P.C. launched a new five day mandatory course, titled ‘Fair and Impartial Policing’, for all new members, both sworn and civilian. This course includes a broad spectrum of topics, all relating to E.I.H.R. content.

STATUS of # 20 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

21. The T.P.S. 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.

See action items 20 and 22, as there is significant overlap with this item.

In December of 2019, the T.P.S. introduced online training on Race Based Data Collection (R.B.D.C.). This included an understanding of the Anti-Racism Act (2017) legislation as it pertained to R.B.D.C. plus foundational concepts of racism, systemic racism and implicit bias. All members of the T.P.S. have completed this training by May of 2020.

In 2020, Dr. Carlyle Farrell (Associate Professor, Toronto Metropolitan University) and Dr Gervan Fearon (President of George Brown College) conducted an equity review of all T.P.C. training to identify gaps and bias and make recommendations for inclusive curricula. Upon completion of the review, the T.P.C. were provided with feedback and amended training accordingly. In 2022, Drs Farrell and Fearon facilitated online training sessions for T.P.C. Instructors, Neighbourhood Officers and Senior Officers entitled, “Enhancing the Delivery of Effective and Bias-free Policing in the City of Toronto.”

In 2021, the T.P.C. hired an E.I.H.R. Curriculum Lead, an E.I.H.R. E-Learning Specialist and three E.I.H.R. Instructors/Curriculum Designers. The Lead has since commenced a review of all training at the T.P.C. from an E.I.H.R. lens, and in conjunction with the Curriculum Designers, created a 5 day standalone ‘Fair and Impartial Policing’ course that will be provided to all new hires going forward. The first such course was delivered in December of 2022.

Training in this area continues to be improved and enhanced in alignment with the 81 Police Reform Recommendations, and will continue to be a component in the mandatory In-Service Training Program for frontline members moving forward.

The “Black Experience” module (formerly titled Anti-Black Racism) of the annual and mandatory In-Service Training program for 2022 included a significant component dedicated to bias and third party bias. This module included participation in a case study associated to bias and anti-black racism. Participants were taught strategies to

address this bias using equitable decision-making principles and equity and dignity preserving communication strategies.

As part of this same program, learners participate in a dynamic simulation training exercise incorporating an incident of third party bias. Members are required to demonstrate their recognition of the existence of bias and their ability to utilize the communication training received in classroom (L.E.E.D. – Listen, explain, empathy, dignity). This was assessed using a rubric co-developed by the Incident Response Team and the E.I.H.R. Instructor team.

STATUS of # 21 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

22. The T.P.S. will continue to ensure that training provides police officers with strategies to offset and challenge implicit bias.

See action items 20 and 21, as there is significant overlap with this Item.

The E.I.H.R. Unit provides ongoing E.I.H.R. training to active members, new recruits, and newly promoted uniform members to raise awareness of members' rights and obligations and to foster an understanding of the concepts of equity and inclusion and how it impacts every member in their work.

Integrated into all training design, development and delivery are T.P.S. core values, behavioural competencies and relevant service governance (policies, procedures and legislation) which reinforce the foundational concepts found in practical strategies to offsetting and challenging implicit bias. This design provides tactical approaches for on the job application central to courses such as 'Anti-Black Racism', 'Bias and Implicit Bias Avoidance' and 'The Indigenous Experience'.

In 2021, the T.P.C. hired an E.I.H.R. Curriculum Lead, an E.I.H.R. E-Learning Specialist and three E.I.H.R. Instructors/Curriculum Designers. The Lead has since commenced a review of all training at the T.P.C. from an E.I.H.R. lens, and in conjunction with the curriculum designers, created a 5 day standalone 'Fair and Impartial Policing' course that will be provided to all new hires going forward. The first course was delivered in December of 2022.

The T.P.S. also leads consultations with community groups such as the T.P.C. 'Community Advisory Panel for Training' to further inform the training with cross-cultural strategies which will help to advance all police officers' and civilian members' capacity in personal leadership, ethical decision-making and community trust engagement and building.

STATUS of # 22 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

23. The Board's Anti-Racism Advisory Panel and the City of Toronto's Anti-Black Racism Action Plan will inform future training for T.P.S. Members.

In 2022, the Board's M.H.A.A.P and Anti-Racism Advisory Panel, as well as the City's Combatting Anti Black Racism Unit attended the T.P.C. to view, critique, and provide feedback on training modules that are provided to T.P.S members. This is with an expressed view to improving the quality of police interactions with all members of the community including those members of the community living with mental health and addictions issues.

STATUS of # 23 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

OUR COMMITMENT TO A STIGMA- FREE ENVIRONMENT

24. The T.P.S. will enhance the internal wellness program by including a focus on the mental health and well-being of T.P.S. members and their families.

See action item #12 as the update provided speaks directly to this item.

STATUS of # 24 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

25. The T.P.S. will continue to implement the Road to Mental Readiness (R.2.M.R.) program as a mandatory training program for all Members and will track the number of Members trained.

All civilian and uniformed T.P.S. members have received the R.2.M.R. module. The T.P.S. annual In-Service Training Program reinforces R.2.M.R. concepts, including stigma reduction for self and others as a barrier to seeking care.

STATUS of # 25 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

26. The T.P.S. will continue to include member and community input in the development and review of training as it contributes to a stigma-free environment.

The T.P.C. continues its practice of including community members and organizations in the development and review of training. In the past few years, the T.P.C. has worked with community groups including, but not limited to:

Toronto Public Health; East Scarborough Boys and Girls Club; Toronto Community Housing; Scarborough Centre for Healthy Communities; East Metro Youth Services; Syme Woolner Neighbourhood and Family Centre; For Youth Initiative; Rexdale Community Health Centre; Unison Community Health Centre; Arab Community Centre for Service; Between the Lines Youth Support Services; Central Toronto Youth Services; Pathways to Education; Toronto Kiwanis Boys and Girls club; Toronto Youth Cabinet; St. Stephens and Operation Springboard.

Representatives of these and similar organizations are invited to attend the scenario portion of T.P.C. In-Service Training Program and to participate in discussion and problem-solving strategies to promote successful interactions that are free from racial bias.

Speaking to the above practice, in 2022, the Board's M.H.A.A.P. and Anti-Racism Advisory Panel, as well as the City's Combatting Anti Black Racism Unit attended the T.P.C. to view, critique, and provide feedback on mental health related training modules that are provided to T.P.S. members.

The T.P.C. obtains input from both sworn and civilian members using post-course surveys/assessments. The T.P.C. Learning Development and Standards section also receive input and feedback from a newly formed group of volunteer members from across the T.P.S. on an as-needed basis.

Additionally, in January of 2023, the T.P.S. launched an internal survey, which solicits feedback on the effectiveness of mental health related training, including:

- The member's perceived effectiveness in responding to calls involving persons who may be experiencing mental health and addictions issues;
- The relevance of the T.P.S. mental health related training and the officer's ability to retain and apply the same; and
- The officer's confidence in their ability to connect community members to supportive resources.

A draft survey was presented to M.H.A.A.P. in October of 2022, and to the T.P.C. in November of 2022. These consultations led to the survey being finalized later that month. The survey was made available to front line members in January of 2023.

The T.P.C. also utilize input obtained through relevant reports and projects, for example a Deloitte report titled "Workplace Well-Being, Harassment and Discrimination Review."

STATUS of # 26 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

27. The T.P.S. will publish the results of a member wellness survey.

The Wellness Unit created and distributed a comprehensive survey in July of 2020 to canvass member feedback and input on internal supports. 1500 responses were received.

The Wellness Unit presented the results of the survey to the Board, T.P.S. Command, the Toronto Police Association, the T.P.S. Employee and Family Assistance Program, the T.P.S. Central Joint Health and Safety Committee and T.P.S. Strategy Management Unit.

STATUS of # 27 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

OUR COMMITMENT TO CONTINUOUS LEARNING

28. The T.P.S. will work toward developing a process and procedure for officer debriefing sessions after interactions with individuals who may have been experiencing mental health and/or addictions issues.

Due to the high volume of calls for service involving persons living with mental health and/or addictions issues, and the demand on resources that would be associated with debriefing the same at the time of the call's completion, it has been determined that it is neither feasible nor practical for the T.P.S. to endeavour to develop a procedure to do so.

However, road supervisors are monitoring officers under their charge at all times. This includes guidance in real time (during the response) and debriefs of varying levels of formality after the response has concluded. For calls with less complexity involved, a debrief would take on the form of a short conversation. Incidents involving greater complexity would result in a more formal debrief. Supervisors routinely conduct these debriefs with groups of involved officers, or entire platoons where the teaching points would benefit all officers. These debriefs involve in depth assessment of the police response – What worked? What didn't work? What alternate approaches could we consider moving forward? These debriefs occur both in the field immediately post response and/or during platoon 'parades' which are meetings platoons hold before each shift.

Supervisors will also utilize these debriefs to assess the psychological impact that exposure to such incidents have had on their officers. For escalated incidents where a member's potential to experience symptoms of critical incident stress are higher, a formal procedure exists in T.P.S. Governance. The critical incident support process may include mandatory defusing and debriefing sessions and, where required, the opportunity for professional assistance in dealing with critical incident stress.



The above notwithstanding, the T.P.S. will seek to further satisfy the spirit of this action item via a member survey. The survey will solicit feedback on:

- The members perceived effectiveness in responding to calls involving persons who may be experiencing mental health and addictions issues;
- The relevance of T.P.S. mental health related training and the officer's ability to retain and apply the same; and
- The officer's confidence in their ability to connect community members to supportive resources.

A draft survey was presented to M.H.A.A.P. in October of 2022, and to the T.P.C. in November of 2022. These consultations led to the survey being finalized later that month. The survey was made available to front line Members in January of 2023.

Insights gained will help to identify gaps and inform future training, initiatives and processes as the T.P.S. strives for continuous growth in this area.

STATUS of # 28 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

29. The T.P.S will ensure that information obtained from an officer debriefing session is forwarded to T.P.C. staff, and other units as appropriate, should the information potentially inform future training, highlight gaps in procedure or policy, or demonstrate best practices.

Results of the survey referenced in the preceding action Item will be forwarded to the T.P.C. Analysis of the same will inform strategic direction, processes and trainings going forward.

STATUS of # 29 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

30. The T.P.S will continue to explore best practices across Canada and around the world for training involving interactions with individuals who may be experiencing mental health and/or addictions issues, adapting and customizing approaches where necessary and/or appropriate for use in Toronto.

See action items 18 and 45, as there is significant overlap with this item.

The content of police training reflects the latest knowledge and practices and is developed in consultation with experts, community members, advocacy groups, agencies and institutions, mental health professionals, those with lived experience and consumer survivors.

The T.P.C. continually reviews, develops and updates training to ensure officers are equipped with the knowledge, skills and abilities needed to provide appropriate responses and service delivery to all communities.

T.P.C. instructors and section heads sit on various committees and working groups at the provincial and national levels to help enhance training and related standards for the T.P.S. and its partners. Over the past several years the T.P.C. has worked collaboratively with community partners and subject matter experts to design effective training in the areas of human rights, profiling, mental health, community engagements, emotional intelligence and critical thinking.

Members in more focused mental health roles frequently engage with both local and international partners in policing and other relevant sectors to ensure our training and processes remain in line with best practice. Some examples from 2022 include:

- In April and October of 2022 police constables, nurses and supervisors assigned to the M.C.I.T. program, and training constables assigned to the Incident Response Training section at the T.P.C. took part in a Certified Crisis Intervention Specialist (C.C.I.S.) course. These participants are the first certified 'Crisis Intervention Specialists' in Canada. The C.C.I.S. designation is administrated through the National Anger Management Association, a mental health association in the United States, which over the years has certified police officers and corrections officials from various states. The training from this certification course will help inform future training for members of the T.P.S.
- In April of 2022, the M.C.I.T. Coordinator attended an international roundtable symposium at the University of Limerick in Ireland. The purpose was to assist the Government of the Republic of Ireland and their national police service in developing a co-response model to assist in safe outcomes when helping persons in crisis.

- In June 2022, training constables from the Incident Response Training section attended the Police Executive Research Forum's (P.E.R.F.) 'Integrating Communication, Assessment and Tactics' (I.C.A.T.) course. As per P.E.R.F., I.C.A.T. is a training program that provides first-responding police officers with tools, skills, and options for successfully and safely defusing a wide range of critical incidents. I.C.A.T. takes the essential building blocks of critical thinking, crisis intervention, communications and tactics, and puts them together in an integrated approach to training.
- In September, 2022, T.P.S. members participated in a workshop hosted by the Mental Illness Caregivers Association (M.I.C.A.). The workshop was titled 'A Workshop on Strategies for Reducing the Risk of Violence When Police Interact with People Living with Mental Illness and/or Substance Use Disorder: A Caregiver's Approach'. The purpose of the workshop was to develop tips and strategies for caregivers whose family members and /or love ones who maybe living with mental health and substance use disorders, which may lead to interactions with police.
- In October 2022, training constables from the T.P.C. Incident Response Team section attended the Ontario Police College 'Crisis Negotiator Basic Training'. This 10-day training offers instructional training in crisis negotiation theory, concepts, tactics, the psychology of conflict management, communication skill and techniques, de-escalation and crisis management. Practical exercises and scenario-based training are foundational to the course, and provide opportunities to develop knowledge and skills and apply theory to practice.
- Multiple T.P.S. members belong to the 'Mental Health Community of Practice' (M.C.O.P.), a provincial committee made up of law enforcement officers and related sectors/organizations, including: Georgian College, Ministry of Solicitor General, Canadian Mental Health Association, Ontario Police College and the Ministry of Health and Long Term Care. The M.C.O.P. meets regularly and collectively explore best practices.

The T.P.S. continually pursues similar opportunities and seeks to develop further networks to ensure that training and process remain at the leading edge.

STATUS of # 30 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

31. The T.P.S. will ensure that community members with lived experience of mental health and/or addictions issues, as well as subject matter experts, continue to play a pivotal role in the development and review of training.

The content of police training reflects the latest knowledge and practices in the field of mental health, crisis resolution, and police use-of-force. To assist in the development of training, and to incorporate the insights of those with lived experience, the T.P.S. consults broadly with advocacy groups, mental health professionals, those with lived experience and consumer survivors.

As a recent example, in 2022, the Board's M.H.A.A.P. and Anti-Racism Advisory Panel, as well the City's Combatting Anti-Black Racism Unit attended the T.P.C. to view, critique, and provide feedback on training modules that are provided to T.P.S. members.

As part of a commitment to create and lead training programs that are proactive to improving positive interactions between police officers, their colleagues and community members, the T.P.S. hired the following E.I.H.R. positions in 2021: a Curriculum Lead, an E-Learning Specialist and three Curriculum Designer/Instructors. The Lead has since commenced a review of all training at the T.P.C. from an E.I.H.R. lens, and in conjunction with the Curriculum Designers, created a 5 day standalone 'Fair and Impartial Policing' course that will be provided to all new hires going forward. The first course was delivered in December of 2022.

The T.P.S. also continues to work closely with the T.P.C. Community Advisory Panel for Training to further inform the training with cross-cultural strategies which will help to advance all police officers' and civilian members' capacity in personal leadership, ethical decision-making and community trust engagement and building.

STATUS of # 31 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

32. The T.P.S. 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.

On an ongoing basis, training focuses on rapport building and professional control when attempting to ascertain information from a caller who is in crisis. T.P.S. call takers are trained to be aware that high-risk, violent and emotional events will have distraught callers who may not be focused, listening effectively or capable of responding. The training emphasizes the importance of remaining professional under challenging circumstances, utilizing respectful language that promotes respectful and direct communication.

Members of Communications receive bi-annual In-Service Training, which allows for topics of importance to be presented or reviewed. In 2022, the emphasis of this training was calls for service involving persons in crisis, which included updated training on the foundations of call-taking. Where previously, call-takers were trained to identify the

5Ws of the situation (where, what, when, who, and weapons), call-takers are now trained to consider if the individual is in crisis, in all events. This is notable because the training supports the call takers to evaluate in real time whether a diversion option might be a more appropriate response than dispatching police officers.

Diversion options were a central theme of the 2022 curriculum, including a focus on the Toronto Community Crisis Service (T.C.C.S.). This training provided an overview of the T.C.C.S. and outlined criteria for referring suitable events for diversion. A representative from a T.C.C.S. anchor partner, Gerstein Crisis Centre, attended the training and provided insights on what their response to calls for persons in crisis entailed.

Supervisors at Communications received additional training specifically surrounding the criteria for calls that are suitable for diversion to a non-police response via the T.C.C.S. pilots. Supplementary training material was regularly provided, reminding members of the resources available and the functions of the community anchor agencies involved in crisis call diversion pilots.

In-Service training also covered the 9-1-1 Crisis Call Diversion Pilot Program (see action item 36 for a description of this initiative) as a diversion option, as well as a higher level overview of mental health programs and supports that are available in the City of Toronto. The training also covered internal programs, including in person presentations from both the M.C.I.T. and the F.O.C.U.S. Toronto.

All new Communications operators hired receive 28.25 hours of training that includes elements of responding to individuals experiencing a mental health or addictions issue over the course of their call taking or dispatching classes. Components of this training include:

- General guidelines for call taking;
- Effective call taking;
- Customer service; and
- Emotional callers and de-escalation.

These modules are the building blocks for call taking and teach Communications Operators to consider whether an individual is experiencing a crisis in any event, regardless of the event type selected.

Further training in both call-taking and dispatch classes include an in-depth review of the Unit Specific Policy on 'Persons in Crisis' and a presentation by one of the T.P.S.' Psychologists on 'Understanding Mental Illness'.

Outside of formal training, the members of the Communications Training Section provide 'Training Tips' that are reviewed during pre-shift meetings to ensure the T.P.S. remain current and informed. Training Tips and emails providing direction are posted for future reference via internal mechanisms.

High performing members are invited to take 'Coaching and Mentoring' training to learn to become an on desk trainer, this includes training on evaluation writing. Appropriate

language for both conversation and evaluation writing is taught and discussed in relation to on-desk training and expectations of trainee performance.

STATUS of # 32 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

33. The T.P.S. 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.

See action item 32, as the update provided is relevant to this item.

Communications Services strives to ensure that members remain aware they are the first contact for the public. Training stresses the importance of creating a positive interaction with the public and our partners, and how that interaction impacts both citizens and officers when they arrive on scene. Communications members are aware that high risk, violent and emotional events will have distraught callers who may not be focused, listening effectively or capable of responding. Training focuses on rapport building and professional control when ascertaining information from a caller who is in crisis.

Communications members about to enter Dispatch class attend a “ride along” on the road with a frontline Sergeant. This provides insight as to what happens after they receive a call, the importance of voice and language with the caller, as well as the need for professional communication on the radio.

STATUS of # 33 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

34. The T.P.S. 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.

Also see action items 32 and 33, as the updates provided are relevant to this item.

All active members are required to attend the annual In Service Training Program.

- 2021 - 252 active members received this training
- 2022 - 218 active members received this training

All new Communications operators hired receive 28.25 hours of training that includes elements of responding to individuals experiencing a mental health or addictions issue

over the course of their call taking or dispatching classes. Components of this training include:

- General guidelines for call taking;
- Effective call taking;
- Customer service; and
- Emotional callers and de-escalation.

These modules are the building blocks for all call-taking and teach Communication Operators to consider whether an individual is experiencing a crisis in any event, regardless of the event type selected.

The number of new Communications Operators that were hired and received this training in the past 3 years is as follows:

- 2020 - 45 members
- 2021 - 53 members
- 2022 - 68 members

STATUS of # 34 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

35. The T.P.S. will explore ways to learn from our interactions with individuals who may be experiencing mental health and/or addictions issues through the analysis of data collected (e.g. information gleaned from satisfaction surveys after police interactions).

The Mental Health Data Collection & Analytics Working Group continues to solicit feedback from members with operational experience as well as the Board's M.H.A.A.P. to finalize a definition for 'mental health and/or addictions issue'. This consultation process is meant to mitigate against using a purely analytical definition.

The T.P.S. is in the process of exploring alternate Records Management System platforms. As such, any changes considered to the current systems are paused until replacement viability and a potential timeline can be confirmed. Once a determination is made regarding transitioning to another platform, the working group will resume analysis of changes to the current system.

Analysis work has begun on 'Observed Behaviours' recorded by officers during apprehensions under the Mental Health Act. Observed behaviours have been categorized and a report of analysed trends will be prepared to inform training at the Toronto Police College (T.P.C.). Thus far the trends from the indicated Observed Behaviours criteria have largely been in line with existing training offered through the T.P.C. De-escalation and recognizing historical lived-experience of the subject have been the two prominent elements emphasized during training scenarios offered through the T.P.C. Since data collection began in 2020, the current Observed Behaviour

selection options have shown to provide a detailed and varied field. At this point, it appears as the additional descriptors may render the officer narrative window redundant.

STATUS of # 35 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

OUR COMMITMENT TO ADVOCACY & PARTNERSHIP

36. The T.P.S. will continue to partner with key stakeholders to advocate for increased funding and the expansion of programs that serve people who are experiencing mental health and/or addictions issues, including the Mobile Crisis Intervention Teams (M.C.I.T.) program, community-based crisis services, affordable housing and peer-led organizations operated by and for persons with mental health and/or addictions histories.

The T.P.S. continues to collaborate with community partners, in an effort to best serve the residents of Toronto who are living with mental health and/or addiction issues, to connect them with appropriate resources and to further build mutual trust. Multiple initiatives have either been developed or expanded as a result of collaboration and advocacy since the launch of the M.H.A.S. in 2019. Some recent examples include:

- In 2021, advocacy by the T.P.S. and 6 Hospital partners resulted in the M.C.I.T. program's expansion from 10 teams to 13 teams. This increased the program's coverage both in terms of geography and in hours of availability.
- As a compliment to M.C.I.T. expansion in 2021, the T.P.S. introduced the role of the Divisional Crisis Support Officer (D.C.S.O.). Officers selected to be D.C.S.O.s received enhanced mental health and addictions related training (a 20-hour program). In 2021 and 2022, 391 Members received this training.

The original intent of the program was for one officer per platoon to be assigned as the D.C.S.O. each day at the beginning of their shift. However, evaluation during the implementation phase led to the program being re-imagined in the fall of 2021. As such, officers trained as D.C.S.O.s are now deployed as part of the priority response.

T.P.S. Dispatchers are able to identify D.C.S.O. trained officers via a skill search and selectively assign these officers to mental health related calls where they deem it appropriate.

- In 2019, the Access to Resources and Community Services (A.R.C.S.) Program was developed. A partnership between the T.P.S., Cota Health and multiple Toronto area hospital partners. A.R.C.S. is a case management program that provides wrap around supports to individuals who have recently accessed M.C.I.T. for mental health and/or addictions issues. A.R.C.S.' mission is to promote stabilization and wellness through provision of supports based on the unique needs of its clients. Due to the success of the Program, and increasing demand, it has expanded twice since its inception most recently in October of 2022.

Individuals can only be referred to the program by the M.C.I.T. They can expect to be contacted by Cota Health within 48 hours and once in the program, they are provided one on one, short-term, intensive case management over a span of three months. Supports provided may include:

- Comprehensive assessments;
- Collaborative development of a personal safety plan with a focus on strengths and resources;
- Collaborative development and implementation of an individualized recovery/treatment plan;
- Education around the nature of mental illness and other health topics;
- Support to client's family and/or other support network as appropriate;
- Development and maintenance of self-management and coping strategies;
- Referrals to community resources and primary health care services depending on individual needs;
- Coordination of care between existing support network to community-based mental health service;
- Emotional support and informal counselling; and
- Encouragement to explore strengths, resiliency and personal responsibility.

A successful outcome of involvement in the A.R.C.S. program would see a reduction in the number of future interactions a client has with emergency services as well as hospital re-admissions (i.e. their needs are addressed in the community).

- Two notable 'non-police mental health alternatives responses' have also been implemented recently:
 1. In partnership with Gerstein Crisis Centre, the 9-1-1 Crisis Call Diversion (9.1.1.C.C.D.) Pilot Project commenced in October of 2021, and has been extended for a second year. With expanded hours the pilot services are now offered 24/7 city wide. This pilot project aims to quickly connect inbound 9-1-1 callers experiencing non-emergent mental health-related issues directly to mental health professionals and community-based support. The T.P.S. and Gerstein Crisis Centre responders work collaboratively, but distinctly, to assist

in the diversion of non-emergent mental health related calls. This pilot project offers callers the opportunity to speak to a Gerstein Crisis Worker, rather than have police attend their location and respond to the situation. The Crisis Worker, through an independent and confidential telephone system, work to de-escalate callers in crisis, assess for risk, provide immediate intervention and referrals to supports, shelter, short-term crisis beds, and/or connections to community mental health programs, services and case management/aftercare.

2. The Toronto Community Crisis Service (T.C.C.S.) pilot launched on March 31, 2022 and is a goal and priority action of the City of Toronto's SafeTO: A Community Safety and Well-Being Plan. As a City-led program, this pilot offers an alternative, non-police model of crisis response that can provide both community based mental health support service referrals and/or a crisis team mobile response from a community anchor partner for non-emergency events. The T.P.S. has supported the City of Toronto in the development of this pilot. As a partner, T.P.S. Communications Operators contribute by triaging and transferring appropriate 9-1-1 callers through to the T.C.C.S. in order to connect them with pilot services and the City's mobile crisis response teams.

These alternative response programs assist members of the community in receiving the assistance they require and support our front line officers by diverting non-violent calls for the T.P.S.

- In September of 2022, the T.P.S. launched a Military Veterans Wellness Program. The program was co-created by two T.P.S. constables, with previous experience in the Canadian Armed Forces. The program unites the T.P.S. with Veterans Affairs Canada, the Royal Canadian Legion, and the Operational Stress Injury Social Support, in providing a means for immediate crisis support and referrals for military personnel living with mental health, addiction and/or housing security issues. As part of the program, an online training module was developed to raise awareness amongst T.P.S. members. Due to the positive impact the program has had in its early days, other police services across Canada have shown an interest in adopting the program.

As of December 31 2022, twenty-eight military veterans had received support.

STATUS of # 36 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

37. The T.P.S. 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.

The T.P.S. remains engaged in work on a number of progressive initiatives that emphasize collaboration with community partners and connecting people experiencing mental health and/or addictions issues with the resources and supports that they require. The following paragraphs include updates to existent initiatives as well as new ones that were launched in 2022:

- F.O.C.U.S. (Furthering Our Communities - Uniting Services) Toronto, already the largest Police/Community Agency collaboration in Canada, continued to grow in 2022. There are now 156 community partners participating.

Of the 1103 situations referred to the F.O.C.U.S. Tables in 2022, 769 or 68.2%, originated from the T.P.S. Mental Health remains (year over year) the most prominent risk factor in cases presented at the tables, present in 80.2% of these situations. F.O.C.U.S. recorded an overall success rate of 81.6% where the 'overall risk was lowered', and the situation closed.

The T.P.S. also made 869 direct referrals to F.O.C.U.S. community agencies in 2022. Direct referrals are situations that are identified via F.O.C.U.S. processes, but do not meet the requisite threshold of risk for presentation at the tables. As such, the case is referred to one of the community partners 'directly' or away from the table. Direct referrals generally require the support of one agency only.

- The M.C.I.T. program was expanded in 2021, increasing both its capacity to respond to calls for service and the number of hours within which it may provide a response. The number of teams expanded from 10 to 13, and the daily hours of coverage extended from 10 hours to 14.5 hours.

The program maintains strong working relationships with its six partner hospitals, which includes Humber River, Michael Garron, North York General, Scarborough Health Network, and Unity Health.

- In 2019, the M.C.I.T. program partnered with Cota Health and Bayview Community Services to launch the Access to Resources and Community Services (A.R.C.S.) program. A.R.C.S. is a case management program that provides wrap around supports to individuals who have recently accessed M.C.I.T. for mental health and/or addictions issues. A.R.C.S.' mission is to promote stabilization and wellness through provision of supports based on the unique needs of clients.

Individuals can only be referred to the program by M.C.I.T. They can expect to be contacted by Cota Health within 48 hours, and once in the program, they are

provided one on one, short-term, intensive case management over a span of three months.

The program has expanded twice since 2019, most recently in October of 2022, with partner hospitals now including: The Scarborough Health Network, Humber River Hospital, North York General Hospital, Michael Garron Hospital, and Unity Health.

Between April 1, 2021 and March 31, 2022 (the first A.R.C.S. annual reporting period), the program received 109 referrals, with an average of 2.09 per week.

For the full calendar year of 2022, the A.R.C.S. program received 145 referrals, increasing the average referrals to 2.79 per week.

- 9-1-1 Crisis Call Diversion Pilot: From October 4 2021 – October 3, 2022, the co-located crisis worker from the Gerstein Crisis Centre diverted 612 mental health related calls for service away from a police response. In an additional 367 events, crisis workers co-responded with police and worked to de-escalate the caller until police arrived on scene.
- The Military Veterans Wellness Program: as of December 31 2022, 28 military veterans had received support through this program, with 22 of those in the calendar year of 2022.
- The Toronto Community Crisis Service (T.C.C.S.) Pilot: From March 31, 2022 – September 30, 2022, T.P.S. Communications Operators triaged and transferred 1630 mental health related calls for service to the T.C.C.S. Police did not have to respond to 1137 of these calls.
- The T.P.S. continues to work toward an increased emphasis on the value of its members as connectors to supports for those in the community who require them. Training around the navigation of Toronto's social services system, including promoting Connex Ontario, 211 and the Community Asset Portal has been added to the curriculum of mental health related courses in recent years.

In 2023, a Community Referrals module has been added to the In-Service Training Program that is mandatory annually for all members.

- The T.P.S. has recently initiated the resurgence of numerous Hospital Police Liaison Committees, which facilitate strong partnerships between police and hospital partners. The Committees are comprised of influential members on both the police and hospital side, resulting in practical discourse related to both systemic and local issues. Beyond the quarterly meetings, the relationships formed at the tables have lead to enhanced communication. The strengthened

partnerships allow the police and hospital partners to work through challenges collaboratively and efficiently.

- The Canadian Mental Health Association's Safe Bed program continues to be promoted as a referral resource for T.P.S. members. The program is included, and has recently been expanded upon, in T.P.S.' Person in Crisis procedure. It is also promoted as part of mental health related training and is listed as a mental health referral resource on the T.P.S. Intranet. As a result, there has been a significant increase in the number of referrals officers are making to the Safe Bed program over the past 2 years.
 - 2020 - 21 referrals (Covid-19 impacted this number)
 - 2021 - 73 referrals
 - 2022 - 142 referrals

STATUS of # 37 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

38. The T.P.S. will review the M.C.I.T. model with our hospital and other health care partners to guide program development and quality improvements processes.

In April 2021, the M.C.I.T. Steering Committee membership was expanded to include a broader representation of community agencies and persons with lived experience. The expanded committee continues to set a strategic direction for the program, including exploring best practice, quality improvement initiatives and developing innovative models.

In December 2021, a new M.C.I.T. procedure was finalized and circulated to all T.P.S. members. The 'Persons in Crisis' procedure was also modernized to reflect operational changes to the M.C.I.T. program.

2021 saw the formal and procedural transition of M.C.I.T. from the role of secondary responders to that of primary responders, for calls for service involving persons in crisis.

The M.C.I.T. Program adopted a new uniform in 2021. Input from a community survey and consultation with M.H.A.A.P. contributed to the design of the uniform. The result is a more visible uniform that has a less authoritative appearance.

The entry M.C.I.T. Level One training course increased from 40 hours to 80 hours in 2021.

In 2022 the M.C.I.T. vans incorporated more subdued decaling in order to diminish any stigmatizing impact that a police response may have on individuals in crisis.

In 2022, M.C.I.T.s were offered specialized training in conjunction with the National Anger Management Association. This Certified Crisis Intervention Specialist training involved 24 hours of instruction on leading theories for behavioral response origins and

causes. It also included practical application of recommended best practice for standardized crisis intervention in scenario settings. 16 nurses and 34 police officers completed this training and were certified as crisis specialists, becoming the first in Canada to be so designated.

The M.C.I.T. program commissioned health system researchers from C.A.M.H. (led by Dr June Lam) to review the program and to help identify opportunities for improvement. A report is expected to be published in the summer of 2023.

STATUS of # 38 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

39. The T.P.S. will continue to work with our hospital partners to ensure timely transfers of care in Emergency Departments for individuals who have been apprehended under the Mental Health Act.

The Covid-19 pandemic continues to have a significant impact on the operations of hospitals in the City of Toronto. Critical staffing shortages and associated stressors have impacted both hospital wait times for police and the ability of the T.P.S. and hospital partners to prioritize Hospital/Police Liaison Committees (H.P.L.C.s). The T.P.S. and hospital partners are actively working to revive the H.P.L.C.s, and many are up and running again. As they were pre-pandemic, hospital wait times remain a recurring agenda item at these meetings.

Historical barriers to decreasing wait times continue to present a challenge, with the two most significant being:

- Staffing: health care personnel to triage and provide care, security personnel to relieve police; and
- Physical Barriers: insufficient receiving areas for assessment of patients and bed shortages.

The busy nature of hospital emergency departments necessitate that wait times continue to be tracked, and that police and hospital partners continue working collaboratively toward optimizing processes. Average wait times have increased slightly over the past three years, possibly due to stresses imposed on hospitals by the pandemic.

The T.P.S. and hospital partners continue to share a commitment to work on this issue. The average wait times for the past three consecutive years are as follows:

- 2020 - 91 minutes
- 2021 – 109 minutes
- 2022 – 167 minutes

STATUS of # 39 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

40. The T.P.S. will continue to provide its Members with access to information on local resources available to provide support and assistance to members of the community who may be experiencing mental health and/or addictions issues, such as the Community Access Portal.

The T.P.S. continues toward an increased emphasis on the role of police officers as connectors to services for those living with mental health and/or addictions issues, along with those living with other vulnerabilities who require support.

The T.P.S. has published a Mental Health Referrals Guide on its internal home page, which provides members access to guidance when making referrals to community services. The guide provides information including phone numbers and web links to numerous community supports in Toronto, including:

- The Community Asset Portal (C.A.P.) - a map-based resource locator that provides contact and location information for resources accessible via FindHelp 211's database. As a result of work involving T.P.S. Analytics & Innovation Unit, this database has now been transformed to better cater to our community and frontline officers through the tools available in the C.A.P. application;
- System navigation resources such as Connex Ontario and 211 – the guide and associated training familiarizes and orients members to the online search capabilities of both;
- Local resources - including the Canadian Mental Health Association's (C.M.H.A.) Referral Access Line and Safe Bed Programs and Toronto's network of Rapid Access Addiction Medicine Clinics.
- Internal programs like F.O.C.U.S. (Furthering Our Communities – Uniting Services) Toronto, which continues to grow and tabled over 1100 referrals in 2022. Through ongoing training, officers are becoming increasingly familiar with this impactful program. In 2022, 68.2% of F.O.C.U.S. referrals originated from T.P.S.

Awareness around this Mental Health Referrals Guide has been raised via a Routine Order and continues to be featured in mental health related training.

Additionally, officers are being trained and becoming increasingly familiar with diversion options. Officers responding to calls for service are aware that they now have the ability to request the Toronto Community Crisis Service mobile team (T.C.C.S. – see action item 36 for a description of this initiative) through their dispatchers, when they believe a non-police response might be more appropriate.

STATUS of # 40 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

41. The T.P.S. will track the number of calls due to overdose-related emergencies.

T.P.S. members are often the first responders on the scene of overdose related emergencies and as such represent the quickest access to acute medical care for community members who may be in life or death situations.

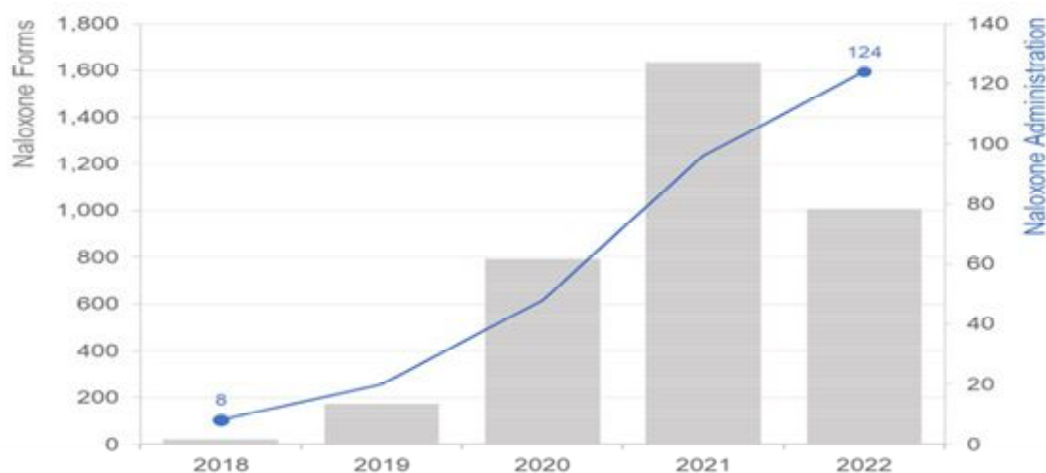
The T.P.S. attended 3,950 overdose calls for service in 2022. A 30.7% decrease from the 5,696 attended in 2021.

In order to maintain ongoing statistics, members are required to complete a Naloxone Tracking Form in the T.P.S. records management system whenever a report related to a drug overdose is created.

The table and chart below display the number of overdose related reports created, and the number of times naloxone has been administered by T.P.S. members, over a 5 year period (since the launch of the naloxone program).

Year	Naloxone Administration	Naloxone Forms
2018 [^]	8	21
2019	20	172
2020	48	794
2021	96	1,635
2022	124	1,006
Total	296	3,628

[^]Full year of data unavailable, T.P.S. commenced phase 1 deployment of Naloxone on June 30, 2018



STATUS of # 41 – **IMPLEMENTED**: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

OUR COMMITMENT TO EVALUATION

42. The T.P.S. will explore and implement all feasible methods of data collection (both qualitative and quantitative) in relation to police interactions with people who appear to be experiencing mental health and/or addictions issues, to allow for more comprehensive evaluation and public reporting.

In February 2022, a ‘Persons in Crisis’ open data resource was released publicly for both Persons in Crisis calls for service and for Mental Health Act Apprehensions. Prior to release, this product was presented to M.H.A.A.P. for input and feedback.

Accessible on the Public Safety Data Portal, these data sets are available for download and are presented both as an Open Analytics Dashboard and a Story Map. Data is currently available for the period of 2014 to 2021. Both data sets will be updated annually and expanded upon as new data is collected. As of December 31st, 2022, the mental health open data pages had been accessed more than 1000 times.

The T.P.S. will utilize a member survey to evaluate its effectiveness in responding to and interacting with Persons in Crisis. The survey will solicit member feedback on:

- The members perceived effectiveness in responding to calls involving persons who may be experiencing mental health and addictions issues;
- The relevance of T.P.S. mental health related training and the officer’s ability to retain and apply the same; and

- The officer's confidence in their ability to connect community members to supportive resources.

A draft survey was presented to the Board's M.H.A.A.P in October of 2022, and to the T.P.C in November of 2022. These consultations led to the survey being finalized later that month.

The survey was made available to front line Members in January of 2023.

Insights gained will help to identify gaps and inform future training, initiatives and processes as the T.P.S. strive for continuous growth in this area.

STATUS of # 42 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

43. The T.P.S. will explore the development of metrics and the collection of data to facilitate evaluation and reporting on the interconnected nature of mental health and/or addictions issues and other social categorizations in interactions with police.

Phase 2 of the Race Based Data Strategy includes the collection of race-based data for apprehensions under the Mental Health Act. The Strategy team, working out of T.P.S. E.I.H.R. Unit, is currently working on developing data analyses by engaging with internal and external stakeholders to scope the data needed and identify hypotheses of interest.

The Mental Health Data Collection & Analytics Working Group has met with E.I.H.R. strategy team to identify appropriate data for analysis, and to begin defining the benchmark population and apprehension outcomes.

STATUS of # 43 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

44. The T.P.S. will explore means for collecting additional information (e.g. race-based data collection, de-escalation techniques used, etc.) to allow for more detailed reporting and analysis of police interactions with people who appear to be experiencing mental health and/or addictions issues, where a Mental Health Act apprehension was made.

Also see action item 43, as the updates provided are relevant to this item.

The T.P.S. began tracking and reporting on de-escalation attempts related to Conducted Energy Weapon (C.E.W.) use in 2019. The T.P.S updates the Board via an annual C.E.W. Board Report, which provides data on total number of C.E.W. uses and the number of times de-escalation was attempted during those interactions including the techniques utilized, such as communication and/or containment.

Additionally, a new modernized Use of Force Report (which is separate from the C.E.W. report) came into use on January 1st, 2023. The new version includes a section wherein members can report de-escalation attempts in all instances where force is used (i.e. not just for C.E.W. use). As such, the T.P.S. will be able to report on de-escalation attempts in relation to all instances where force is used beginning in 2024.

Similar to reporting on de-escalation attempts associated with C.E.W. use, this form recognizes that officers will not be afforded the opportunity to employ de-escalation strategies in every instance (i.e. where immediate action is required to prevent serious bodily harm or death). In these instances, where an officer answers 'No' to the question 'Did you attempt/use de-escalation techniques?', a 'Reason' field pops up and members must explain why.

STATUS of # 44 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.

45. The T.P.S. will continue to review best practices from other jurisdictions across Canada and around the world to inform the ongoing improvement of training.

See action items 18 and 30, as there is significant overlap with this item.

The content of police training reflects the latest knowledge and practice and is developed in consultation with experts, community members, advocacy groups, agencies and institutions, mental health professionals, those with lived experience and consumer survivors.

The T.P.C. continually reviews, develops and updates training to ensure officers are equipped with the knowledge, skills and abilities needed to provide appropriate responses and service delivery to all communities.

T.P.C. instructors and section heads sit on various committees and working groups at the provincial and national levels to help enhance training and related standards for the T.P.S. and partners. Over the past several years the T.P.C. has worked collaboratively with community partners and subject matter experts to design effective training in the areas of human rights, profiling, mental health, community engagements, emotional intelligence and critical thinking.

Members in more focused mental health roles frequently engage with both local and international partners in policing and other relevant sectors to ensure our training and processes remain in line with best practice. Some examples from 2022 include:

- In April and October of 2022 police constables, nurses and supervisors assigned to the M.C.I.T. program, and training constables assigned to the Incident Response Training section at the T.P.C. took part in a Certified Crisis Intervention Specialist (C.C.I.S.) course. These participants are the first certified

'Crisis Intervention Specialists' in Canada. The C.C.I.S. designation is administrated through the National Anger Management Association, a mental health association in the United States, which over the years has certified police officers and corrections official from various states. The training from this certification course will help inform future training for members of the T.P.S.

- In April of 2022, the M.C.I.T. Coordinator attended an international roundtable symposium at the University of Limerick in Ireland. The purpose was to assist the Government of the Republic of Ireland and their national police service in developing a co-response model to assist in safe outcomes when helping persons in crisis.
- In June 2022, training constables from the Incident Response Training section attended the Police Executive Research Forum's (P.E.R.F.) 'Integrating Communication, Assessment and Tactics' (I.C.A.T.) course. As per P.E.R.F., I.C.A.T. is a training program that provides first-responding police officers with tools, skills, and options for successfully and safely defusing a wide range of critical incidents. I.C.A.T. takes the essential building blocks of critical thinking, crisis intervention, communications and tactics, and puts them together in an integrated approach to training.
- In September, 2022, T.P.S. members participated in a workshop hosted by the Mental Illness Caregivers Association. The workshop was titled 'A Workshop on Strategies for Reducing the Risk of Violence When Police Interact with People Living with Mental Illness and/or Substance Use Disorder: A Caregiver's Approach'. The purpose of the workshop was to develop tips and strategies for Caregivers whose family members and /or love ones who maybe living with mental health and substance use disorders, which may lead to interactions with police.
- In October 2022, training constables from the T.P.C. Incident Response Team section attended the Ontario Police College 'Crisis Negotiator Basic Training'. This 10-day training offers instructional training in crisis negotiation theory, concepts, tactics, the psychology of conflict management, communication skill and techniques, de-escalation and crisis management. Practical exercises and scenario-based training are foundational to the course, and provide opportunities to develop knowledge and skills and apply theory to practice.
- Multiple T.P.S. members belong to the 'Mental Health Community of Practice' (M.C.O.P.), a provincial committee made up of law enforcement officers and related sectors/organizations, including: Georgian College, Ministry of Solicitor General, Canadian Mental Health Association, Ontario Police College and the Ministry of Health and Long Term Care. The M.C.O.P. meets regularly and collectively explore best practices.

The T.P.S. continually pursues similar opportunities and seeks to develop further networks to ensure that training and process remain at the leading edge.

STATUS of # 45 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within

OUR COMMITMENT TO TRANSPARENCY, ACCOUNTABILITY, AND REPORTING

46. The T.P.S. will collect information/data and prepare an annual report on this Strategy that allows for the timely assessment of T.P.S. Members' interactions with people who may be experiencing mental health and/or addictions issues, including the use of de-escalation, use of force, and the use of cultural competence and an equity approach. This report will be a public document and will include the information outlined in the Appendix.

The M.H.A.S. emphasizes the principles of transparency and accountability, and an important commitment was made to publicly report on implementation of the action items annually.

As such, the T.P.S. has provided a M.H.A.S. implementation report to both the Board and the Board's M.H.A.A.P. each year since the launch in 2019. Most recently, the T.P.S. presented the 2022 action item updates to M.H.A.A.P. at their December 8th, 2022 meeting, and will present the same to the Board at their April 2023 meeting.

In February 2022, an outward facing M.H.A.S. Implementation Dashboard was launched, affording the public access to the status of implementation.

Accessible via the Public Safety Data Portal, this dashboard serves as the primary and most efficient method to report to the public on developments in the implementation of the M.H.A.S. In the future, it will integrate with other T.P.S. dashboards as well as support valuable information sharing with the City of Toronto.

The site had been viewed more than 2000 times as of November 26th of 2022.

STATUS of # 46 – IMPLEMENTED: meaning this action item has been satisfied but is ongoing and the T.P.S. will remain guided by the principles within.



PUBLIC REPORT

April 25, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

**Subject: 41 Division Facility Update: Contract Increases –
Construction Management Services and Architectural
Consulting and Design Services**

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

This report recommends that the Toronto Police Services Board (Board):

- 1) approve an increase of \$2.51 Million (M) to the contract with Eastern Construction Company Limited (Eastern) for the provision of construction management services for the new 41 Division facility from \$6.41M to \$8.92M;
- 2) approve an increase of \$2.0M to the contract with W.Z.M.H. Architects (W.Z.M.H.) for the provision of architectural consulting services for the design and construction of the new 41 Division facility from \$2.3M to \$4.3M; and
- 3) authorize the Chair to execute any required agreements on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The capital budget for the Toronto Police Service's (Service's) 41 Division project was first included in the Service's 2018-2027 Capital Program (Min. No. P58/18 refers).

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As part of the 2023-2032 capital program, the cost of this project was estimate to be \$76.7M (Min. No. P2023-0109-2.3 refers) over the years 2018 – 2025. This estimate is inclusive of the City of Toronto’s (City) Net Zero Strategy to reduce community-wide greenhouse gas emissions to net zero by 2040, and also reflects delays and cost impacts due to the unprecedented COVID-19 pandemic and associated global supply chain shortages.

The current contract with Eastern has a value of \$6.41M, which expires on July 24, 2024. Spend to date on the current contract is \$4.3M. The increased construction management services are estimated to be \$2.51M for a total revised contract value with Eastern of \$8.92M. Part of this cost increase is due to the rework associated with achieving the City’s Net Zero Strategy, coupled with inflationary and pandemic related cost increases.

The current contract with W.Z.M.H. has a value of \$2.3M, which expires on December 31, 2023. Spend to date on the current contract is \$2.5M. The increased architectural consulting fees are estimated to be \$2.0M for a revised total contract value with W.Z.M.H. of \$4.3M. The City’s Net Zero Strategy, with implementation commencing in December 2021, required extensive rework of design phases already completed, which resulted in increased architectural consulting fees.

It is important to note that while this report is intended to be a contractual increase request for two specific vendors, the 41 Division build is a complex project. Divisional operations are continuing on-site concurrent to the building’s demolition and construction of the new building sections. This division will be the first Service building to meet the City’s requirements for net zero energy and emissions. There remains risk of cost escalations that are inherent in most construction projects and are especially pronounced on this project as it is considering newer concepts to design and construction. The project is managed closely and maintains productive relationships with its vendors and City partners. The Board will continue to be updated on the project’s status, milestones, and budget in the quarterly capital variance reports.

Summary:

The purpose of this report is to request the Board’s approval for increases to the existing contracts with W.Z.M.H. and Eastern for the provision of architectural consulting services and construction management services respectively for the new 41 Division facility. An increase in the contract values for W.Z.M.H. and Eastern is required to accommodate the cost of project changes that are necessary to comply with the City’s Climate Strategy to reduce community-wide greenhouse gas emissions to net zero by 2040, as well as to adjust for the cost escalation associated with global supply chain shortages and inflation.

Discussion:

Background

The existing 41 Division is one of the oldest buildings in use by the Service. Originally built in 1961 as the Magistrates Court with Police Headquarters for Scarborough, 41 Division was converted for exclusive use by the Service in 1978. Although some renovations have been done since that time, the building is functionally outdated and does not meet the current needs of the Service as a modern and efficient workplace.

The new 41 Division facility will include operational office space, locker rooms, cells, firearm storage, interview rooms, administrative space, community meeting areas with up-to-date audio visual systems, security system with Closed-Circuit Television (C.C.T.V.) cameras, state of the art fire detection system, and an underground parking garage. To allow policing operations to continue, the construction of the new facility will be taking place in phases.

Relevant Board Policies and Compliance

The Board's Purchasing By-law (By-law No. 163) states the following:

'20.5 Where any purchase has been authorized under this by-law, those persons authorized to make the Award may, upon being satisfied that increases are required, authorize expenditures that exceed the original approved Contract Value at the time of Award, provided that any additional expenditures cumulatively shall not exceed the lesser of:

- (a) fifteen percent (15%) of the total cost of the original approved Contract Value at the time of Award; and*
- (b) the authority of that person as set out in section 20.3.'*

Both the increase to the contract with Eastern (\$6.41M to \$8.92M, 39% increase) and the increase to the contract with W.Z.M.H. (\$2.3M to \$4.3M, 87% increase) exceed 15%, and exceed the contract award authorities under section 20.3 of the Purchasing By-law (i.e. \$1M for competitive purchases), and as a result, the purpose of this report is to request the Board's approval for both these increases.

Requests for Proposals

In January 2019, Request for Proposal (R.F.P.) number 1298428-19 was issued by the Service's Purchasing Services unit to the Service's list of approved pre-qualified vendors for the provision of architectural consulting and design services for the new 41 Division project. The contract for architectural and design consulting services for the new 41 Division facility was awarded to W.Z.M.H., commencing April 2019 through to December 2023.

In September 2019, Request for Proposal (R.F.P.) number 1326331-19 was issued by the Service's Purchasing Services unit for the provision of construction management and construction services for the new 41 Division project and Eastern was recommended for

award. On May 21, 2020, the Board approved the contract award to Eastern at an estimated value of \$6.41M (Min. No. P54/20 refers).

Timeline of Events

The following describes the timelines and activities associated with the contract increase requests and meeting the City's requirements for net zero energy and emissions:

- 2019 - Design development for the new 41 Division facility was in the early stages, and the Service was required to comply with Toronto Green Standard (T.G.S.) Version 3 for City owned facilities. T.G.S.-Tier 3 Version 3 refers to energy and emissions targets only which are a subset of the broader requirements to achieve net zero energy and emissions;
- February 2021 – The Service was advised that all City agencies, corporations, and divisions would be required to achieve net zero energy and emissions by 2040 and City staff forwarded a draft document to W.Z.M.H. for reference;
- March 2021 - W.Z.M.H. submitted the Site Plan Approval documents to the City;
- June and November 2021 - Discussions were held with representatives from the City's Environment and Climate Division to establish the minimum net zero energy and emissions requirements for the new 41 Division project, including discussions of possible funding; and
- December 2021 - City Council decision to adopt a net zero energy and emissions requirement by 2040.

As a result of the direction to adopt net zero energy and emissions requirements, the Service revisited the design development for the project throughout 2022. This involved redesign and value engineering efforts to contain costs wherever possible and encompassed architectural, structural, mechanical, electrical, civil engineering, landscape and specialty consultants for energy modelling and building envelope. The architectural consultants worked on an accelerated schedule to minimize the impact to the overall project schedule.

Conclusion:

The Service's new 41 Division Project Manager and representatives from Eastern, W.Z.M.H. and multiple sub-trades have worked tirelessly to value engineer many aspects of the building design to contain and control costs wherever possible. Despite these ongoing efforts, the extensive work involved with the building's redesign to meet net zero energy and emissions requirements has resulted in increased costs for architectural consulting and construction management services required to meet these sustainability targets. The new 41 Division will be the first net zero energy and emissions building in use by the Service.

It is therefore recommended that for the new 41 Division facility, the Board approve an increase to the contract with Eastern for construction management services from \$6.41M

to \$8.92M, as well as an increase to the contract with W.Z.M.H. for architectural consulting services for the design and construction from \$2.3M to \$4.3M.

Ms. Svina Dhaliwal, Interim Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office



PUBLIC REPORT

April 21, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Contract Extension and Increase with Nex Industrial Supplies Inc. for the Maintenance, Repair and Replacement of Overhead Doors and Gates

Purpose: Information Purposes Only Seeking Decision

Recommendations:

This report recommends that the Toronto Police Services Board (Board):

- 1) approve a contract extension with Nex Industrial Supplies Incorporated (Nex) for the maintenance, repair and replacement of overhead doors and gates from January 1, 2023 to September 30, 2023;
- 2) approve a contract increase from \$500 thousand (K) to \$1.16 Million (M); and
- 3) authorize the Chair to execute any required agreements on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The Toronto Police Service (Service) had a contract with Nex for the maintenance, repair and replacement of overhead doors and gates, from August 1, 2021 until December 31, 2022, at a value of \$500K.

The Service has a continuing need for these goods and services. Until a new competitive procurement process can be completed, the Service is

requesting the Board's approval for an extension of the current contract with Nex until September 30, 2023, and an increase of \$660K for a total contract value of \$1.16M.

The maintenance, repair, and replacement of overhead doors and gates is funded on an annual basis from the following sources:

- Operating Budget - An amount of \$160K has been included in the Service's operating budget (Min. No. P2023-0109-2.2 refers).
- Capital Program - An estimated \$500K has been included in the Service's approved 2023-2032 capital program as part of the State of Good Repair project (Min. No. P2023-0109-2.3 refers).

Summary:

The purpose of this report is to request the Board's approval of a contract extension to the contract with Nex for the maintenance, repair, and replacement of overhead doors and gates to September 30, 2023, and an increase in the contract value from \$500K to \$1.16M.

The Service requires a dedicated supplier for the provision of repair, maintenance services, and equipment replacement of overhead doors, gates and parking control arms at its numerous buildings across the city. The agreement with the dedicated supplier allows the Service to provide a quick response to emergency issues and ensures that repairs and equipment replacements are completed satisfactorily and in a timely manner.

Discussion:

Background

In February 2018, the Service piggybacked on a City of Toronto (City) contract to secure the services of a firm specializing in the maintenance, repair and replacement of overhead doors and gates. In June 2021, the City made a decision not to exercise the final optional one year contract extension period with that existing supplier, leaving the Service without a dedicated service provider for overhead door and gate repairs.

As the security of the Service's buildings is paramount, it is imperative that overhead doors and gates are in proper working condition. Subsequent to the City's decision not to extend their contract for the maintenance, repair and replacement of overhead doors and gates, the Service awarded a contract to Nex on a single source basis based on several factors: an immediate operational need, having experienced issues with the previous vendor, as well as recommendations from a neighbouring police agency that had been utilizing the services of Nex and provided confirmation as to their satisfactory performance.

The Service engaged Nex in August 2021 on an emergency basis to repair and maintain overhead doors and gates across the Service, as well as to replace aging or failing equipment. The vendor's performance has been satisfactory throughout the period of engagement.

In March of 2022, the Service's Purchasing Services unit issued Request for Quotation (R.F.Q.) number 1452763-22 to secure a consultant to review the condition of all overhead doors and gates, and to make appropriate recommendations with respect to short and long-term lifecycle projections. Subsequently, in June of 2022, the Service awarded a contract to Moon-Matz Limited to conduct a site audit of all existing overhead doors, gates and parking arms and to provide recommendations for preventative maintenance programs, repairs, and lifecycle replacement of aging equipment. These recommendations will inform the development of a Request for Proposal (R.F.P.) to secure overhead door and gate services. Representatives from the Service's Facilities Management unit are currently reviewing the audit summary with Moon-Matz Limited. An extension and increase of the current contract with Nex is requested to allow sufficient time for the R.F.P. issuance, evaluations, and contract award with an overhead door and gate service provider.

Relevant Board Policies and Compliance

Section 15.1 (i) of the Board's Purchasing Bylaw (Bylaw No. 163) makes provision for non-competitive procurement exceptions in situations that are considered emergencies:

15. Non-Competitive Procurement Exceptions - General

15.1 A non-competitive procurement may be undertaken where both the proposed non-competitive procurement and the particular vendor can be justified in good faith, based on one or more of the following considerations:

(i) The Goods or Services are required as a result of an Emergency which would not reasonably permit the Solicitation of competitive submissions; and

Section 5 (t) of the Board's Purchasing Bylaw defines emergencies as follows:

'(t) 'EMERGENCY' – Any situation of extreme urgency brought about by unforeseeable events that make the procurement of Goods and Services necessary to address an immediate risk to persons, health, safety, security, property, the environment or other public interests of the Service.'

Section 15.3 of this Bylaw outlines the approval authority and reason for this Board report.

15.3 the Chief may only make an Award, or combination of related Awards, through a non-competitive procurement under this section for a total amount not exceeding \$500,000, and execute a Contract in relation to that Award.

Conclusion:

Based on the ongoing volume of work orders issued in response to overhead door, gate and parking control arm failures, the repair and replacement costs to bring the equipment to a state of good repair is expected to be substantial.. Therefore, an estimated \$660K has been allocated in 2023 for this purpose, funded from the Service's centralized operating budget and the Service's State of Good Repair capital budget.

It is therefore recommended that the Board approve a contract extension with Nex for the maintenance, repairs, and replacement of overhead doors and gates from January 1, 2023 to September 30, 2023, and an increase to the contract value from \$500K to \$1.16M.

Ms. Svina Dhaliwal, Interim Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office



PUBLIC REPORT

April 24, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

**Subject: Pre-Qualified Vendors for Information Technology
Professional Services**

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Services Board (Board):

1. approve the pre-qualification of the vendors listed below for information technology (I.T.) related professional services for a two year period commencing on June 1, 2023 to May 31, 2025 with the option to extend for two additional one year extensions:
 - 01 Millennium Consulting Incorporated;
 - 22nd Century Technologies Canada, Incorporated;
 - Amyantek Incorporated;
 - Attain Insight Solutions Incorporated;
 - Bevertec CST Incorporated;
 - Buchanan Technologies Limited;
 - Calian Limited;
 - D.L.S. Technology Corporation;
 - Finney Taylor Consulting Group Limited;
 - ISA Cybersecurity Incorporated;
 - I.T./I.Q. Tech Recruiters Incorporated;
 - Kairos I.T. Corporation;
 - Maplesoft Consulting Incorporated;
 - Mindwire Systems Limited;
 - Modis Canada Incorporated;
 - OnX Enterprise Solutions Limited;

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- Precision ERP Incorporated;
 - PricewaterhouseCoopers .L.L.P.;
 - Raise (formerly Ian Martin);
 - Randstad Interim Incorporated;
 - Raymond Chabot Grant Thornton Consulting Incorporated;
 - S.i. Systems U.L.C.;
 - TEEMA Solutions Group, Incorporated;
 - TEKsystems Canada Corp.;
 - The Employment Solutions Contract Services Incorporated;
 - Tundra Technical Solutions Incorporated;
 - vTech Solution Incorporated; and
 - Workiy Incorporated.
2. authorize the Chair to execute all required agreements and related documents on behalf of the Board subject to approval by the City Solicitor as to form; and
 3. authorize the Chief to exercise the options to extend subject to continued business needs, funding, and satisfactory vendor performance.

Financial Implications:

There are no financial implications arising from the recommendations contained in this report. The contracting of I.T. professional services is subject to the availability of funds in the appropriate capital project or annual operating budget.

Summary:

The purpose of this report is to seek approval to pre-qualify vendors for I.T. professional services as required by the Toronto Police Service (Service). Establishing pre-qualified vendors will enable the Service to contract these services in a timely manner and at a competitive price. This process will also:

- reduce the administrative costs associated with conducting repeated formal procurement calls;
- provide specialized expertise required on a short-term basis; and
- improve the turnaround time to acquire needed temporary contract resources.

Pre-qualifying vendors facilitates the process for contracting I.T. professional services required for projects and operational needs wherein the approved pre-qualified vendors can participate in second stage competitive procurement processes as the need arises for specific I.T. professional services. As a result of a Request for Pre-Qualification (R.F.P.Q.) process, 28 proponents are being recommended for pre-qualification. The 28 proponents, if approved by the Board, will be eligible to respond to Requests for Services (R.F.S.s) for a two (2) year period

from June 1, 2023 to May 31, 2025, with an option to renew for two (2) additional one (1) year extensions at the Chief's discretion.

Discussion:

Background

At its meeting on June 19, 2020, the Board approved the pre-qualification of vendors to provide the Service with various I.T. professional services from June 1, 2020 to May 31, 2022 with the option to renew for one (1) additional year at the discretion of the Chief. The optional extension year was exercised and the current pre-qualifications expire on May 31, 2023 (Min. No. P94/20 refers).

Relevant Board Policies and Compliance

The Board's Purchasing By-law (By-law No. 163) states the following:

'11. Pre-qualification for Selective Solicitations

A R.F.P.Q. may be used to establish a list of pre-qualified vendors for a particular term. The prequalified list of vendors must be approved by the Board. The Purchasing Manager may then administer relevant R.F.Q. and R.F.S. without a requirement for Board approval for subsequent Solicitations and Awards.'

As a result, the purpose of this report is to request the Board's approval to re-establish a list of pre-qualified vendors for I.T. professional services.

Procurement Process

R.F.P.Q. # 2023-01 for I.T. Professional Services was issued by the Service's Purchasing Services Unit on MERX on January 19, 2023 and closed on March 6, 2023. The objective of the R.F.P.Q. was to re-establish a group of pre-qualified vendors to provide I.T. professional services. The R.F.P.Q. outlined 16 pre-defined I.T. professional roles as noted below. Proponents had to be able to provide candidate consultants for a minimum of eight (8) of the pre-defined roles.

Pre-Defined I.T. Professional Roles
Project Manager
Business Analyst
Organizational Change Manager
UX/UI Designer
Service Designer
Software Developer
DevOps Engineer
Robotic Process Automation (R.P.A.) Specialist
Artificial Intelligence/Machine Learning Specialist
Data Analyst
Data Architect

Data Governance and Compliance Specialist
Information Privacy Specialist
Solution Architect
Domain Architect
Risk Management Specialist

All vendors who pre-qualify under the R.F.P.Q. will also be eligible to respond to R.F.S.'s to provide other types of I.T. professional services in addition to the 16 pre-defined roles.

121 suppliers downloaded the R.F.P.Q. from MERX and 43 submitted responses to the R.F.P.Q. In Stage 1 of the R.F.P.Q. evaluation process, proponents were evaluated to ensure that mandatory requirements were met. Of the 43 submissions, one submission was a no bid, and four (4) submissions were disqualified. 38 proponents moved on to the evaluation stage.

Proponents meeting the mandatory requirements advanced to Stage 2 of the evaluation process and were rated using the evaluation criteria outlined below:

- years of experience;
- client references; and
- quality assurance process.

Proponents had to achieve a minimum threshold score of 75 percent in accordance with the evaluation criteria in order to be recommended to be a pre-qualified vendor. 10 proponents failed to meet the minimum threshold score. The remaining 28 proponents passed the minimum threshold score and are being recommended for pre-qualification (refer to Appendix A – Pre-qualified list of Vendors and Professional Services).

Second Stage R.F.S. Process:

A second stage R.F.S. process will be carried out each time the Service has a need for I.T. professional services, in order to ensure the Service obtains the most qualified candidate(s) for the services required at a competitive cost.

R.F.S.s will be issued on MERX by the Purchasing Services Unit with invitations to the pre-qualified vendors eligible to bid on the required I.T. services. The R.F.S.'s will provide the pre-qualified vendors with:

- a description of the professional service(s) required;
- a statement of work including, if appropriate, a component for the transfer of skills;
- a list of deliverables; and
- a timetable for the work.

The pre-qualified vendors will be requested to:

- propose (an) appropriately skilled resource(s) to provide the service(s); and

- bid an hourly rate for the service(s).

The selection of the candidate and associated vendor will be based on an evaluation of the submitted candidate's skills and experience against the required skills and experience as stated in the R.F.S. and the candidate's hourly rate.

Conclusion:

For the reasons outlined above, it is recommended that the Board approve the pre-qualification of the 28 vendors listed above to provide I.T. professional services as required. The pre-qualified vendors will be eligible to provide requested I.T. services from June 1, 2023 to May 31, 2025 with the option for two additional one year periods at the Chief's discretion taking into account vendor performance, budget and the continued need for these services.

Mr. Colin Stairs, Chief Information Officer, and Ms. Svina Dhaliwal, Interim Chief Administrative Officer, will be in attendance to answer any questions the Board may have concerning this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office

Appendix A: Pre-qualified List of Vendors and Professional Services

Vendor	Project Manager	Business Analyst	Organizational Change Manager	UX/UI Designer	Service Designer	Software Developer	DevOps Engineer	Robotic Process Automation (RPA) Specialist	Artificial Intelligence/Machine Learning Specialist	Data Analyst	Data Architect	Data Governance and Compliance Specialist	Information Privacy Specialist	Solution Architect	Domain Architect	Risk Management specialist
01 Millennium Consulting Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
22nd Century Technologies Canada, Inc.	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y
Amyantek Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Attain Insight Solutions Inc.	Y	Y			Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y
Bevertec CST Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Buchanan Technologies Ltd.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Calian Ltd	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
DLS Technology Corporation	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Finney Taylor Consulting Group Ltd.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ISA Cybersecurity Inc.	Y	Y	Y								Y	Y	Y	Y	Y	Y
IT/Q Tech Recruiters Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Kairos IT Corporation	Y	Y		Y		Y	Y			Y	Y			Y	Y	Y
Maplesoft Consulting Inc	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Mindwire Systems Ltd.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Modis Canada Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
OnX Enterprise Solutions Ltd.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Precision ERP Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
PricewaterhouseCoopers LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Raise	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Randstad Interim Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Raymond Chabot Grant Thornton Consulting Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
S.i. Systems ULC	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
TEEMA Solutions Group, Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
TEK Systems Canada Corp.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
The Employment Solutions Contract Services Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Tundra Technical Solutions Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
vTech Solution Inc.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workiy Inc	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Attachments:

Appendix A – Pre-qualified List of Vendors and Professional Services



PUBLIC REPORT

May 18, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Request for Funds – Annual Community Events 2023

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Services Board (the Board) approve an expenditure in the amount of \$50,000 from the Board's Special Fund, less the return of any funds not used, to support the annual community events and initiatives listed within this report.

Financial Implications:

The Board's Special Fund will be reduced by a total of \$50,000. This is the total cost of expenditures related to the annual events listed in this report.

Summary:

This report recommends approving an expenditure of \$50,000 from the Board's Special Fund to fund Annual Community Initiatives co-hosted by the Board and the Toronto Police Service (the Service).

In accordance with the Board's Special Fund Policy, the purpose of this report is to provide the Board with a list of the annual community events/initiatives scheduled to take place in 2023, the rationale for the funding sought for each initiative and to provide an accounting and description for the previous year's events.

TORONTO POLICE SERVICES BOARD

40 College Street Toronto, Ontario M5G 2J3 | Phone: 416.808.8080 Fax: 416.808.8082 | www.tpsb.ca

Discussion:

Background

Section 132(2) of the Police Services Act establishes that police boards have the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The Act stipulates that “the Chief of Police may cause property to be sold, and the Board may use the proceeds for any purpose that it considers in the public interest”. In the case of the Board, the proceeds from such sales are placed into a fund known as the Special Fund.

The Board, at its meeting on July 22, 2010, granted standing authority to the Chair and the Vice Chair to approve expenditures from the Board’s Special Fund for a total amount not to exceed \$10,000 per individual event for internal and community events hosted annually in whole or in part by the Board and the Toronto Police Service (the Service). Notwithstanding this authority, the Service brings forward a list of events with requested funding annually, for approval by the Board, to be funded from the Board Special Fund.

The Board’s Policy on the Special Fund outlines the guiding principles of the Fund and is clear on the delegated authority to the Chair and Vice-Chair to assess and approve funding that fall in to certain categories. One of these categories is the “Annual Community Initiatives”.

Relevant Board Policies and Compliance

This report is in compliance with the requirements of the Board Special Fund Policy.

Annual Community Events and Initiatives

In addition to everyday local events, the Service participates in and organize numerous annual community events and initiatives throughout the year. Many of these annual events and initiatives are co-hosted by the Board, with the Board providing partial and/ or full funding. In addition to Board funding, the Service, community partners and community members also absorb some costs associated with community and cultural events.

The areas considered when creating a budget for a community/cultural event include; venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals (Min. No 208/10 refers).

These events are aimed at fostering safer communities, which include collaborative relationships with community members and organizations thereby optimizing community-police engagement opportunities. Community engagement is a foundation for enhancing community safety and well-being that builds healthy, strong and inclusive communities.

COVID – Changing Operations 2020 to 2022

In 2020, COVID-19 became a serious public safety issue and Ontario first declared an initial state of emergency on March 17, 2020. Mandated restrictions were later imposed by the Ontario government under the Reopening of Ontario Act (R.O.A.). Scheduled annual events and community engagement opportunities were cancelled and pivoted to virtual platforms where possible. This public safety issue and varied levels of restrictions continued into 2021 and the beginning of 2022.

In January of 2021, a reduction was made in the request for funds to support the annual events based on a projected spending reduction of 32%. Funding for Annual Community Events was reduced from \$115,500 in 2020 to \$78,500 in both 2021 and 2022.

On March 28, 2022 the R.O.A. expired and on April 27, 2022 all remaining measures, directives, orders and restrictions related to the Act were removed.

In response to the lifting of restrictions, the Community Partnerships and Engagement Unit resumed full operations in relation to Annual Community Events, in cooperation with our community members and volunteers. In most circumstances, the events moved from virtual platforms back to in-person community events.

Due to a reduction in incoming funds related to the pandemic, the amount of funds that supply the Special Fund have been significantly reduced. Consequently, the request for funds have been significantly adjusted to reflect this current reality.

The Service recognizes the policies and obligations of the Board to support yearly initiatives including corporate recognition, annual funding to community/governmental partners in addition to the Annual Community Events that are detailed in this report. In recognizing these obligations and the current limitations of the Special Fund, a review has been completed of previous events and where possible reductions have been made and alternative funding sources sought. The reductions and alternative funding sources are specific to 2023 and more funding will likely be necessary to fully support these events and initiatives in 2024.

Review of Events and Allocated Funding

The Service is requesting that \$50,000 of funding is allocated to 2023 Annual Community Events. A full review of the events and costs incurred over the past five years has been conducted in consideration of this report.

As a result of that review, and the notification of the health of the Special Fund, adjustments in the allocation of funds are recommended. The total funding request for 2023 is \$50,000. This represents a funding level of \$28,500 less than the 2022 approved funding level and \$65,500 less than the pre-pandemic funding level of \$115,500.

Notable changes include:

- Full reduction of the funding allocated to the Community Policy Academy for 2023 due to staffing constraints to deliver the program;

- Reduction of funding to the International Day of Pink event due to reduced costs made possible by alternative funding source that has supported this event;
- Reduction of funding for International Francophone Day event as this event has already occurred with alternate funding sources utilized for the 2023 event;
- Reduction of funding to National Victims of Crime Awareness Week based on staffing constraints, previous spending and events held. It is recommended that this funding be allocated to Crime Prevention Week to further community safety through crime prevention initiatives launched within our communities and with the community;
- A 50% reduction in the funding allocated to the Chief of Police Fundraising Gala, United Way, and Torch Run/Special Olympics contributions;
- Reduction in the funding allotted to Black History Month celebrations based on actuals spent as the event has already occurred in February;
- New in the 2023 request, recognition and allocation of funding to Islamic Heritage Month celebrations;
- New in the 2023 request, allocation of funding to recognize Canadian Jewish Heritage Month and to host a Hanukkah event in support of the newly formed Jewish Community Consultative Committee and the Jewish Community;
- Reduction to funding in all heritage month celebrations to equal amounts for equitable disbursement of available funds;
- Full reduction of funding to for the Volunteer Appreciation Night as this event is covered under Item 1 of the Special Fund, “Corporate Awards and Recognition Programs” whereas “Expenditures and costs related to the Board’s formal recognition of the long or meritorious service of Board Members, Toronto Police Service Members, Auxiliary Members and Volunteers, which includes expenditures and costs associated with the Board’s awards and recognition initiatives”.
- Full reduction of funding to the Youth in Policing Initiative Luncheons, provided that the program has transitioned out of the Community Partnerships and Engagement Unit; and
- Reduction in the funding allocated to the Toronto Police Cricket Club to 50% of 2022 funding allotment. Beginning in 2024, this funding request will be removed from the list of Annual Community Initiatives as this initiative is not directly tied to the Community Partnerships and Engagement Unit. The Club will work directly with the Board going forward.

Appendix A, entitled “*Request for Annual Community Event Funding, Event Description, Expenditures and 2023 Funding Rationale*”, is attached to this report detailing the events held in 2022, expenditures incurred in 2022 and funding request rationale for 2023 events. This Appendix is provided in compliance with the Board’s Special Fund Policy.

2023 Scheduled List of Annual Community Events and Initiatives

The following chart provides a list of the annual events and initiatives scheduled to take place in 2023, as well as a breakdown of the historic requests for funding for the years 2019 to 2022:

Annual Community Events and Initiatives					
	2019	2020	2021	2022	2023 Request
Asian Heritage Month	6,000	8,000	3,000	3,000	2,300
Auxiliary Graduation Ceremonies	6,000	6,000	3,000	3,000	2,400
Black History Month	7,000	7,000	4,000	4,000	2,600
Board & Chief's Pride Reception	4,500	4,500	3,000	3,000	2,300
Community Police Academy	8,000	8,000	2,000	2,000	0
Community-Police Consultative Conference	9,000	9,000	6,000	6,000	6,000
International Day of Pink	5,000	5,000	1,500	1,500	400
International Francophone Day	6,000	6,000	2,500	2,500	0
LGBTQ2S+ Youth Justice Bursary Award	3,000	3,000	3,000	3,000	2,000
National Aboriginal Celebrations	6,500	6,500	3,000	3,000	4,600
National Victims of Crime Awareness Week/ 2023 Crime Prevention Week	1,000	1,000	1,000	1,000	1,000
Pride Month Celebrations	4,500	4,500	3,000	3,000	2,300
Islamic Heritage Month	0	0	0	0	2,300

Canadian Jewish Heritage Month and Hanukkah Celebrations	0	0	0	0	2,300
Junior Carnival, Caribbean Carnival Kick-off Event and Float	10,000	10,000	5,500	5,500	5,000
Volunteer Appreciation Night	3,000	3,000	3,000	3,000	0
Torch Run / Special Olympics	5,000	5,000	5,000	5,000	2,500
Chief of Police Fundraising Gala	4,000	4,000	4,000	4,000	2,000
Toronto Police Cricket Club	9,000	9,000	10,000	10,000	5,000
United Way Campaign	10,000	10,000	10,000	10,000	5,000
Youth in Policing Initiative Luncheons	6,000	6,000	6,000	6,000	0
Total of all funding requests	\$113,500	\$115,500	\$78,500	\$78,500	\$50,000

Equity Analysis

The funding of the listed community events and initiatives for 2023 will have a high positive equity impact for members of the City of Toronto's many diverse communities, which includes racialized individuals, people with lived experiences, LGBTQ2S+ community members, persons with disabilities, vulnerable persons, youth and seniors.

Events and initiatives focusing on community engagement raise awareness and educational opportunities to embrace differences, cultural traditions, historical events, diverse cultures and challenges for our vulnerable, marginalized and racialized communities.

Conclusion:

It is recommended that the Board receive the attached report for consideration and approve the requested expenditure of \$50,000 from the Board's Special Fund, less the

return of any funds not used, to support the annual events and initiatives listed in this report.

Deputy Chief Lauren Pogue, Field Services Command, will be in attendance to answer any questions that the Board may have with respect to this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office

Appendix A
Request for Annual Community Event Funding
Event Description, Expenditures and 2023 Funding Rationale

Attachments:

Appendix A – Request for Annual Community Event Funding – Event Description, Expenditures and 2023 Funding Rationale

2022 Event - Asian Heritage Month

On May 19, 2022, the Asian Heritage Month celebration took place at the Toronto Police College. The event included members from the Asia Pacific Community Consultative Committee, Chinese Community Consultative Committee and the South and West Asian Community Consultative Committee. There was approximately 50 people in attendance including officers and civilians. This event, one of the first since lifting of COVID restrictions, gave members an opportunity to celebrate Asian Heritage Month with members from different Community Consultative Committee's and share their knowledge and experiences.

Each Community Consultative Committee was provided with 50 t-shirts that stated "*Celebrate Asian Heritage Month with the communities and the Toronto Police Service Asia Pacific, Chinese, and South & West Asia Community Consultative Committees*" to share with their respective communities.

Traditional food and drinks from different cultures was provided for the event as well as a video presentation on Asian Heritage Month.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$3,000.00)

Item(s) - List all items related to event(s)/initiative(s)			
Description	Quantity	Price(\$)/Unit	Total(\$)
Community Consultative Committee T-Shirts celebrating Asian Heritage Month		34.24	1,711.95
Cutlery for refreshments		13.54	13.54
Beverages for event		63.92	63.92
Total Expenditures			\$1,789.41
Amount to be returned			\$1,210.59

2023 Funding Rationale

In previous years, Asian Heritage Month was hosted on a rotational basis between three Community Consultative Committees - Asia Pacific, Chinese and South & West Asian. This rotational schedule allowed for each community to host the Asian Heritage Month and focus on their respective community. This practice only afforded each community the opportunity to celebrate each Asian Heritage month every three years.

The Service consulted with the communities as well as the three Community Consultative Committees (C.C.C.'s) who advised that they would like to see an inclusive celebration to celebrate the contributions for all Asian origins during Asian Heritage Month.

In 2020, the Board approved the allocation of \$8,000 to cover the higher costs that would be required for additional cultural performances and catering services for a much larger group.

For 2023, the funding request has been reduced in response to the request from the Board to ensure adherence to Board By-laws related to the minimum balance of the Special Fund.

The areas considered when creating a budget for this community/cultural event include; venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals.

Amount requested for 2023 is \$2,300.

2022 Events - Auxiliary Appreciation and Graduation Ceremonies

On Thursday, April 28, 2022, the Service hosted a ceremony to acknowledge our volunteers for their years of service.

The event included the presentation of the John Herra Memorial Award and the James Carnegie Memorial Award. These awards went to the volunteers who displayed outstanding individual achievement. The Victim Services Toronto Community Service Award was also presented to the volunteer who best displayed outstanding individual achievement.

On December 14, 2022, the Toronto Police Service held a graduation ceremony for 58 new Auxiliary members. The ceremony was held at the Toronto Police College with approximately 300 family, friends, officers and community members in attendance.

Refreshments and light snacks were provided and assortment of squares and cookies, fruit and cheese platter, coffee and tea.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$3,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Refreshments for Graduation Ceremony December 14 th		1,922.13	1,922.13
Engraved Name Plates and Auxiliary Awards		84.90	84.90
Refreshments for Appreciation Event on April 28 th		600.00	600.00
Total Expenditures			\$2,607.03
Amount to be returned			\$392.97

2023 Funding Rationale

Auxiliary officers act as a visible uniform presence working together with police officers and Divisions on Crime Prevention initiatives and community outreach. They are a consistent presence at community events, large and small.

Auxiliary members have now received specific Neighborhood Officer training for them to assist our Neighborhood Community Officers in community work. Auxiliary officer volunteers provide 60,000 hours of volunteer work in uniform, for the city, on a yearly basis.

For 2023, the engraved name plates, awards and refreshments will be incorporated into the Volunteer Appreciation Night that honours all civilian volunteers to recognize their contributions to the City. The funding requested will be to host graduation ceremonies for new members and their families. There are 2 classes of 30 officers scheduled for 2023.

Amount requested for 2023 is \$2,400.

2022 Event - Black History Month

Due to the COVID restrictions in place in February of 2022, the Service was unable to hold an in-person event to recognize Black History Month.

With the input of the Community Consultative Committee, to recognize Black History Month in 2022, the Service hosted a “Creative Writing Challenge” contest for all grade 12 students enrolled with the TDSB or TCDSB and who had registered for post-secondary education.

The top 8 essays received a \$500 honorarium from the Black History Month event funding towards their post-secondary education. The contest ran from February 1st until the 18th, followed by a selection process that took place over the following 2 weeks.

After completing the judging and selection process, 8 winners were selected on March 4th 2022 from all areas of the city. Engagement officers, together with EI&HR members attended schools and surprised winners with the cheque. This received very positive feedback from both the school and community.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$4,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Honorariums given to essay contest winners	8	500.00	4,000.00
Total Expenditures			\$4,000.00
Amount to be returned			\$0

2023 Funding Rationale

The Toronto Police Service has proudly hosted Black History Month celebrations every February since 1994.

For 2023, the theme for this event is “*Celebrating Black Excellence – Honouring our Past, Building our Future*”.

On February 3rd, 2023 TPS and the Board hosted an event at Toronto Police Headquarters celebrating Black History Month with the community. The event included a local Radio Host as the Master of Ceremonies, guest speakers from the Council of Nigerian Professionals, a visual display of African fashion from a local post-secondary graduate, and musical performances, which both *Honour Our Past* and celebrated *Black Excellence*.

The areas considered when creating a budget for this community/cultural event include; venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals. The costs of this event totalled \$2,600. The amount of funding requested for 2023 is equal to the costs incurred.

Amount requested for 2023 is \$2,600.

2022 Event – Toronto Police Services Board and Chief of Police Pride Reception

On an annual basis, the Service hosts the Toronto Police Services Board and Chief of Police Pride Reception. In 2022, the event was held at Toronto Police Headquarters. Speakers from the community, Board and Service addressed the participants. Refreshments, and entertainment were provided.

This event supports community members, Consultative Committee volunteers, and the TPS LGBTQ2S+ membership by showcasing the Service's commitment to Pride month. This is also an opportunity to restate our dedication to improving the Service's relationship with the city's LGBTQ2S+ communities.

At this year's reception, TPS Sex Crimes unit unveiled the new LGBTQ2S+ and Indigenous sections to the Yourchoice.to website. This website provides community resource information in relation to sexual assault. These sections provide support information specific to the LGBTQ2S+ and Indigenous communities.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$3,000.00)

Item(s) - List all items related to event(s)/initiative(s)			
Description		Price(\$)/Unit	Total(\$)
DJ and MC Services for the event		500.00	500.00
Balloon décor for the event		450.00	450.00
Keychains to give to the community members in attendance		1439.06	1,439.06
Poster for Reception		100.00	100.00
		Total Expenditures	\$2,489.00
		Amount to be returned	\$811.00

2023 Funding Rationale

This funding will continue to support our engagement and outreach to the LGBTQ2S+ community by hosting this annual event.

The areas considered when creating a budget for this community/cultural event include; venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals.

For 2023, the funding request has been reduced in response to the request from the Board to ensure adherence to Board By-laws related to the minimum balance of the Special Fund.

Amount requested for 2023 is \$2,300.

2022 Initiative - Community Police Academy

Due to Covid-19 restrictions on in-person events this program has not been held since 2020. In 2022, staffing constraints restricted the ability to host this program.

All funds allocated for this initiative were not used and will be returned to the Board.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$2,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Total Expenditures			\$0
Amount to be returned			\$2,000.00

2023 Funding Rationale

The Community Police Academy is a 9 week course which was a joint initiative between the Toronto Police Service and the Faculty of Community and Social Services. The program was previously held at Humber College and was offered in both a spring and fall session.

The program has been suspended since 2020 due to COVID restrictions. Since all restrictions have been lifted, there are staffing constrictions that will limit the ability to provide this course in 2023. The program is currently being re-evaluated to be considered in 2024.

There will be no funding allotment request for this initiative in 2023.

2022 Event - Community Police Consultative Conference

On November 12, 2022, on behalf of the Service, the Community Partnerships and Engagement Unit hosted the annual Community Police Consultative Conference with participants from the Toronto Police Services Board, Community Consultative Committees, Community Police Liaison Committees, the Chief's Youth Advisory Committee and our Service members.

The event was held at the Toronto Police College and included a continental breakfast and a lunch.

The Conference has always been a platform to highlight issues and concerns relating to topics affecting our City and an opportunity to work towards the common goal of enhancing the safety and well-being of our communities.

Presentation topics for this year's conference were selected by survey results completed by our volunteer community members attending the conference.

The format of the conference was changed to include breakout rooms, allowing for various community representatives to interact in smaller groups. Feedback from the conference for this new format was extremely positive.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$6,000.00)

Item(s) - List all items related to event(s)/initiative(s)			
Description		Price(\$)/Unit	Total(\$)
Various small items required to host the event		150.00	150.00
Water for refreshments		59.40	59.40
Catering for breakfast and lunch		3,972.32	3,972.32
Hard cover notebooks with pens for community members in attendance		1,856.89	1,856.89
Total Expenditures			\$6,038.61
Amount to be returned			\$0

2023 Funding Rationale

This Conference has always been a platform to highlight issues and concerns relating to topics affecting our City. This event has proven to be an excellent opportunity for our volunteers including our Community Consultative Committees and our Community Police Liaison Committee members to work collaboratively towards the common goal of enhancing the safety and well-being of our communities.

The areas considered when creating a budget for this community/cultural event include; venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals.

For 2023, the funding request has been reduced from the pre-COVID amount of \$9,000 in response to the request from the Board to ensure adherence to Board By-laws related to the minimum balance of the Special Fund.

Amount requested for 2023 is \$6,000.

2022 Event – International Day of Pink

In 2022, the Day of Pink event was held at Bowmore Junior and Senior Public School for all grade 5-6 Students with approximately 400 people in attendance. This event is now hosted by the school board and the Service participates as a guest.

Members of the Service including the LGBTQ2S+ liaison officer attended and guest speakers included prominent community members including Mayor John Tory.

Limited funding was required for the event as it was funded by alternative community resources.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$1,500.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Beverages for the community in attendance		169.32	169.32
Pink baseball hats with TPS Crest	3	22.59	67.77
Total Expenditures			237.09
Amount to be returned			\$1,262.91

2023 Funding Rationale

The International Day of Pink started in Nova Scotia when 2 straight high school students saw a gay student wearing a pink shirt being bullied. The two students intervened, but wanted to do more to prevent homophobic and transphobic bullying. They decided to purchase pink t-shirts and a few days later got everyone at school to arrive wearing pink, standing in solidarity.

Funding for this event was first approved by the Board in 2017. The Service continues to support this initiative and supports the school boards as the lead for this initiative. In 2022, limited funding was required to support this event. It is projected to be similar funding requirements for 2023 and therefore the funding request for this event has been reduced from the previous funding allotment levels.

Funding allotment request for 2023 is \$400.

2022 Event - International Francophone Day

Due to COVID-19 restrictions relating to social distancing, in-person events celebrating International Francophone Day have not been held since 2020.

The funds allocated for this event were not used and will be returned to the Board.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$2,500.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Total Expenditures			\$0
Amount to be returned			\$2,500.00

2023 Funding Rationale

The celebration for International Francophone Day occurred on Monday March 20th, 2023. The event took place in the community at Frere-Andre Catholic High School and Ecole Secondaire Toronto Ouest in 11 Division. Funding for this event was provided by alternative sources.

Amount requested for 2023 is \$0.

2022 Initiative - LGBTQ2s+ Youth Justice Bursary

The Board funded bursary awards are an opportunity for the LGBTQ2S+ Community Consultative Committee and Toronto Police Service to recognize achievements made by LGBTQ2S+ youth in the City of Toronto, and to support these youth in overcoming the very real challenges they often face.

Multiple \$1000 bursaries are awarded each year and are granted to LGBTQ2S+ youth between the ages of 17 and 26 years. The award is to be used exclusively for post-secondary educational tuition costs. Payment is made directly to the educational institution.

In 2022, 2 awards were given to deserving youth.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$3,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Youth Bursaries	2	1000.00	\$2,000.00
Total Expenditures			\$2,000.00
Amount to be returned			\$1,000.00

2023 Funding Rationale

This program is an excellent opportunity to recognize youth from the LGBTQ2S+ community and their individual contributions.

It is recommended to continue this program to provide opportunities and support the well-being for youth in this community.

Amount requested for 2023 is \$2000.

2022 Events - National Aboriginal Celebrations

In June of 1996, June 21st was proclaimed as National Aboriginal Day. The Toronto Police Service has been hosting events celebrating this day, in partnership with the Aboriginal Consultative Committee since 1999.

This year's celebration took place on June 7, 2022 and focused on reflection of Reconciliation. The event was held at Toronto Police Headquarters lobby. The program included a grand entry, traditional songs, and drumming performed by the All Nations Drum Group as well as the Red Bear Hand Drummers. The opening blessing was conducted by a Senator from the Toronto and York Metis Council.

A second event was held on September 23, 2022 to commemorate National Truth and Reconciliation Day. This event included indigenous community members, survivors of residential school system, TPSB members, Service members, Red Bear Singers, members of the Aboriginal Consultative Committee, and many more. The event launched the "Orange Crane Art Project". This art project highlighted hundreds of orange cranes suspended in the atrium, representing missing indigenous children. Every crane, was handmade by members of the indigenous community and Toronto Police Service members.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$3,000.00)

Item(s) - List all items related to event(s)/initiative(s)			
Description	Quantity	Price(\$)/Unit	Total(\$)
Honorariums to members of the Community who hosted and provided entertainment for the event	5	200.00	1,000.00
All Nations Drum Group who provided entertainment for the event	1	1,000.00	1,000.00
Food and refreshments provided by Tea and Bannock	1	1,000.00	1,000.00
Total Expenditures			\$3,000.00
Amount to be returned			\$0

2023 Funding Rationale

As per the Board's Statement of Commitment and Guiding Principles, The Toronto Police Services Board is committed to respecting and recognizing the unique position that First Nations, Inuit and Métis peoples ("the Aboriginal community") hold in Toronto as the original peoples of this land, including a commitment to ensuring that the Service works continuously to build sustainable relationships with members of the Aboriginal community at both the corporate and the divisional levels.

The Service continues to support these guiding principles and hosts events related to Indigenous peoples, including National Indigenous Peoples Day, recognizing Indigenous Peoples Month and the National Day for Truth and Reconciliation which coincides with Orange Shirt Day.

These cultural events supporting Indigenous people have been invaluable opportunities to engage with our community. There are numerous co-operative opportunities to reflect and learn.

Amount requested for 2023 is \$4,600.

2022 Event - National Victims of Crime Awareness Week

Due to Covid-19 restrictions on in-person events this program has not been held since 2020.

The funds allocated for this event in 2022 were not used and will be returned to the Board

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$1,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Total Expenditures			\$0
Amount to be returned			\$1,000.00

2023 Funding Rationale

It is recommended that the funding allocated to National Victims of Crime Awareness Week be redirected to Crime Prevention Week and Initiatives.

Amount requested for 2023 is \$0.

2022 Event - **Crime Prevention Week and Initiatives

The theme for Crime Prevention Week in 2022, was Safer, Stronger Together and was launched within a priority neighbourhood in Scarborough. To build on the theme of Stronger Together, the event was hosted inside a local business, highlighting community partnerships in crime prevention and public safety. The guest speaker was chosen for their ties to the community and for their contributions in strengthening the relationships between the community and police, as the Co-Chair of the 43 Division CPLC. The community was able to come into the store, listen to the speeches, then connect with Crime Prevention officers and Neighbourhood Community officers about crime prevention and review products on display that would enhance safety and security. The launch brought together all the elements that comprised the year’s theme.

In 2022, six crime prevention and public safety campaigns were launched centrally by the Community Partnerships and Engagement Unit. These included; Carjacking Prevention, Drug Overdose and Medication Take Back, Pharmacy Robbery Prevention, Crime Prevention Week as described above, and Operation Jingle Theft Prevention. The Crime Prevention Coordinator conducted Crime Prevention Through Environmental Design (CPTED) audits at religious places of worship.

A fulsome social media presence was maintained across three platforms- Twitter, Instagram, and Facebook engaging the public in safety and crime prevention awareness.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$0)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Total Expenditures			\$0
Amount to be returned			\$0

** Note – Event previously funded by limited Unit budget and community donations.

2023 Funding Rationale

As noted in the report relating to National Victims of Crime Awareness Week, it is recommended that the funding previously allocated to National Victims of Crime Awareness Week be redirected to Crime Prevention Week.

Crime Prevention Services involve the delivery of crime prevention initiatives and activities that reduce crime, strengthen community relationships and increase resiliency and capacity to support safer communities together.

The areas considered when creating a budget for crime prevention week and initiatives include; venue(s), food, refreshments, posters, frames, printing, displays, exhibits, marketing expenses, public education campaigns, social media promotional costs and incidentals.

Amount requested for 2023 is \$1,000.

2022 Event - Pride Month Celebrations

In 2022, the Board authorized a one-time re-direction of unused Pride Month Celebration Funds provided via the Special Fund to support the LGBT Purge 30th Anniversary Gala as a sponsor to the event.

2022 represented the 30th anniversary of the ending of the LGBT Purge. Approximately 200 attendees attended this Gala. Community involvement included community members, LGBT Purge Survivors from all over Canada, various Municipal Police Services, RCMP, Canadian Armed Forces members and numerous guests.

This event aimed to foster positive, trusting partnerships with the LGBTQ2S+ community to open safe, supportive conversations through engagement. There are numerous LGBT Purge Survivors who live in Toronto and the Greater Toronto Area. This event provides support to those residents whose lives were irreversibly changed as a result of the LGBT Purge.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$3,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Progressive Flag	1	86.08	86.08
Beverages for the event	1	45.09	45.09
Purge Gala Event sponsorship	1	2,881.88	\$2,881.88
*Amount overspent was paid through Unit Budget		Total Expenditures	\$3,013.05
		Amount to be returned	\$0

2023 Funding Rationale

Although the funding for 2022 was redirected to the Purge Gala, it is anticipated that 2023, the Service will seek full engagement with the LGBTQ2S+ community to celebrate Pride month.

Pride Month brings the residents of and visitors to Toronto together to celebrate the history, courage and diversity of Toronto's Two Spirit, Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Questioning communities.

The Service is committed to addressing the unique challenges facing LGBTQ2S+ communities to build a more inclusive and equitable city. The Service also recognizes that LGBTQ2S+ communities comprise some of the most marginalized and vulnerable populations in our city and the COVID-19 pandemic has had a tremendous impact on the mental/physical health and financial well-being of many across these communities, particularly trans people, as well as Black, Indigenous and racialized members of the LGBTQ2S+ communities, as a result of their intersectional identities.

The areas considered when creating a budget for these community events include; venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals.

For 2023, the funding request has been reduced in response to the request from the Board to ensure adherence to Board By-laws related to the minimum balance of the Special Fund.

Amount requested for 2023 is \$2,300.

2022 Event – **Islamic Heritage Month

Islamic Heritage Month is recognized every October in Canada. This event is an opportunity to learn about the Islamic faith and culture as well as recognize the contributions Muslim people have made in Canada.

The Toronto Police Service has been hosting an Islamic Heritage Month that is organized by C.P.E.U, the Muslim Liaison Officer and the Muslim Consultative Committee. The event has been held since 2015 and has been growing in the number of community members that attend each year. The 2022 event had over 200 participants attend.

The event has always been funded by the Muslim Community Consultative Committee \$1,000.00 funding they receive from the Board for crime prevention initiatives, and supplemented by the budget at CPEU and community donations.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$0)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Total Expenditures			\$0
Amount to be returned			\$0

** Note – Event previously funded by Muslim Consultative Committee engagement funds, community donations and limited Unit budget.

2023 Funding Rationale

Due to the limited funding, Islamic Heritage Month has always been hosted at the Toronto Police College instead of out in the Muslim community where it would have a much greater impact on the community.

Every year the amount of participants that attend increases, however with the limited funds available, to host event it is not possible to provide enough food and refreshments for all the attendees.

Since the Service’s Muslim Community Consultative Committee have been utilizing their entire \$1,000.00 funding to host this event every year, they do not have any funds available to do any crime prevention, outreach or programs for community.

The Service is requesting an initial annual funding budget of \$2,300 from the Special Fund, dedicated to Islamic Heritage Month. This is in keeping with similar annual events contained within this report, such as Pride Month Celebrations, Canadian Jewish Heritage Month, Asian Heritage Month and Black History Month.

Amount requested for 2023 is \$2,300.

2022 Event – **Canadian Jewish Heritage Month and Hanukkah Celebrations

Canadian Jewish Heritage Month is recognized every May in Canada. This event is an opportunity to learn about the Jewish faith, heritage and culture as well as recognize the contributions the Jewish community have made in Canada.

In 2022, there were local celebrations to recognize this month, there was however a formal lighting of the Menorah in December to celebrate Hanukkah. In 2023, a corporate recognition of Jewish Heritage Month will be planned dependant on funding as well as events to celebrate Hanukkah.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$0)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Total Expenditures			\$0
Amount to be returned			\$0

**Note – New Consultative Committee in 2022. No previous funding was allocated to Annual Initiatives and events.

2023 Funding Rationale

The Service is requesting an annual funding budget of \$2,300 from the Special Fund, dedicated to Canadian Jewish Heritage Month and Hanukkah Celebrations. This is in keeping with similar annual events contained within this report, such as Pride Month Celebrations Asian Heritage Month, Islamic Heritage Month and Black History Month.

Amount requested for 2023 is \$2,300.

2022 Event(s) – Junior Carnival, Caribbean Carnival Kick Off Event and Float Creation

The Toronto Police Service hosted their 31st Annual Caribbean Festival Kick Off, on Friday July 29, 2022. The event was hosted by radio personality Jamar McNeil of 104.5 CHUM FM and featured cultural dancers, steel pan band, face painters, singers, a DJ, as well as traditional food and drink.

The Youth in Policing Initiative students who represent neighborhoods from across the City participated in these events. From creating the float, to participating in the launch to the actual parade, many of the students have had opportunities to interact with police on a personal level, strengthening our connections to the community that they represent. Working together with our youth, builds unique relationships and trust while embracing our diverse cultures in the city of Toronto.

The theme for the float in 2022 was “Nations United”. The service in partnership with several organizations and community members showcased the large number of nations that celebrate the festival around the world.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$5,500.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Various items to create the float including staple gun, staples and working gloves	1	219.66	219.66
Various items to create the float and for the event including screws, catering supplies, straps, water, painting supplies	1	983.36	983.36
Gift certificates for community members	1	75.00	75.00
Event entertainment – Steel pan	1	250.00	250.00
Serving items for event	1	67.82	67.82
Event entertainment – Stilt Walker	1	300.00	300.00
Event entertainment – Youth Dance Performance	1	325.00	325.00
Event entertainment – Singer	1	100.00	100.00
Caribbean Cuisine	1	2,203.50	2,203.50
DJ for the event	1	1,500.00	1,500.00
Water	1	99.00	99.00
*Amount overspent was paid through Unit Budget Expenditures		Total	\$6,123.34
		Amount to be returned	\$0

2023 Funding Rationale

The ability to host successful events relating to Carnival in 2022 was largely due to community relationships and partnerships where the costs for the events were supplemented or products were provided in kind. With the rising costs of inflation and uncertainty of many community organizational funding, the Service is requesting to return to the funding allotment provided in 2020. These events are an opportunity to engage with our community to showcase cultural excellence. The areas considered when creating a budget for these community events include; venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals.

For 2023, the funding request has been reduced from the pre-COVID amount of \$10,000 in response to the request from the Board to ensure adherence to Board By-laws related to the minimum balance of the Special Fund.

Amount requested for 2023 is \$5, 000.

2022 Event - Volunteer Appreciation Night

On April 28, 2022 the Service hosted the Volunteer Appreciation Night at the Toronto Police College to acknowledge and thank our volunteers for their many years of Service. Volunteers who reached “milestone” years (5, 10, 15, 20, etc.) were recognized.

The evening included over 200 guests with presentations of the John Herra Memorial Award, the James Carnegie Memorial Award, the Bill Blair Award and many Legacy awards. These awards were given to the volunteers who displayed outstanding individual achievement.

The Victim Services Toronto Community Service Award was also presented to the volunteer who best displayed outstanding individual achievement.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$3,000.00)

Item(s) - List all items related to event(s)/initiative(s)			
Description	Quantity	Price(\$)/Unit	Total(\$)
Tablecloths for event tables	1	66.64	66.64
Culligan water given to community members attending the event	1	49.50	49.50
Awards for volunteer recipients	1	84.90	84.90
Catering for event	1	93.13	93.13
Catering for event	1	2,883.86	2,883.86
Various items required for the event including speakers gifts, award stands, décor, ice and additional supplies	1	511.15	511.15
*Amount overspent was paid through Unit Budget		Total Expenditures	\$3,689.18
		Amount to be returned	\$0

2023 Funding Rationale

The Service has over 500 active volunteers, which consists of our Adult & Youth Volunteers, Consultative Committees, Community Police Liaison Committees and our Mounted Unit. The program continues to grow, and we have welcomed the addition of our newly formed Jewish Community Consultative Committee and volunteers are now within our specialized Units such as Analytics & Innovation and the Missing & Missed Implementation team. The Auxiliary, Victim Services Toronto, and our Multi-faith Chaplaincy volunteers also contribute to the Service and the community in very distinct ways.

In the past, the Service has hosted Volunteer Appreciation Night in a format that only highlights those recipients for milestones representing years of Service and some individual award recipients. The average attendance has been around 60 people, however in 2022, the event was much larger due to return to in-person events after COVID restrictions.

The areas considered when creating a budget for this event includes; venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals.

In the review of the Special Fund Policy, this expenditure is better aligned with the Corporate Awards and Recognition Programs category and will not be sought under the Annual Community Initiatives

category of the Special Fund. Funding requests will be made under the Corporate Awards and Recognition Programs category moving forward.

Amount requested for 2023 is \$0.

2022 Initiative - Torch Run and Special Olympics

Due to the success of the Toronto Police Service Special Olympic activities and fund raising initiatives, the costs (venue rental and refreshments) for 2022 events were paid for by Special Olympics Ontario.

As per Board Report dated July 12, 2022, the funds previously allotted to this program were re-directed. An exception was approved to allow the funds for the Torch Run and Special Olympics to be used for an external International Law Enforcement Torch Run L.E.T.R. Conference that was held in November 2022.

This experience gave Service members who volunteer for this program, an opportunity to learn about Special Olympics and the L.E.T.R. from global perspective. It also allowed for them to bring that insight and knowledge back to Toronto in order to further the Service's L.E.T.R. program.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$5,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
LETR Invoice	1	2,438.02	2,438.02
Travel Expenses	1	2,561.98	2,561.98
Total Expenditures			\$5,000.00
Amount to be returned			\$0

2023 Funding Rationale

The Service remains committed to supporting persons with disabilities. Special Olympics strives to create a better world by fostering the acceptance and inclusion of all people and provides opportunities for our community members with physical and intellectual disabilities.

Through the power of sports, people with intellectual and physical disabilities discover new strengths and abilities, skills and success. Athletes find joy, confidence and fulfillment—on the playing field and in life. They also inspire people in their communities and elsewhere to open their hearts to a wider world of human talents and potential. The Law Enforcement Torch Run and Polar Plunge are significant fundraisers in support of Special Olympics.

This funding helps the Service host events in support of these fundraising efforts by contributing to the budget in areas of: venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, transportation and incidents. In recognition of the health of the Special Fund and obligations of the Board, a reduced amount has been requested for 2023.

Amount requested for 2023 is \$2,500.

2022 Event - Chief's of Police Fundraising Gala/Victim Services Toronto

The 2022 Chief's Gala was held on November 17, 2022 at the Beanfield Centre at Exhibition Place and was attended by close to 1500 guests.

Over \$1 Million was raised at this event with all funds supporting Victim Services Toronto. Funds were spent in the following areas: food, beverage, venue and other costs related to the event.

The gala provides funding for various Victim Services Toronto programs including the Victim Crisis Response Program; The Trauma Dog Program; High Risk Support Services; Case Management Services; T.E.A.R. TM, and the Volunteer Program.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$4,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Contribution towards food, beverage and venue costs			\$4,000
Total Expenditures			\$4,000
Amount to be returned			\$0

2023 Funding Rationale

The Chief's Gala is a high profile event that takes place yearly in the month of November. It's attendance of close to 1,500 guests includes police chiefs and senior police leaders across the province, members from all levels of government, and members from the business community.

In recognition of the health of the Special Fund and obligations of the Board, a reduced amount has been requested for 2023.

Amount requested for 2023 is \$2,000.

2022 Program - Toronto Police Cricket Club

The Toronto Police Cricket Club celebrated 30 years in 2021. The team represents the Toronto Police Service and has its own cricket field, located at the intersection of McNicoll Avenue and White Heather Boulevard. The ground is rented from Hydro.

In 2022, the team played approximately 50 cricket games with cricket teams representing many cultures, background and communities. The majority of opponent teams were community members from the Greater Toronto Area

The team hosts the North American Police Cricket Championship on an annual basis. In 2022, they also supported Afghanistan Refugees in Canada and funds were sent to Ukraine war affected areas.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$10,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Hydro Ground Rental		9,492	9,492
Jenco Portable Toilet Inc.		1,099.18	1,099.18
		Total Expenditures	\$10,591.18
		Amount to be returned	\$0

Amount requested for 2023 is \$5,000.

2022 Initiative - United Way Campaign

Every year, for over three decades, the Toronto Police Service (TPS) has partnered with the United Way of Greater Toronto to run a month-long employee campaign. This campaign is dedicated to raising much needed funds that benefit over 300 agencies in the community that rely on United Way funding.

United Way agencies provide individuals and families with their most basic needs, and tackle growing issues such as homelessness, food insecurity, and ensuring mental health resources are readily available for the most vulnerable individuals in our community. The United Way is an asset to the city of Toronto and the TPS Campaign continues to be a proud supporter.

Through donations made via payroll deductions and fundraising events in 2022, TPS donated a total of \$276,000, all of which goes directly to the United Way of Greater Toronto and into the community where it is most needed.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$10,000.00)

Item(s) - List all items related to event(s)/initiative(s)

Description	Quantity	Price(\$)/Unit	Total(\$)
Leadership program		1,015	1,015
Donor appreciation		2,280	2,280
Events and marketing		2,025.92	2,025.92
Ambassador program		1,299.06	1,299.06
Collector coins		1,288.48	1,288.48
Campaign support materials		894.98	894.98
Total Expenditures			\$8,803.44
Amount to be returned			\$1,196.56

2023 Funding Rationale

The funding provided by the TPS Board has enabled the campaign committee to host several fundraising events, provide donor appreciation incentives, and support the continuation of the Ambassador program. There are approximately 50-75 TPS employees who volunteer throughout the campaign as ambassadors to assist the TPS United Way Committee in all tasks required to run a successful, engaging, and inspiring campaign.

This financial support is essential for TPS to continue their partnership with the United Way of Greater Toronto and continue raising those much-needed dollars to help our community thrive. In 2023 several fundraising events will be organized, including an Emergency Services Slo-Pitch Tournament in June which will not only raise a large amount of money but will also raise awareness throughout our Service of our partnership with the United Way and the importance of giving back to a community that relies on our assistance and compassion.

In recognition of the health of the Special Fund and obligations of the Board, a reduced amount has been requested for 2023.

Amount requested for 2023 is \$5,000

2022 Events- Youth in Policing Initiative

The Youth in Policing Initiative is a partnership between the Ministry of Children, Community and Youth Service, the Toronto Police Services Board and the Toronto Police Service.

As part of the partnership, the Toronto Police Services Board agreed to sponsor the meals and refreshments for the Winter/Spring and Fall Graduations and the Summer Mid-summer lunches. The Board commenced the sponsorship of the mid-Summer lunches in 2006 and the sponsorship of the After-school Graduation meals was added in 2013.

Due to the pandemic, the 2022 Winter/Spring Graduation was held virtually. Meal and drink cards were purchased for the 63 graduates. The mid-summer lunch was held in person and included the meal and drink for 125 persons. The Fall After-School graduation meal was provided for the students, family and community members which was approximately 160 persons.

EXPENDITURES FROM TORONTO POLICE SERVICES BOARD FUNDING (\$6,000.00)

Item(s) - List all items related to event(s)/initiative(s)			
Description	Quantity	Price(\$)/Unit	Total(\$)
Winter/Spring Graduation – June	1	1995.00	1995.00
Mid-Summer Lunch – August	1	1950.00	1950.00
Fall Graduation – December	1	2000.10	2000.10
Total Expenditures			\$5,945.10
Amount to be returned			\$54.90

2023 Funding Rationale

As stated above, the Youth in Policing Initiative (YIPI) is a partnership between the Ministry of Children, Community and Youth Service, the Toronto Police Services Board and the Toronto Police Service.

As part of the partnership, the Toronto Police Services Board has sponsored meals and refreshments for the Winter/Spring and Fall Graduations and the Summer Mid-summer lunches. The Board commenced the sponsorship of the mid-summer lunches in 2006 and the sponsorship of the After-school Graduation meals was added in 2013.

Funding is required to continue work with this great initiative. The YIPI program is an opportunity for police and youth to engage on a personal level to build trust and relationships. The youth selected for the program are from identified Neighbourhood Improvement Areas across the City. Many of the youth have cited successes from the program that have helped them navigate education and employment opportunities.

In recognition of the health of the Special Fund and alternative funding, funding from the Special Fund has not been requested for 2023.

Amount requested for 2023 is \$0.



PUBLIC REPORT

March 27, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

**Subject: Special Constable Appointments and Re-Appointments –
May 2023**

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Services Board (Board) approve the agency-initiated appointment and re-appointment requests for the individuals listed in this report as special constables for the Toronto Community Housing Corporation (T.C.H.C.) and the University of Toronto (U of T), subject to the approval of the Ministry of the Solicitor General (Ministry).

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The purpose of this report is to seek the Board's approval for the agency requested appointment(s) and re-appointment(s) of special constables for the T.C.H.C. and U of T.

Discussion:

Background

Relevant Board Policies and Compliance

Under Section 53 of the *Police Services Act*, the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Ministry. Pursuant to this authority, the Board has agreements with T.C.H.C. and U of T governing the administration of special constables (Min. Nos.P153/02, and P571/94 refer).

The Service received requests from T.C.H.C. and U of T to appoint the following individuals as special constables (Appendix 'A' refers):

Table 1 Name of Agency and Special Constable Applicant

Agency	Name	Status Requested	Current Expiry Date
T.C.H.C.	Arlind Cakiqi	Appointment	N/A
T.C.H.C.	Bashir Rahmani	Appointment	N/A
T.C.H.C.	Brian Akey	Appointment	N/A
T.C.H.C.	Daniel Jackman	Appointment	N/A
T.C.H.C.	Daulton Rutherford	Appointment	N/A
T.C.H.C.	Dilraj Singh	Appointment	N/A
T.C.H.C.	Emmanuel Gambrah	Appointment	N/A
T.C.H.C.	Gurshan Bhoon	Appointment	N/A
T.C.H.C.	Hai Jun Wu	Appointment	N/A
T.C.H.C.	Jaesang Yoo	Appointment	N/A
T.C.H.C.	Kevin Johnston	Appointment	N/A
T.C.H.C.	Leigh McCormick	Appointment	N/A
T.C.H.C.	Muhammad Iqbal	Appointment	N/A
T.C.H.C.	Rifat Hassan	Appointment	N/A

Agency	Name	Status Requested	Current Expiry Date
T.C.H.C.	Louis Nguyen	Appointment	N/A
U of T St. George Campus	Peter Shipley	Appointment	N/A

Special constables are appointed to enforce the *Criminal Code* and certain sections of the *Controlled Drugs and Substances Act*, *Trespass to Property Act*, *Liquor Licence & Control Act* and *Mental Health Act* on their respective properties within the City of Toronto.

The agreements between the Board and each agency require that background investigations be conducted on all individuals who are being recommended for appointment and re-appointment as special constables. The Service's Talent Acquisition Unit completed background investigations on these individuals, of which the agencies are satisfied with the results. Re-appointments have been employed by their agency for at least one 5-year term, and as such, they are satisfied that the members have satisfactorily carried out their duties and, from their perspective, there is nothing that precludes re-appointment.

The agencies have advised the Service that the above individuals satisfy all of the appointment criteria as set out in their agreements with the Board. The T.C.H.C. and U of T's approved and current complements are indicated below:

Table 2 Name of Agency, Approved Complement and Current Complement of Special Constables

Agency	Approved Complement	Current Complement
T.C.H.C.	300	170
U of T St. George Campus	50	32

Conclusion:

The Service continues to work together in partnership with the T.C.H.C. and U of T to identify individuals to be appointed and re-appointed as special constables who will contribute positively to the safety and well-being of persons engaged in activities on their respective properties within the City of Toronto.

Deputy Chief Robert Johnson, Specialized Operations Command, will be in attendance to answer any questions that the Board may have with respect to this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office

Attachments:

1. TCHC Re-Appointment Request Letter
2. U of T St. George Campus Appointment Request Letter

Toronto Community
Housing Corporation
931 Yonge Street
Toronto, ON
M4W 2H2



March 24, 2023

Special Constable Liaison Office
40 College Street
Toronto, Ontario
M5G 2J3

DELIVERED VIA ELECTRONIC MAIL

Re: Request for Toronto Police Services Board Approval for Appointment of Special Constables

In accordance with the terms and conditions set out in the Memorandum of Understanding between the Toronto Police Services Board and Toronto Community Housing, the Board is authorized to appoint special constables, subject to the approval of the Ministry of the Solicitor General.

The following individuals are fully trained, meeting all Ministry requirements, and have shown they possess the required skills and ability to perform at the level required to be a special constable. These 15 new appointments have undergone a background check, conducted by the Toronto Police Service, and we are satisfied with the results of those checks.

Name	Type	Current Term Expiry
Arlind Cakiqi	New Appointment	N/A
Bashir Rahmani	New Appointment	N/A
Brian Akey	New Appointment	N/A
Daniel Jackman	New Appointment	N/A
Daulton Rutherford	New Appointment	N/A
Dilraj Singh	New Appointment	N/A
Emmanuel Gambah	New Appointment	N/A
Gurshan Bhoon	New Appointment	N/A
Hai Jun Wu	New Appointment	N/A
Jaesang Yoo	New Appointment	N/A
Kevin Johnston	New Appointment	N/A
Leigh McCormick	New Appointment	N/A
Muhammad Iqbal	New Appointment	N/A

Rifat Hassan	New Appointment	N/A
Louis Nguyen	New Appointment	N/A

It is requested that the Board approve this submission and forward the applicants to the Ministry of the Solicitor General for appointment of a five-year term.

Should you require any further information, please contact Jacqueline Doo, Specialist-Compliance, Training & Investigations at 437-925-1584.

Respectfully,



Allan Britton, Badge #31194
Acting Senior Director/Acting Chief Special Constable
Community Safety Unit

Toronto Community Housing
931 Yonge St, Toronto, ON M4W 2H2
T: 416 981-4116
torontohousing.ca



University of Toronto
CAMPUS SAFETY
SPECIAL CONSTABLE SERVICE

21 Sussex Avenue, Suite 100, Toronto, Ontario M5S 1J6

Tel: (416) 978-2323 Fax: 416-946-8300

March 20, 2023

To: Special Constable Liaison Office

From: Michael Munroe

Subject: Request for Toronto Police Services Board approval for Appointment of Special Constable

In accordance with the terms and conditions set out in the Agreement between the Toronto Police Services Board and the University of Toronto, the Board is authorized to appoint and re-appoint special constables subject to the approval of the Ministry of the Solicitor General.

The individual named below is fully trained, meeting all Ministry requirements, and has shown they possess the required skills and ability to perform at the level required to be a special constable. Both new appointments and re-appointments have undergone a background check, conducted by the Toronto Police Service, and we are satisfied with the results of those checks.

Name	Type	Current Term Expiry
Peter Danial Shipley	New Appointment	N/A

Re-appointments have been employed by University of Toronto for at least one 5-year term, and as such, we are satisfied that this member has satisfactorily carried out their duties and, from our perspective, there is nothing that precludes reappointment.

Regards

Michael Munroe – Director



PUBLIC REPORT

April 24, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Semi-Annual Report: Publication of Expenses – July 1 to December 31, 2022

Purpose: Information Purposes Only Seeking Decision

Summary:

The purpose of this report is to advise the Toronto Police Services Board (Board) of the expenses incurred by Board and Toronto Police Service (Service) members during the period of July 1, 2022 to December 31, 2022.

Discussion:

Relevant Board Policies and Compliance

The Board's policy on Publication of Expense Details requires that expenses of the following individuals be reported to the Board on a semi-annual basis;

- Board Members
- Chief and Command Officers
- Excluded members at level of X40 and above
- Members in the rank of Staff Superintendent and Director

The expenses to be published are in three areas;

- business travel;
- conferences and training; and
- hospitality and protocol expenses.

Attached to this report as Appendix A are the expenses, for the second half of 2022 for the applicable Service and Board members. The attachment shows the total for each

member as well as a breakdown based on the three categories of expenses. The publication of this information will be available on the Board and Service's internet sites.

The expenses of 33 members are included in this report, in alphabetical order, and total \$74,676.50.

This report is in compliance with Board's Policy (Min No. P18/12 refers).

Conclusion:

This report contains details for the three categories of expenses incurred by Board and Service members, for the period July 1, 2022 to December 31, 2022.

Ms. Svina Dhaliwal, Interim Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Recommendation(s):

This report recommends that the Toronto Police Services Board receive this report.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report. Funding for the expenditures detailed in this report were included in the Service's and Board's 2022 operating budget.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office

Attachments:

Appendix A – Toronto Police Service and Toronto Police Services Board Expense Publication Summary – July 1, 2022 to December 31, 2022

Appendix A

Toronto Police Service and Toronto Police Services Board
Expense Publication Summary
Period: July 1, 2022 to December 31, 2022

<u>Member</u>	<u>Expenses Reported</u>
Barkley, Mark	\$651.40
Carter, Randolph	\$5,557.73
Casselman, Nancy	\$0.00
Cheng, Lily	\$0.00
Code, Peter	\$3,363.32
Cornish, James	\$0.00
Crisanti, Vincent	\$0.00
Dawson, Shannon	\$0.00
Demkiw, Myron	\$5,148.52
Dhaliwal, Svina	\$2,595.31
Grant, Cindy	\$0.00
Gray, Pauline	\$7,684.00
Grimes, Mark	\$0.00
Hart, Jim	\$0.00
Johnson, Robert	\$13,126.65
Khan, Ronald	\$0.00
Kostakis, Lisa	\$0.00
MacIntyre, Paul	\$3,373.66
Moreira, Peter	\$2,497.26
Morgan, Ainsworth	\$0.00
Morgan, Ann	\$0.00
Nunziata, Frances	\$0.00
Pogue, Lauren	\$1,965.96
Ramer, James	\$11,084.40
Sparkes, Allison	\$0.00
Stairs, Colin	\$6,620.98
Teschner, Ryan	\$1,173.23
Tory, John	\$0.00
Veneziano, Tony	\$0.00
White, Deidra	\$3,175.98
Williams, Ian	\$6,658.10
Wright, Marianne	\$0.00
Yeandle, Kimberley	\$0.00
Total Expenditures Reported	<u>\$74,676.50</u>



**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: West Field Command
Member: Barkley, Mark
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Oct 11-12	2022 Ontario Association of Chiefs of Police and Indigenous Police Chiefs of Ontario Awareness Training Course in Orillia, ON	\$606.04
		\$606.04

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Jul 21	Traffic and Order Management Meeting in Toronto, ON	\$45.36
		\$45.36

Member Total	\$651.40
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Field Services
Member: Carter, Randolph
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Nov 2-3	2022 Federal Bureau of Investigation National Academy Associates Fall Training and New York State & Eastern Canada Chapter Conference in Niagara, ON	\$199.57
Nov 19-25	London Metropolitan Police Community Policing Program in London, UK	\$4,714.64
		\$4,914.21

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Oct 11-12	2022 Ontario Association of Chiefs of Police and Indigenous Police Chiefs of Ontario Awareness Training Course in Orillia, ON	\$528.18
		\$528.18

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Nov 1	Taiwanese Director General Meeting (Community Consultative Committee related) in Toronto, ON	\$115.34
		\$115.34

Member Total	\$5,557.73
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Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022

Unit: Professionalism and Accountability
Member: Code, Peter
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Jul - Dec	Diversity and Inclusion On-Line Certificate Program from Cornell University	\$3,363.32
		\$3,363.32

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
		\$0.00
		\$0.00

Member Total	\$3,363.32
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Chief of Police
Member: Demkiw, Myron
Job Title/Rank: Chief of Police

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Aug 5-9	Law Amendments Committee Meeting and 117th Canadian Association of Chiefs of Police Annual Conference in Quebec, QC	\$3,614.52
Sept 8-16	Leadership in Counter Terrorism Global Update in Newark, NY and Washington, DC	\$1,501.58
		\$5,116.10

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 7	Ministry of the Solicitor General Meeting in North York, ON	\$18.01
Nov 9	Ontario Association Of Police Services Boards Panel Process Meeting in Toronto, ON	\$14.41
		\$32.42

Member Total	\$5,148.52
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Corporate Services Command
Member: Dhaliwal, Svina
Job Title/Rank: Interim Chief Administrative Officer

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Oct 2-5	Canadian Association of Chiefs of Police Equity, Diversity and Inclusion Conference in Ottawa, ON	\$2,595.31
		\$2,595.31

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,595.31
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Specialized Operations Command
Member: Gray, Pauline
Job Title/Rank: Acting Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Aug 5-8	Law Amendments Committee Meeting in Quebec, QC	\$1,580.64
Oct 12-19	Major Cities Chiefs Associations Annual Meeting in Dallas, TX	\$6,058.34
		\$7,638.98

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Nov 14	Mayor's Evening for the Arts in Toronto, ON	\$24.31
Nov 24	Centre of Forensic Sciences Meeting in Toronto, ON	\$20.71
		\$45.02

Member Total	\$7,684.00
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Strategy Management
Member: Johnson, Robert
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 27-30	New York City Police Foundation Insight Meeting in New York, NY	\$3,255.60
Nov 2	Royal Canadian Mounted Police Member's Funeral in Vancouver, BC	\$853.31
		\$4,108.91

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Aug 5-9	Canadian Association of Chiefs of Police Conference in Quebec, QC	\$1,579.81
Oct 12-19	Major Cities Chiefs Association Annual Meeting and International Association of Chiefs of Police Conference in Dallas, TX	\$6,111.17
Nov 28-30	Canadian Association of Chiefs of Police President's Council Planning Meeting in Winnipeg, MB	\$1,285.34
		\$8,976.32

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 16	Royal Canadian Mounted Police Century Ball in Toronto, ON	18.91
Nov 14	Hockey Hall of Fame Induction Celebration in Toronto, ON	\$22.51
		\$41.42

Member Total	\$13,126.65
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Detective Operations
Member: MacIntyre, Paul
Job Title/Rank: Acting Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 13-15	Chief Information Security Officer Operation Meeting in Ottawa, ON	\$715.70
Nov 14-16	Canadian Integrated Response to Organized Crime Meeting in Ottawa, ON	\$709.59
Dec 14-15	Business Meeting with British High Commission and U.K. Industry in Canada, Ottawa, ON	\$477.60
		\$1,902.89

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Oct 28	Cape Breton Regional Police Meeting in Toronto, ON	\$65.90
Nov 14	William Bishop Award Ceremony in Toronto, ON	\$1,404.87
		\$1,470.77

Member Total	\$3,373.66
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: East Field Command
Member: Moreira, Peter
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Jul 10-28	Police Executive Research Forum Senior Management Institute for Police Program in Boston, MA	\$2,497.26
		\$2,497.26

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,497.26
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Community Safety Command
Member: Pogue, Lauren
Job Title/Rank: Acting Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 6-9	Ontario Association of Chiefs of Police Board of Directors Meeting in Thunder Bay, ON	\$776.28
Sept 15-16	The International Association of Women Police Conference in Niagara Falls, ON	\$478.34
Sept 24-25	Police and Peace Officers' National Memorial Day in Ottawa, ON	\$598.76
		\$1,853.38

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 30	Massey College's National Day for Truth and Reconciliation Ceremony in Toronto, ON	\$9.01
Oct 13	St. Michael's Cathedral Basilica 2022 Red Mass in Toronto ON	\$18.02
Nov 16	Toronto Symphony Orchestra's 100th Anniversary Concert and Gala in Toronto, ON	\$14.41
Dec 3	Royal Canadian Military Institute Police Appreciation Night in Toronto, ON	\$71.14
		\$112.58

Member Total	\$1,965.96
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Chief of Police
Member: Ramer, James
Job Title/Rank: Chief of Police - retired

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Jul 8-19	Friends of Simon Wiesenthal Center's Annual Compassion Action Program in Poland and Israel	\$1,163.72
Sept 9-10	Voices Center for Resilience Symposium in New York, NY	\$193.50
Sept 24-25	National Peace Officers Memorial in Ottawa, ON	\$435.64
Nov 30	Public Order Emergency Commission Roundtable Meeting in Ottawa, ON	\$72.93
		\$1,865.79

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Aug 4-9	Canadian Association of Chiefs of Police Annual Conference in Quebec, QC	\$4,403.05
Oct 12-19	Major Cities Chiefs Association Annual Meeting and International Association of Chiefs of Police Conference in Dallas, TX	\$4,815.56
		\$9,218.61

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$11,084.40
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Information and Technology Command
Member: Stairs, Colin
Job Title/Rank: Chief Information Officer

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 18-22	Canadian Police Knowledge Network Conference and Board Meeting in Charlottetown, PEI	\$347.49
Oct 16-20	Gartner I.T. Symposium in Orlando, Florida	\$3,890.81
Dec 4-9	Canadian Association of Chiefs of Police Summit and Meeting in Vancouver, BC	\$2,382.68
		\$6,620.98

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$6,620.98
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Toronto Police Services Board
Member: Teschner, Ryan
Job Title/Rank: Executive Director and Chief of Staff

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 22	Canadian Association of Chiefs of Police Executive Mentorship Program, Guest Speaker in Toronto, ON	\$16.21
Nov 9	2022 Labour Seminar in Toronto, ON	\$10.81
		\$27.02

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Oct 20	Mental Health and Addictions Advisory Panel Members Meeting in Toronto, ON	\$195.38
Dec 13	Anti-Racism Advisory Panel Advisory Committee Member Meeting in Toronto, ON	\$830.83
Dec 29	Toronto Police Service Member Retirement Function in Toronto, ON	\$120.00
		\$1,146.21

Member Total	\$1,173.23
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Information Technology Services
Member: White, Deidra
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Nov 1-3	Information Technology Sub-Committee and National Police Information Service Advisory Board Meeting in Ottawa, ON	\$234.14
Dec 8-9	Canadian Association of Chiefs of Police Meeting in Vancouver, BC	\$721.95
		\$956.09

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Dec 4-7	Canadian Association of Chiefs of Police Summit in Vancouver, BC	\$2,219.89
		\$2,219.89

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$3,175.98
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2022 to December 31, 2022**

Unit: Information Management
Member: Williams, Ian
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 21-23	Information Management Technology Meeting in Ottawa, ON	\$262.14
Nov 15	Role-Based Access Control Mental Health Data Analytics and Visualization Case Component Meeting in Toronto, ON	\$9.01
		\$271.15

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Jul 9-29	Police Executive Research Forum, Senior Management Institute for Police Program in Boston, MA	\$3,550.13
Aug 5-9	Law Amendments Committee Meeting and 117th Canadian Association of Chiefs of Police Annual Conference in Quebec, QC	\$2,776.62
		\$6,326.75

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of H.S.T. Rebate)
Sept 20	Statistics Canada and SafeTO Meeting in Toronto, ON	\$21.48
Dec 7	Police Information and Statistics Meeting in Toronto, ON	\$38.72
		\$60.20

Member Total	\$6,658.10
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PUBLIC REPORT

February 16, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Annual Report: Police Towing Contract - January 2022 to December 2022

Purpose: Information Purposes Only Seeking Decision

Summary:

The Toronto Police Service (Service) requires prompt and efficient towing and pound services on a 24-hours a day, 7-days a week basis. The need for this service arises from police contact with vehicles such as those recovered after being stolen, impounded for bylaw infractions or impounded following the arrest of the driver.

Background:

At the Board meeting on February 16, 2012, the Board received and approved the following motion (Min. No. P46/12 refers);

That the following reports, which are currently submitted by the Chief on a semi-annual basis, be submitted annually in the future:

- *Towing – compliance with terms of the contracts*

In accordance with the direction provided by the Board, the following report is being submitted.

Discussion:

The Service has an obligation to ensure that the towing and pound services provided to the public through the police are fair, equitable and adhere to the terms and conditions of the contract between the Service and the contract towing companies.

The current agreement (1423357-20) between three towing service providers commenced June 1, 2021 and runs until May 31, 2024.

In an effort to ensure compliance, all contracted towing service providers are subject to inspections undertaken by Traffic Services personnel. In this process, a random selection of invoices are reviewed to ensure conformity with the billing requirements of the contract. Every receipt in this random sampling period is checked for consistency between the 'In/Out' time stamps and the accurate calculation of tow fees and storage costs. The 'In/Out' time stamps are manually stamped on the invoice, at the time the vehicle enters the impound facility and the time that it is released. Fees are calculated based on the type of towing and the total time the vehicle is stored at the facility. Any irregularities are noted and the receipts are photocopied and filed at Traffic Services. The Management at each contract towing service provider is counselled by the auditing officers, regarding contract requirements and arrangements are made for immediate customer reimbursement, if applicable.

The surveillance system recordings used for the security of each pound is also sampled by examining recordings from three random dates in the preceding ninety days to ensure compliance with the contract. No deficiencies with respect to video recordings were noted during the current audit.

Receipts used for the audits were drawn from the following dates:

1. January 2 - January 8, 2022
2. March 13 - March 19, 2022
3. July 18 - July 24, 2022
4. September 19 - September 25, 2022

The results are as follows:

Downtown Towing Zone

J.P. Towing Service & Storage Limited

Audit Results	
Total number of receipts inspected	420
Number of receipts contract compliant	420
Number of receipts contract overcharged	0

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.

- Not all tow trucks were available for inspection during the time of the audit. A provincial and municipal licence validity check was conducted at the time of entering into the new agreement. A complete and updated list of trucks and drivers was reviewed during the audit. There were no infractions noted.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were 9545 police ordered tows completed by J.P. Towing in 2022. J.P. Towing accounted for 42.6% of the total number of vehicles towed by the Service.
- Police personnel have the ability to submit negative feedback about towing service providers with regards to delays in service and other factors. In 2022, J.P. Towing received 405 complaints which represents 64% of all the feedback received. Of those 405 complaints 83% were due to wait times being in excess of what is reasonable, all factors considered. The remaining complaints covered a variety of issues such as; equipment problems or disputes with tow truck drivers and their availability.
- On July 1, 2022 Toronto Police resumed enforcement of rush hour route towing after pausing during the Covid-19 pandemic. J.P. Towing was directed to make plans to open their Rapid Release pound as per the contract. Although delayed, the Rapid Release pound is now open at 31-33 Villiers Street and services all vehicles towed from rush hour routes in the downtown zone.

West Towing Zone

1105729 Ontario Limited – operating as Classic Towing

Audit Results	
Total number of receipts inspected	167
Number of receipts contract compliant	167
Number of receipts contract overcharged	0

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.
- Not all tow trucks were available for inspection during the time of the audit. A provincial and municipal licence validity check was conducted at the time of entering into the new agreement. A complete and updated list of trucks and drivers was reviewed during the audit. There were no infractions noted.
- There were no unresolved letters of complaint or compliment during the inspection periods.

- There were 7841 police ordered tows completed by Classic Towing in 2022. Classic Towing accounted for 35% of the total number of vehicles towed by the Service.
- Police personnel have the ability to submit negative feedback about towing service providers with regards to delays in service and other factors. In 2022, Classic Towing received 116 complaints which represents 18% of all the feedback received. Of those 116 complaints 71% were due to wait times in excess of what is reasonable, all factors considered. The remaining complaints covered a variety of issues such as; equipment problems or disputes with tow truck drivers and their availability.

East Towing Zone

1512081 Ontario Limited – operating as Abrams Towing Service Limited

Audit Results	
Total number of receipts inspected	22
Number of receipts contract compliant	22
Number of receipts contract overcharged	0

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.
- Not all tow trucks were available for inspection during the time of the audit. A provincial and municipal licence validity check was conducted at the time of entering into the new agreement. A complete and updated list of trucks and drivers was reviewed during the audit. There were no infractions noted.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were 5005 police ordered tows completed by Abrams Towing in 2022. Abrams Towing accounted for 22.4% of the total number of vehicles towed by the Service.
- Police personnel have the ability to submit negative feedback about towing service providers with regards to delays in service and other factors. In 2022, Abrams Towing received 109 complaints which represents 17% of all the feedback received. Of those 109 complaints, 66% were due to wait times in excess of what is reasonable, all factors considered. The remaining complaints covered a variety of issues such as; equipment problems or disputes with tow truck drivers and their availability.

Conclusion:

In total the Service towed 22,391 vehicles in 2022 which represents an increase of 57.1% from 2021. The pound audit process revealed a paperwork compliance rate of 100% based on the samples examined.

The Service continues to work with each towing service provider to increase their staffing levels which have decreased as a result of the Covid-19 pandemic. Adequate staffing and an increase in available tow trucks will help meet the required response times and fulfil the demands of the Service.

Acting Deputy Lauren Pogue, Community Safety Command, will be in attendance to answer any questions that the Board may have in relation to the recommendation contain within this report

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

April 24, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Annual Report of Co-operative, Joint and Consolidated Procurements for 2022

Purpose: Information Purposes Only Seeking Decision

Summary:

Currently, the Toronto Police Service (Service) participates in 49 co-operative, joint, and consolidated procurement contracts.

Benefits to the Service of co-operative, joint, and consolidated procurement include cost savings through volume buying, standardization of equipment, and administrative efficiency by having one lead agency conduct the procurement process on behalf of multiple agencies.

The purpose of this report is to summarize the co-operative, joint, and consolidated procurements that the Service made in 2022.

Discussion:

Background

The Service has been and continues to be a member of the Police Co-operative Purchasing Group (P.C.P.G.) since its inception in 1996. The Service also continues to leverage existing contracts, where possible, through other government entities such as the City of Toronto (City) and the Province of Ontario (Province).

Currently, the Service participates in 49 co-operative, joint, and consolidated procurement contracts, including 18 active P.C.P.G. contracts, 28 City contracts, 2 Province of Ontario contracts, and one contract with the Ontario Educational Collaborative Marketplace (O.E.C.M.). Examples of the types of goods and services that

are purchased through these contracts include: marked and unmarked police cars, tires, uniform clothing, footwear, radio and voice logging infrastructure, mobile devices and services, office furniture, envelopes, courier services, heating ventilation and air conditioning (H.V.A.C.) and building automation systems, paper, office supplies, oil, fuel, and software.

Relevant Board Policies and Compliance

The Toronto Police Services Board’s (Board) Purchasing By-Law No. 163 requires the Chief of Police to report annually to the Board on any awards greater than \$1 million (M) for co-operative, joint, and consolidated procurements that occurred in the preceding year.

2022 Reporting

In 2022, the following co-operative, joint and/or consolidated procurements over \$1M were awarded by the Service:

Goods/Services	Lead Agency	Vendor	Award Value (Excluding H.S.T.)	Contract Term
Teknion T/O/S Series Workstations, Components, and Accessories	City of Toronto	Business Furniture Solutions (Canada) Incorporated	\$1.285M	2022.05.16 to 2023.03.31
Police Interceptor Vehicles (79)	Province of Ontario	Yonge-Steeles Ford Lincoln Sales Limited	\$3.990M	One Time Purchase
Footwear	Ministry of the Solicitor General	The Shoe Network Incorporated*	\$3.015M	2017.05.24 to 2023.03.31
Total			\$8.290M	

Notes:

* On May 23, 2017, the Board approved a contract award to The Shoe Network Inc. for Supply and Delivery of Footwear over a five-year period commencing April 1, 2017, and ending March 31, 2022 (Min. No. P122/17 refers). The Service extended this contract to March 31, 2023 as permitted by the Purchasing Bylaw.

Conclusion:

Participating in co-operative, joint, and consolidated procurements where possible continues to be a leading, value-added procurement practice. Sharing the responsibility of the procurement process for various goods and services has benefitted the Service and other police services from a cost and administrative efficiency perspective.

Ms. Svina Dhaliwal, Interim Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Recommendation:

This report recommends that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report. Funding for the expenditures detailed in this report were included in the Service's 2022 operating and capital budgets.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office



PUBLIC REPORT

April 24, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Annual Report of Non-Competitive Purchases for 2022

Purpose: Information Purposes Only Seeking Decision

Summary:

In 2022, 4,992 purchasing documents for purchases greater than \$25 thousand (K) were issued, representing \$107.8M of the Service's and the Toronto Police Services Board's (Board's) total spend. This is inclusive of non-competitive purchases that were made 4.3% of the time, or 215 purchases, representing \$14.6M of the total purchasing spend.

Year over year this represents an 18% increase in the instances of non-competitive purchasing, however it is important to note that 78% of the total non-competitive spend are goods or services that are unique to a particular vendor and cannot be obtained from another source (there is no other choice but to use a certain vendor).

Discussion:

Relevant Board Policies and Compliance

The Toronto Police Services Board Purchasing By-law 163, section 15.2, requires that:

'The Chief shall report annually to the Board on non-competitive Solicitations for values greater than \$25,000.'

The purpose of this report is to respond to this requirement, which includes expenditures made by both the Service and the Board.

Non-Competitive Purchases

The Purchasing By-law No. 163 states, in Section 15 - Non-Competitive Procurement Exceptions – General, that non-competitive procurements may be undertaken where both the proposed non-competitive procurement and the particular vendor can be justified in good faith, based on one or more of the following considerations:

- a) A statutory or market-based monopoly or scarcity of supply in the market;
- b) An absence of competition in the market;
- c) The existence of exclusive rights such as patent, copyright, licence or warranty restrictions;
- d) The Goods or Services are purchased under circumstances which are exceptionally advantageous to the Service, such as in the case of bankruptcy or receivership or the acquisition of surplus goods from another Public Body;
- e) Procurement of a work of art;
- f) Additional purchases from a vendor of Goods or Services that were not included in the original procurement, when a change cannot be made for economic or technical reasons without causing significant inconvenience or substantial duplication of costs to the Service;
- g) The need for compatibility with Goods or Services previously acquired when there are no reasonable alternatives, substitutes or accommodations or there is a need to avoid violating warranties and guarantees;
- h) An attempt to procure the required Goods or Services by soliciting competitive submissions that has been made in good faith, but has failed to identify a compliant submission or qualified supplier, or where the submissions received have been collusive;
- i) The Goods or Services are required as a result of an Emergency which would not reasonably permit the Solicitation of competitive submissions;
- j) Construction, renovations, repairs or maintenance in respect of real estate leased or occupied by the Service which may only be carried out in accordance with the occupancy agreement;
- k) It is advantageous to the Service to acquire Goods or Services from another Public Body;
- l) Another organization is funding the procurement and as a condition of the funding the Service is required to use a specified vendor and the terms and conditions of the proposed contract are beneficial to the Service;
- m) To comply with a legal obligation; and

- n) The nature of the Goods or Services involves matters of security, confidentiality or covert operations and it would not be in the public interest to solicit competitive bids.

In these cases, the award is made to a specific vendor without going through a competitive procurement process.

In accordance with the Service's Purchasing By-law, requests to retain a vendor on a non-competitive basis are submitted to the Service's Purchasing Services Unit (Purchasing) with justification. If the justification is acceptable to the Manager of Purchasing and the purchases meet one or more of the above criteria, the requests are processed.

To align with past reporting practices, Appendix A and Appendix B summarize non-competitive purchases and classify them as sole and single source purchases over \$25K that occurred in 2022, respectively.

Sole Source Purchases:

"Sole sourcing" is defined as the procurement of goods or services that are unique to a particular vendor and cannot be obtained from another source. In a sole source procurement arrangement, there is no choice but to use a certain vendor.

In 2022, 96 purchasing documents, i.e. Purchase Orders (P.O.s) and Contract Release Orders (C.R.O.s), were issued over \$25K (or related purchasing documents totalling over \$25K), totalling \$11.4M, where goods or services were sole sourced. These purchases are outlined in Appendix A.

Included in these figures are 17 purchases that were classified as confidential for covert reasons, totalling \$1.0M.

These sole source purchases were made because of proprietary arrangements (i.e. sole distributor) including but not limited to annual licensing and support (e.g. software), warranty/guarantee requirements, compatibility of equipment and continuity of services.

The 96 sole source purchasing documents represent 45% of the 215 non-competitive purchasing documents issued in 2022. The \$11.4M of sole source purchases represents 78% of the \$14.6M in non-competitive purchases made by the Service and the Board in 2022.

Single Source Purchases:

"Single sourcing" is defined as the procurement of goods or services from a particular vendor rather than through an open solicitation of bids from other vendors that can provide similar items.

In 2022, 119 purchasing documents were issued over \$25K (or related purchasing documents totalling over \$25K), totalling \$3.2M, where goods or services were single sourced. These purchases are outlined in Appendix B.

Included in these figures are 2 purchases that were classified as confidential for covert reasons, totalling \$189K.

These single source purchases were made without a competitive bidding process for justifiable reasons as outlined above and described in the Purchasing By-law No. 163, Section 15 - Non-Competitive Procurement Exceptions – General.

The 119 single source purchasing documents represent 55% of the 215 non-competitive purchasing documents issued in 2022. The \$3.2M of single source purchases represents 22% of the \$14.6M in non-competitive purchases made by the Service and the Board in 2022.

Conclusion:

The Service’s purchasing procedures require that goods or services be obtained through a competitive process wherever possible, and the Service is committed to keeping non-competitive purchases to an absolute minimum.

There are situations where goods or services must be non-competitively sourced, for various reasons. These types of procurements, managed through a formal procedure that is overseen by the Manager of Purchasing, must meet specific criteria and require proper justification and approval before a commitment is made.

In 2022, the Service issued 215 purchasing documents with a total dollar value of \$14.6M for purchases over \$25K where purchases were made on a non-competitive basis. This represents 4.3% of the total number of purchasing documents issued in 2022 by the Service (4,992), and 13.5% of the Service’s and Board’s total purchasing spend (\$107.8M).

Ms. Svina Dhaliwal, Interim Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Recommendation(s):

This report recommends that the Board receive this report.

Financial Implications:

There are no financial implications arising from the recommendation(s) contained in this report. Funding for the expenditures detailed in this report were included in the Toronto Police Service (Service’s) 2022 operating and capital budgets. The expenditures referenced in this report are net of the harmonized sales tax (H.S.T.) rebate.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*copy with original signature on file at Board Office

Attachments:

Appendix A - 2022 Sole Source Purchases
Appendix B - 2022 Single Source Purchases

Appendix A - 2022 Sole Source Purchases

Vendor	Goods/Services	Total Purchase Order Value (Net of H.S.T. Rebate)
Access Group	Rimage D.V.D. Media Kits - for Property & Video Evidence Management Unit	\$48,590
Advanced Concepts Exploitation	Advanced Wireless Operations Training	\$43,794
Axon Public Safety Canada	TASER 7 Cartridges & Docks	\$54,818
Biondo Boats	Ice Response Vessel	\$138,394
Boost Child & Youth Advocacy Centre	Child & Youth Advocacy Centre - Office Rent & Operating Expenses	\$100,000
Cherwell Software	Cherwell Service Management Software Subscriptions	\$197,650
C.I. Technologies	IAPro Software Maintenance Renewal - for Professional Standards Unit	\$51,727
Diligent	Diligent Software Subscription Renewal - Board Management Software (for the Board Office)	\$31,733
Distribution Elite Canada	Super Seer Helmets - for Mounted Unit	\$61,412
Diversipro	Intercultural Development Program (I.D.I.) Assessments, Feedback Sessions, Profile Reports and Development Plans	\$100,742
Eaton Industries (Canada) Company	Monitors for Power Distribution Units (P.D.U.s) for Power Distribution Incorporated (P.D.I.) System - for 40 College Computer Room (Lifecycle)	\$61,829
eJust Systems	e-Just Case Management System - Software Maintenance & Support Renewal	\$666,665

Vendor	Goods/Services	Total Purchase Order Value (Net of H.S.T. Rebate)
Esri Canada	Geographic Information System (G.I.S.) Technology - Enterprise License Agreement Renewal	\$274,752
Faro Technologies	FARO 3D Laser Scanner, Training & Maintenance - for Forensics Unit	\$84,988
G2S Pickin' Patch	Geographic Information Systems (G.I.S.) Support Services - William Stafford	\$119,247
Gartner Canada	Advisory Services - for Request for Proposal (R.F.P.) for Servers, Storage & Networking Hardware, Software, Maintenance & Services	\$228,960
Gartner Canada	Enterprise I.T. Leaders Subscription Renewal - for Information Management Pillar	\$88,491
Gerstein Crisis Centre	911 Call Diversion Pilot Program	\$494,147
Gold Detectors Canada	Ground Penetrating Radar - for Intelligence, Drug Squad and Homicide Squad	\$27,984
Great Northern Battery Systems	Odyssey (Auxiliary) Batteries - for Police Vehicles	\$39,072
Harman Connected Services	Adobe Flash Plug In Software License Renewal - for the Major Case Management Tracker System	\$64,500
ICOR Technology	Mini-CALIBER Robot - for Emergency Management & Public Order Unit (E.M.P.O.)	\$96,606
Idemia Identity & Security Canada	IntelliBook System - Level 1 Software Support Renewal - for LiveScan System	\$66,900

Vendor	Goods/Services	Total Purchase Order Value (Net of H.S.T. Rebate)
Idemia Identity & Security Canada	IntelliBook Booking Cabinets - for IntelliBook Arresting Processing System (for Electronic Fingerprint Capture)	\$132,763
Idemia Identity & Security Canada	IntelliBook System - Level 2 Software Support and Maintenance Renewal	\$37,976
Info-Tech Research Group	Information Technology Research & Advisory Membership Renewal	\$54,238
Infor (Canada)	Time & Resource Management System (T.R.M.S.) Software Maintenance Renewal	\$370,375
Intergraph Canada	Computer Aided Dispatch System (C.A.D.) - Software Maintenance & Support Renewal	\$907,264
Intergraph Canada	Computer Aided Dispatch (C.A.D.) System Integration Services	\$98,097
J.S.I. Telecom	Support and Maintenance of V.B. U.C.M. System	\$261,648
LexisNexis Claims Solution	Desk Officer Reporting System (D.O.R.S.) - Software Support and Maintenance Renewal	\$35,150
LinkedIn Corporation	LinkedIn Subscription Renewal - for Talent Acquisition Unit	\$44,215
Robin Daal McElary-Downer	External Hearing Officer - for Adjudication of Police Services Act Discipline Hearings	\$101,620
M.C. Innovations	Budget and Financial Analysis Contractor	\$80,797
M.D. Charlton	TASER X2 Cartridges & Power Magazines	\$87,776
Microsoft Canada	Microsoft Unified Performance Support Renewal	\$508,136

Vendor	Goods/Services	Total Purchase Order Value (Net of H.S.T. Rebate)
National Anonymous Call Centre	Crime Stoppers Call Centre Services	\$52,915
Obie & Ax	Podcast Services	\$151,297
Oracle Canada	Oracle Database Enterprise - Technical Support Services Renewal	\$202,850
Oracle Canada	PeopleSoft Software Licensing, Maintenance and Support Renewal - Human Resource Management System (H.R.M.S.)	\$591,923
Otec Solutions	Digital Evidence Management System (D.E.M.S.) / Digital Photo Viewing and Management System (D.P.V.M.S.) - Software Support & Maintenance Renewal	\$84,454
Panasonic Canada	Panasonic In Car Camera System - Hardware, Software and Professional Services	\$78,330
Paradigm Business Systems North America	Asset Inventory Management System (A.I.M.S.) Software Licensing, Maintenance & Support Renewal	\$85,478
Pickup Communications	Communications Consulting Services – T.P.S. Trust Communications Campaign	\$38,274
Pluralsight	Pluralsight Skills Business Professional - Subscription Renewal	\$86,523
Public Services Health & Safety	Work Hardening Program Development Services - for Wellness Unit	\$44,762
Quest Software Canada	License and Maintenance Renewal 2022/2023	\$102,806
Ram Power Systems	Emergency Task Force (E.T.F.) Firing Range Maintenance and Blast Mat Replacement	\$147,886

Vendor	Goods/Services	Total Purchase Order Value (Net of H.S.T. Rebate)
Rampart International	GLOCK Handguns, Holsters, Streamlight Lights and Ameriglow Sights	\$769,870
Rampart International	Ammunition - Sock Rounds	\$248,701
Rampart International	ASP Expandable Friction Batons	\$236,409
Rampart International	Aimpoint Acro Red Dot Pistol Optics and Mounts	\$76,562
Rapid7 International	Nexpose Software Technical Support and Content Updates Subscription Renewal	\$34,220
Skillsoft Canada	eLearning Library Service	\$91,386
Tetragon-Tasse Distributors	Secured Blank Training Ammunition	\$147,802
Timea's Cause	Human Trafficking Online Training for Officers	\$81,048
Versaterm Public Safety	Versadex Records Management System - Software Maintenance and Support Renewal	\$926,426
Wajax	Volvo Marine Engines & Parts	\$50,880
West Technology Forensics	Vacuum Metal Deposition Chamber - for Forensics Unit	\$241,606
Various	Confidential/Covert	\$1,002,844
Total		\$11,438,309

Appendix B: 2022 Single Source Purchases

Vendor	Goods/Services	Total Purchase Order Value (Net of H.S.T. Rebate)
Andy Hunter Consultants	Versadex Records Management System Support Renewal	\$48,845
Bernardi Centre	Sexual Harassment Training of Senior Officers	\$220,514
D & R Electronics	Police Vehicle Lights, Sirens & Weapon Mounts	\$199,158
Doctor Lorne Foster	Race-Based Data Collection Strategy & Analysis	\$32,224
ergoCentric	Ergonomic Office Seating and Furniture	\$201,413
Encore	Funeral Expenses for Audio & Visual	\$55,119
Foreman Manufacturing	Bio-Hazard/COVID-19 Personal Protective Equipment (P.P.E.) Supplies	\$40,704
H.R. Associates	Large Scale Recruitment Services – for Civilian Mass Hires	\$283,768
Lloyd Libke Law Enforcement Sales	Ammunition	\$150,095
Navigator	Communications Consulting Services	\$92,825
Nex Industrial Supplies	Preventative Maintenance, Emergency Repairs for Overhead Doors	\$482,190
Olin Canada	Ammunition	\$166,721
PricewaterhouseCoopers	Advisory Services - Inventory & Review of Detasking Initiatives	\$54,442
Pacific Safety Products	Body Armour - Bridge Contract	\$376,392

Vendor	Goods/Services	Total Purchase Order Value (Net of H.S.T. Rebate)
Staples Professional	Office Supplies and Copier Paper - Bridge Contract	\$100,742
Toronto Congress Centre	Rental of Toronto Congress Centre – for the Funeral of Police Constable Andrew Hong	\$270,659
Toronto Hydro Electric System	Overhead Pole Attachment Rental for Public Space Closed Circuit Television (C.C.T.V.) System	\$34,703
Winchesters	Temporary Procurement Specialist	\$156,451
Various	Confidential/Covert	\$189,459
Total		\$3,156,423



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody
Death of Complainant 2021.54**

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards (P.R.S.) investigation determined the conduct of the two involved officers was not in compliance with the applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Investigative Conclusion

In a press release detailing the charge the S.I.U. provided the following information:

“The Director of the Special Investigations Unit, Joseph Martino, has reasonable grounds to believe that a Toronto Police Service officer, while off-duty at the time, committed criminal offences in connection with the death of 19-year-old Chadd Facey in April of 2021. Director Martino has caused charges to be laid against the officer.

The investigation found that on April 26, 2021, two off-duty Toronto Police Service officers met and interacted with Mr. Facey in Brampton. Later that day, Mr. Facey was transported to hospital by ambulance where he was subsequently pronounced deceased.

As a result of the SIU investigation, Constable Calvin Au is charged with one count of manslaughter and one count of aggravated assault, contrary to sections 236(b) and 268 of the Criminal Code, respectively”.

The full press release can be found via the following link:

https://www.siu.on.ca/en/news_template.php?nrid=8368

S.I.U. Incident Narrative

On August 24, 2021, the Peel Regional Police Service (P.R.P.S.) Professional Standards Unit contacted the Unit Commander of the Toronto Police Service (T.P.S.) P.R.S. to advise that the P.R.P.S. was investigating a suspicious death that occurred on April 26, 2021, in Brampton and that two T.P.S. officers may have been involved in an interaction with the deceased prior to his death.

It was learned that on April 26, 2021, two off duty T.P.S. officers had travelled to Brampton to purchase an Apple watch being sold on Kijiji.

The officers met with Mr. Chadd Facey and shortly after the transaction was completed there was a physical interaction between the officers and Mr. Facey.

Later in the day, Mr. Facey was brought to Brampton Civic Hospital by Paramedics in medical distress. Several hours after being admitted to hospital Mr. Facey died.

On August 24, 2021, the T.P.S. notified the S.I.U. of the involvement of the two off duty police officers with Mr. Facey on April 26, 2021.

The S.I.U. invoked its mandate and commenced an investigation.

The T.P.S. immediately commenced an internal investigation regarding the circumstances of the interaction with Mr. Facey.

On February 10, 2023, the S.I.U. caused a criminal charge to be laid against Police Constable Calvin Au (11023).

Summary of the Toronto Police Investigation:

The T.P.S. P.R.S. commenced an investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody death in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

P.R.S. reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 09-01 (Property General);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response).

The P.R.S. investigation also reviewed the following legislation:

- *Special Investigations Unit Act, 2019.*

Conclusion:

The P.R.S. investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. investigation determined the conduct of the two involved officers was not in compliance with the applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures. Specifically, neither officer reported their involvement in the arrest/detention of Mr. Facey, nor did they submit property seized and/or obtained from Mr. Facey as required by T.P.S. procedure and finally they did not report the force they used on Mr. Facey as is required.

In addition to the above listed breaches of T.P.S. procedures, it is also alleged the officers acted in a disorderly manner and in a manner that is likely to bring discredit to the Toronto Police Service. It is also alleged that both officers were in neglect of their duties when they failed to report a matter that was their duty to report. Specifically, the officers failed to notify the 9-1-1 operator they were police officers, failed to notify a supervisor about their involvement in this off duty event, failed to notify P.R.P.S. of this

event and failed to notify the T.P.S. they were involved in a criminal investigation being conducted by P.R.P.S.

Both officers are before the T.P.S. Tribunal and will have these allegations heard once the criminal proceedings have concluded.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

This report recommends that the Board receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Firearms Injury of Complainant 2022.32

Purpose:

Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Board forward a copy of this report to Solicitor General as per O. Reg 552/92, s. 8.

Financial Implications:

There are no financial implications arising from the recommendations contained in this report.

Summary:

The Professional Standards (P.R.S.) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

TORONTO POLICE SERVICES BOARD

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Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Terminology

Complainant – Refers to the Affected Person

CW – Civilian Witness

SO – Subject Official

WO – Witness Official

TPS – Toronto Police Service

ETF – Emergency Task Force

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated November 17, 2022, Director Joseph Martino of the S.I.U. stated, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official.”*

The following S.I.U. *Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director's report, number 22-TFI-185, which can be found in its entirety via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2192

S.I.U. Incident Narrative

“The evidence collected by the SIU, including interviews with the Complainant and video footage that captured the incident in parts, gives rise to the following scenario. As was his legal right, the SO declined an interview with the SIU or to authorize the release of his notes.

At about 5:30 a.m. of July 20, 2022, the Complainant was a guest at a friend's place – a residence near Simcoe Street North and Windfields Farm Drive, Oshawa – when TPS officers entered to execute a search warrant. He was one of a cohort of acquaintances present in the residence; they were spending the night at the home. Among the group was an individual wanted in the murder of an individual in Toronto the month before.

The officers entering the home were members of the ETF. As individuals within the premises were suspected of possessing weapons, their job was to detain the occupants and render the location safe ahead of members of the TPS Homicide Unit entering the residence to conduct the search. In pursuit of their objective, the ETF executed a 'dynamic entry' – a tactic by which the officers would forcibly enter the premises, deploy distraction devices, and use the elements of surprise, speed and overwhelming force to neutralize possible threats before they materialized.

At the sight of the officers inside the premises, their firearms drawn, the Complainant decided to escape. Located on the second-floor patio at the time, over top the garage, the Complainant scaled the railing and hung temporarily on the outer side before dropping in a controlled fashion to the ground below. On his person at the time were two semi-automatic handguns.

TPS officers, including the SO, had been positioned at the rear of the residence where the garage was located in anticipation of persons attempting to flee upon entry of the ETF. The SO was east of the location at the time and had slowly been approaching the rear of the residence on foot when, noticing the Complainant hanging from the railing, he ran to the scene. The Complainant had just landed on his feet when the officer screamed at him to drop the gun. A moment later, from a position southeast of the Complainant, the SO fired his handgun twice.

Only one of the two rounds struck the Complainant. The bullet entered and exited the Complainant's right thigh.

The Complainant collapsed after the shooting and was arrested. He was provided medical attention by a tactical paramedic present at the scene and was subsequently transported to hospital.

Two semi-automatic handguns were recovered at the scene beside the location of the Complainant's collapse."

Analysis and Director's Decision

"The Complainant was shot and seriously injured by a TPS officer on July 20, 2022. In the ensuing SIU investigation, the officer – the SO – was identified as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the shooting.

Section 34 of the Criminal Code provides that conduct that would otherwise constitute an offence is legally justified if it was intended to deter a reasonably apprehended assault, actual or threatened, and was itself reasonable. The reasonableness of the conduct is to be assessed in light of all the relevant

circumstances, including with respect to such considerations as the nature of the force or threat; the extent to which the use of force was imminent and whether there were other means available to respond to the potential use of force; whether any party to the incident used or threatened to use a weapon; and, the nature and proportionality of the person's response to the use or threat of force. In my view, there is insufficient evidence to reasonably conclude that the force used by the SO was not legally justified per section 34.

It bears noting at the outset that the SO was lawfully placed throughout his engagement with the Complainant. The officer was part of a team of officers who had convened at the address in Oshawa to assist with the execution of a facially valid search warrant. In light of the Complainant's presence on the premises, said to contain items (including firearms) and persons implicated in the murder of an individual weeks prior in Toronto, and his flight from the scene upon the entry of the ETF officers, the SO had lawful grounds to detain the Complainant for investigation: R v Mann, [2004] 3 SCR 59.

With respect to the shooting, I am satisfied that it constituted conduct on the part of the SO intended to deter a reasonably apprehended threat. Though the investigation is without direct firsthand evidence of the officer's state of mind – the SO having chosen (as was his legal right) not to interview with the SIU – the circumstantial evidence renders the proposition a likely one. Consider the context in which the events unfolded – the search of a premises thought to contain firearms and a murder suspect. Consider also what the SO would have appreciated as he confronted the Complainant – an individual intent on escape holding a firearm and failing to drop it immediately at the officer's direction. On this record, it would seem highly probable that the SO fired his weapon believing it was necessary to protect himself from a real risk of death or grievous bodily harm at the hands of the Complainant.

Lastly, the two shots fired in quick succession by the SO, I am satisfied, amounted to reasonable force in self-defence. The firearm in the Complainant's hand constituted a grave and imminent threat to the officer's life and limb. Whether the Complainant intended to use it against the SO or even had it pointed at the officer at the time of the shooting is contested on the evidence. In any event, the SO, placed in the position he was, and with only split seconds in which to react to the situation in front of him, could only assume that the Complainant might well fire his weapon. In the circumstances, when the Complainant failed to drop the gun he was holding at the SO's direction, the officer was entitled to meet a threat of lethal force with a resort to lethal force of his own. No other weapon available to the officer had the same potential, required in the moment, to immediately neutralize the danger posed by the Complainant. Nor were retreat or withdrawal reasonably available options for the SO; by the time the officer would have apprehended a firearm in the Complainant's possession as he neared to within a few metres of his position, those alternatives were essentially foreclosed.

In the result, as there are no reasonable grounds to believe that the SO comported himself other than within the limits of the criminal law in his confrontation with the Complainant, there is no basis for proceeding with charges in this case. The file is closed.”

Summary of the Toronto Police Service’s Investigation

P.R.S. Firearms Discharge Investigators (F.D.I.) conducted an administrative investigation as required by provincial legislation.

This investigation examined the circumstances of the firearms injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The F.D.I. investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 05-21 (Firearms);
- Procedure 08-03 (Injured on Duty Reporting);
- Procedure 08-04 (Members Involved in a Traumatic Critical Event);
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation)); and
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-03 (Service Firearms);
- Procedure 15-17 (In-Car Camera System)

The F.D.I. investigation also reviewed the following legislation:

- *Police Service Act* - Section 113 (Special Investigations Unit);
- Ontario Regulation 603/20 (Conduct and Duties of Police Officers Respecting Investigations by the SIU);
- Ontario Regulation 926 - Section 14.2 (Use of Force Qualification);
- Ontario Regulation 926 – Section 9 (Discharge Firearm);
- Ontario Regulation 926 – Section 14.5(1) Use of Force Report

Conclusion:

The F.D.I. investigation determined that the T.P.S.’s policies and procedures associated with this firearm injury were lawful, in keeping with current legislation, and written in a

manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The F.D.I. investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*original with signature on file at Board office



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

**Subject: Chief's Administrative Investigation into the Firearms
Death of Complainant 2022.37**

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Board forward a copy of this report to the Solicitor General as per O. Reg 552/92, s.8.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards (P.R.S.) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service,

TORONTO POLICE SERVICES BOARD

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to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Terminology

Complainant – Refers to the Affected Person

CW – Civilian Witness

SO – Subject Official

WO – Witness Official

TPS – Toronto Police Service

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated December 9, 2022, Director Joseph Martino of the S.I.U. stated, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the three officials.”*

The following S.I.U. *Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director's report, number 22-TFD-205, which can be found in its entirety via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2221

S.I.U. Incident Narrative

“At about 2:35 p.m. of August 13, 2022, police were dispatched to a priority call for service at a residence in the area of Midland Avenue and Kingston Road following a call by Toronto Fire Service firefighters. Firefighters present at a nearby home had become aware of a woman – the Complainant's wife – outside with cuts to different areas of her body. The woman was with her child. The child told the firefighters that the Complainant had attacked his mother in their home. The Complainant's wife added that her husband was still in the residence with her other child.

Police officers, including SO #3, SO #1 and SO #2, arrived at the residence within minutes of the call. SO #3 knocked on the front door of the home but received no response. Some officers attended at the rear of the property for containment purposes. A basement apartment at the address was accessed, whereupon it was learned that it afforded no entry point to the Complainant's

residence on the main and second floor of the building. Feeling a growing urgency to enter the home to ensure the safety of the child, the decision was made to forcibly enter the residence. The time was about 2:47 p.m.

SO #3, SO #1 and SO #2 took up positions on the raised porch of the home around the front entrance. SO #3 opened, and kept open, the storm door, as Firefighter CW #2 placed himself directly in front of the interior door with a Halligan bar. Right of Firefighter CW #2, equipped with an axe, was CW #1. Behind the firefighters on the porch, and to SO #3's right, were SO #2 and SO #1. Firefighter CW #2 tried to pry open the front interior door with his tool, and had just called on CW #1 to assist with the axe, when the door opened inward. The Complainant had opened the door and presented himself with a knife.

One or more of the officers on scene yelled at the Complainant to put down the knife as the firefighters recoiled from the door. The Complainant stepped out through the threshold of the door, the knife in his right hand held over his head, and was met by gunfire by each of SO #3, SO #1 and SO #2. He retreated back through the open storm door, but only for a brief time. Within a couple of seconds, the Complainant again approached the storm door, which had partially closed behind him, with the knife still in hand. He was told to "get on the ground" and was met by another barrage of shots by the subject officials as he continued to advance and pushed open the storm door onto the porch.

The Complainant collapsed onto the porch following the second volley of gunshots. An officer quickly started to apply CPR. Paramedics on scene took charge of the Complainant's care and transported him to hospital where he was pronounced deceased.

It is unclear exactly how many shots each of the subject officials fired during the two bouts of gunfire. A count of the ammunition remaining in their weapons following the shooting indicates SO #3, SO #1 and SO #2 fired, respectively, three or four times, four or five times, and six or seven times. Thirteen spent cartridge cases were found at the scene.

Cause of Death

The pathologist at autopsy was of the preliminary view that the Complainant's death was attributable to 'multiple gunshots to the torso'."

Analysis and Director's Decision

"The Complainant died on August 13, 2022, the result of multiple gunshot wounds inflicted by TPS officers. In the ensuing SIU investigation of the incident, the three officers who had fired their guns – SO #1, SO #2 and SO #3 – were identified as the subject officials. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any

of the subject officials committed a criminal offence in connection with the Complainant's death.

Section 34 of the Criminal Code provides that conduct that would otherwise constitute an offence is legally justified if it was intended to deter a reasonably apprehended assault, actual or threatened, and was itself reasonable. The reasonableness of the conduct is to be assessed in light of all the relevant circumstances, including with respect to such considerations as the nature of the force or threat; the extent to which the use of force was imminent and whether there were other means available to respond to the potential use of force; whether any party to the incident used or threatened to use a weapon; and, the nature and proportionality of the person's response to the use or threat of force. In my view, the gunfire by the subject officials in the instant case fell within the ambit of justification set out in section 34.

The officers who attended the residence, including SO #3, SO #1 and SO #2, were lawfully placed throughout the sequence of events culminating in the shooting of the Complainant. Given what they had heard of the call to police about the injuries to the Complainant's wife and the Complainant's current whereabouts, they had good reason to believe that the Complainant had attempted to kill his wife and was a present danger to the health and wellbeing of his youngest child. The officers were duty-bound to respond to the area to do what they could to prevent harm coming to the child and arrest the Complainant.

There is little doubt that each of the three subject officials fired their weapons with the intention of protecting themselves and others around them from a reasonably apprehended attack. The subject officials did not provide direct evidence to that effect, each having exercised their legal right to remain silent, but that is the ineluctable inference from the circumstances. Foremost among those circumstances was a knife-wielding Complainant charging in the direction of SO #3, SO #1 and SO #2, and coming within an arm's-length or two of the officers (and Firefighters CW #2 and CW #1) when the shots were fired.

I am also satisfied that the force used by the subject officials to protect themselves and others was reasonable. The threat presented by the Complainant as he opened the interior door and lunged at the officers was unmistakable. He carried with him a knife, which he raised and then swung in the direction of the officers and firefighters. He had just attacked his wife with a knife. The lives of the officers and firefighters, perched atop a small, raised porch, were at imminent risk of death or grievous bodily harm. And there was an urgent need to immediately incapacitate the Complainant to prevent that risk from materializing.

On this record, the use by the officers of their firearms represented a proportionate response to the exigencies of the moment. Indeed, it is difficult to see what else the officers could have done if they were going to ward off the Complainant at such close quarters. Retreat and withdrawal were not options

given the speed with which events unfolded, the railing that bordered the raised patio, and the need to enter the home and ensure the safety of the child. The same may be said in justification of the second series of gunshots. The Complainant had retreated into the home after first being struck, but he was not incapacitated. Within seconds, he advanced again towards the officers still carrying the knife. For all intents and purposes, the threat level was the same. The officers reacted again as they did seconds prior, reasonably so, in my view.

In the result, as there are no reasonable grounds to believe that SO #3, SO #1 or SO #2 comported himself other than within the limits of the criminal law when they fired their guns at the Complainant, there is no basis for proceeding with charges in this case. The file is closed.”

Summary of the Toronto Police Service’s Investigation

P.R.S. Firearms Discharge Investigators (F.D.I.) conducted an administrative investigation as required by provincial legislation.

This investigation examined the circumstances of the firearms death in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The F.D.I. investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 08-03 (Injured on Duty Reporting);
- Procedure 08-04 (Members Involved in a Traumatic Critical Event);
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-03 (Service Firearms);
- Procedure 15-17 (In-Car Camera System);
- Procedure 15-20 (Body-Worn Camera).

The F.D.I. investigation also reviewed the following legislation:

- *Police Service Act* - Section 113 (Special Investigations Unit);
- Ontario Regulation 267/10 (Conduct and Duties of Police Officers Respecting Investigations by the SIU);
- Ontario Regulation 926 - Section 14.2 (Use of Force Qualification);
- Ontario Regulation 926 – Section 9 (Discharge Firearm);
- Ontario Regulation 926 – Section 14.5(1) Reports on the Use of Force.

Conclusion:

The F.D.I. investigation determined that the T.P.S.'s policies and procedures associated with this firearm death were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The F.D.I. investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*original with signature on file at Board office



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2022.45

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards (P.R.S.) – Special Investigations Unit Liaison (S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Terminology

BWC – Body Worn Camera
CEW – Conducted Energy Weapon
Complainant – Refers to the Affected Person
CW – Civilian Witness
SO – Subject Official
TPS – Toronto Police Service
WO – Witness Official

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated January 13, 2023, Director Joseph Martino of the S.I.U. stated, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.”*

The following S.I.U. *Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 22-TCI-244, which can be found in its entirety via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2268

S.I.U. Incident Narrative

“The evidence gathered by the SIU, including interviews with the Complainant and the SO, and BWC footage that captured the incident in parts, gives rise to the following scenario.

In the early morning of September 17, 2022, the Complainant was stopped by the SO and his partner, WO #1. He was driving a newly purchased BMW northbound on Victoria Park Avenue, and was pulled over in the curb lane just before the Sheppard Avenue East intersection. With him in the car was an acquaintance – the CW.

The officers had been travelling south on Victoria Park Avenue in a marked cruiser when they observed a vehicle – the Complainant’s BMW – seemingly speeding northward. The SO – the driver of the cruiser – made a U-turn after the BMW passed them, closed the distance with the vehicle, activated his emergency equipment, and positioned his cruiser across the front of the Complainant’s car after it came to stop.

WO #1 spoke with the Complainant through the open driver’s door window and noticed a quantity of cannabis protruding from the front left pocket of his sweater. He informed the SO, who proceeded to advise the Complainant that he and his vehicle would be searched for cannabis pursuant to the Cannabis

Control Act. The Complainant exited his vehicle and was searched by the SO. He told the officer that there was another quantity of the substance in the rear compartment of the vehicle. The SO searched the rear passenger seats and seized the drug. The CW was also asked to exit the BMW and was searched, after which he was asked to sit on the sidewalk curb.

After he and the interior passenger compartment of his vehicle were searched, the Complainant objected to the search of his vehicle's trunk without a warrant. The SO explained that the search was authorized and that he did not need a warrant. The trunk of the vehicle was opened and the Complainant stood by as the SO began to search it. The Complainant denied that there were any drugs in the trunk area. The SO opened the lid to the spare tire compartment in the trunk. There was no tire in the compartment, but a small satchel. The officer felt the satchel and asked the Complainant if it was a gun inside. The Complainant denied it was a firearm. The SO proceeded to place the satchel on the floor of the trunk. Within seconds of doing so, the Complainant, from the driver's side rear of the vehicle, reached into the trunk and grabbed the satchel.

WO #1 and the SO took hold of the Complainant as soon as he grabbed the satchel and forced him to the ground. There followed a struggle on the ground in which the SO, positioned by the Complainant's upper body, delivered multiple right-handed punches to the head. WO #1, by the Complainant's midsection, delivered a drive-stun to the back with his CEW. Following the CEW discharge, the officers controlled the Complainant's arms behind the back and handcuffed them.

The satchel contained a loaded Glock handgun.

The Complainant was transported to hospital after his arrest and diagnosed with a broken nose."

Analysis and Director's Decision

"The Complainant was seriously injured in the course of his arrest by TPS officers on September 17, 2022. One of the arresting officers – the SO – was identified as a subject official in the ensuing SIU investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable ground to believe that the SO committed a criminal offence in connection with the Complainant's arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The search of the Complainant and his vehicle were legally authorized under section 12(3) of the Cannabis Control Act. In light of the cannabis that the

officers had observed on the Complainant's person during the initial stages of the traffic stop – in a container that was ripped at the top – there were reasonable grounds to believe that additional cannabis would be found in the vehicle in contravention of the Act.

When the Complainant grabbed the satchel and attempted to flee with it, he was also subject to arrest for criminal offences, including 'obstructing justice' and "careless use of a firearm' contrary to sections 139 and 86 of the Criminal Code, respectively.

With respect to the force that was used in aid of the Complainant's arrest, namely, a takedown followed by multiple punches by the SO to the left side of the head and a CEW discharge by WO #1 to the back, I am unable to reasonably conclude that it was not legally justified. The takedown was a legitimate tactic. The officers had cause to believe that the Complainant was attempting to flee the area with a firearm – a clear and pressing public safety risk. In the circumstances, they were entitled to quickly and decisively thwart the Complainant's intentions by taking him to the ground. The number of punches delivered by the SO was significant – about 17 strikes to the head while the Complainant was prone on the roadway. The officer indicated that he was concerned that the Complainant was attempting to access the gun inside the satchel, and that his blows were aimed at preventing that contingency from materializing. In the BWC footage of the altercation, the Complainant could be heard repeatedly asking why he was being punched and protesting that he was not holding "anything". In his SIU interview, however, the Complainant suggests that he was, in fact, struggling to some extent with the officers when he says that he "gave up" after he was shocked by the CEW. On this record, the evidence falls short of reasonably establishing that the SO's concerns were ill-founded. That being the case, the nature and extent of the force he used fell within the range of what was reasonable at the time to ensure that a lethal weapon was not brought to bear. The same may be said with respect to WO #1's CEW drive-stun. In fact, it was shortly after that discharge of his weapon that the Complainant released his left arm out from under him, and he was handcuffed behind the back.

In the result, while I accept that the Complainant's nose was broken by one or more of the SO's punches, I am satisfied that the officer comported himself within the limits of the criminal law throughout their engagement. As such, there is no basis for proceeding with criminal charges in this case. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation mandated by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-09 (Conducted Energy Weapons);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act, 2019*
- R.R.O. 1990, Reg. 926.

Conclusion:

The S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The S.I.U. Liaison investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

This report recommends that the Board receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*original with signature on file at Board office



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2022.46

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards (P.R.S.) – Special Investigations Unit Liaison (S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Terminology

Complainant – Refers to the Affected Person

CW – Civilian Witness

SO – Subject Official

WO – Witness Official

TPS – Toronto Police Service

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated January 18, 2023, Director Joseph Martino of the S.I.U. stated, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official.”*

The following S.I.U. *Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 22-TCI-245, which can be found in its entirety via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2272

S.I.U. Incident Narrative

“The material events in question are clear on the evidence gathered by the SIU, including interviews with the Complainant and the SO, and police BWC footage that captured much of the incident.

In the evening of September 20, 2022, police officers were dispatched to a house in the area of Wellesley Street East and Sumach Street. An occupant of the residence, CW #2, had contacted police to report that someone was trying to break into the home and was now in the backyard.

The Complainant was that person. He had hopped a locked gate to the backyard and was seated having a cigarette on a deck sofa by the time of the police officers’ arrival.

The SO and his partner, the WO, were the first officers on scene, at about 8:15 p.m. They spoke to the residents of the home and, with their help, accessed the backyard through two closed gates. The WO led the way into the backward area and confronted the Complainant at gunpoint. The officer directed him to the ground on a couple of occasions, and then moved in to take a hold of the Complainant when he did not do so. The Complainant resisted as the WO, and then the SO, sought to force him to the ground. He kicked at the officers and then refused to release his arms after he had been grounded. The WO and the SO delivered several hand and arm strikes to the Complainant on the ground, and attempted to overpower him as he

clenched his arms tightly to the chest and continued to lash out with his legs. At one point, the SO placed his right hand on the back of the Complainant's head and drove it three times to the deck floor. Following a further brief period of struggle, the officers took control of the Complainant's arms and handcuffed them behind the back.

The Complainant was lifted to his feet, and escorted from the backyard to the roadway and a waiting cruiser. Arriving at the front hood of the cruiser, he braced his right foot against the vehicle's bumper. The SO, positioned by the Complainant's left side, immediately reacted by pushing him forward and down, the Complainant's face striking the hood in the process. With the Complainant bent over the cruiser's hood, the officers proceeded to search him.

The Complainant was transported to the police station and then to hospital. He was diagnosed with a broken nose."

Analysis and Director's Decision

"The Complainant was seriously injured during his arrest by TPS officers on September 20, 2022. One of the arresting officers – the SO – was identified as the subject official in the ensuing SIU investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

I am satisfied that the Complainant was subject to lawful arrest at the hands of the SO and the WO. Based on what they knew from the 911 call and their conversation with the residents of the home, the officers had grounds to take the Complainant into custody for a number of offences, including 'break and enter' contrary to section 348 of the Criminal Code. Once in lawful custody, the officers were also within their rights to search the Complainant pursuant to their common law powers of search incident to arrest.

I am also satisfied that the force brought to bear by the officers against the Complainant, namely, a takedown followed by multiple strikes to the Complainant's head and torso, was legally justified. As far as the officers knew, the Complainant was trespassing and had attempted to break into a residence for reasons unknown; his immediate apprehension was well-warranted. In the circumstances, when the Complainant failed to get on the ground as ordered, the officers were entitled to force the issue, and did so. Thereafter, the officers were also entitled to resort to a measure of force as

the Complainant refused to release his arms so they could be restrained and kicked out at the officers. The Complainant's resistance was formidable. Even after his head was struck off the deck floor several times by the SO, likely causing his injury, the Complainant continued to struggle against the officers' efforts. Indeed, it was not until the WO punched him twice in the midsection that the officers were able to assume control of both the Complainant's arms and handcuff them together. No further force was used by the officers until the SO, having escorted him to the front of a police cruiser to be searched, drove the Complainant's face into the hood. That episode, however, was the product of opposing forces at work – the Complainant pushing back with his right foot braced against the cruiser, and the officer reacting by pushing forward. In view of the dynamics of the moment, I am unable to reasonably conclude that the SO acted with excess in forcing the Complainant into a position so he could be searched.

In the result, while I accept that the Complainant's nose was broken in the course of the altercation with the SO and the WO that marked his arrest, there are no reasonable grounds to believe that the injury was attributable to unlawful conduct on the part of either officer. As such, there is no basis for proceeding with criminal charges in this case. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. - S.I.U. Liaison conducted an administrative investigation mandated by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following Toronto Police Service (T.P.S.) procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-09 (Conducted Energy Weapons);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act, 2019*
- R.R.O. 1990, Reg. 926

Conclusion:

The S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The S.I.U. Liaison investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

This report recommends that the Board receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*original with signature on file at Board office



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Firearms Injury of Complainant 2022.47

Purpose: Information Purposes Only Seeking Decision

Recommendation:

The following report recommends that the Board forward a copy of this report to the Solicitor General as per O. Reg 552/92, s .8

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards (P.R.S.) – Special Investigations Unit Liaison (S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service,

to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Terminology

Complainant – Refers to the Affected Person

CW – Civilian Witness

SO – Subject Official

WO – Witness Official

TPS – Toronto Police Service

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated January 19, 2023, Director Joseph Martino of the S.I.U. stated, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.”*

The following S.I.U. *Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director's report, number 22-TFI-246, which can be found in its entirety via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2273

S.I.U. Incident Narrative

“The material events in question are clear on the evidence collected by the SIU – including interviews with the Complainant and the SO, and video footage that captured the incident – and may briefly be summarized.

In the early afternoon of September 21, 2022, the SO, in the company of WO #1, was dispatched to a store on Yonge Street, Toronto. An employee had called police to report a disturbance involving the Complainant. The Complainant was harassing and threatening customers.

With a less-lethal shotgun at the ready, the SO was the first to enter the store, followed closely by WO #1. The Complainant was at the rear of the store on the main level. At the sight of the SO, the Complainant walked aggressively in his direction, raising his right hand as if to punch the officer.

The SO stepped back and was pushed by the Complainant into a store display table. He used his shotgun to block additional punches by the Complainant. WO #1 interceded from behind and pulled the Complainant away from the SO. The Complainant again rushed at the SO. As he did so, the officer, while backtracking, fired his less-lethal shotgun four times in quick succession at the Complainant.

The Complainant was struck by each of the four rounds. Following the final shot, he broke off his attack, rounded the display table and went to the floor. The SO and WO #1 followed him there and handcuffed his hands behind his back.

The Complainant was taken to hospital where, aside from some superficial lacerations caused by the less-lethal projectiles, it was discovered that one of them had penetrated his abdomen. The projectile was removed with surgery.”

Analysis and Director’s Decision

“The Complainant suffered a serious injury when he was shot by a TPS officer on September 21, 2022. The officer – the SO – was identified as the subject official in the ensuing SIU investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant’s injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The Complainant was causing a disturbance in the store, and had harassed and threatened to slash store employees and customers. He was clearly subject to arrest for a variety of offences, including ‘uttering threats’ contrary to section 264.1 of the Criminal Code.

With respect to the force used by the SO, namely, four shots from his less-lethal shotgun, I am satisfied that it was legally justified. The Complainant was immediately violent with the officers. He assaulted the SO – pushing him backwards and punching at him – and was in the middle of another attack on the officer when the less-lethal shotgun was deployed. The scene was a retail business with customers and employees present, and deterring the Complainant and taking him into custody as soon as possible was a matter of some urgency. Importantly, each of the gunshots occurred as the Complainant was moving towards the SO with hostile intentions. In the circumstances, it would appear that the use of the weapon – designed to neutralize a threat by inflicting pain but not serious injury - fell within a range

of reasonable options available to the SO. In fact, the Complainant was thwarted by the weapon and went to the floor following the fourth shot.

In the result, while it is regrettable that the Complainant suffered a serious injury in his run-in with police, there are no reasonable grounds to conclude that the SO comported himself other than within the limits of the criminal law throughout their engagement. As such, there is no basis for proceeding with criminal charges in this case. The file is closed.”

Summary of the Toronto Police Service's Investigation

The P.R.S. - S.I.U. Liaison conducted an administrative investigation mandated by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-03 (Service Firearms);
- Procedure 15-06 (Less Lethal Shotguns);
- Procedure 15-09 (Conducted Energy Weapons); and
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act, 2019*
- R.R.O. 1990, Reg. 926

Conclusion:

The S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The S.I.U. Liaison investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*original with signature on file at Board office



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2022.53

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards (P.R.S.) – Special Investigations Unit Liaison (S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official

WO – Witness Official

CW- Civilian Witness

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated January 26, 2023, Director Joseph Martino of the S.I.U. advised, *“The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the two subject officials.”*

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 22-TVI-256, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2283

S.I.U. Incident Narrative

“The evidence collected by the SIU, including an interview with the Complainant and one of the subject officials – SO #2, and ICCS footage that captured the incident in parts, gives rise to the following scenario. As was his legal right, SO #1 declined an interview with the SIU and the release of his notes.

On September 28, 2022, the TPS received a report of gunshots fired in the area of Bellamy Road North and Ellesmere Road. Subsequent reports indicated that two vehicles involved in the shooting had fled the scene, one of which was described as a Dodge Charger with tinted windows and out-of-province licence plates. Officers were dispatched to the scene.

SO #2 and his partner, WO #2, heard the initial reports and were travelling westbound on Highway 401 when they came across the Charger. It had Quebec licence plates and rear-end damage, consistent with descriptions that had been broadcast of the fleeing vehicle. With SO #2 driving, the officers decided to follow the vehicle and did so for upwards of 20 kilometres as attempts were being made to involve marked police cruisers to stop the Charger.

SO #1 was operating a marked police cruiser and trying to catch up to the Malibu and Charger to stop the suspect vehicle. With him in the front passenger seat was WO #1. The officers came upon the two lead vehicles in heavy traffic in the westbound Highway 401 express lanes near Dufferin Street. SO #2’s vehicle – an unmarked Malibu - was initially in the fourth lane from the left before entering into the third lane with the approach of the marked cruiser, the Charger was in

the second lane from the left and slightly behind the Malibu, and the marked cruiser was in the right (north) shoulder across from the Charger.

The driver of the Charger was the lone occupant of the vehicle. Within moments of the marked cruiser's arrival at the scene, it seems the driver became aware of the police presence and attempted to accelerate away.

SO #2 maneuvered the Malibu into the next lane to the left to block the Charger's path, but the Charger was able to squeeze past the vehicle, the two cars colliding as it did so, and then enter onto the left (south) shoulder of the express lanes. The officer also travelled onto the shoulder and accelerated after the Charger. SO #1 did likewise, falling in behind the Malibu.

The chase on the shoulder, reaching top speeds upwards of 100 km/h, unfolded over about a minute. It came to an end when the shoulder narrowed at a point east of Keele Street and the Charger drove into a civilian vehicle in the left most lane. That impact set off a chain reaction of collisions involving multiple vehicles. The time was about 1:31 p.m.

The driver exited the Charger and took flight southwards across the eastbound lanes of Highway 401. He was eventually captured and arrested by the pursuing officers.

The Complainant's vehicle was involved in the collisions. He was taken to hospital and diagnosed with facial fractures”.

Analysis and Director's Decision

“The Complainant was seriously injured in a motor vehicle collision in Toronto on September 28, 2022. As the vehicle that precipitated the collision was being pursued at the time by two police vehicles, the SIU was notified of the matter and initiated an investigation. The drivers of the two TPS vehicles – SO #2 and SO #1 – were identified as subject officials. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that either officer committed a criminal offence in connection with the Complainant's injuries.

The offence that arises for consideration is dangerous driving causing bodily harm contrary to section 320.13(2) of the Criminal Code. As an offence of penal negligence, a simple want of care will not suffice to give rise to liability. Rather, the offence is predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have observed in the circumstances. In the instant case, the issue is whether there was a want of care in the manner in which SO #2 and SO #1 operated their vehicles, sufficiently egregious to attract criminal sanction that caused or contributed to the collisions. In my view, there was not.

There is no suggestion in the evidence that either of the subject officials drove dangerously until the final stages of their engagement with the Charger. While they both exceeded the speed limit, SO #2 attempting to keep up with the Charger and SO #1 trying to catch up, it does not appear that other motorists were placed at undue risk by their conduct.

The focus of the analysis centres on the officers' decision-making in the moments before the collisions. During this time, when it appeared that the driver of the Charger had clued into the presence of the police around him and sought to accelerate away, SO #2 tried to block the Charger's path of travel and then, with SO #1, pursued the Charger at speed on the shoulder of Highway 401. Those decisions certainly resulted in danger on the roadway – the former contributed to a crash between the two vehicles, albeit a relatively minor one; the latter might be said to have fueled the driver of the Charger's reckless driving in some measure while constituting risky conduct in and of itself. That risk, at least in the case of SO #2, would have been exacerbated by the lack of any emergency lighting or siren on the officer's vehicle.

On the other side of the ledger, however, it is important to recognize that police officers engaged in the execution of their duties are exempt from speed limitations by section 128(13)(b). The provision does not provide officers carte blanche to speed as they wish, but it does recognize that a measure of speed is sometimes necessary in the interests of law enforcement. That is to say, an officer must weigh the situation and exercise judgment in deciding what is warranted in the circumstances. In the instant case, the law enforcement interest was high. As far as they knew, the driver of the Charger had just shot and wounded another individual, and remained in possession of a firearm. His immediate apprehension was a matter of urgency. To be sure, attempting to stop the Charger in the middle of a congested highway was always going to be a risky proposition. However, the officers had a choice to make – attempt to stop and then pursue the vehicle, or risk having the driver get away. In the heat of the moment, I am unable to reasonably conclude that the decision they made was a markedly unreasonable one. Rather, it would appear that the balance of public safety considerations was not manifestly prohibitive, particularly when the pursuit, as it turned out, was relatively short-lived.

In the final analysis, when the risks inherent in the conduct of the subject officials are weighed against the extenuating considerations, I am not satisfied on reasonable grounds that either of SO #2 or SO #1 transgressed the limits of care prescribed by the criminal law in the course of their engagement with the Charger. As such, there is no basis for proceeding with charges in this case. The file is closed”.

Summary of the Toronto Police Service's Investigation

The P.R.S. - S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation. This investigation was reviewed by the Traffic Services (T.S.V.) as required by Toronto Police Procedure 13-16 (Special Investigations Unit).

This investigation examined the circumstances of the vehicle injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison and T.S.V. investigation reviewed the following Toronto Police Service (T.P.S.) procedures:

- Procedure 01-01 (Arrest);
- Procedure 05-21 (Firearms);
- Procedure 07-05 (Service Vehicle Collisions);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-10 (Suspect Apprehension Pursuit);
- Procedure 15-17 (In-Car Camera System) and
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison and T.S.V. investigation also reviewed the following legislation:

- *Special Investigations Unit Act, 2019.*

Conclusion:

The S.I.U. Liaison Unit and T.S.V. investigation determined that the T.P.S.'s policies and procedures associated with this vehicle injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The S.I.U. Liaison and T.S.V. investigation determined the conduct of the designated officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

This report recommends that the Board receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*original on file at Board office



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody
Death of Complainant 2022.56**

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards (P.R.S.) – Special Investigations Unit Liaison (S.I.U. Liaison) investigation determined the conduct of the designated officials and the civilian members was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official

WO – Witness Official

ETF- Toronto Police Service Emergency Task Force

CW- Civilian Witness

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated February 10, 2023, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official”*.

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 22-TCD-270, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2301

S.I.U. Incident Narrative

“The material events in question are clear on the evidence collected by the SIU, which included interviews with the SO and several other officers present and engaged with the Complainant in the lead-up to his fall, as well as video and audio-recordings that captured much of the incident.

In the afternoon of October 13, 2022, TPS officers were dispatched to an apartment building near Jane Street and Finch Avenue West. They were responding to several 911 calls – made at approximately 4:30 p.m. – reporting that someone was throwing items out of an upper-floor window, and expressing concern that people outside at ground-level would be hurt.

The items, such as clothing and pieces of furniture – were being thrown from a bedroom window of an apartment by the Complainant, one of the unit’s residents. The Complainant was of unsound mind at the time. In fact, earlier that afternoon, he had himself placed a 911 call to police about someone breaking into his apartment. The Complainant sounded paranoid and delusional at the time; he had mentioned conspiracies and hearing “silent noises” before hanging up the phone ⁶

WO #3 and WO #4 were the first officers on scene, arriving outside the apartment at about 4:50 p.m. The officers entered the apartment using a key provided by the building’s superintendent, encountered the Complainant’s

brother – CW #2 – exiting his bedroom, and learned that the Complainant was alone in his bedroom. Over the course of the next half-hour or so, WO #3 and WO #4 attempted to communicate with the Complainant through the closed bedroom door. They asked the Complainant to stop throwing items out his window. An agitated Complainant asked the police to leave his apartment and continued to throw items out his bedroom window. At one point, he told the officers he wanted them to shoot him. Time passed and the officers heard what seemed to be furniture being stacked against the interior of the bedroom door. They also learned that the Complainant had an incident on file in which he had apparently pulled a knife on his sister.

As these negotiations were happening, WO #5 arrived on scene and decided to call-in the ETF.

The SO was part of the ETF and responded with his team to the address, arriving at about 5:30 p.m. He assigned two members of his team – WO #1 and WO #2 – to take over the negotiations, and then split his time gathering information and considering various options and tactics that might be brought to bear to bring the standoff to a peaceful resolution. This included the possibility of having ETF officers rappel down from the roof of the building into the apartment. The SO assigned officers to begin work on setting up the rappel lines. Given the possibility that the Complainant might be armed, and the dangers inherent in the gambit, the sergeant ultimately decided officers would not rappel into the apartment unless the Complainant was in some form of medical distress.

WO #1 and WO #2 relieved WO #3 and WO #4 on the 16th floor at about 5:35 p.m. From a position outside the bedroom door, WO #2 spoke to the Complainant and attempted to have him exit his apartment safely. WO #1 did the same thing from an adjacent bedroom. With the use of a pole mirror extended outside the bedroom window and angled towards the Complainant's bedroom window, the officer had a partial view of what the Complainant was doing. The officers told the Complainant that they were there to help him and that he was not in any trouble. They offered him food and drink, and medical attention. Aside from some orange juice, the Complainant rejected the officers' overtures. The juice was passed inside the bedroom through a hole drilled into the bedroom door. The Complainant was variously calm and agitated throughout the negotiations. His paranoia persisted – he claimed the officers had rigged the internet and said he wanted to call the police. The Complainant asked to speak to his mother and brother, and was told that he could see them if he exited the bedroom.

Starting from about 6:40 p.m., the Complainant's behaviour became increasingly reckless. He had started to climb in and out of the open bedroom window, sometimes sitting on the windowsill, sometimes hanging out the window. From the adjacent window, WO #1 pleaded with the Complainant to get back inside the apartment. He talked to him about his

family, and how they would not want him to die. On two occasions, having positioned himself completely outside the window, hanging on with his hands on the windowsill ledge, the Complainant managed to pull himself up and back to safety. On the third occasion, the Complainant lost his grip and fell. The time was about 7:01 p.m.

The Complainant dropped 16 floors to his death, landing on the pavement a couple of metres from the building wall. On-scene paramedics rushed to his aid. He was pronounced deceased a short time later.

Cause of Death

The pathologist at autopsy was of the preliminary view that the Complainant's death was attributable to 'Multiple Trauma'.

Analysis and Director's Decision

"The Complainant fell to his death from a high-rise apartment building in Toronto on October 13, 2022. As TPS officers were present on scene and had spoken to the Complainant in the time before his fall, the SIU was notified of the incident and initiated an investigation. The SO was identified as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's death.

The offence that arises for consideration is criminal negligence causing death contrary to section 220 of the Criminal Code. The offence is reserved for serious cases of neglect that demonstrate a wanton or reckless disregard for the lives or safety of other persons. It is predicated, in part, on conduct that amounts to a marked and substantial departure from the level of care that a reasonable person would have exercised in the circumstances. In the instant case, the question is whether there was a want of care on the part of the SO, sufficiently egregious to attract criminal sanction, that caused or contributed to the Complainant's death. In my view, there was not.

The police who responded to the Complainant's address, including the SO and his ETF Team, were lawfully placed throughout their dealings with the Complainant. By throwing objects from his 16th floor bedroom window to the ground below, which just happened to be the premises of a day care facility, and then alerting officers that he wished to die, the Complainant constituted a risk of harm to himself and others. The officers were duty bound, in the circumstances, to do what they reasonably could to prevent that risk from materializing.

I am further satisfied that the police decision-making and operations that followed their arrival on scene, led in its latter stages by the SO, were prudent and reasonable. The officers assigned to speak with the Complainant – WO #1 and WO #2 – were each trained negotiators. There is nothing in the evidence to suggest that their conduct was substandard; on the contrary, it appears they did what they could to appease the Complainant and cajole him to safety. Aside from the negotiations that were taking place, the SO gave thought to more proactive strategies, like rappelling down from the building roof to the 16th floor apartment. That plan, wisely, in my view, was ruled out given the circumstances at play – the Complainant was erratic and possibly armed with a knife, given the report on file involving his sister and the fact that a knife had been discovered missing from a knife block in the apartment. Nor did it appear that storming the bedroom was a viable option given the time it would take for officers to breach the door and the Complainant's presence beside an open window. Instead, the SO decided they would give negotiations every opportunity to work. Towards this end, arrangements were being made to have a forensic psychiatrist attend the scene to give advice on the course of the negotiations. Regrettably, the Complainant fell before the psychiatrist could attend.

Two specific issues warrant particular attention. At points during the ETF's negotiations with the Complainant, there was opportunity to introduce the Complainant's mother or other family member, who had arrived on scene, to speak to the Complainant. The SO decided against that course of action. Best practices in this area of policing suggest that the intervention of a family member into negotiations must be approached with great caution and assessed on a case-by-case basis. The concern is that the introduction of a family member with whom a subject has strong emotional ties could trigger an impulsive or fateful reaction. Given the Complainant's state of mind at the time, I am unable to fault the SO for making the decision he did. Nor, in respect of the second issue, does it appear that the deployment of the TPS Mobile Crisis Intervention Team was a viable option given the possibility that a knife was in play.

In the result, there are no reasonable grounds to believe that the SO transgressed the limits of care prescribed by the criminal law in connection with the events culminating in the Complainant's death. As such, there is no basis for proceeding with criminal charges. The file is closed".

Summary of the Toronto Police Service's Investigation

The P.R.S. - S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation. This investigation was reviewed by the Homicide and Missing Persons Unit as required by T.P.S. Procedure 13-16 (Special Investigations Unit).

This investigation examined the circumstances of the custody death in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 06-04 (Persons in Crisis);
- Procedure 06-13 (Mobile Crisis Intervention Team);
- Procedure 08-03 (Injured on Duty Reporting);
- Procedure 08-04 (Members Involved in a Traumatic Critical Incident);
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-17 (In-Car Camera System; and
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act, 2019*

Conclusion:

The S.I.U. Liaison Unit investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The S.I.U. Liaison investigation determined the conduct of the designated officers and civilian members was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

This report recommends that the Board receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

*original on file at Board office



PUBLIC REPORT

April 6, 2023

To: Chair and Members
Toronto Police Services Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2022.62

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards (P.R.S.) – Special Investigations Unit Liaison (S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act*
- *Police Services Act (P.S.A.)*

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official

WO – Witness Official

BWC- Body Worn Camera

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated February 24, 2023, Director Joseph Martino of the S.I.U. advised, *“The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.”*

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 22-TCI-282, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2316

S.I.U. Incident Narrative

“The events in question are clear on the evidence collected by the SIU, and may briefly be summarized.

In the late afternoon of October 27, 2022, the SO and his partner, the WO, were dispatched to a building in the area of Eglinton Avenue East and Mount Pleasant Road, Toronto. Staff had contacted police to report that a female – the Complainant – was refusing to vacate her room. The Complainant had repeatedly been asked to leave as the room was scheduled to be fumigated for bed bugs.

The officers arrived on scene and, together with members of staff, made their way up to the Complainant’s room. The officers explained why the Complainant needed to leave and attempted to convince her to do so. The Complainant was adamant that she would not leave. At times, she questioned whether the SO and the WO were actually police officers. After much back-and-forth, the SO told the Complainant that she had 15 minutes to pack her belongings.

When the 15 minutes were up, the officers entered to find the Complainant seated in a chair by her bed. She had not packed her bags. The Complainant was warned a final time by the SO to leave or she would be arrested, and remained steadfast in her refusal. The officers approached the Complainant, each taking a hold of an arm, and attempted to lift her from the chair. The Complainant attempted to pull her arms away from the officers

and physically resisted their efforts. Once up on her feet, she continued to struggle. The parties pushed and pulled, and the Complainant lost her balance, falling face first onto the floor and suffering a broken nose in the process. The time was about 6:25 p.m.

The Complainant was transported in ambulance to hospital from the scene, where her injury was diagnosed”.

Analysis and Director’s Decision

“The Complainant was seriously injured in the course of her arrest by TPS officers on October 27, 2022. In the ensuing SIU investigation of the incident, one of the officers – the SO – was identified as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant’s arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The Complainant had been discharged from the building and was legally obligated to leave when asked to do so, first by the staff and then, acting on behalf of the staff, the SO and the WO. When the Complainant refused to do so, she was subject to arrest under section 9(1) of the Trespass to Property Act.

With respect to the force used by the officers in aid of the Complainant’s arrest, I am satisfied that it was legally justified. This consisted of no more than the officers taking hold of her arms and attempting to control them as the Complainant fought with the officers to release their grip. The BWC footage establishes that the officers were not heavy-handed in the dealings with the Complainant, and that her fall was an unfortunate consequence of the dynamics of the struggle then ongoing. No strikes of any kind were delivered by either officer.

In the result, as there are no reasonable grounds to conclude that the SO or the WO comported themselves other than lawfully in their dealings with the Complainant, there is no basis for proceeding with criminal charges. The file is closed”.

Summary of the Toronto Police Service’s Investigation

The P.R.S. - S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 06-01 (Commencing POA Proceedings);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting); and
- Procedure 15-20 (Body-Worn Camera)

The S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act, 2019;
- Trespass to Property Act.

Conclusion:

The S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification. The following additional comments are provided.

The involved officers were equipped with Body Worn Camera's (B.W.C.) and the footage of their initial conversations with the complainant, their attempts to de-escalate the situation and their use of force was captured on video and provided to the S.I.U.

This B.W.C. footage provided the S.I.U. with an unparalleled perspective of this event and was an essential piece of evidence in assisting the S.I.U. in determining what happened and why.

The S.I.U. Liaison investigation determined the conduct of the designated officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation(s):

This report recommends that the Board receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police