



**Public Meeting**

**Thursday,  
October 19, 2023  
at 9:00AM**



**PUBLIC MEETING AGENDA**  
**Thursday, October 19, 2023 at 9:00AM**  
Livestreaming at [https://youtube.com/live/qwlrD\\_Ihm2I](https://youtube.com/live/qwlrD_Ihm2I)

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Call to Order

Indigenous Land Acknowledgement

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

Swearing-in of Councillor Jon Burnside

Chief's Monthly Verbal Update

1. Confirmation of the Minutes from the regular public meeting held on [September 14, 2023](#) and of the Minute from the Budget Committee meeting held on [September 25, 2023](#).

Items for Consideration

2. October 2, 2023 from Dubi Kanengisser, Executive Director  
**Re: [2024 Budget Committee Update](#)**
3. September 29, 2023 from Dubi Kanengisser, Executive Director  
**Re: [Revised Board Policy – Board Member Training](#)**
4. September 26, 2023 from Myron Demkiw, Chief of Police  
**Re: [Annual Report on Police Training – 2022](#)**

5. September 22, 2023 from Myron Demkiw, Chief of Police  
**Re: Contract Extension and Increase with eJust Systems Inc. for eJust Case Management System Support and Maintenance**
  
6. September 2, 2023 from Myron Demkiw, Chief of Police  
**Re: Special Constable Appointments and Re-Appointments – October 2023**

### Consent Agenda

7. September 7, 2023 from Myron Demkiw, Chief of Police  
**Re: Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Beau Aaron Baker**
  
8. **Chief's Administrative Investigation Reports**
  - 8.1 September 5, 2023 from Myron Demkiw, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2023.07**
  
  - 8.2 September 5, 2023 from Myron Demkiw, Chief of Police  
**Re: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2023.13**
  
  - 8.3 September 5, 2023 from Myron Demkiw, Chief of Police  
**Re: Chief's Administrative Investigation into the Other Injury of Complainant 2023.15**
  
  - 8.4 September 5, 2023 from Myron Demkiw, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Death of Complainant 2023.19**
  
9. October 12, 2023 from Dubi Kanengisser, Executive Director  
**Re: Request for Special Funds - 31st Annual Scholarship and Awards Gala**

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, November 23, 2023

Hybrid Board Meeting – at Police Headquarters, 40 College Street or virtually via WebEx

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**Members of the Toronto Police Services Board**

Ann Morgan, Chair  
Amber Morley, Deputy Mayor & Member  
Lily Cheng, Member & Councillor  
Nick Migliore, Board Member

Lisa Kostakis, Vice-Chair  
Nadine Spencer, Board Member  
Jon Burnside, Member & Councillor



City Clerk's Office

**Secretariat**  
Jonathan B. Canchela  
Striking Committee  
City Hall, 12th Floor, West Tower  
100 Queen Street West  
Toronto, Ontario M5H 2N2

**John D. Elvidge**  
City Clerk  
**Tel:** 416-392-6627  
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August 18, 2023

Ms. Ann Morgan  
Chair, Toronto Police Service Board  
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Toronto, Ontario  
M5G 2J3  
[board@tpsb.ca](mailto:board@tpsb.ca)  
[sheri.chapman@tpsb.ca](mailto:sheri.chapman@tpsb.ca)

Dear Ms. Morgan:

City Council, at its meeting on August 10, 2023, adopted Striking Committee [Item ST2.1](#) and, in so doing, rescinded the appointments made in [2023.ST1.1](#) and appointed the following Members of Council to the Toronto Police Services Board of Directors for a term of office until December 31, 2024, and until successors are appointed:

Councillor Jon Burnside  
Councillor Lily Cheng  
Deputy Mayor Amber Morley

Yours truly,

for John D. Elvidge  
City Clerk

SP/ab

c. City Manager

**Toronto Police Services Board  
Appointees' Contact Information**

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## PUBLIC REPORT

**October 2, 2023**

To: Chair and Members  
Toronto Police Services Board

From: Dubi Kanengisser  
Executive Director

**Subject: 2024 Budget Committee Update**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation(s):**

This report recommends that:

1. The Toronto Police Services Board (Board) appoint a Board Member to the Budget Committee, in order to fill the current vacancy;
2. The Board direct the Executive Director, in consultation with Committee Members and the Chief's Office, to explore a different meeting schedule and subsequently inform the public of any changes to the meeting schedule on the website; and
3. The Board forward a copy of this report to the City Manager, the Deputy City Manager and Chief Financial Officer (CFO).

### **Financial Implications:**

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

### **Summary:**

The purpose of this report is to update the 2024 Budget Committee by filling a vacancy that was created through the departure of Councillor Vincent Crisanti from the Board and, as a result, the Budget Committee. Additionally, in order to increase meeting accessibility for members of the public, the Board would like to explore a more flexible meeting schedule that could include different meeting times and/or platforms.

## **Discussion:**

### ***Background***

At its July 27, 2023 meeting, the Board approved recommendations from Executive Director Dubi Kanengisser to strike a 2024 Budget Committee and to appoint Board Members Chair Ann Morgan, Vice-Chair Lisa Kostakis, and Board Members Councillor Vincent Crisanti, and Nadine Spencer to the Board. Additionally, a meeting schedule was also recommended and approved at that time (Min. No. P2023-0727-8.0 refers.)

### ***Committee Membership and Meeting Information***

Following the election of Mayor Olivia Chow on June 26, 2023, a Striking Committee was formed to review all City Council appointments to agencies, boards and commissions. On August 10, 2023, the Striking Committee recommended, and, subsequently, City Council approved new appointments to the Toronto Police Services Board, including Deputy Mayor Amber Morley, Councillor Jon Burnside, and the reappointment of Councillor Lily Cheng. In this transition, as Councillor Vincent Crisanti was no longer a Board Member, a vacancy was created on the Budget Committee.

Therefore, it is now proposed that the Board nominate a Member in order to fill this vacancy. The new appointee would serve on the Budget Committee alongside Board Chair Ann Morgan, Vice-Chair Lisa Kostakis, and Board Member Nadine Spencer.

As previously stated, all Board Members are encouraged and welcome to attend and participate in the Budget Committee meetings, although only committee members will be able to vote.

The Budget Committee meetings will be convened in accordance with the Board's Procedural Bylaw and, consequently, will meet in public. As with all public Board meetings, members of the public will have an opportunity to participate through our established deputation process.

In addition, the Board will strive to allow for other opportunities for public input into the budget process, with exact details to be determined and publicized once confirmed.

### ***Meeting Dates and Times***

Since its July 2023 meeting, the Board has received feedback from members of the public regarding the Budget Committee meeting schedule, and has been asked to explore ways to increase meeting accessibility in order to enhance public engagement. Therefore, it is recommended that the Executive Director be directed, in consultation with Committee Members and the Chief's Office, to explore a more flexible Budget Committee meeting schedule that may allow for meetings to take place at different times and/or through a virtual platform. Any changes to the meeting schedule will be publicly communicated through the Board's website and social media channels well in advance of any scheduled meeting.

## ***Equity Analysis***

Ensuring that the 2024 budget process embraces accessibility will increase the ability of Torontonians to participate in the development of the 2024 budget.

### ***Conclusion:***

Therefore, it is recommended that:

1. The Toronto Police Services Board (Board) appoint a Board Member to the Budget Committee, in order to fill the current vacancy;
2. The Board direct the Executive Director, in consultation with Committee Members and the Chief's Office, to explore a different meeting schedule and subsequently inform the public of any changes to the meeting schedule on the website; and
3. The Board forward a copy of this report to the City Manager, the Deputy City Manager and Chief Financial Officer (CFO).

Respectfully submitted,

Dubi Kanengisser  
Executive Director and Chief of Staff

### ***Contact***

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Danielle Dowdy  
Senior Advisor, Strategic Policy and Stakeholder Relations  
Email: [Danielle.Dowdy@tpsb.ca](mailto:Danielle.Dowdy@tpsb.ca)



## PUBLIC REPORT

**September 29, 2023**

To: Chair and Members  
Toronto Police Services Board

From: Dubi Kanengisser  
Executive Director

**Subject: Revised Board Policy – Board Member Training**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation(s):**

This report recommends that the Board approve the revised Board Policy, entitled "Board Member Training," as attached to this report.

### **Financial Implications:**

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

### **Summary:**

This report recommends changes to the Board's "Board Member Training" Policy, which codify recent changes to the training offered to Board Members, in line with recommendations coming out of the *Missing and Missed* report.

### **Discussion:**

#### ***Background***

The Board's Policy on Board Member training has been revised a number of times in accordance with legislative amendments and additional training needs identified internally.

The last time this Policy was amended was in November 2010 (Min. No. P292/10 refers).

On April 13, 2021, the Board received the Final Report (“the Report”) by the Honourable Gloria J. Epstein, Head of the Independent Civilian Review into Missing Person Investigations (“the Review”), entitled *Missing and Missed*. This comprehensive Report, which included 151 recommendations on missing persons investigation practices, community outreach, and Board policies, represented a culmination of almost three years of diligent and dedicated research, detailed analysis, as well as consultation with Toronto’s LGBTQ2S+ and other communities

The Review was asked to evaluate how the Service has conducted, and is conducting, missing persons investigations, particularly in relation to LGBTQ2S+ and vulnerable or marginalized communities, and to make recommendations to promote efficient, effective and bias-free investigations and improve police relations with affected communities. The purpose of the Review was to not only examine how both the Board and Service can improve our policies, procedures, training and culture, but also to restore public confidence in the Service, and to continue to build bridges with members of all the communities we serve. In the words of the Review Team, the “151 recommendations are offered including a transformative new approach to the roles of both the police and communities in addressing missing person cases.”

### ***Board Member Training Recommendation***

Judge Epstein’s report spends a considerable amount of time focusing on the role of the Board as an effective oversight body, and what is required to create the conditions for true effectiveness. This includes the consistent and comprehensive training of Board Members in their role and legislative mandate.

Recommendation 6 deals squarely with the training issues, and states as follows:

***6. The Toronto Police Services Board should ensure that initial and ongoing training and education of its current and future members should include mandatory continual education not only on the role of the Board but on how it can be effective in its governance and oversight role. Emphasis should be on topics such as the sharing of information (including “critical points”), constructive dialogue with the chief of police, systemic issues to be explored, and the scope of and limitations to “directions” to the chief of police.***

Board Staff have developed a training framework which includes both mandatory training sessions for all Board Members following their appointments, along with supplementary, and ongoing training opportunities.

To codify this, the Board Policy has been revised to include these elements.

### ***Mandatory Training***

Importantly, the provisions state that “each new Board Member will participate in a mandatory training session,” and details the mandatory subjects to be included in such training. The draft Policy states that “every new Board Member must complete this training within two months of the Member being appointed to the Board” and that “if a Board Member does not successfully complete the mandatory training session within two months of the Member being appointed to the Board, the Executive Director will detail this in a report to the Board, which will determine what limitations, if any, may be imposed on the Board Members as a result.” Notably, this anticipates, in part, requirements included in the *Community Safety and Policing Act*, section 35, which is yet to come into force, and which will prohibit Board Members from exercising their powers or performing their duties until they have successfully completed the training prescribed by the Minister.

### ***Annual Training Program***

In addition, the draft revised Policy states that “the Executive Director will develop, in consultation with the Chair, an annual training program to ensure Board Members are informed of matters of interest and relevance to the Board,” and urges Board Members to “make every effort to participate in the annual training program sessions.”

The draft revised Policy also references the “ongoing, additional training opportunities” available to Board Members, including, but not limited to, conferences and training sessions offered by the Ontario Association of Police Service Board (OAPSB) and the Canadian Association of Chiefs of Police (CAPG), and encourages them “to take advantage of such opportunities where possible.”

### ***Reporting and Accountability***

Lastly, the draft revised Policy includes a provision related to reporting and accountability, noting that “the Executive Director will track the participation of Board Members in the mandatory training, as well as any additional training opportunities, and report training participation annually to the Chair.”

It should be noted that this draft revised Policy formalizes existing practices on Board Member training and provides additional details, for greater consistency and uniformity of training, and for the clear and transparent tracking of such training.

### ***Conclusion:***

Therefore, it is recommended that the Board approve the revised Board Policy, entitled “Board Member Training,” as attached to this report.

Respectfully submitted,

Dubi Kanengisser  
Executive Director

*Attachments:*

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Draft Board Member Training Policy



## TORONTO POLICE SERVICES BOARD

### BOARD MEMBERS: TRAINING

<b>DATE APPROVED</b>	May 1, 2000	Minute No: P156/00
<b>DATE(S) AMENDED</b>	February 22, 2001 November 15, 2010 <b>October 19, 2023</b>	Minute No: P44/01 Minute No: P292/10
<b>DATE REVIEWED</b>	November 15, 2010	Minute No: P292/10
<b>REPORTING REQUIREMENT</b>	Annual report to Chair detailing all training completed by Board Members	
<b>LEGISLATION</b>	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), (5). <i>Members of Police Services Board – Code of Conduct</i> , O. Reg. 421/97.	

It is the policy of the Toronto Police Services Board that:

1. Each new Board Member will participate in a mandatory training session;
2. The training will, at a minimum, consist of:

Mandate of the Police Services Board; Policy Making Role; Code of Conduct; Role of Board Office; Board Meeting Procedures; Labour Relations;	Overview of the Toronto Police Service, which includes discussion about internal and external stakeholders, including the Toronto Police Association and the Toronto Senior Officers' Organization; and all training mandated by the Ministry
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3. Every new Board Member must complete this training within two months of the Member being appointed to the Board;
4. If a Board Member does not successfully complete the mandatory training session within two months of the Member being appointed to the Board, the Executive Director will detail this in a report to the Board, which will determine what limitations, if any, may be imposed on the Board Members as a result;

5. In addition to the mandatory training session, the Executive Director will develop, in consultation with the Chair, an annual training program to ensure Board Members are informed of matters of interest and relevance to the Board;
6. Board Members will make every effort to participate in the annual training program sessions;
7. The Executive Director will inform Board Members of ongoing, additional training opportunities, including, but not limited to, conferences and training sessions offered by the Ontario Association of Police Service Board (OAPSB) and the Canadian Association of Chiefs of Police (CAPG);
8. Board Members are encouraged to take advantage of such opportunities where possible; and
9. The Executive Director will track the participation of Board Members in the mandatory training, as well as any additional training opportunities, and report training participation annually to the Chair.



## PUBLIC REPORT

**September 26, 2023**

To: Chair and Members  
Toronto Police Services Board

From: Myron Demkiw  
Chief of Police

**Subject: Annual Report on Police Training – 2022**

**Purpose:**  Information Purposes Only  Seeking Decision

### Background

At its meetings of August 24, 1995 and January 20, 1999, the Toronto Police Services Board (Board) requested that the Chief of Police provide annual reports that assess the effectiveness of training programs (Min. Nos. P333/95 and P66/99 refer).

This report outlines the training delivered by the Toronto Police College (T.P.C.) during 2022.

### Summary:

The Toronto Police Service (T.P.S.) recognizes the importance of meeting the training needs of its police officers and civilian members by providing quality learning opportunities both internally and externally through the Toronto Police College (T.P.C.).

### Discussion:

The T.P.C. places a strong emphasis on providing quality training to its police officers and civilian members through a multifaceted approach that addresses their diverse learning needs. Training is offered through various means, including traditional in-class instruction at the Toronto Police College, unit-specific training, online e-Learning courses, and external learning opportunities. The T.P.C. annually seeks input from internal and external stakeholders that continue to inform curriculum and training needs.

In 2022, the T.P.C. transitioned back to in-class training, after a transition to normal operations. Throughout 2021, the T.P.C. delivered limited in-class training, relying on select e-Learning modules to continue delivering training to T.P.S. members. The re-opening of the T.P.C. to in-class learning represented a significant change from the previous year, and allowed for both an increase in the number of courses available, and the number of members that could participate in training.

In order to evaluate the effectiveness of training, the T.P.C. employs the Kirkpatrick Model; a comprehensive evaluation framework. This model encompasses four levels: (1) reaction, (2) learning, (3) behavior, and (4) results. Feedback is collected to assess participant satisfaction, knowledge acquisition, behavior change, and the impact of training on future organizational outcomes. The T.P.C. conducted a Level 3 - Transfer of Learning study to measure the degree to which frontline members could apply what they learned during Day 1 of the 2022 I.S.T. program to their day-to-day work. The study focussed on specific behavioural changes from three modules: Police Trauma-Informed Resiliency, Centering Black Experiences, and The Indigenous Experience. Findings across all three modules were relatively consistent with over 75% of frontline members indicating that they were successfully able to apply what they learned during the 2022 training to their duties as a frontline police officer. The study revealed insights into the application of learned behaviors, with a focus on Police Resiliency as well as the Black and Indigenous experiences modules. Findings highlight an opportunity to expand on practical application along with a desire for additional training. An in-depth analysis of the results are included later in this report.

Through this approach to training and assessment, the T.P.S. ensures that its members receive quality training, foster continuous professional development, and uphold values of equity, inclusion, human rights, and belonging. By integrating diverse learning methods and evaluation practices, the T.P.S. aims to equip its members with the necessary skills, knowledge, and attitudes to serve the community effectively and ethically.

At its meeting held on October 11, 2022 (Min. No. P2022-1011-2.0 refers), the Board considered the 2021 Toronto Police College Training Program and the Toronto Police College Training Program Overview Presentation. The Board received the report and the presentation and requested a report back providing information on the following items:

1. The efforts undertaken to attempt to retain an expert third party resource to externally evaluate training programs offered by the Toronto Police College;
2. The methods which might be employed to improve evaluation survey uptake by Members of the Service following completion of training offerings of the Toronto Police College;
3. A more complete understanding of how the “Fair and Unbiased Policing Course” content will be effectively and completely offered to existing Service Members, sworn and civilian, while balancing the real and practical challenges of doing same; and,

4. The means by which actual changes in Members' perspectives might be determined through anonymous surveys, including the use of technology, as part of measuring the effectiveness of some of these training programs.

All of the identified motions are currently in progress, although not entirely complete, this report incorporates the requested information on the above motions as below.

*1. The efforts undertaken to attempt to retain an expert third party resource to externally evaluate training programs offered by the Toronto Police College:*

The T.P.C. is currently finalizing a partnership with an academic institution to conduct a comprehensive review and evaluation of in-house training provided at the T.P.C. This evaluation will encompass various aspects such as service delivery and knowledge transfer as well as impact on other downstream processes.

The collaboration will involve a wide range of activities, including but not limited to, assessing and enhancing the effectiveness of the training currently available to T.P.S. members. It will also examine the impact of this training on both T.P.S. members and the local communities they serve. The initiative will review all training materials in accordance with legislative and government agency requirements, and establish a framework for evaluating the effectiveness of all training.

*2. The methods which might be employed to improve evaluation survey uptake by Members of the Service following completion of training offerings of the Toronto Police College:*

To address the limited engagement in prior years and to encourage greater feedback participation, members were required to complete an in-class survey at the beginning of the annual In-Service Training day. This initiative yielded significant results, a 1034% increase in feedback regarding the training provided to both uniform and civilian members. Participants were instructed to use their mobile devices to complete the survey and were assured of its complete anonymity.

*3. A more complete understanding of how the "Fair and Unbiased Policing Course" content will be effectively and completely offered to existing Service Members, sworn and civilian, while balancing the real and practical challenges of doing same:*

This motion has been previously addressed under the Board's Recommendations for Police Reform, specifically Recommendation 53 (d) (found in Appendix A of this report). The revised approach to providing similar content to that of the Fair and Unbiased training encompasses a multifaceted strategy, which includes in-person instruction during the annual In-Service Training for all sworn members. Additionally, it incorporates a suite of Equity, Inclusion, and Human Rights e-Learning modules accessible through the T.P.C.'s Learning Management System.

These eLearning modules are mandatory for both current and new service members. They cover many of the same principles addressed in the Fair and Unbiased Policing course, including topics such as "Let's Talk" on Anti-Black Racism, Indigenous Experience, Gender Diversity and Trans Inclusion, Race-Based Data Collection, Hate and Bias Crime Investigation, and Trauma-Informed Interview Techniques.

Furthermore, the report outlines a plan to implement refresher Fair and Unbiased training for all current civilian members of the service, which is discussed in further detail under the Learning and Development Unit section later in the report.

*4. The means by which actual changes in Members' perspectives might be determined through anonymous surveys, including the use of technology, as part of measuring the effectiveness of some of these training programs:*

The T.P.C. has integrated a comprehensive training evaluation plan into several courses that align with the Kirkpatrick model. This plan utilizes Connected Officer phones and online tools for formative assessments, such as interactive knowledge checks, quizzes, discussions, and case studies. Additionally, summative evaluations involve anonymous electronic surveys and confidential focus groups.

Post-training surveys gauge participants' knowledge and skill acquisition, their attitude toward training topics, their self-assessment of knowledge, confidence in applying new skills, and their commitment to implementing changes on the job.

Furthermore, Transfer of Learning surveys measure how participants apply their training in their work or personal lives, while considering external supporting factors and barriers.

The assessments also include qualitative components for members to express their thoughts in free text.

**Recommendation:**

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

**Financial Implications:**

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

**Conclusion:**

The attached report provides the Board with an overview of the training delivered by the T.P.C. during 2022.

Ms. Svina Dhaliwal, Chief Administrative Officer and Superintendent Frank Barredo, 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

*Attachments:*

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Toronto Police College Annual Report on Training, Appendix A and Appendix B



The Effectiveness of Police  
Training  
Toronto Police College  
August 2023

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## **Toronto Police College Annual Report on Training 2022**

Building on the initiatives detailed in the 2021 Annual Report, the Toronto Police College (T.P.C.) remained dedicated to providing training for its members in 2022. It is important to note that due to the ongoing COVID-19 pandemic, the T.P.C. had to continually adapt its training methods to minimize virus transmission. Efforts were consistently made to limit class sizes and maintain a six-foot distance between participants. Consequently, the capacity for in-person training sessions was reduced. To address this, the T.P.C. continued to offer e-Learning and virtual alternatives where feasible. Towards the end of 2022, pandemic restrictions began to ease, and the college gradually increased class sizes. This transition from restrictions to returning to normal operations is reflected in the overall number of trained members.

Despite the challenges posed by the pandemic, the T.P.C. remained committed to meeting its members' training needs. This commitment was demonstrated through internal learning opportunities and collaboration with external partners like the Ontario Police College (O.P.C.), the Canadian Police College (C.P.C.), and various external agencies. For a comprehensive list of member training, please refer to Appendix "A" and "B" attached.

The T.P.C. is organized into the following sections:

- Administrative Support Section
- Learning Development and Standards Section
- Community Policing Section
- Investigative Section
- Armament Section
- Police Vehicle Operations
- Incident Response Section
- Special Constable Training Unit (formerly Courts Training Unit)

Detailed functions of each section can be found in previous board reports (Min. No. P104/20 refers). The subsequent highlights provide a section-wide overview of activities in 2022. As previously mentioned, training was constrained due to the pandemic, which is reflected in the overall number of trained members.

This report will delve into the 2022 activities of each section within the T.P.C. and conclude with an analysis of the Transfer of Learning report for Day 1 In-Service (I.S.T.) Training.

## **2022 Training Highlights by T.P.C. Section**

### **Administrative Support Section**

The Administration Unit oversaw the Accessibility for Ontarians with Disabilities Act (A.O.D.A) compliance project at the T.P.C. Led by Facilities Management, this extensive construction project insures that T.P.C. meets Ontario's Design of Public spaces. The Administrative Section coordinated the Accessibility for Ontarians with Disabilities Spaces Standards and the Building Code.

The Administrative Support Section is charged with the responsibility of delivering comprehensive Occupational Health and Safety (O.H.S.) training. The role of the O.H.S. instructor involves leading sessions tailored for both incoming recruits and existing members, with a central aim of enriching their comprehension of the Occupational Health and Safety Act. The curriculum for this training covers a diverse spectrum of subjects, encompassing workplace harassment, workplace sexual harassment, distinct hazards tied to various roles, the entitlements and safeguards granted by the Act, and the appropriate utilization of safety equipment. Furthermore, members undergo training that delves into the precise policies and protocols established by the T.P.S. concerning occupational health and safety.

Beyond O.H.S. training, this section is also accountable for delivering First Aid Training. In the year 2022, a total of 2,084 members completed or renewed their First Aid Training through courses facilitated by St. John Ambulance. This training regimen incorporated vital skills such as operating Automated External Defibrillators, administering Naloxone, and performing Cardiopulmonary Resuscitation (C.P.R.). Among the participants, forty members underwent specialized Marine first aid training. Moreover, an additional 296 members received specialized instruction on Naloxone administration as well as the management of Alcohol Withdrawal Symptoms.

## **Learning Development and Standards Section (L.D.S.)**

This section is responsible for contributing to a number of training courses, including the primary responsibility for the development and delivery of Day-1 of the yearly In-Service Training program (I.S.T.) for all frontline police officers and Special Constables. The training consists of topics such as Procedural Justice, Trauma-Informed Policing Practice, Centering Black Experiences, Indigenous Experience, Active Bystander/Peer Intervention and Rights to Counsel.

The training is informed by many sources, including various community stakeholders and consultative committees, and is designed to be in alignment with historical and more recent Recommendations, including the 81 Recommendations on police reform. This collaborative process ensures that the courses are designed to be inclusive, relevant, and responsive to the diverse needs of learners and communities. The referenced recommendations below can be found in Appendix A of this report.

The I.S.T. training is delivered by specialist Equity, Inclusion & Human Rights Instructors and uniform members with diverse policing backgrounds, who collectively bring expertise and insights into the training landscape, ensuring that the content, delivery methods, and materials are sensitive to various cultural, social, and identity-related factors. These instructors play a pivotal role in shaping the curriculum, pedagogy, and assessment strategies to foster an environment where all participants feel valued and represented.

Community members contributed their professional experiences, lived experiences, and perspectives to the curriculum. Their input helps shape the curriculum in a way that addresses real-world challenges and opportunities, making the learning experience more authentic and applicable. By involving community members in the development process, the courses become a reflection of the actual needs and aspirations of the people the training aims to serve. This also offered valuable guidance on potential blind spots, ethical considerations, and alignment with current trends and best practices in equity, diversity, and inclusion education.

A consultative committee, comprising experts, stakeholders, and diverse representatives, played a pivotal role in shaping the comprehensive equity, diversity, and inclusion (E.I.H.R.) training program. The process involved steps such as: a needs assessment in collaboration with stakeholders, curriculum development based on recommendations and community input, inclusive content creation, learner-focused pedagogical approaches, fair assessment strategies, and iterative reviews. The 2022 I.S.T. course expanded on previous modules and addressed critical topics such as; anti-Black racism, Indigenous racism, police resiliency, mental health, and disabilities.

The T.P.C. continues to develop e-Learning specific to our Service while also working with the Canadian Police Knowledge Network (C.P.K.N.) and other partners to create new titles for the greater policing community. This training delivery method is designed

to support in-class learning, and other delivery methods, and the L.D.S. e-Learning Specialist continues to move this initiative forward.

In late 2022 the L.D.S. Section released a new training course titled: Peer Intervention. This course was designed to train officers and other T.P.S. members to be active bystanders, and to intervene on peer behaviour and/or actions to prevent mistakes, misconduct, and to support the overall wellness of all our members. This training was released during the Fair & Unbiased Policing course for the on-boarding of all new members of the TPS. It is also a component of other training courses including the Coach Officer Course, and is included in In-Service Training 2023.

#### Fair and Unbiased Policing Training Course 5 Day

In 2022, the Toronto Police College introduced the Fair and Unbiased Policing Course for new Toronto Police Service members. This mandatory 5-day course promotes equity, inclusion, and ethical law enforcement. Developed collaboratively with community and service stakeholders, subject matter experts, and utilizing a data-driven approach, the course addresses modern day policing complexities within a diverse society, while ensuring community health and wellbeing is at the forefront.

The course aligns with the Toronto Police Service Board's recommendations for Police Reform, focusing on recommendation 53 (a-c). It covers key topics such as Emotional Intelligence, Ethical Policing, Peer Intervention, Race-Based Data, Anti-Black Racism, Anti-Indigenous Racism, and Mental Health and Addictions. The curriculum plays a pivotal role in nurturing an inclusive environment and culture, bridging gaps and fostering a better understanding between officers/civilians and the diverse, multi-faceted communities they serve.

Also, incorporating an evaluation framework to measure efficacy, this training initiative employs pre and post assessments, quizzes and post-3-month evaluations to gauge the training's ongoing impact. The commitment to impact evaluation underscores the T.P.C.'s dedication to sustained positive change, and a just and inclusive future.

The Fair and Unbiased Policing course was introduced in late 2022, with an initial cohort of 112 recruits completing the training in 2022. In 2023, an additional 389 recruits and 196 civilian members successfully completed the course.

Lastly, to meet recommendation 53 (d), the Toronto Police College is currently crafting a three-phase training plan. This plan includes a refresher course for currently active uniform and civilian members. Course content will be updated biannually. These courses will ensure all members of the service stay current with fair and unbiased policing practices.

#### **The Community Policing (C.P.) Section**

The Community Policing (C.P.) Section is responsible for the delivery of academic and fitness training to all new hires which include Police Recruits, Lateral Entry Officers and Auxiliary Police Recruits. The Section also trains Service members in the areas of Ethics, Professionalism, Search and the development of Coach Officers.

This Section is responsible for the delivery of Wellness Programs to T.P.S. members (uniform and civilian). The Section provides programs and training to support organizational wellness initiatives, which include organizational health, fitness, nutrition, fatigue management and work-life balance. Fitness is a major component of training for all new uniform hires to the Service.

The C.P. Section has two T.P.S. Sergeants and two Acting Sergeants seconded to the Ontario Police College (O.P.C.) to assist with teaching the Basic Constable Training (B.C.T.) Program and overseeing T.P.S. Recruits attending O.P.C for training.

The C.P. Section is responsible for the conduct, physical, written and academic performance of T.P.S. Recruits both at T.P.C. and O.P.C. They provide ongoing professional training, guidance, counselling and mentoring both personally and professionally to all recruits and new hires. They also address learning, cognitive and physical barriers with recruits to ensure ongoing success.

The C.P. Section also delivers training to officers and civilians covering a wide range of topics such as an introduction to Versadex, Drug Recognition Expert (D.R.E.), Workflow, and Major Case Management.

Five Uniform Coach Officer Courses were conducted throughout the year, resulting in the successful graduation of one hundred and thirty-five (135) new Coach Officers. These freshly trained officers played a pivotal role in assisting with the training of recently graduated recruits.

This section oversees the recruit classes as well that start, conclude and graduate from their training at the T.P.C. in addition to going to the O.P.C. Specifically the following recruit activity occurred in 2022:

- Recruit class 22-01 returned from O.P.C. on Monday, May 9th, 2022. Subsequently, on Thursday, June 23rd, 2022, a total of eighty-one (81) recruits successfully graduated from the program.
- Concurrently, Recruit class 22-02 commenced their training at T.P.C. on May 2nd, 2022. Their training concluded, and eighty-seven (87) recruits graduated on Friday, October 21st, 2022.
- Recruit class 22-03, commenced their training on Monday, August 22nd, 2022, and after returning from O.P.C., one hundred six (106) recruits graduated on Thursday, February 16th, 2023.

The T.P.C. also held two Lateral Officer Courses, once in March 2023 and another in the summer of 2023, with 11 officers from other Services trained to join the T.P.S.

A noteworthy development occurred between October 18th and December 13th, 2022, as sixty (60) new auxiliary police officers successfully completed a course—the first since early 2020—thus expanding the ranks of the auxiliary police for the Service.

## **The Investigative Training Section**

Throughout 2022 course delivery increased as we continued to exit the pandemic and return to a normalized training schedule. This included increased offerings of the General Investigators Course, Ontario Major Case Management, and Human Trafficking Course to name a few. Symposiums also returned during this time and the Investigative Section hosted three significant events; “Crypto-Day” (Presenters from the Federal Bureau of Investigations), The Science Behind Genetic Genealogy (Guest David Mittelman, PhD), and “Trauma Informed Training” (Guests from the Ottawa Police Service). Over six hundred (600) law enforcement professionals from across Ontario were in attendance.

The unit also continued focusing on incorporating new technology as both tools for investigators in the field, and how to better deliver training material in the classroom. Examples include exploring virtual training platforms, incorporating body worn camera footage, and utilizing analytics and information dashboards.

Finally, the Investigative Section embraced an opportunity to build on training relationships with the O.P.C. and has become a Training Hub for the Greater Toronto Area, with officers from across southern Ontario attending for greater collaboration, networking, and information sharing.

## **Incident Response Training (I.R.T.) Section**

In 2022, full training sessions returned for the Incident Response Training (I.R.T.) Section after being deferred for two years due to the pandemic.

Resuming the program meant there was a backlog that caused many officers to be unable to complete the mandatory In Service Training Program. Consequently, a Patch Use of Force – 90 Day Recertification course was designed to help officers meet the provincially mandated use of force qualification standard, exceeding the requirements set by the Adequacy Standards Regulations.

The I.R.T. Section provided the following training sessions in 2022:

- Auxiliary Use of Force Requalification
- Glock 27 Requalification
- In Service Training Program
- Patch Use of Force – 90 Day Recertification
- Reset Use of Force
- Senior Officer Use of Force
- X2 Taser Requalification
- X2 Taser User Course

The two top training sessions were In Service Training Program sessions and X2 Taser Requalification session with a total of 4064 and 1874 officers trained respectively.

Full details of the section's courses and training statistics can be found in Appendix A.

The I.R.T. Section assisted the Armament Section with C8 Carbine Rifle and Less Lethal Shotgun training over the course of the 2022 calendar year. The I.R.T. Section also supported the Community Policing Section by providing incident response training for the recruit program and the body worn camera program.

Furthermore, the I.R.T. Section actively collaborated to support training initiatives guided by the College's Equity Inclusion and Human Rights Curriculum Lead and a community consultative process. We ensured that our training incorporated dynamic scenarios, providing officers with opportunities to practice tactical de-escalation techniques and other skills. The ultimate goal of these changes was to strive for zero deaths and zero harm in our operational responses.

### **Armament Training Section**

Throughout 2022, the Armament Section, in collaboration with the I.R.T. section, conducted a variety of ongoing courses. These courses aimed to bolster members' technical skills and maintain operational readiness, including:

- Conducted Energy Weapons, Instructor and User
- Less Lethal Shotgun, Re-qualification and User
- Glock 22 Pistol Training and Recertification
- C8 Carbine User Course
- Glock 27 User Course
- Recruit Firearms Training
- Structured Range Pistol Practice
- Specialized Covert Firearms Training

#### *Taser 7 Implementation*

During 2022 the Armament Section successfully trained and equipped 1766 new users with the Taser 7. This two-day program emphasized de-escalation and introduced a new Public-Police Interaction Model. Notably, the Armament Officer holds a valued role in the Provincial Conducted Energy Weapon (C.E.W.) Senior Master Training Cadre.

#### *Taser X2 Deployment*

The Armament Section redistributed Taser X2 C.E.W.s to Specialized Units, enhancing their less-lethal options for public interactions and tactical operations.

#### *Less Lethal Shotgun Enhancement*

In 2022, the Armament Section initiated a comprehensive design and plan to update the Less Lethal Shotgun (L.L.S.G.) platform. This revamp incorporated enhancements, such as:

- Collapsible Stock for diverse user physiology and positions

- Pistol Grip to facilitate transition to the Carbine Rifle platform
- Single Sling System for consistency across firearm platforms
- Butt Stock Adapter for secure mounting in Service firearm vehicle mounts
- Ammunition Update, including "marking powder" rounds for improved impact assessment

### *Recruit Training Enhancement*

The recruit training has been further enhanced to include an additional day of firearm training, as a means to address and enhance firearms skill retention, exposure to use over a longer-period of time, and demonstration of knowledge. The training is comprised of eight half-day sessions. The new training sessions are focussed on unorthodox positions, dynamic movements, accountability, and judgment.

### *Qualification Target Enhancements*

The revised qualification targets were introduced in November of 2022. Member feedback has been overwhelmingly positive, with regular reports of members describing an increase in visual target acuity. There has been no reduction in member performance / members not meeting standard.

In fact, although not solely attributed to the introduction of the revised targets, there continues to be an increase in member performance, with fewer rounds outside the scoring area despite a tapered silhouette.

### *Carbine Rifle Training (C8)*

In 2022, 10 training sessions were completed to certify close to 220 new users in Carbine Rifle operation. Collaborations with the Public Safety Response Team (P.S.R.T.) enhanced deployment strategies for large public gatherings and enhanced security details.

### *Glock 27 Recovery and Redistribution*

Ongoing efforts involve recovering mini Glocks from the field due to user capacity changes. A specialized squad reallocates these recovered units after servicing, optimizing their usage covertly.

### *Armament Section – Quartermaster*

In 2022, a Quartermaster position was established at the College, enhancing asset verification, issuance processes, and management. This initiative has improved customer service, aids in identifying asset-related misconduct, and has enhanced overall asset tracking.

### *Use of Force Analyst*

The Armament Section continues to utilize the Use of Force Analyst in researching, coordinating, and disseminating data for Use of Force training materials and reporting statistics. The Analyst's work contributes to enhancing organizational practices and transparency.

### *Police Vehicle Operations*

This subgroup provides training for various specialized vehicles, including automobiles, trucks, bicycles, and all-terrain vehicles. Vehicle training for officers, supervisors, and civilian personnel is accredited by the Ministry of Community Safety and Correctional Services. Police Vehicle Operations administers Blue Cards and ensures suitability to operate T.P.S. vehicles through screenings, background checks, and road tests. Frontline officers receive driver training through the Safe Skills and Emergency Driving Course and the Police Officer Driving Course. (P.V.O.) also offers supplementary training in various courses. In 2022, PVO instructors trained a total of 1,104 members.

### **Special Constable Training Section (formerly Court Services)**

In 2022, the Special Constable Incident Response Training Section requalified 708 Special Constables in Provincially Mandated Use of Force Qualification Training. The program was a one (1) day training session that was provided from January 2022 through to December 2022.

The Special Constable Training Section rolled out a new 13 week generalist program on August 16<sup>th</sup>, 2022 consisting of 60 recruits.

Additionally, a second 13 week generalist program started December 6<sup>th</sup>, 2022 and was continued into 2023, consisting of 60 recruits. The new program, cross trained all Special Constable Recruits in Booking, Court Officer and District Special Constables roles.

The Special Constable Training Section further assumed the Booking Hall Safety Course from Community Policing in November 2022.

### **2022 Post Course Effectiveness Study:**

Assessing the transfer of learning from the training environment to the field is challenging. Numerous factors, encompassing both external and internal elements, impact the operational outcomes of any given organization. While it might be possible to infer that enhancements in performance stem from training, substantiating a direct cause-and-effect relationship frequently presents considerable challenges. In order to

effectively address this issue, the T.P.C. applies the four-level Kirkpatrick Hierarchy of Evaluation which includes the following:

•**Level 1: Reaction:** Did participants find the program positive and worthwhile? This level of evaluation, which occurs during and after the course, has many sub-parts relating to course content including format, the approach taken by the facilitator, physical facilities and audio-visual aids.

•**Level 2: Learning:** Did participants learn? This level of evaluation determines whether a change in knowledge, skills, or attitude has occurred during and at the end of the training. To determine if there has been a change in one's knowledge, skills, or attitude, various types of evaluations are conducted at the beginning of the course, during, and at the conclusion of the course.

•**Level 3: Transfer of Learning:** Did the learning translate into changed behaviours in the workplace? This level of evaluation determines whether the knowledge, skills, or change in attitude that was acquired during the training has been applied in one's role upon return to the work environment. Methods used to conduct this level of evaluation include course surveys that are sent to the learners at approximately six (6) months after the completion of the course as well as interviews of the learners by the course coordinators.

**Level 4: Results of Learning:** Did the program have the desired impact? Such an evaluation can be conducted between six months to over a year after the training has occurred. This level is more related to organizational change measurements, as opposed to changes in the individual learners. Depending on the complexity of the training delivered, this level is traditionally more complicated, more long-term, and requires a greater allocation of resources than the previous three levels. An essential aspect of the assessment involves gauging the efficacy of the training. Each course outlines a distinct evaluation approach within its training standard, with assessments carried out across the reaction and learning dimensions (referred to as Level 1 and 2). Assessments pertaining to transfer and results necessitate more extensive effort. These evaluations constitute part of a comprehensive, long-term analysis conducted on specific programs.

Each year the T.P.C. conducts a level 3 training effectiveness evaluation on 1 – 5 courses.

In 2022, the T.P.C. turned its focus to the Day 1 I.S.T. program, with a distinct emphasis on evaluating the efficacy of knowledge retention and practical application. An inherent challenge in this or any evaluation process arises from the limited response rate to post-course evaluation surveys. What makes the Day 1 I.S.T. program unique and sets it apart is its consistent, high and recurring annual participation.

Recognizing the significance of this continuous engagement, the L.D.S. section proactively leveraged this recurring involvement with the course. Their primary objective was to augment the post-course feedback rate among participants by conducting a Transfer of Learning Study. This study aimed to gauge the extent to which the knowledge, skills, or changes in attitude acquired during training were implemented within the participants' respective work environments.

## **Scope**

The 2022 Transfer of Learning study aimed to measure the degree to which frontline members were able to apply what they learned during Day 1 of the 2022 I.S.T. program to their day-to-day work. The study focussed on specific behavioural changes for three of the modules delivered:

- Police Trauma-Informed Resiliency
- Centering Black Experiences (previously titled: Anti-Black Racism – Moving from Reflection to Action)
- Indigenous Experience

To align with the Kirkpatrick approach for Level 3 measurement, three critical behaviours were identified for each module. In addition to evaluating application overall, participants were asked to measure specific behavioural changes that were identified by instructors as key indicators of the learning outcomes. In addition, members were asked to identify any barriers that may exist in applying what was learned to their job.

## **Methodology**

The study was conducted via an internet-based electronic survey system. To address the limited engagement in prior years, when the survey was sent to participants via email, the 2022 Transfer-of-Learning Survey was presented as an in-class activity during Day 1 of the 2023 I.S.T. program.

During a total of 20 sessions between April 25th and August 21st, attendees were provided time at the beginning of class to complete the survey. Members were instructed to complete the survey using a mobile device, and were informed that the survey was completely anonymous.

Of the 990 members who completed Day 1 I.S.T. during the period of assessment, 830 completed the survey resulting in an overall response rate of 84%. For context, during the previous year the evaluation of 2021 I.S.T. which was conducted through direct e-mails to learners, yielded only 87 responses. However, in 2022 the increased feedback can be attributed to the new in-class evaluation process.

## **Summary of Findings**

Findings across all three modules were relatively consistent with over 75% of respondents indicating that they were successfully able to apply on-the-job what they learned during the 2022 In Service Training program. Additionally, many members expressed a desire for continued training and access to information outside of the classroom, and the opportunity to learn from and engage directly with communities.

Of the members who did not apply what they learned, the primary reason identified was a lack of opportunity to apply the specified skill or behaviour. This was especially prevalent where application required an interaction with a member of the Indigenous community or attending a radio call where third party bias was present.

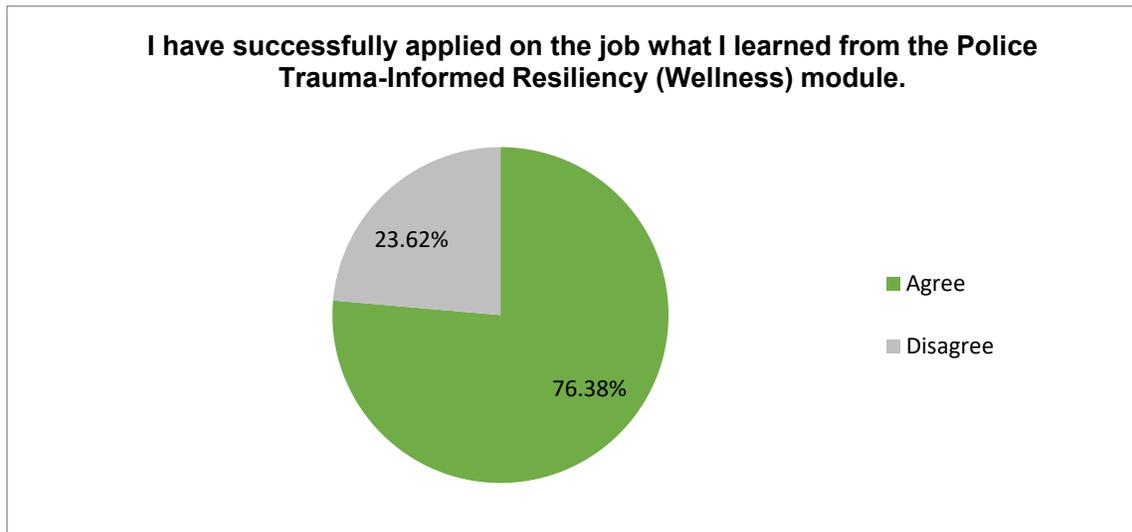
However, 61% (Centering Black Experiences), 71% (Police Trauma-Informed Resiliency) and 74% (Indigenous Experience) of those who indicated that they had not applied the training stated that they plan to in the future. This indicates that member's see the value of the training being provided and are committed to implementing the various tools, skills and behaviours as needed.

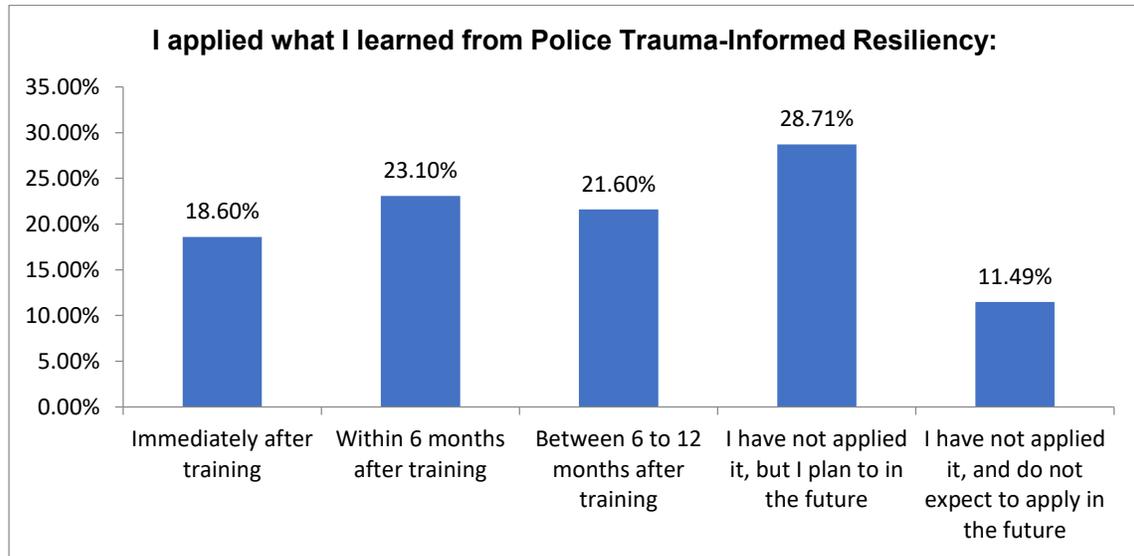
### Findings by Module

When asked whether they had successfully applied what they learned from the Police Trauma-Informed Resiliency module, over three quarters of respondents (76.38%) indicated that they 'Agree' with the statement.

41.7% of members applied what they learned within 6 months of the training and 63.30% applied what they learned within a year.

**Note:** Participants had the option to choose multiple answers for the questions below. As such, the percentages for each choice are calculated based on the total number of respondents, not the total number of selections made.





Of the members who stated they did not apply what they learned, 71% indicated that although they had not applied what they learned, that they planned to in the future. Across the various critical behaviours identified in the subsequent section, the main reason for lack of application was that there was no opportunity or need to apply what was learned.

114 members (14% of respondents) responded to the question, “What additional training or support was needed to increase your ability to apply what was learned in the Police Trauma-Informed Resiliency module?” Members mainly cited continued training, including access to information outside the classroom and operational changes to support member wellbeing.

### **Application by Behaviour**

The three critical behaviours measured for this module were:

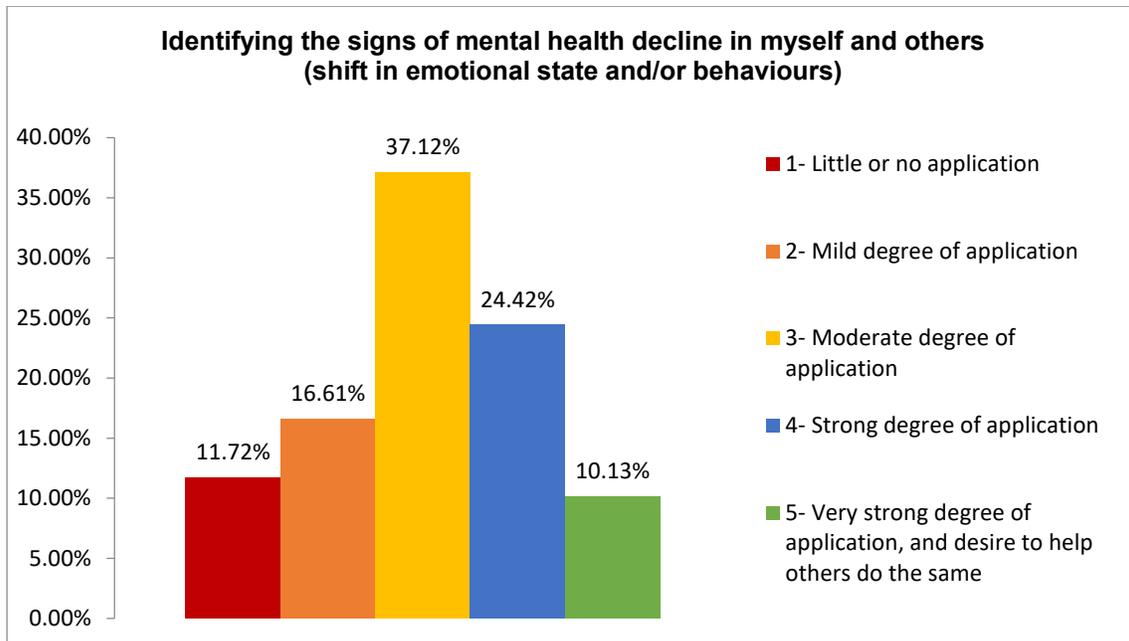
- Identifying the signs of mental health decline in self and others (shift in emotional state and/or behaviours)
- Utilizing or referring colleagues to the support and resources available from peers, supervisors, the organization and/or professionals in addressing mental health
- Using one or more of the various resiliency tools and coping strategies (box breathing, 5-4-3-2-1 grounding technique, nose breathing, deep diaphragmatic breathing (deep belly breathing), chanting, meditation, mindfulness, introspection)

Members were asked to measure their application of each of the above critical behaviours. Across all behaviours identified, the majority of members indicated some level of application with the most frequent selection being a moderate level of application. The main reason members did not apply what was learned, according to survey results, was a lack of opportunity to put the behaviour into practice.

The full results have been summarized below.

**Identifying the signs of mental health decline in myself and others (shift in emotional state and/or behaviours)**

Almost 90% of respondents indicated some level of application with just under 72% of respondents indicating a moderate to very strong degree of application. 10.13% of members indicated a very strong degree of application, and desire to help others to achieve similar outcomes.



Of the 11.72% (96) members who indicated little or no application, 65.66% indicated that they have not had an opportunity to apply it and 10.10% selected that they had other, higher priorities. Other responses are listed below:

You indicated little or no application for: Identifying the signs of mental health decline in myself and others (shift in emotional state and/or behaviours). Please indicate the reason(s) why you have not applied what you learned.	Percentage
I have not had the opportunity to apply it.	65.6%
I do not remember what I learned.	7.1%
I do not have the necessary knowledge and skills.	1.01%
I do not have a clear picture of what is expected of me.	4.0%

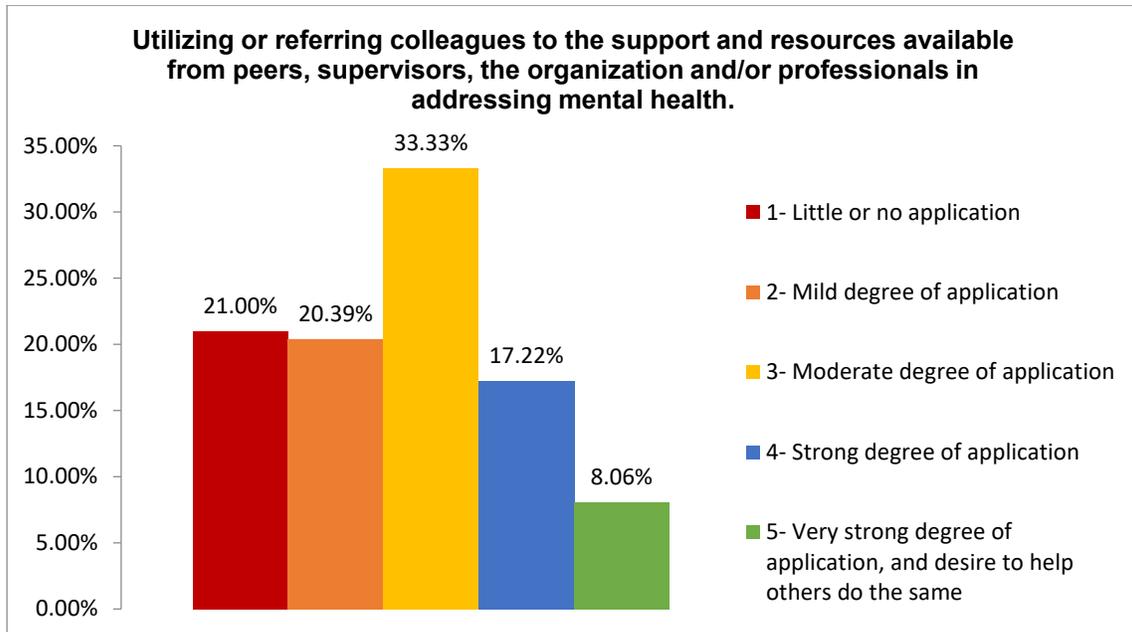
I have other, higher priorities.	10.1%
I do not have the necessary resources to apply what I've learned.	1.0%
I do not have the human support to apply what I've learned.	2.0%
The training didn't give me the confidence to apply what I learned.	2.0%
I don't think what I learned will work.	6.1%
There is not an adequate system of accountability to ensure the application of what I learned.	5.1%
Other (please specify)	10.1%

\*note – numbers will not add to 100% as respondents can select multiple reasons

Respondents who selected “Other” provided responses such as: already having other coping skills, believing it was not something that was needed and misunderstanding the question.

**Utilizing or referring colleagues to the support and resources available from peers, supervisors, the organization and/or professionals in addressing mental health.**

58.6% of members indicated a moderate to very strong degree of application with half of those members indicating a moderate degree of application.



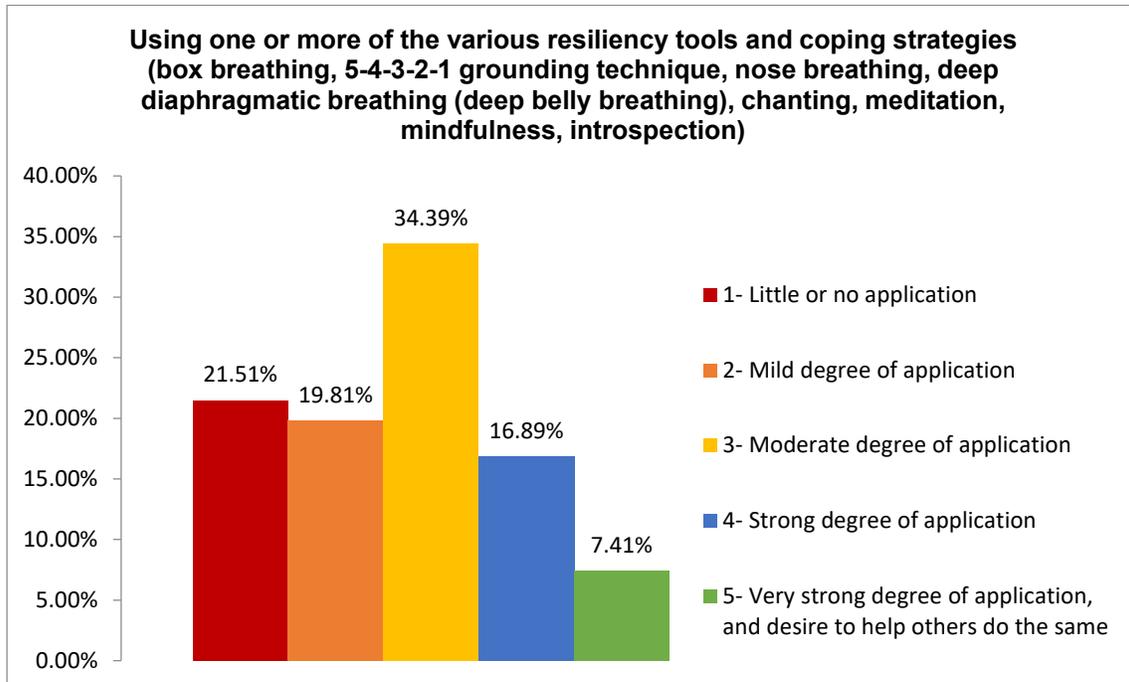
Of the 21% of respondents who selected little or no application, the main reason was a lack of opportunity to apply the behaviour (68.07%). A distant second response was not

remembering what was learned at 10.84%. Additional responses have been captured below.

You indicated little or no application for: Utilizing or referring colleagues to the support and resources available from peers, supervisors, the organization and/or professionals in addressing mental health. Please indicate the reason(s) why you have not applied what you learned.	Percentage
I have not had the opportunity to apply it.	68.1%
I do not remember what I learned.	10.9%
I do not have the necessary knowledge and skills.	3.6%
I do not have a clear picture of what is expected of me.	2.4%
I have other, higher priorities.	6.0%
I do not have the necessary resources to apply what I've learned.	2.4%
I do not have the human support to apply what I've learned.	2.4%
The training didn't give me the confidence to apply what I learned.	2.4%
I don't think what I learned will work.	4.8%
There is not an adequate system of accountability to ensure the application of what I learned.	7.8%
Other (please specify)	4.2%

**Using one or more of the various resiliency tools and coping strategies (box breathing, 5-4-3-2-1 grounding technique, nose breathing, deep diaphragmatic breathing (deep belly breathing), chanting, meditation, mindfulness, introspection)**

58.69% of respondents indicated a moderate or higher level of application with almost 25% of respondents indicating a strong or very strong level of application.



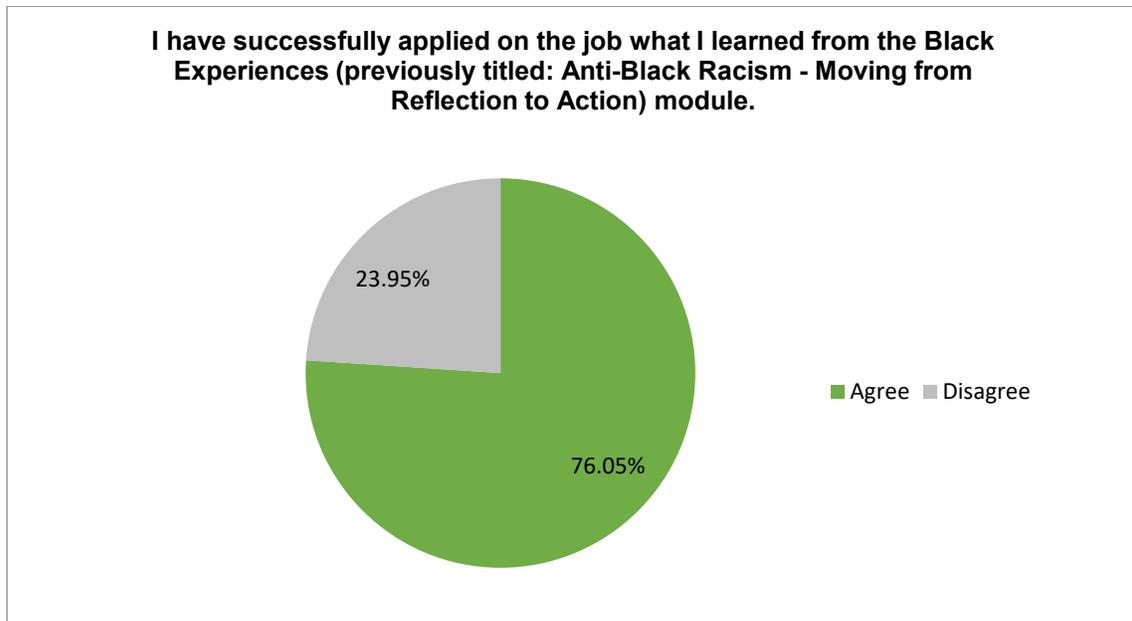
Among the group constituting one fifth of the respondents who expressed minimal or no utilization, more than half (54.71%) believed that they lacked the chance to apply any of the provided tools. The following three explanations, making up the majority of the top four reasons, were: not considering it a priority (15.88%), forgetting the acquired knowledge (13.53%), and doubting the effectiveness of the tools and strategies (11.76%).

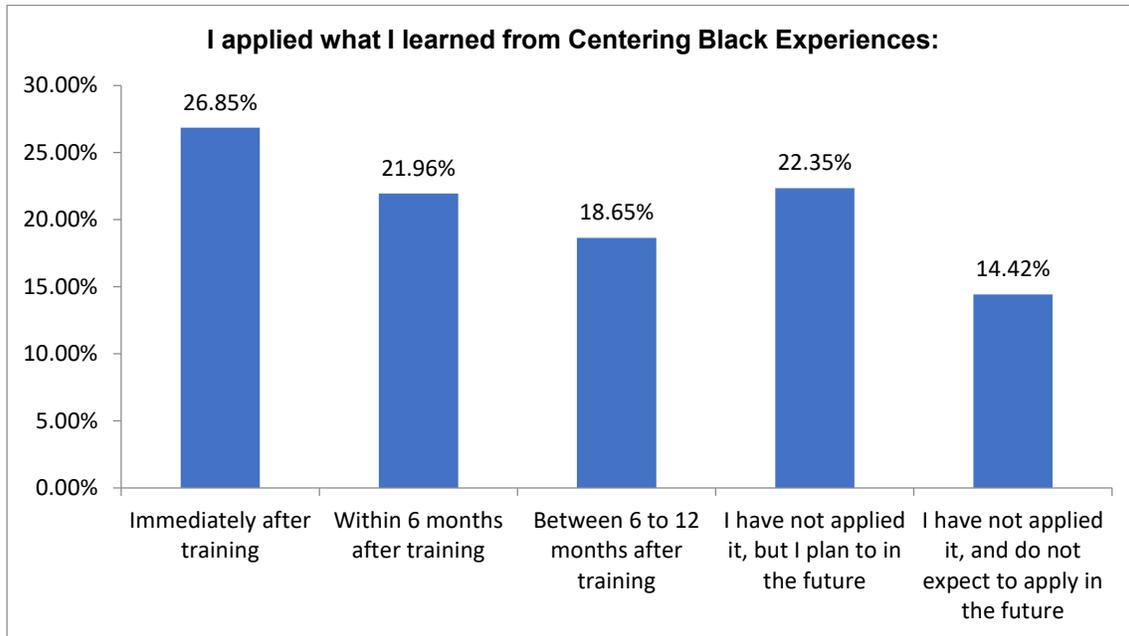
You indicated little or no application for: Using one or more of the various resiliency tools and coping strategies (box breathing, 5-4-3-2-1 grounding technique, nose breathing, deep diaphragmatic breathing (deep belly breathing), chanting, meditation, mindfulness, introspection). Please indicate the reason(s) why you have not applied what you learned. Please select all that apply.	Percentage
I have not had the opportunity to apply it.	54.7%
I do not remember what I learned.	13.5%
I do not have the necessary knowledge and skills.	1.2%
I do not have a clear picture of what is expected of me.	5.9%
I have other, higher priorities.	15.9%
I do not have the necessary resources to apply what I've learned.	2.9%
I do not have the human support to apply what I've learned.	2.9%

The training didn't give me the confidence to apply what I learned.	2.4%
I don't think what I learned will work.	11.8%
There is not an adequate system of accountability to ensure the application of what I learned.	6.5%
Other (please specify)	10.6%

When asked whether they had successfully applied what they learned from Centering Black Experiences (previously titled: Anti-Black Racism – Moving from Reflection to Action), over three quarters of respondents (76.05%) indicated that they 'Agree' with the statement.

Almost half of the respondents (48.81%) reported that they had applied what they learned within 6 months of the training and 67.46% applied what they learned within a year.





Out of the 278 members who haven't had a chance to apply their learning, 61% intend to do so in the future. Concerning the three critical behaviors highlighted later, the primary hindrance to application was the lack of opportunities to put the acquired knowledge into practice.

Regarding the question about what additional training or support is needed to enhance application of knowledge from the Centering Black Experiences module, 101 members (12% of respondents) provided responses. Responses varied, with some members emphasizing the need for continued training, while others believed the provided training sufficed.

### **Application by Behaviour**

The three critical behaviours measured for this module were:

- Applying a trauma informed approach when interacting with an identified Black person(s)/ person(s) of African descent;
- Recognizing and addressing the presence of third party bias when attending a call with a Black person(s)/ person(s) of African descent; Applying the LEED model (Listen and Explain with Equity and Dignity/ Investigate, Identify, Conclude) when attending a call that had an element of third party bias.

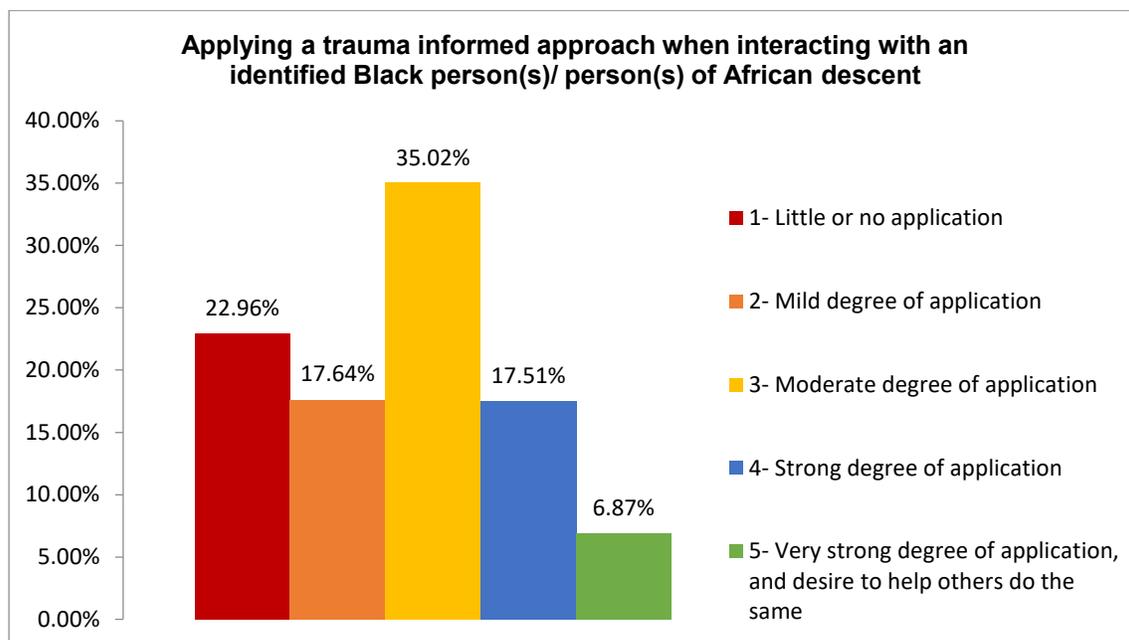
Members were requested to assess their utilization of each of the critical behaviours mentioned earlier. Among all the identified behaviours, most participants reported employing them to some extent, with the most common choice being a moderate level of implementation. The primary obstacle preventing participants from applying their acquired knowledge, as indicated by survey findings, was the limited chances to

actually enact the behaviour. While to a notably lesser extent, participants also consistently mentioned having competing, more pressing priorities and harbouring doubts about the effectiveness of what they had learned.

The full results have been summarized below.

**Applying a trauma informed approach when interacting with an identified Black person(s)/ person(s) of African descent**

59.4% of respondents had a moderate to very strong degree of application with 35.02% of members indicating a moderate degree of application. Little or no application was slightly higher than other behaviours measured at 22.96%.



Of those who indicated little or no application, 62.43% stated that they have not applied a trauma informed approach because they have not had the opportunity to apply it. 11.56% of members indicated that they do not think what they learned will work and 10.40% stated that they have other, higher priorities.

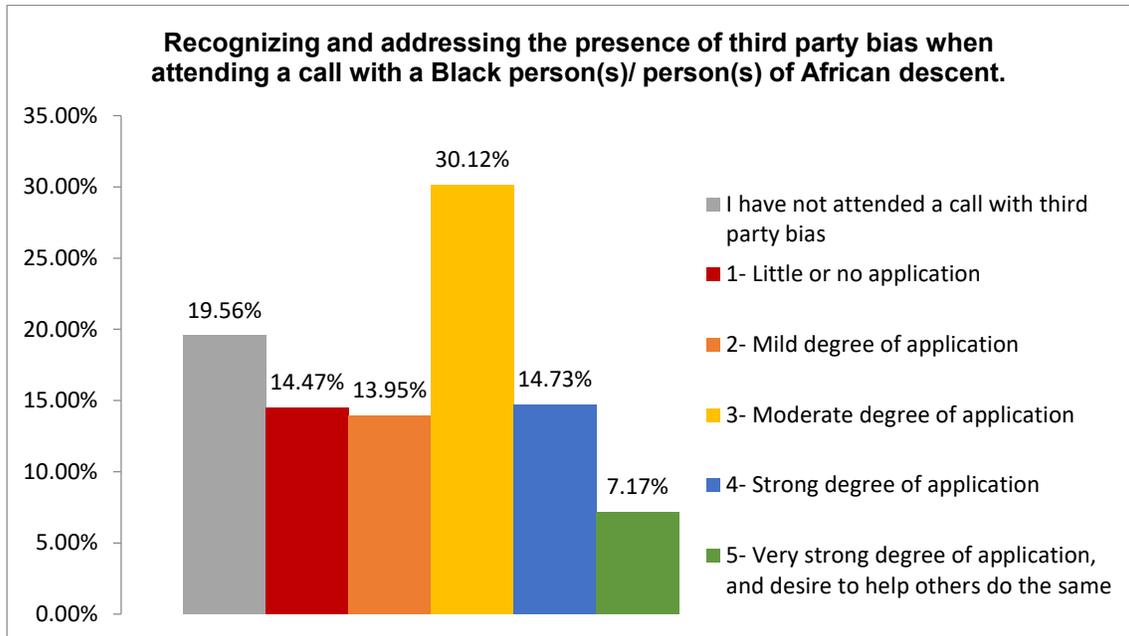
You indicated little or no application for: Applying a trauma informed approach when interacting with an identified Black person(s)/ person(s) of African descent. Please indicate the reason(s) why you have not applied what you learned.	Percentage
I have not had the opportunity to apply it	62.4%

You indicated little or no application for: Applying a trauma informed approach when interacting with an identified Black person(s)/ person(s) of African descent. Please indicate the reason(s) why you have not applied what you learned.	Percentage
I do not remember what I learned.	5.2%
I do not have the necessary knowledge and skills.	0.6%
I do not have a clear picture of what is expected of me.	4.1%
I have other, higher priorities.	10.4%
I do not have the necessary resources to apply what I've learned.	1.7%
I do not have the human support to apply what I've learned.	0.6%
The training didn't give me the confidence to apply what I learned.	1.2%
I don't think what I learned will work.	11.6%
There is not an adequate system of accountability to ensure the application of what I learned.	4.1%
Other (please specify)	9.8%

*Recognizing and addressing the presence of third party bias when attending a call with a Black person(s)/ person(s) of African descent.*

When members were asked to assess their implementation of this behaviour, they were given the following reminder concerning third-party bias: "Reminder: Third-party bias can be described as a caller/complainant filing a report with the police influenced by their own implicit or explicit bias. Officers responding in such situations must be cautious not to further propagate the complainant's bias."

19.56% of respondents stated that they hadn't attended a call involving third-party bias. Among those who had, 37% reported a moderate level of implementation, while 27% reported a strong or very strong level of implementation.



Among those who reported minimal or no implementation in recognizing and addressing third-party bias during calls, the breakdown of reasons is as follows:

- 54.39% stated that they hadn't encountered the opportunity to apply this skill
- 12.28% highlighted having other competing priorities
- Another 12.28% expressed doubts about the effectiveness of what they had learned
- 28% cited both having other priorities and skepticism about the learned strategies

Those who selected "Other" (10.53%) provided qualitative responses such as, "I treat all people with respect". Several members also indicated that their work does not include radio calls or interacting with the public.

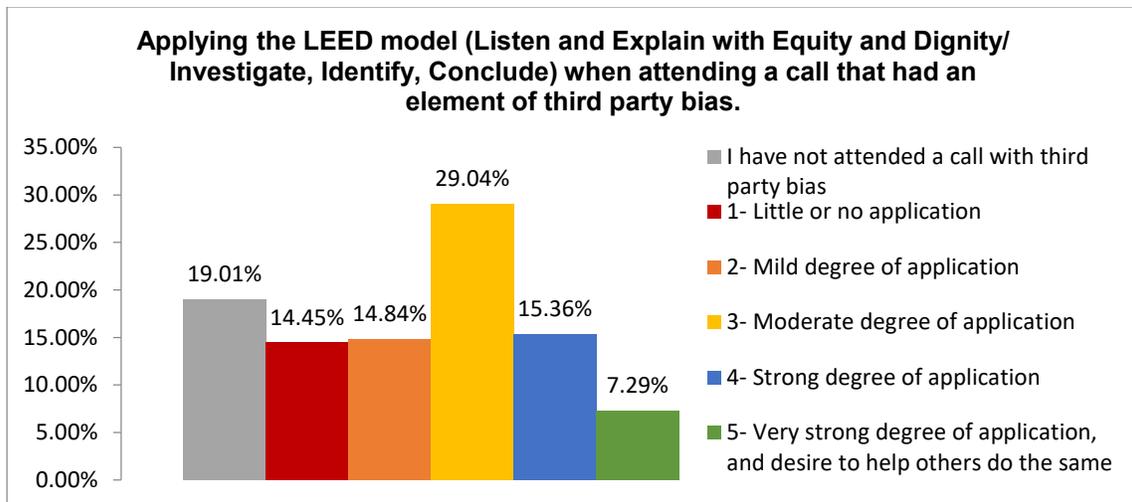
You indicated little or no application for: Recognizing and addressing the presence of third party bias when attending a call with a Black person(s)/ person of African descent. Please indicate the reason(s) why you have not applied what you learned. Please select all that apply.	Percentage
I have not had the opportunity to apply it	54.4%
I do not remember what I learned.	7.9%
I do not have the necessary knowledge and skills.	0.9%
I do not have a clear picture of what is expected of me.	7.0%
I have other, higher priorities.	12.3%

You indicated little or no application for: Recognizing and addressing the presence of third party bias when attending a call with a Black person(s)/ person of African descent. Please indicate the reason(s) why you have not applied what you learned. Please select all that apply.	Percentage
I do not have the necessary resources to apply what I've learned.	0.9%
I do not have the human support to apply what I've learned.	0.9%
The training didn't give me the confidence to apply what I learned.	0.9%
I don't think what I learned will work.	12.3%
There is not an adequate system of accountability to ensure the application of what I learned.	3.5%
Other (please specify)	10.5%

**Applying the L.E.E.D. model (Listen and Explain with Equity and Dignity/ Investigate, Identify, Conclude) when attending a call that had an element of third party bias.**

As in the previous question, nearly 20% of respondents indicate not having been involved in calls where third-party bias was a factor. Among those who had encountered such calls, 29.04% reported a moderate level of application, and 22.66% reported a strong or very strong level of application.

Regarding the L.E.E.D. model, of the 14.45% of members who indicated limited or no application, the primary reason remained a lack of opportunity to apply it, accounting for 54.55%. Additionally, 10% of respondents stated they couldn't recall their learning, and another 10% expressed skepticism about the effectiveness of what they had learned.

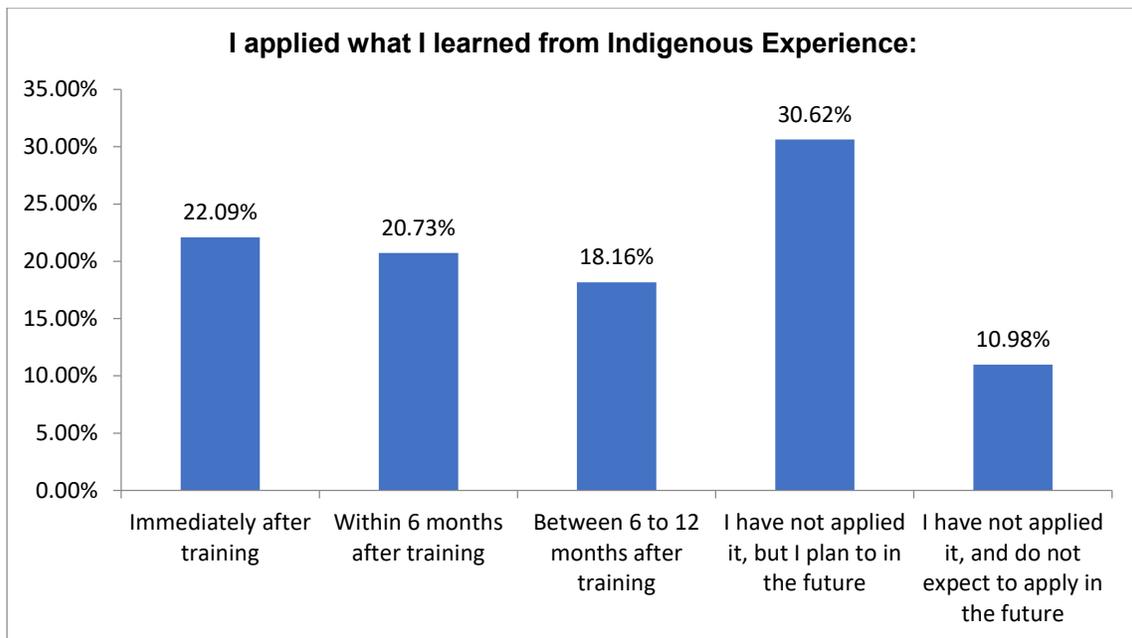
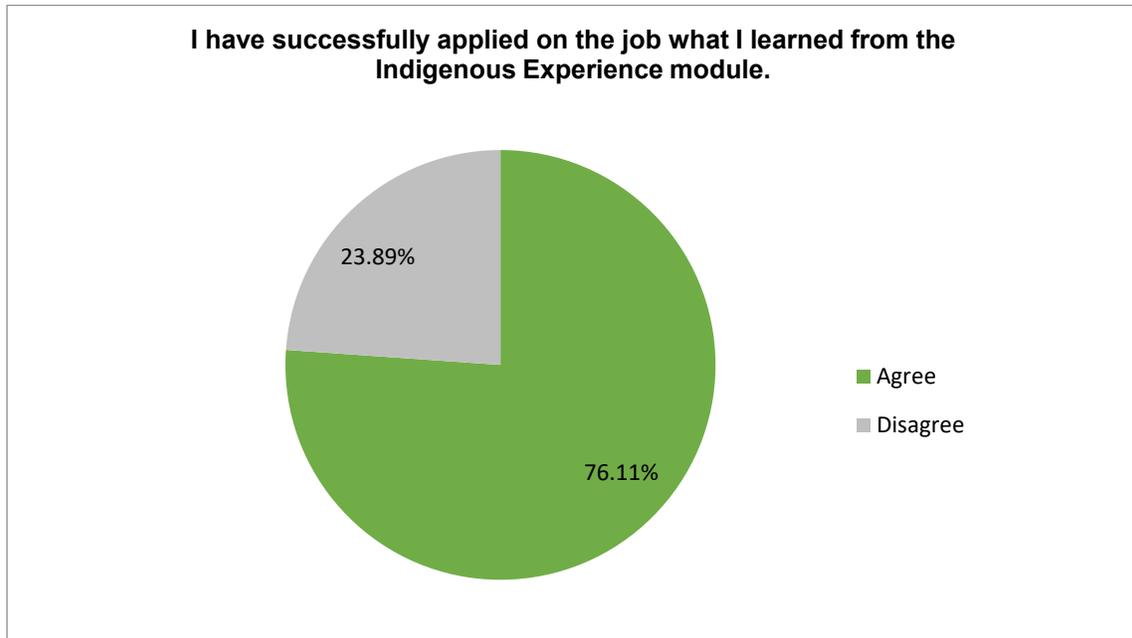


Similar to the previous question, many of those who selected “Other” noted that attending calls is not part of their regular duties and that they treat everyone equally and with respect.

You indicated little or no application for: Applying the L.E.E.D. model (Listen and Explain with Equity and Dignity/ Investigate, Identify, Conclude) when attending a call that had an element of third party bias. Please indicate the reason(s) why you have not applied what you learned. Please select all that apply.	Responses
I have not had the opportunity to apply it	54.6%
I do not remember what I learned.	10.0%
I do not have the necessary knowledge and skills.	2.7%
I do not have a clear picture of what is expected of me.	4.6%
I have other, higher priorities.	9.1%
I do not have the necessary resources to apply what I've learned.	0.9%
I do not have the human support to apply what I've learned.	0.9%
The training didn't give me the confidence to apply what I learned.	0.9%
I don't think what I learned will work.	10.0%
There is not an adequate system of accountability to ensure the application of what I learned.	3.6%
Other (please specify)	10.9%

Regarding the application of their learning from the Indigenous Experience module, over 76.11% of participants affirmed their agreement with the statement of successful application.

Among the participants, 22% immediately applied what they learned after the training, and 42.82% applied it within six months. Of the 307 members who indicated non-application of their learning, 74% had intentions to apply what they learned in the future.



Out of the respondents, 70 members (8%) answered the question, "What further training or support would enhance your capacity to apply the knowledge gained from the Indigenous Experience module?" These members expressed a desire for increased exposure and training concerning culturally significant items, traditions, and events.

Some members indicated a need for more comprehensive historical context, while others believed the training they received was adequate.

### **Application by Behaviour**

The three critical behaviours measured for this module were:

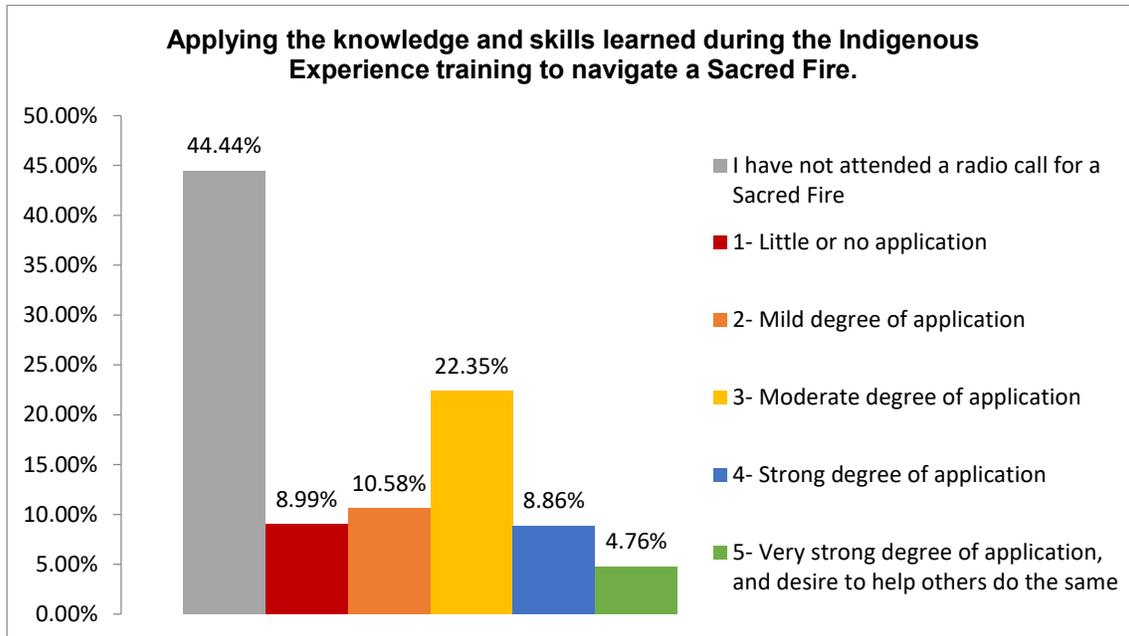
- Applying the knowledge and skills learned during the Indigenous Experience training to navigate a Sacred Fire.
- Applying a trauma informed approach when interacting with an identified Indigenous person(s).
- Recognizing and respectfully handling Indigenous items of cultural significance (Bundle items).

Members were asked to measure their application of each of the above critical behaviours. Across all behaviours identified, the majority of members indicated some level of application with the most frequent selection being a moderate level of application. The main reason members did not apply what was learned, was a lack of opportunity to put the behaviour into practice.

The full results have been summarized below.

### **Applying the knowledge and skills learned during the Indigenous Experience training to navigate a Sacred Fire.**

Out of all members, 44.44% had not been present at a radio call involving a sacred fire. When these members are excluded from the analysis, around 84% of those who attended a Sacred Fire were capable of applying the knowledge and skills acquired during the Indigenous Experience training. Of this subgroup, 40.24% noted a moderate level of application, while 15.95% expressed a strong level of application.



Participants who reported a strong or very strong level of application were queried as follows: "Could you describe a situation where you successfully managed an Indigenous Sacred Fire scenario, without sharing any identifying details?" Here are some chosen qualitative responses:

Without providing any identifying details, could you describe a situation where you effectively navigated an Indigenous Sacred Fire scenario?
"Sacred fire in park, I used signs to identify elements that made it stand out as sacred. Items of association and organizer of the event."
"I came across a group in Warden Woods while on bike patrol. I was able to use my knowledge from training to respectfully ask questions. Observing clues helped with the conversation and gave me confidence to ask questions."
"I had attended a ceremony on a call and I was able to ask specific questions that were appreciated and it went well."

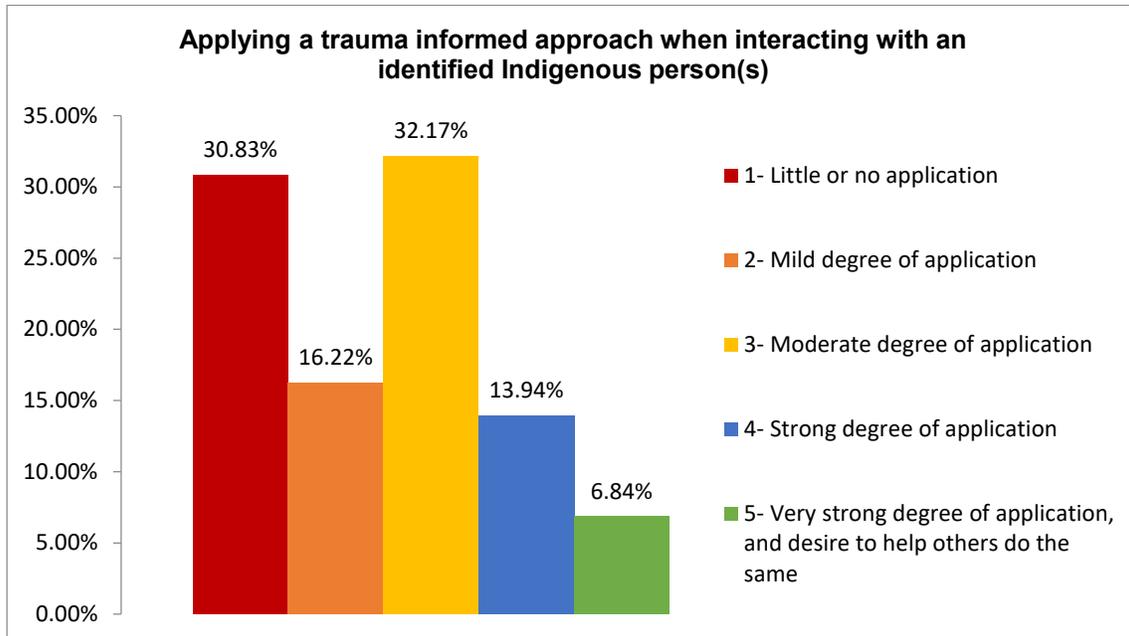
Of the members who indicated little or no application, the main reason identified was "I have not had the opportunity to apply it" at 63.77%. This was followed by 10 respondents (14.49%) who do not think what was learned will work and 6 members (8.70%) who selected "There is not an adequate system of accountability to ensure the application of what I learned." A full breakdown of responses is included below:

You indicated little or no application for: Applying the knowledge and skills learned during the Indigenous Experience training to navigate a Sacred Fire. Please indicate the reason(s) why you have not applied what you learned. Please select all that apply.	Responses
I have not had the opportunity to apply it	63.8%
I do not remember what I learned.	4.4%
I do not have the necessary knowledge and skills.	5.8%
I do not have a clear picture of what is expected of me.	4.4%
I have other, higher priorities.	5.8%
I do not have the necessary resources to apply what I've learned.	1.5%
I do not have the human support to apply what I've learned.	1.5%
The training didn't give me the confidence to apply what I learned.	0.0%
I don't think what I learned will work.	14.5%
There is not an adequate system of accountability to ensure the application of what I learned.	8.7%
Other (please specify)	2.9%

### **Applying a Trauma Informed Approach when interacting with an identified Indigenous person(s)**

Slightly less than 70% of members employed a trauma-informed approach when interacting with an identified Indigenous person. Of these, 32.17% noted a moderate level of application, and 13.94% indicated a strong level of application. On the other hand, around 30.83% of members reported minimal or no application. Among these, 230 members—accounting for over 80%—attributed their lack of application to not having the chance to apply it. This heightened rate of non-application is expected, given that the Indigenous community constitutes less than 1% of Toronto's population according to the 2021 census data.

Apart from the lack of opportunity, 5.88% of members who indicated limited or no application mentioned skepticism about the efficacy of what they had learned.



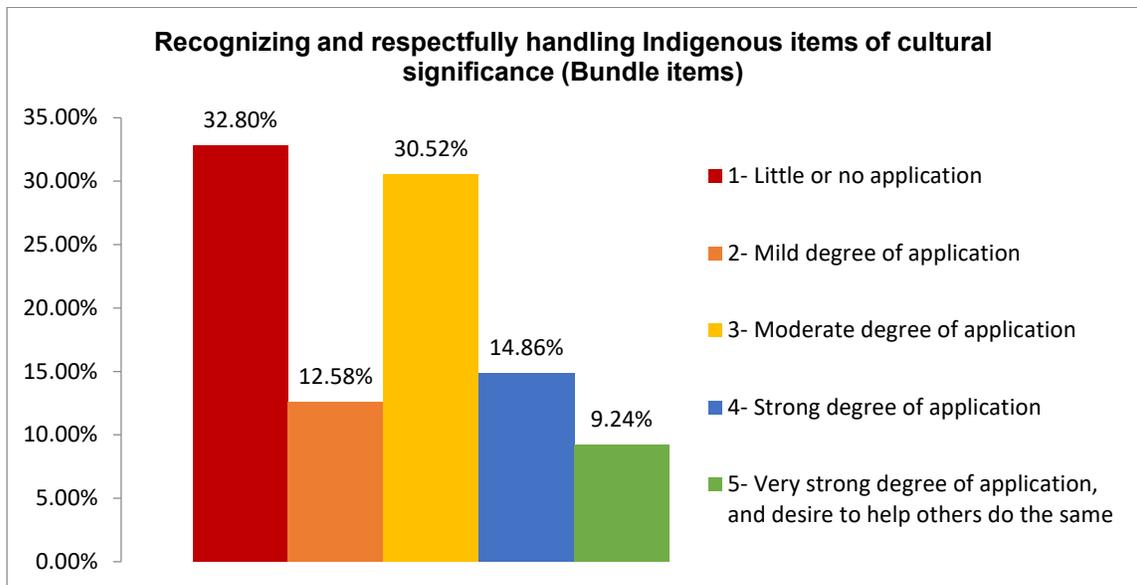
Many of the qualitative responses in the “Other” section were members stating that they treat everyone the same and with respect.

You indicated little or no application for: Applying a trauma informed approach when interacting with an identified Indigenous person(s). Please indicate the reason(s) why you have not applied what you learned. Please select all that apply.	Responses
I have not had the opportunity to apply it	81.9%
I do not remember what I learned.	4.2%
I do not have the necessary knowledge and skills.	1.3%
I do not have a clear picture of what is expected of me.	0.4%
I have other, higher priorities.	4.2%
I do not have the necessary resources to apply what I've learned.	0.8%
I do not have the human support to apply what I've learned.	1.3%
The training didn't give me the confidence to apply what I learned.	0.4%
I don't think what I learned will work.	5.9%
There is not an adequate system of accountability to ensure the application of what I learned.	1.7%

Other (please specify)	4.6%
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**Recognizing and respectfully handling Indigenous items of cultural significance (Bundle items)**

After attending the 2022 I.S.T. program, approximately 67% of respondents indicated that they could effectively identify and appropriately handle Indigenous items of cultural significance. Among them, 30.52% indicated a moderate level of application, while 14.86% of members reported a strong degree of application. Additionally, nearly 10% of members expressed a very strong degree of application and a willingness to assist others in achieving the same proficiency.



Similarly to the prior question, a significant segment of respondents (32.80%) reported limited or no application. Among these members, nearly 90% mentioned that the absence of opportunities to apply the learned skills was the main reason. This can be linked to the infrequency of calls or interactions involving Indigenous community members. Additionally, 4.37% of members who indicated limited or no application (11 respondents) expressed doubt about the effectiveness of what they learned, while 3.97% (10 respondents) cited having alternative, more pressing priorities.

You indicated little or no application for: Recognizing and respectfully handling Indigenous items of cultural significance (Bundle items). Please indicate the reason(s) why you have not applied what you learned. Please select all that apply.	Responses
I have not had the opportunity to apply it	88.5%
I do not remember what I learned.	2.0%
I do not have the necessary knowledge and skills.	1.2%
I do not have a clear picture of what is expected of me.	0.4%
I have other, higher priorities.	4.0%
I do not have the necessary resources to apply what I've learned.	0.0%
I do not have the human support to apply what I've learned.	1.2%
The training didn't give me the confidence to apply what I learned.	0.4%
I don't think what I learned will work.	4.4%
There is not an adequate system of accountability to ensure the application of what I learned.	1.6%
Other (please specify)	2.0%

In conclusion, the study provided valuable insights into the practical application of learned behaviors among respondents, with a specific focus on the recognition and mitigation of third-party bias, the implementation of the L.E.E.D. model, and the assimilation of knowledge from the Police Resiliency, Indigenous Experience, and Black Experiences modules. This analysis has revealed two significant findings:

Firstly, regarding the recognition of third-party bias and the application of the L.E.E.D. model, a portion of respondents faced some challenges stemming from limited opportunities to implement their training in real-world situations. While some individuals reported moderate to strong levels of implementation, a portion of the cohort attributed their constrained application of these skills primarily to the limited opportunity to utilize them.

Secondly, concerning the Indigenous Experience module, a majority of participants reported successful integration of their acquired knowledge. However, a subset expressed a desire for supplementary training, particularly centered on culturally significant items and a deeper historical context.

In light of these findings, we continue to consider several future training opportunities to augment the application of learned behaviors, including; expanding on Scenario-Based Training and highlight learning resources and support mechanisms available to officers.

These proposed future training opportunities can bridge the gap between theoretical learning and practical application. These measures align with the goal to continually enhance and refine policing training practices.

## **Appendix A: 2022 Police Training- 81 Recommendation for Police Reform**

### **Recommendation #52 – Direct the Chief of Police to:**

- a. Immediately make permanent the current anti-Black racism training component of the annual re-training (civilians) and In-Service Training Program (uniform) and**
- b. Consult with experts in the appropriate fields and engage the C.A.B.R. Unit to:**
  - i. Explore opportunities to expand this component;**
  - ii. Audit and review all courses with an anti-racism lens to identify how existing police training can be changed to address systemic racism or bias in training and to identify how anti-racism training can be incorporated in all courses taught at the College; and**
  - iii. Report to the Board by December 2021 with the findings of these consultations.**

### **Recommendation #53 – Direct the Chief of Police to:**

- a. Create a permanent stand-alone training course that contributes to professional practice in policing with a view to supporting and organizational culture committed to the delivery of fair and unbiased police services to Toronto’s diverse communities and populations. This training curriculum must include, among other components: anti-racism; anti-Black and anti-Indigenous racism; bias and implicit bias avoidance; interactions with racialized communities, L.G.B.T.Q.S.2.+ communities and marginalized communities; and understanding of intersectionality; the importance of lived experience in developing understanding and compassionate service delivery; and principles of human rights accommodation and disabilities, including mental health and addictions issues and ethics in policing;**
- b. Ensure this training is developed and updated based on best practice and through the active engagement of the C.A.B.R. Unit, A.R.A.P., subject matter experts in anti-racist curriculum design and community representatives with expertise in systemic racism and anti-Black and anti-Indigenous Racism, community representatives with experience in addressing discrimination and prejudice against people with mental health and addictions issues and with a focus on utilizing adult-oriented training methods that are proven to lead to high achievement and demonstrated applied practice by those who experience the curriculum;**
- c. Make this training mandatory for all new Members of the Service, both civilian and uniform;**

**Recommendation #54 – Direct the Chief of Police to:**

**Prepare a plan for integrating the provision of annual In-Service Training and other training and education of Service Members by members of peer run organizations, including organizations representing people with lived experience of mental health and addiction issues through collaborations with racialized, Indigenous, L.G.B.T.Q.2.S.+, immigrant and refugee community members skilled in training.**

**Recommendation #55 – Direct the Chief of Police to review all current and future training, including judgment and other scenario based training, and ensure that it:**

- a. Prioritizes and emphasizes de-escalation**
- b. Is informed by members of the communities most affected by police use of force**
- c. Is relevant to the root causes and consequences of structural violence, systemic and internalized racism, negative stereotyping, intersectionalities and use of force on people with mental health and/or addiction issues and;**
- d. Is trauma informed**

**Recommendation #56 – Direct the Chief of Police to:**

**Report the feasibility of all uniformed Service Members receiving M.C.I.T. training or other mental health crisis response training, such as mental health first aid or emotional C.P.R.**

**Recommendation #57 – Direct the Chief of Police to:**

**Engage experts in the relevant fields to create and implement a framework to constantly evaluate the efficacy of its mental health and anti-racism training and the competence of training participants, including how it is applied in the field, and serve to identify areas for improvement to training with reports on the Service’s findings and responsive actions provided to the Board semi-annually.**

**Recommendation #58 – Direct the Chief of Police to:**

**Review the current training curriculum for new uniform recruits and special constables, and explore the inclusion of Service funded training co-developed and led by members of the community, outside the Toronto Police College, specific to police-community interactions and relations with marginalized communities, youth, and vulnerable populations and report to the Board by December 2020 with an assessment of options.**





**Appendix  
B: 2022  
Courses**

**Delivered by Toronto Police College (T.P.C.) & Canadian Police Knowledge Network (C.P.K.N.)**

Unit	Course	Title	Duration	Units	Sessions	Completed
Administrative	TO0002	Emergency Services Sector Police Specific Hazards	2.0	D	2	23
Administrative	TR0001	First Aid Automated External Defibrillator (A.E.D.) and Cardio Pulmonary Resuscitation (C.P.R.) C	2.0	D	120	1830
Administrative	TR0004	First Aid Renewal	1.0	D	30	340
Administrative	TM0113	Health and Safety for Supervisor	1.0	D	5	60
Administrative	S00237	Human Resource Management System (H.R.M.S.) for Training Instructors	4.0	H	15	29
Administrative	100041	Naloxone Alcohol Withdrawal Syndrome (A.W.S.) Presentation	1.5	H	14	304
Administrative	TO0001	Joint Health and Safety (J.H.S.) Certification Part 1	3.0	D	2	22
Administrative	100042	Joint Health and Safety (J.H.S.) Certification Refresher	1.0	D	2	15
<b>Section Total</b>					<b>190</b>	<b>2623</b>
Armament	TF0028	C8 Carbine Requalification	1.0	D	42	603
Armament	TF0035	C8 Carbine Rifle User	4.0	D	10	220
Armament	100069	CZ Scorpion EVO Requalification	1.0	D	1	5
Armament	TF0010	Glock 27 Compact	1.0	D	3	61
Armament	TF0002	Less Lethal Shotgun New User	2.0	D	15	125
Armament	TU0084	Less Lethal Shotgun Requalification	10.0	H	46	495
Armament	TF0040	Lethal Shotgun New User	2.0	D	1	9
Armament	TF0004	Maschinenpistole 5 (M.P.5.) Recertification	1.0	D	1	7
Armament	TF0039	Taser 7 Conducted Energy Weapon (C.E.W.)	2.0	D	57	792
<b>Section Total</b>					<b>176</b>	<b>2317</b>
Community Policing	TO6001	Auxiliary Recruit Training	100.0	H	1	58

Unit	Course	Title	Duration	Units	Sessions	Completed
Community Policing	S00239	Central Intelligence and Security Unit (C.I.S.U.) Introduction to Versadex Report Writing	2.0	D	1	6
Community Policing	100039	Direct Entry Versadex Introduction	2.0	D	1	5
Community Policing	100093	Electronic Data Capture (E.D.C.) Disclosure Training	1.0	D	72	977
Community Policing	TM0107	Post-Aylmer Recruit Training	9.0	W	3	276
Community Policing	TM0026	Pre-Aylmer Recruit Training	14.0	D	2	200
Community Policing	TM0027	Uniform Coach Officer	5.0	D	4	108
Community Policing	100039	Versadex for Investigators	2.0	D	6	76
Community Policing	S00232	Versadex Refresher	1.0	D	1	2
Community Policing	TR0026	Lateral Entry Police Constable	20.0	D	2	17
<b>Section Total</b>					<b>93</b>	<b>1725</b>
Incident Response Team	TO0071	Auxiliary Use of Force Requalification	4.0	H	11	196
Incident Response Team	TF0038	Glock 27 Requalification	2.0	H	67	342
Incident Response Team	TU0088	In Service Training Program	3.0	D	77	4064
Incident Response Team	TU0080	Patch Use of Force - 90 Day Recertification	10.0	H	42	350
Incident Response Team	TU0061	Reset Use of Force	10.0	D	2	27
Incident Response Team	TU0070	Senior Officer Use of Force	1.0	D	29	82
Incident Response Team	TF0037	X2 Taser Requalification	4.0	H	73	1874
Incident Response Team	TF0032	X2 Taser User Course	2.0	D	5	37
<b>Section Total</b>					<b>306</b>	<b>6972</b>
Investigative	TC0127	High Risk Vehicle Takedown	4.0	D	2	23
Investigative	TC0052	Death Investigators	5.0	D	4	75
Investigative	110001	Detective Sergeant Functions in Ontario Major Case Management (O.M.C.M.)	1.0	H	2	62
Investigative	TC0003	Drug Investigation	3.0	D	3	32
Investigative	TC0118	Elder Abuse Investigator	5.0	D	2	17
Investigative	TC0043	Financial Crimes	4.0	D	1	22
Investigative	TO0015	Firearm Discharge Investigator	4.0	H	1	20
Investigative	100078	Frisk Search Refresher Training	1.5	H	1	14

Unit	Course	Title	Duration	Units	Sessions	Completed
Investigative	TC0013	General Investigators Blended	10.0	D	6	152
Investigative	TC0125	Human Trafficking Investigations	5.0	D	3	61
Investigative	TC0111	Impaired Driving Investigation	3.0	D	5	110
Investigative	TC0042	Intimate Partner Violence	5.0	D	5	96
Investigative	TC0003	Introduction to Drug Investigators	3.0	D	3	25
Investigative	TC0110	Investigative Interviewing Part 1	5.0	D	3	39
Investigative	TC0116	Investigative Interviewing Part 2	5.0	D	2	28
Investigative	TC0130	Ontario Major Case Management (O.M.C.M. ) and Power Case Command	10.0	D	5	91
Investigative	TC0124	Plainclothes Investigator and Source Handler	8.0	D	4	89
Investigative	TC0108	Police Services Act Course	5.0	D	1	25
Investigative	100031	Provincial Statutes Seminar	3.0	D	5	97
Investigative	TC0091	Search Warrant Drafting	3.0	D	4	50
Investigative	TC0092	Sexual Assault Investigators	9.0	D	4	97
Investigative	100032	Traffic Generalist Seminar	2.0	D	4	65
Investigative	TC0128	Youth Crime Investigator	4.0	D	3	46
<b>Section Total</b>					<b>73</b>	<b>1336</b>
Learning Developments & Standards	100045	Body Worn Camera User Training	12.0	H	40	827
Learning Developments & Standards	TM0032	Effective Presentation	4.0	D	4	37
Learning Developments & Standards	LDS008	Effective Teaching for Adult Learners	5.0	D	6	54
Learning Developments & Standards	100092	Enhancing the Delivery of Effective and Bias Free Policing in the City of Toronto - Neighbourhood Community Officers	2.0	H	2	75
Learning Developments & Standards	100089	Enhancing the Delivery of Effective and Bias Free Policing in the City of Toronto - Senior Officers	2.0	H	9	275
Learning Developments & Standards	TH0031	Ethics and Inclusivity	3.0	D	7	136

Unit	Course	Title	Duration	Units	Sessions	Completed
Learning Developments & Standards	LDS002	Teaching Effectiveness Certificate	12.0	D	2	12
<b>Section Total</b>					<b>70</b>	<b>1416</b>
Police Vehicle Operations	TV0057	Advanced Bicycle Patrol	4.0	D	4	24
Police Vehicle Operations	TV0004	Advanced Driving Course	2.0	D	4	20
Police Vehicle Operations	TV0025	All Terrain Vehicle Course	2.0	D	4	21
Police Vehicle Operations	TV0028	Bicycle Instructor	4.0	D	3	20
Police Vehicle Operations	TV0063	Bicycle Instructor Recertification	10.0	H	3	36
Police Vehicle Operations	TV0023	Bicycle Patrol Officer	2.0	D	27	73
Police Vehicle Operations	TV0064	Bicycle Patrol Recertification	5.0	H	84	309
Police Vehicle Operations	TV0052	Blue Card	0.0		41	107
Police Vehicle Operations	TV0001	Civilian Driving	1.0	D	11	89
Police Vehicle Operations	TV0020	Command Post Course	2.0	D	8	15
Police Vehicle Operations	TV0072	Post Ontario Police College (O.P.C.) Recruit Vehicle Ops	20.0	H	20	255
Police Vehicle Operations	TV0042	Safe Skills Emerg Driving	10.0	H	25	66
Police Vehicle Operations	TV0061	Side by Side All-Terrain Vehicle	10.0	H	6	8
Police Vehicle Operations	TV0068	Trailer	10.0	H	2	3

Unit	Course	Title	Duration	Units	Sessions	Completed
Police Vehicle Operations	TV0019	Truck (Wagon) Operator	2.0	D	14	15
<b>Section Total</b>					<b>256</b>	<b>1061</b>
Canadian Police Knowledge Network	TP3032	Accessibility of Ontarians with Disabilities (A.O.D.A.) Module Three (3) – Part 1	0.0		0	572
Canadian Police Knowledge Network	TP3035	Accessibility of Ontarians with Disabilities (A.O.D.A.) Module Three (3) – Part 4	0.0		0	515
Canadian Police Knowledge Network	TP3020	Accessibility of Ontarians with Disabilities (A.O.D.A.) - Working Together	0.0		0	711
Canadian Police Knowledge Network	TP3033	Accessibility of Ontarians with Disabilities (A.O.D.A.) Module Three (3) – Part 2	0.0		0	535
Canadian Police Knowledge Network	TP3034	Accessibility of Ontarians with Disabilities (A.O.D.A.) Module Three (3) – Part 3	0.0		0	509
Canadian Police Knowledge Network	CP8307	Anti Racism For Workplaces	0.0		0	4
Canadian Police Knowledge Network	CP8182	Autism Spectrum Disorder	0.0			67
Canadian Police Knowledge Network	CP8180	Basic Online Investigations	0.0			28
Canadian Police Knowledge Network	TP3053	Body Worn Camera e-Learning	0.0			723
Canadian Police Knowledge Network	TP3046	Supervisor Health and Safety - in 5 Steps	0.0			3
Canadian Police Knowledge Network	CP8016	Coach Officer Training	0.0			1
Canadian Police Knowledge Network	TP3056	Coroners Inquest - Chapman	0.0			428
Canadian Police Knowledge Network	CP8163	Courtroom Testimony Skills	0.0			66
Canadian Police Knowledge Network	CP8024	CPIC Query Narrative	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Canadian Police Knowledge Network	CP8190	Crisis Intervention and De-Escalation	0.0			4
Canadian Police Knowledge Network	CP8183	Cybercrime Investigations Level 1	0.0			3
Canadian Police Knowledge Network	TP3074	Cybersecurity Awareness – Phishing Module	0.0			998
Canadian Police Knowledge Network	TP3005	Drinking and Driving	0.0			1
Canadian Police Knowledge Network	CP8191	Epilepsy and Seizure Response Training	0.0			8
Canadian Police Knowledge Network	TP3069	Gender Diverse Trans Inclusion Civilians Part 1	0.0			1248
Canadian Police Knowledge Network	TP3070	Gender Diverse Trans Inclusion Uniform and Special Constables Part 1	0.0			4685
Canadian Police Knowledge Network	TP3073	Gender Diversity and Trans Inclusion Uniform and Special Constables Part 2	0.0			1209
Canadian Police Knowledge Network	TP3065	Hand Held Metal Detector Training	0.0			988
Canadian Police Knowledge Network	CP8106	Hate and Bias Crime Investigation	0.0			3916
Canadian Police Knowledge Network	TP3021	Hindu Religion: Items of Religious Significance	0.0			386
Canadian Police Knowledge Network	TP3037	Incident Management System (I.M.S.) - 100 - Final Assessment	0.0			5
Canadian Police Knowledge Network	TP3062	Information Security Learning Series	0.0			495
Canadian Police Knowledge Network	TP3042	Internet Facilitated Investigations – Level 1	0.0			544
Canadian Police Knowledge Network	TP3051	Introduction to Federal and Ontario Cannabis Legislation	0.0			242
Canadian Police Knowledge Network	TP3060	Introduction to Human Trafficking	0.0			5

Unit	Course	Title	Duration	Units	Sessions	Completed
Canadian Police Knowledge Network	TP3066	Introduction to the Indigenous Experience	0.0			6381
Canadian Police Knowledge Network	TP3025	Items of Religious Significance: Islam	0.0			352
Canadian Police Knowledge Network	TP3063	Let's Talk How Anti Black Racism (A.B.R.) Impacts Policing	0.0			724
Canadian Police Knowledge Network	CP8308	Managing Unconscious Bias	0.0			1
Canadian Police Knowledge Network	CP8189	Mental Health Self Awareness for Front Line	0.0			70
Canadian Police Knowledge Network	TP3071	Military Veterans Wellness Program	0.0			423
Canadian Police Knowledge Network	TP3068	Missing Persons Training Video	0.0			3051
Canadian Police Knowledge Network	TP3049	Naloxone Nasal Spray Administration	0.0			116
Canadian Police Knowledge Network	OP9002	Ontario Police Video Training Alliance (O.P.V.T.A.) 036 Sins of Testifying	0.0			2
Canadian Police Knowledge Network	OP9013	Ontario Police Video Training Alliance (O.P.V.T.A.) 078 Edged Weapons	0.0			3
Canadian Police Knowledge Network	OP9017	Ontario Police Video Training Alliance (O.P.V.T.A.) 087 Characteristics of Armed Persons	0.0			6
Canadian Police Knowledge Network	OP9034	Ontario Police Video Training Alliance (O.P.V.T.A.) 115 Sex Offenders	0.0			4
Canadian Police Knowledge Network	OP9036	Ontario Police Video Training Alliance (O.P.V.T.A.) 117 Psychosis	0.0			5
Canadian Police Knowledge Network	OP9037	Ontario Police Video Training Alliance (O.P.V.T.A.) 118 Warrantless Srch	0.0			5
Canadian Police Knowledge Network	OP9038	Ontario Police Video Training Alliance (O.P.V.T.A.) 119 Liquor License Act	0.0			4
Canadian Police Knowledge Network	OP9040	Ontario Police Video Training Alliance (O.P.V.T.A.) 121 Training to Succeed	0.0			3

Unit	Course	Title	Duration	Units	Sessions	Completed
Canadian Police Knowledge Network	OP9040	Ontario Police Video Training Alliance (O.P.V.T.A.) 121 Training to Succeed	0.0			2
Canadian Police Knowledge Network	OP9047	Ontario Police Video Training Alliance (O.P.V.T.A.) 128 Trauma Doesn't Bleed	0.0			1
Canadian Police Knowledge Network	OP9003	Ontario Police Video Training Alliance (O.P.V.T.A.) 037 Crack	0.0			3
Canadian Police Knowledge Network	OP9008	Ontario Police Video Training Alliance (O.P.V.T.A.) 063 Active Killers	0.0			6
Canadian Police Knowledge Network	OP9010	Ontario Police Video Training Alliance (O.P.V.T.A.) 068 Grow House Menace	0.0			2
Canadian Police Knowledge Network	OP9015	Ontario Police Video Training Alliance (O.P.V.T.A.) 082 Meth Labs	0.0			3
Canadian Police Knowledge Network	OP9022	Ontario Police Video Training Alliance (O.P.V.T.A.) 096 Child Exploitation	0.0			4
Canadian Police Knowledge Network	OP9025	Ontario Police Video Training Alliance (O.P.V.T.A.) 098 Field Interviews	0.0			11
Canadian Police Knowledge Network	OP9027	Ontario Police Video Training Alliance (O.P.V.T.A.) 104 Domestic Violence	0.0			10
Canadian Police Knowledge Network	OP9031	Ontario Police Video Training Alliance (O.P.V.T.A.) 109 Spontaneous Disorder	0.0			4
Canadian Police Knowledge Network	OP9032	Ontario Police Video Training Alliance (O.P.V.T.A.) 110 Prescription Drug Enforcement	0.0			3
Canadian Police Knowledge Network	OP9033	Ontario Police Video Training Alliance (O.P.V.T.A.) 112/113 Faith Diversity	0.0			1
Canadian Police Knowledge Network	OP9041	Ontario Police Video Training Alliance (O.P.V.T.A.) 122 Search of Persons	0.0			6
Canadian Police Knowledge Network	OP9042	Ontario Police Video Training Alliance (O.P.V.T.A.) 123 Firearm Seizures	0.0			6
Canadian Police Knowledge Network	OP9021	Ontario Police Video Training Alliance (O.P.V.T.A.) 104 Foot Pursuit	0.0			5
Canadian Police Knowledge Network	OP9030	Ontario Police Video Training Alliance (O.P.V.T.A.) 107 Motorcycle Enforcement	0.0			5

Unit	Course	Title	Duration	Units	Sessions	Completed
Canadian Police Knowledge Network	TP3061	Paid Duty Management System - Training and Terms of Agreement	0.0			2842
Canadian Police Knowledge Network	TP3030	Police and Community Interaction	0.0			1136
Canadian Police Knowledge Network	TP3055	Promoting Healthy and Safe Workplace	0.0			375
Canadian Police Knowledge Network	TP0054	Race Based Data Collection	0.0			259
Canadian Police Knowledge Network	CP8157	Risk Effective Decision Making	0.0			8
Canadian Police Knowledge Network	TP0056	Search of Persons 2020	0.0			487
Canadian Police Knowledge Network	TP3064	Search of Persons Update	0.0			2622
Canadian Police Knowledge Network	TP3067	Show Cause and Synopses Drafting	0.0			3506
Canadian Police Knowledge Network	TP3016	Sikh Religion: Items of Religious Significance	0.0			325
Canadian Police Knowledge Network	TP3050	Spit Shield Training	0.0			161
Canadian Police Knowledge Network	CP8125	Supervisor Health and Safety - in 5 Steps	0.0			21
Canadian Police Knowledge Network	CP8137	Suspect Apprehension Pursuit Basic Refresher	0.0			1
Canadian Police Knowledge Network	CP8077	Suspect Apprehension Pursuit Version Four (4) Refresher Online	0.0			1
Canadian Police Knowledge Network	CP8300	The Authentic Leader	0.0			5
Canadian Police Knowledge Network	TP3052	Versadex (V.D.X.) Supervisor Review of General Occurrence (G.O.)	0.0			27
Canadian Police Knowledge Network	OP9012	Volume 070 Conditional Sentences	0.0			4

Unit	Course	Title	Duration	Units	Sessions	Completed
Canadian Police Knowledge Network	OP9046	Volume 127 Conducted Energy Weapon (C.E.W.) Tactics	0.0			5
Canadian Police Knowledge Network	OP9076	Volume 148 Investigative Detention Articulation	0.0			6
Canadian Police Knowledge Network	OP9000	Volume 024 Life in the Fast Lane	0.0			3
Canadian Police Knowledge Network	OP9001	Volume 030 Blue Canaries	0.0			5
Canadian Police Knowledge Network	OP9006	Volume 055 Guaranteed Safe Arrival	0.0			3
Canadian Police Knowledge Network	OP9011	Volume 069 Video: Best Witness	0.0			3
Canadian Police Knowledge Network	OP9014	Volume 079 Live Wires	0.0			4
Canadian Police Knowledge Network	OP9016	Volume 083 First Officer to Scene	0.0			6
Canadian Police Knowledge Network	OP9057	Volume 088 The Driving Zone	0.0			4
Canadian Police Knowledge Network	OP9019	Volume 090 Suicide Intervention	0.0			4
Canadian Police Knowledge Network	OP9020	Volume 091 Death Notification	0.0			6
Canadian Police Knowledge Network	OP9024	Volume 097 Seized Firearm Safety	0.0			4
Canadian Police Knowledge Network	OP9059	Volume 100 Plastic Attack	0.0			4
Canadian Police Knowledge Network	OP9028	Volume 105 Terrorism	0.0			3
Canadian Police Knowledge Network	OP9029	Volume 106 Invisible Threat of Communicable Diseases	0.0			3
Canadian Police Knowledge Network	OP9066	Volume 108 Investigative Detention WIW	0.0			4

Unit	Course	Title	Duration	Units	Sessions	Completed
Canadian Police Knowledge Network	OP9035	Volume 116 Building Searches	0.0			4
Canadian Police Knowledge Network	OP9043	Volume 124 From Call to Court	0.0			3
Canadian Police Knowledge Network	OP9044	Volume 125 The Balanced Life	0.0			5
Canadian Police Knowledge Network	OP9045	Volume 126 Obstruct Police	0.0			4
Canadian Police Knowledge Network	OP9048	Volume 129 Suspect Apprehension Pursuits	0.0			8
Canadian Police Knowledge Network	OP9049	Volume 130 Search Manager for Policing	0.0			10
Canadian Police Knowledge Network	OP9050	Volume 131 Entry Warrants	0.0			5
Canadian Police Knowledge Network	OP9051	Volume 132 Sexual Assault	0.0			3
Canadian Police Knowledge Network	OP9075	Volume 133 Human Trafficking	0.0			6
Canadian Police Knowledge Network	OP9052	Volume 135 Impaired Driving	0.0			3
Canadian Police Knowledge Network	OP9053	Volume 136 Cover and Concealment	0.0			3
Canadian Police Knowledge Network	OP9055	Volume 137 Traffic Stop Articulation	0.0			4
Canadian Police Knowledge Network	OP9056	Volume 138 Every Step Counts	0.0			2
Canadian Police Knowledge Network	OP9054	Volume 140 Freeman on the Land	0.0			4
Canadian Police Knowledge Network	OP9067	Volume 141 Reliability Credibility	0.0			3
Canadian Police Knowledge Network	OP9068	Volume 142 Federal Parolees	0.0			2

Unit	Course	Title	Duration	Units	Sessions	Completed
Canadian Police Knowledge Network	OP9071	Volume 144 Confidential Informant	0.0			4
Canadian Police Knowledge Network	OP9074	Volume 145 - Metal Thefts Affect	0.0			2
Canadian Police Knowledge Network	OP9073	Volume 146 - Aftermath	0.0			3
Canadian Police Knowledge Network	OP9072	Volume 147 - Ebola 2014: Lessons	0.0			1
Canadian Police Knowledge Network	OP9078	Volume 150 – Justice Panel	0.0			1
Canadian Police Knowledge Network	OP9079	Volume 153 - Chemical Suicide	0.0			5
Canadian Police Knowledge Network	OP9069	Volume 94 Vehicle Search Authorization Articulation	0.0			6
Canadian Police Knowledge Network	TP3026	Worker Health and Safety Awareness in 4 Steps	0.0			24
<b>Section Total</b>						<b>42084</b>

Unit	Sessions	Completed
<b>Toronto Police College Total</b>	<b>1164</b>	<b>17450</b>
<b>Canadian Police Knowledge Network</b>		<b>42084</b>
<b>Toronto Police Service</b>	<b>388</b>	<b>6773</b>
<b>Canadian Police College</b>	<b>54</b>	<b>70</b>

<b>Criminal Intelligence Service of Ontario</b>	<b>7</b>	<b>115</b>
<b>Conferences - Seminars &amp; Continuing Education Courses</b>	<b>0</b>	<b>993</b>
<b>Ontario Police College</b>	<b>0</b>	<b>2429</b>
<b>Grand Total</b>	<b>1613</b>	<b>69914</b>



**Appendix  
B: 2022  
Courses  
Completed**

**by Toronto Police Service (T.P.S.) Units & Conferences, Seminars & Continuing Education Courses**

Unit	Course	Title	Duration	Units	Sessions	Completed
Communications	TO0044	Communication Operators Coaching and Mentoring Course	3.0	D	2	19
Communications	TS0002	Police Communications Call-Taker Course	680.0	H	2	39
Communications	TS0006	Police Communications Dispatcher Course	600.0	H	1	15
<b>Section Total</b>					<b>5</b>	<b>73</b>
Community Partnerships & Engagement Unit	TO0080	Mobile Crisis Intervention Team	5.0	D	1	40
Community Partnerships & Engagement Unit	TM0114	Neighborhood Community Officer	5.0	D	4	101
Community Partnerships & Engagement Unit	100043	Violence Threat Risk Assessment Level 1	2.0	D	1	42
Community Partnerships & Engagement Unit	TH0036	Crime Prevention Through Environmental Design (C.P.T.E.D.)	35.0	H	3	49
Community Partnerships & Engagement Unit	100091	Divisional Community Support Officer (D.C.S.O.) Supervisor	10.0	H	2	90
Community Partnerships & Engagement Unit	100090	Divisional Community Support Officer (D.C.S.O.) Coach Officer Version	2.0	D	5	61
<b>Section Total</b>					<b>16</b>	<b>383</b>
Courts	TU0076	Booking Hall Safety Versadex	3.0	D	7	145
Courts	TO0084	Courts Accessible Prisoner Transport Vehicle Operator (A.P.T.V.) Course	1.0	D	1	1
Courts	T00003	Courts X-Ray Safety Awareness	1.0	H	5	121
Courts	100011	Deoxyribonucleic Acid (D.N.A.) Biological Biometrics	3.0	D	4	29
Courts	TU0087	Special Constable (S.C.) Incident Response Training	1.0	D	1	1

Unit	Course	Title	Duration	Units	Sessions	Completed
Courts	100033	Special Constable Equity, Inclusion & Human Rights	1.0	D	4	133
Courts	100097	Special Constable Recruit Program	65.0	D	2	116
Courts	TU0087	Special Constable Use of Force	1.0	D	46	819
Courts	100014	Prisoner Transportation Section Wagon Video Course	1.0	H	4	119
<b>Section Total</b>					<b>74</b>	<b>1484</b>
Emergency Management & Public Order	TO3031	First Responder Operational Search Tactics	4.0	D	4	80
Emergency Management & Public Order	100005	Less Lethal Weapons Requalification Public Order Unit (P.O.U.)	1.0	D	2	24
Emergency Management & Public Order	TO3033	Ontario Public Order Advisory Committee - Public Order/Crowd Management Basic Course (O.P.O.A.C. – P.O.C.M.)	5.0	D	1	81
Emergency Management & Public Order	TO3034	Public Order and Crowd Management Enhanced Operations and Tactics	5.0	D	1	68
Emergency Management & Public Order	100095	Public Order Scribe	1.0	D	1	13
Emergency Management & Public Order	TO3019	Public Order Unit (P.O.U.) - Block A Training	2.0	D	13	582
Emergency Management & Public Order	TO3025	Public Safety Unit (P.S.U.) - Use of Force/Fitness Requalification	1.0	D	6	269
Emergency Management & Public Order	TO3014	Public Safety Unit (P.S.U.) - Public Order Commander	5.0	D	1	19
Emergency Management & Public Order	TO3002	Public Safety Unit (P.S.U.) - Tactical Trainer Crse	5.0	D	2	50
Emergency Management & Public Order	TO3008	Public Safety Unit (P.S.U.) - Incident Management System 200	2.0	D	14	241
Emergency Management & Public Order	TO3009	Public Safety Unit (P.S.U.) - Incident Management System 300	3.0	D	2	31
Emergency Management & Public Order	TO3035	Remotely Piloted Aircraft System (R.P.A.S.) - Ground School	5.0	D		11

Unit	Course	Title	Duration	Units	Sessions	Completed
<b>Section Total</b>					<b>47</b>	<b>1469</b>
Emergency Task Force	TO1010	Advanced Sniper/Observer Course	5.0	D	1	12
Emergency Task Force	100035	Advanced Tactical Rope Access	10.0	D	1	12
Emergency Task Force	TO1007	Basic Sniper/Observer Course	10.0	D	1	11
Emergency Task Force	TO1001	Basic Tactical Orientation	6.0	W	2	20
Emergency Task Force	TO1004	Hostage Rescue	15.0	D	1	10
Emergency Task Force	100023	Tactical Rope Access Basic	8.0	D	1	10
Emergency Task Force	100036	Tactical Rope Access Instructor	10.0	D	1	6
Emergency Task Force	TO1015	Urban Sniper Operations	5.0	D	2	20
Emergency Task Force	TU0065	Use of Force Emergency Task Force (E.T.F.)	3.0	D	10	88
<b>Section Total</b>					<b>20</b>	<b>189</b>
Equity Inclusion & Human Rights	100084	Sexual Harassment Supervisory	1.0	D	46	971
Equity Inclusion & Human Rights	100088	Conducting Workplace Harassment Discrimination and Violence Investigation	3.0	D	2	41
<b>Section Total</b>					<b>48</b>	<b>1012</b>
Forensic Identification Services	TO0039	Intellibook/Livescan Fingerprinting	2.0	D	3	9
Forensic Identification Services	TC0048	Scenes of Crime Officers Course	35.0	D	6	65
Forensic Identification Services	100080	Basic Camera Operator Level 1	10.0	H	4	17
<b>Section Total</b>					<b>13</b>	<b>91</b>
Intelligence Unit	TC0131	Confidential Informer Management System	2.0	H	5	248
Intelligence Unit	TC0129	Cyber Awareness for Senior Officers	1.0	D	2	23
Intelligence Unit	100098	Federal Byro of Investigations (F.B.I.) - Crypto Day Symposium	1.0	D	1	92
Intelligence Unit	TC0126	Online Investigations Level 2 and 3	5.0	D	5	133
Intelligence Unit	TC0121	Advanced Online Investigations Level Four (4)	8.0	D	1	23
<b>Section Total</b>					<b>14</b>	<b>519</b>

Unit	Course	Title	Duration	Units	Sessions	Completed
Marine Unit	TO2010	MARINE Airboat	10.0	H	1	6
Marine Unit	TO2011	MARINE Basic First Aid	2.0	D	1	12
<b>Section Total</b>					<b>2</b>	<b>18</b>
People & Culture	100087	Advanced Leadership Developmental Program	4.0	H	2	43
People & Culture	100094	Coaching at Toronto Police Service	2.0	D	3	63
People & Culture	100055	Foundations - Leadership Development	4.0	D	13	221
<b>Section Total</b>					<b>18</b>	<b>327</b>
Police Dog Services	TO0008	Police Dog Services (P.D.S.) - Canine Quarry Training Course	3.0	D	1	8
Police Dog Services	TO0052	Police Dog Services (P.D.S.) - Explosives Firearms Detection Dog	40.0	D	2	3
Police Dog Services	TO0007	Police Dog Services (P.D.S.) - General Purpose Dog Training	75.0	D	4	4
<b>Section Total</b>					<b>7</b>	<b>15</b>
Records Management Services	S00235	Charge Processing	10.0	D	1	3
Records Management Services	100051	Transcription	35.0	D	1	5
<b>Section Total</b>					<b>2</b>	<b>8</b>
Strategy Management	TR0033	Youth in Policing Initiative (YIPI) First Aid and Cardiopulmonary Resuscitation and Automated External Defibrillator (C.P.R./A.E.D.)	1.0	D	6	96
<b>Section Total</b>					<b>6</b>	<b>96</b>
Talent Acquisition	TP3054	Sergeant Promotional Onboarding	10.0	D	3	117
<b>Section Total</b>					<b>3</b>	<b>117</b>
Traffic Services	TT0001	At Scene Collision Investigation	10.0	D	1	7
Traffic Services	TT0005	Collision Reconstruction IV	10.0	D	2	12
Traffic Services	100018	Laser Light Detection and Ranging (L.I.D.A.R.) - Theory	1.0	D	17	276
Traffic Services	100020	Mobile Radar - Theory	1.0	D	8	39

Unit	Course	Title	Duration	Units	Sessions	Completed
Traffic Services	TV0037	Motor Cycle Operations Requalification Level 1	10.0	H	1	15
Traffic Services	TV0059	Motorcycle Very Important Person (VI.P.) Escort Refresher	10.0	H	1	24
Traffic Services	TV0073	Police Motorcycle Instructor	5.0	D	1	2
Traffic Services	TV0069	Police Motorcycle Operator Level 1	13.0	D	2	3
Traffic Services	TV0003	Police Officers Vehicle Operations	2.0	D	10	82
Traffic Services	100071	Practical Traffic Direction	5.0	H	7	92
Traffic Services	SFST2	Standard Field Sobriety Testing	0.0		5	51
Traffic Services	100016	Stationary Radar - Theory	1.0	D	4	35
Traffic Services	TT0002	Technical Collision Investigations	10.0	D	1	6
Traffic Services	TO0073	T.S.V. – A.S.D. Alcotest 6810	1.5	H	15	240
<b>Section Total</b>					<b>75</b>	<b>884</b>
Wellness Unit		Before Operational Stress	0.0		19	22
Wellness Unit		Before Operational Stress (B.O.S.) - Online Learning	0.0		3	3
Wellness Unit		Before Operational Stress (B.O.S.) - Research	0.0		5	5
Wellness Unit		Behavioural Event Interviewing Techniques	0.0		10	17
Wellness Unit		Bias Training	0.0		1	41
<b>Section Total</b>					<b>38</b>	<b>88</b>
Canadian Police College		Advanced Dynamics Vehicle Operations	0.0		1	1
Canadian Police College		Advanced Explosives Disposal (A.E.D.T.)	0.0		1	1
Canadian Police College		Advanced Fingerprint Distortion	0.0		1	1
Canadian Police College		Advanced Forensic Interviewing	0.0		1	1
Canadian Police College	C00077	Advanced Friction Ridge Analysis	0.0		2	2
Canadian Police College	C00123	Advanced Open Source Intelligence	0.0		1	2
Canadian Police College	C00136	Anti Corruption Investigative Techniques	0.0		1	2
Canadian Police College	C00078	Canadian Internet Child Exploitatn	0.0		1	2
Canadian Police College	C00060	Computer Forensic Examiner	0.0		3	4
Canadian Police College	C00075	Crisis Negotiators	0.0		3	3

Unit	Course	Title	Duration	Units	Sessions	Completed
Canadian Police College	C00124	Cyber Crime Investigators	0.0		2	2
Canadian Police College	C00087	Digital Technologies for Investigators	0.0		4	4
Canadian Police College	C00014	Executive Development in Policing	0.0		1	1
Canadian Police College	C00088	Explosives Familiarization	0.0		2	5
Canadian Police College	C00016	Forensic Identification	0.0		2	3
Canadian Police College	C00108	Improvised Explosives Devices to Police Explosive Technician - IED Recognition & Reconstruction	0.0		2	2
Canadian Police College	C00101	Internet Evidence Analysis	0.0		1	1
Canadian Police College	C00125	Investigative Phased Interviewing	0.0		3	4
Canadian Police College	C00132	Mobile Device Acquisition and Analysis	0.0		2	3
Canadian Police College	C00106	Network Investigative Techniques	0.0		1	1
Canadian Police College	C00122	Peer to Peer Investigator	0.0		2	2
Canadian Police College	C00062	Police Explosive Technicians - Forced Entry Instructors	0.0		2	2
Canadian Police College	C00052	Police Explosives Technicians	0.0		2	3
Canadian Police College	C00027	Police Explosives Validation	0.0		4	5
Canadian Police College	C00126	Specialized Vehicle Theft Investigative Techniques	0.0		2	2
Canadian Police College	C00035	Strategic Intel Analysis	0.0		1	1
Canadian Police College	C00019	Tactical Intelligence Analysis	0.0		1	1
Canadian Police College	C00135	Unsolved and Historical Death Investigations	0.0		1	3
Canadian Police College	C00072	Using Internet as Intelligence Tool	0.0		4	6
<b>Section Total</b>					<b>54</b>	<b>70</b>
Ontario Police College	P00056	Basic Bloodstain Pattern Recognition	0.0			1
Ontario Police College	P00084	Basic Constable Training	0.0			272
Ontario Police College	P00073	Chemical Treatment and & Florescent Technician	0.0			2
Ontario Police College		Collection of Identifying Information in Certain Circumstances (C.I.I.C.C.) 2022	0.0			1
Ontario Police College	P00067	Communication Centre Supervisor Course	0.0			4
Ontario Police College	P00176	Criminal Investigators Training	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Ontario Police College	P00175	Crisis Negotiator	0.0			2
Ontario Police College	P00066	Defensive Tactics Facilitator	0.0			1
Ontario Police College	P00178	Firearms Analyst	0.0			2
Ontario Police College	P00070	Firearms Facilitator Course	0.0			2
Ontario Police College	P00059	Forensic Recovery of Human Remains	0.0			20
Ontario Police College	P00007	Fraud Investigation	0.0			2
Ontario Police College	P00123	Friction Ridge Analysis	0.0			1
Ontario Police College	P00101	Gang Investigation Course	0.0			3
Ontario Police College	P00029	Homicide Investigation	0.0			1
Ontario Police College	P00157	Incident Command 100	0.0			417
Ontario Police College	P00158	Incident Command 200	0.0			25
Ontario Police College	P00159	Incident Command 300	0.0			9
Ontario Police College	P00160	Incident Commander 100 & 200 Instructor Trainer	0.0			7
Ontario Police College	P00048	Investigating Sexual Offences Against Children	0.0			1
Ontario Police College	P00071	Lawful Justification Training Course	0.0			1
Ontario Police College	P00036	Major Case Management	0.0			3
Ontario Police College	P00104	Managing Investigations Using Power Case	0.0			2
Ontario Police College	P00152	Ontario Major Case Management (O.M.C.M.) Trainer Recertification	0.0			1
Ontario Police College	P00163	Ontario Police College Virtual Academy (O.P.C.V.A.) - Collection of Identifying Information in Certain Circumstances (C.I.I.C.C.) 2022	0.0			175
Ontario Police College	P00166	Ontario Police College Virtual Academy (O.P.C.V.A.) - Introduction to Cannabis Legislation	0.0			57
Ontario Police College	P00169	Ontario Police College Virtual Academy (O.P.C.V.A.) - Oleoresin Capsicum (O.C.) Spray Exam	0.0			272
Ontario Police College	P00174	Ontario Police College Virtual Academy (O.P.C.V.A.) Criminal Information Management System (C.I.M.S.) Navigation Final Test	0.0			10

Unit	Course	Title	Duration	Units	Sessions	Completed
Ontario Police College	P00165	Ontario Police College Virtual Academy (O.P.C.V.A.) Incident Management System (I.M.S. 100) Final Test	0.0			272
Ontario Police College	P00167	Ontario Police College Virtual Academy (O.P.C.V.A.) Invisible Threat Communicable Diseases (C.D.) Quiz	0.0			264
Ontario Police College	P00168	Ontario Police College Virtual Academy (O.P.C.V.A.) Missing Persons Act Disclaimer	0.0			25
Ontario Police College	P00171	Ontario Police College Virtual Academy (O.P.C.V.A.) Security from Trespass and Protecting Food Safety Act	0.0			251
Ontario Police College	P00173	Ontario Police College Virtual Academy (O.P.C.V.A.) Suspect Apprehension Pursuit Training	0.0			91
Ontario Police College	P00170	Ontario Police College Virtual Academy (O.P.C.V.A.) Officer Authorities Officer Authorities and the New Cannabis Legislation (N.C.L.)	0.0			226
Ontario Police College	P00012	Police Vehicle Operations	0.0			2
Ontario Police College	P00019	Use of Force Trainer	0.0			3
<b>Section Total</b>					<b>0</b>	<b>2429</b>
Criminal Intelligence Service of Ontario	I00024	C-24 Lawful Justification	0.0		7	60
Criminal Intelligence Service of Ontario	I00027	Confidential Informant Development	0.0			2
Criminal Intelligence Service of Ontario	I00019	Covert Operation Handler	0.0			3
Criminal Intelligence Service of Ontario		Criminal Investigations Services Ontario (C.I.S.O.) Operating Body	0.0			1
Criminal Intelligence Service of Ontario		Criminal Investigators	0.0			1
Criminal Intelligence Service of Ontario	I00013	Witness Assistance Relocation	0.0			6

Unit	Course	Title	Duration	Units	Sessions	Completed
Criminal Intelligence Service of Ontario	I00006	Interception of Private Communications	0.0			2
Criminal Intelligence Service of Ontario	I00002	Introduction to Intelligence	0.0			2
Criminal Intelligence Service of Ontario	I00004	Mobile Surveillance	0.0			38
<b>Section Total</b>					<b>7</b>	<b>115</b>
Conferences - Seminars & Continuing Education Courses		Drug Recognition Expert (D.R.E.) Theory	0.0			3
Conferences - Seminars & Continuing Education Courses		117th Canadian Association of Chiefs of Police Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		1st Aid Automated External Defibrillator (A.E.D.) with Cardiopulmonary Resuscitation Level C (C.P.R.C.-C)	0.0			1
Conferences - Seminars & Continuing Education Courses		2022 International Association of Women in Policing Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		2022 Alcohol & Gaming Workshop	0.0			6
Conferences - Seminars & Continuing Education Courses		2022 Annual Crime Stoppers United States of America (U.S.A.)	0.0			1
Conferences - Seminars & Continuing Education Courses		2022 Canadian Association of Police Educators (C.A.P.E.) Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		2022 Canadian Association of Technical Accident Investigators and Reconstructionist Annual General Meeting (C.A.T.A.I.R. A.G.M.)	0.0			3

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		2022 Cyber Summit	0.0			4
Conferences - Seminars & Continuing Education Courses		2022 National Coalitions of Chiefs (N.C.C.) Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		2022 Ontario Association of Chiefs of Police (O.A.C.P.) Annual Conference	0.0			3
Conferences - Seminars & Continuing Education Courses		2022 Ontario Gang Investigation Association (O.N.G.I.A.) Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		30th Annual Education Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		36th CMI Intoxilyzer Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		38 International Symposium-Child Abuse	0.0			1
Conferences - Seminars & Continuing Education Courses		4th North American Conference on Integrated Care (N.A.C.I.C.) Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		6th Stadia Major-Security	0.0			1
Conferences - Seminars & Continuing Education Courses		Active Attack Event Response Leader	0.0			1
Conferences - Seminars & Continuing Education Courses		Active Attacker	0.0			42

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Active Shooter Armed Intruder	0.0			1
Conferences - Seminars & Continuing Education Courses		Adjudicators for Administrative Tribunals	0.0			2
Conferences - Seminars & Continuing Education Courses		Administering Relational Database	0.0			1
Conferences - Seminars & Continuing Education Courses		Adolescents - Learning for Experience	0.0			1
Conferences - Seminars & Continuing Education Courses		Advance Dynamics in Conference Migration Status Accounting Database System (C.S.A.D.S.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Advanced Explosives Disposal Course	0.0			1
Conferences - Seminars & Continuing Education Courses		Advanced Communication and Presentation Skills	0.0			1
Conferences - Seminars & Continuing Education Courses		Advanced Communication Skills	0.0			1
Conferences - Seminars & Continuing Education Courses		Advanced Crisis Negotiator Seminar	0.0			1
Conferences - Seminars & Continuing Education Courses		Advanced Practices in Mac Forensics	0.0			1
Conferences - Seminars & Continuing Education Courses		Advanced Python Best Practices	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Advanced Visualization /Power Business Intelligence (B.I.)	0.0			2
Conferences - Seminars & Continuing Education Courses		Advancing Information Technology (I.T.) Auditing Skills	0.0			1
Conferences - Seminars & Continuing Education Courses		A.E.D.T. - Advanced Explosive Disposal Techniques	0.0			1
Conferences - Seminars & Continuing Education Courses		Agile Essent Project Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Agile Fundamentals Training	0.0			1
Conferences - Seminars & Continuing Education Courses		Agile Leadership	0.0			1
Conferences - Seminars & Continuing Education Courses		Agile Products	0.0			1
Conferences - Seminars & Continuing Education Courses		Alcohol & Gaming	0.0			3
Conferences - Seminars & Continuing Education Courses		Alternative Electoral Dispute Resolution (A.E.D.R.) for Prosecutors & Law Enforcement	0.0			1
Conferences - Seminars & Continuing Education Courses		An Introduction to Drug Categories P1	0.0			1
Conferences - Seminars & Continuing Education Courses		Annual Law of Policing Conference	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Anti-Racism for Workplaces	0.0			1
Conferences - Seminars & Continuing Education Courses		ArcGIS 2 Essential Workflows	0.0			1
Conferences - Seminars & Continuing Education Courses		ArcGIS Essential Workflow	0.0			1
Conferences - Seminars & Continuing Education Courses		ArcGIS Pro Essential Workflows	0.0			2
Conferences - Seminars & Continuing Education Courses		Architecting on Amazon Web Service (A.W.S.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Arrive Alive Conference	0.0			3
Conferences - Seminars & Continuing Education Courses		Arsenal Image Mounter	0.0			1
Conferences - Seminars & Continuing Education Courses		Artificial Intelligence Overview	0.0			1
Conferences - Seminars & Continuing Education Courses		Artificial Intelligence Technology (C.A.I.T.) Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Asset Forfeiture	0.0			1
Conferences - Seminars & Continuing Education Courses		Asset Management	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Association of Public-Safety Communications Officials (A.P.C.O.) Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Autism Spectrum Disorder	0.0			1
Conferences - Seminars & Continuing Education Courses		Automated Criminal Intelligence Information System (A.C.I.I.S.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Azure Data Fundamentals	0.0			1
Conferences - Seminars & Continuing Education Courses		Basic Computer Examiner	0.0			1
Conferences - Seminars & Continuing Education Courses		Basic Computer Forensic Examiner (B.C.F.E.): Computer Forensic Examiner	0.0			3
Conferences - Seminars & Continuing Education Courses		Basic intelligence Orientation	0.0			1
Conferences - Seminars & Continuing Education Courses		Basic Sniper	0.0			1
Conferences - Seminars & Continuing Education Courses		BOMC - Guth M12V500 Simulator	0.0			1
Conferences - Seminars & Continuing Education Courses		Building GM ArcGIS Pro	0.0			1
Conferences - Seminars & Continuing Education Courses		Business Analysis Essentials	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Business Analyst in Agile Projects	0.0			3
Conferences - Seminars & Continuing Education Courses		Canadian Association of Chiefs of Police (C.A.C.P.) Counter Terrorism and National Security (C.T.N.S.) Forum	0.0			1
Conferences - Seminars & Continuing Education Courses		Canadian Association of Police Educators (C.A.P.E.) Fall Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		Canadian Explosive Technicians Association (C.E.T.A.) Education Conference	0.0			4
Conferences - Seminars & Continuing Education Courses		Canadian Parking Association Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Canadian Police Knowledge Network	0.0			1
Conferences - Seminars & Continuing Education Courses		Cannabis and the Eyes	0.0			1
Conferences - Seminars & Continuing Education Courses		Cannabis Legislation	0.0			1
Conferences - Seminars & Continuing Education Courses		CARVER Target Analysis Course	0.0			1
Conferences - Seminars & Continuing Education Courses		Centre for Forensic Sciences (C.F.S.) Coordinator Training	0.0			1
Conferences - Seminars & Continuing Education Courses		Certified Center for Internet Security (C.I.S.) Level 1 and 2	0.0			25

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Certified Change Agent	0.0			1
Conferences - Seminars & Continuing Education Courses		Certified Cloud Security Professional	0.0			1
Conferences - Seminars & Continuing Education Courses		Certified Information Systems Security Professional (C.I.I.S.P.) Certification Training	0.0			1
Conferences - Seminars & Continuing Education Courses		Certified Psychological Health and Safety Advisor	0.0			1
Conferences - Seminars & Continuing Education Courses		Chemical Munitions Users	0.0			1
Conferences - Seminars & Continuing Education Courses		Children With Disabilities and FI	0.0			1
Conferences - Seminars & Continuing Education Courses		Cisco Application Centric Infrastructure (D.A.C.A.I.) - Implementing Cisco Application Centric Infrastructure (Cisco ACI)	0.0			5
Conferences - Seminars & Continuing Education Courses		Cisco Application Centric Infrastructure (D.A.C.A.I.) - Implementing Cisco Application Centric Infrastructure (Cisco ACI) Advanced	0.0			2
Conferences - Seminars & Continuing Education Courses		CMIMADFBSB Grenades Instructor	0.0			1
Conferences - Seminars & Continuing Education Courses		Combatting Online Child Sexual Exploitation	0.0			1
Conferences - Seminars & Continuing Education Courses		Communicating for Results	0.0			2

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		CompTia A+ 220-100	0.0			1
Conferences - Seminars & Continuing Education Courses		CompTIA A+ 220-1001/Exam	0.0			1
Conferences - Seminars & Continuing Education Courses		CompTia Network + Certification	0.0			1
Conferences - Seminars & Continuing Education Courses		Computer Information System Company (C.I.S.C.O.) (300-620 D.C.A.C.I.)	0.0			1
Conferences - Seminars & Continuing Education Courses		ComTIA Certification	0.0			1
Conferences - Seminars & Continuing Education Courses		COPTIA Security Plus	0.0			1
Conferences - Seminars & Continuing Education Courses		Counter Terrorism - National Security	0.0			3
Conferences - Seminars & Continuing Education Courses		Courtroom Testimony Skills	0.0			1
Conferences - Seminars & Continuing Education Courses		Cross Examination of Exposed Driving Under the Influence (D.U.I.)	0.0			1
Conferences - Seminars & Continuing Education Courses		CSCGW-Cisco SIP/CUBES/Gateways	0.0			1
Conferences - Seminars & Continuing Education Courses		Customer Service in the Police Environment	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Cyber Crime Forum	0.0			1
Conferences - Seminars & Continuing Education Courses		Cyber Investigator Course	0.0			1
Conferences - Seminars & Continuing Education Courses		Cyber Security Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Dark Web Foundation: A Guide	0.0			1
Conferences - Seminars & Continuing Education Courses		Darknet Investigations	0.0			1
Conferences - Seminars & Continuing Education Courses		Delta 8 THC Legal Status WIPLS	0.0			1
Conferences - Seminars & Continuing Education Courses		Designing Azure Network	0.0			6
Conferences - Seminars & Continuing Education Courses		Designing MS Azure AZ-305	0.0			1
Conferences - Seminars & Continuing Education Courses		Developing ASP.Net Core MVC	0.0			1
Conferences - Seminars & Continuing Education Courses		Developing your D.R.E./D.U.I. Expert	0.0			1
Conferences - Seminars & Continuing Education Courses		Digital Police Work in a DW	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Dignitary Protection Training	0.0			2
Conferences - Seminars & Continuing Education Courses		Discriminating Power of Fundamental Rights Act	0.0			1
Conferences - Seminars & Continuing Education Courses		Distance Analysis: Creating Customer Service	0.0			1
Conferences - Seminars & Continuing Education Courses		Diversity Inclusion and Belonging	0.0			1
Conferences - Seminars & Continuing Education Courses		Drug Investigators Course	0.0			1
Conferences - Seminars & Continuing Education Courses		Drug Recognition Evaluator Theory	0.0			1
Conferences - Seminars & Continuing Education Courses		Drug Recognition Expert (D.R.E.) - Drug/Driving Symposium	0.0			2
Conferences - Seminars & Continuing Education Courses		Drug Recognition Expert (D.R.E.) Certificate	0.0			2
Conferences - Seminars & Continuing Education Courses		Drug Recognition Expert (D.R.E.) Refresher	0.0			1
Conferences - Seminars & Continuing Education Courses		D.U.I. Cases and HIPAA Myth	0.0			1
Conferences - Seminars & Continuing Education Courses		Effective Decision Writing	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		EM 131 - Accessible Customer Service for Emergency Responders	0.0			1
Conferences - Seminars & Continuing Education Courses		EM125 - Exercise Programs	0.0			1
Conferences - Seminars & Continuing Education Courses		EM125 - Intro to Exercise Program	0.0			1
Conferences - Seminars & Continuing Education Courses		Emergency Management 200 - Basic Emergency Management (Virtual)	0.0			1
Conferences - Seminars & Continuing Education Courses		Employment Law Fundamentals	0.0			1
Conferences - Seminars & Continuing Education Courses		Enterprise Network Core Technologies (E.N.C.O.R.): Implementing and Operating	0.0			1
Conferences - Seminars & Continuing Education Courses		Enterprise Risk Management	0.0			2
Conferences - Seminars & Continuing Education Courses		Equity, Diversity and Inclusion	0.0			3
Conferences - Seminars & Continuing Education Courses		Ethics Conference: Mitigating Corporate Fraud	0.0			1
Conferences - Seminars & Continuing Education Courses		Excel Dashboard and Data Visualization	0.0			1
Conferences - Seminars & Continuing Education Courses		Excel -Data Clean Up	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Excellence in Administration	0.0			1
Conferences - Seminars & Continuing Education Courses		Face Comparison and Identification	0.0			1
Conferences - Seminars & Continuing Education Courses		Feature Manipulation Engine (F.M.E.) Basic	0.0			2
Conferences - Seminars & Continuing Education Courses		Federal Bureau of Investigations National Academy Associations (F.B.I.N.A.A.)	0.0			2
Conferences - Seminars & Continuing Education Courses		Federal Bureau of Investigations National Academy Associations (F.B.I.N.A.A.) Non-graduate	0.0			1
Conferences - Seminars & Continuing Education Courses		Fostering an Inclusive Climate	0.0			1
Conferences - Seminars & Continuing Education Courses		Foundational Interpersonal Meditation	0.0			1
Conferences - Seminars & Continuing Education Courses		Foundations of Project Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Freedom of Information Police Network (F.O.I.P.N.) Conference	0.0			4
Conferences - Seminars & Continuing Education Courses		Frontline Basic Breaching	0.0			2
Conferences - Seminars & Continuing Education Courses		Genetec Security Center Certification	0.0			4

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Geographic Information System (G.I.S.) Basics	0.0			1
Conferences - Seminars & Continuing Education Courses		GeoTime Level 1	0.0			3
Conferences - Seminars & Continuing Education Courses		Getting Started in Alteryx	0.0			1
Conferences - Seminars & Continuing Education Courses		Getting Started with ArcGIS Pro	0.0			1
Conferences - Seminars & Continuing Education Courses		Getting Started with Geodatabase	0.0			2
Conferences - Seminars & Continuing Education Courses		Gladue Principles: Indigenous Peoples and the Canadian Criminal Justice System	0.0			1
Conferences - Seminars & Continuing Education Courses		Glock Armorer's Course	0.0			2
Conferences - Seminars & Continuing Education Courses		Gracie Survival Tactics	0.0			2
Conferences - Seminars & Continuing Education Courses		Gracie Survival Tactics 1&2	0.0			1
Conferences - Seminars & Continuing Education Courses		Hexagon Training-Intergraph Computer-Aided Dispatch (C.A.D.) Map Administrator	0.0			1
Conferences - Seminars & Continuing Education Courses		High Risk Vehicle Stops (H.R.V.S.) Instructor	0.0			2

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		How to Do Live Identity Hack	0.0			1
Conferences - Seminars & Continuing Education Courses		Identifying Web Attacks -Logs	0.0			1
Conferences - Seminars & Continuing Education Courses		Illicit Trade of Counterfeit	0.0			1
Conferences - Seminars & Continuing Education Courses		Improving Engagement	0.0			1
Conferences - Seminars & Continuing Education Courses		Inclusive Leadership	0.0			1
Conferences - Seminars & Continuing Education Courses		Indigenous Awareness	0.0			3
Conferences - Seminars & Continuing Education Courses		Indigenous Awareness Certification	0.0			1
Conferences - Seminars & Continuing Education Courses		Indigenous Canada	0.0			3
Conferences - Seminars & Continuing Education Courses		Indigenous Communications and Consultation	0.0			1
Conferences - Seminars & Continuing Education Courses		Indigenous People & Cultures	0.0			1
Conferences - Seminars & Continuing Education Courses		Industrial Hygiene Course	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Infinite Chartered Professional Accountant (C.P.A.) Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		Information Management Foundations	0.0			5
Conferences - Seminars & Continuing Education Courses		Information Technology Asset Management (I.T.A.M.) - Professional-Recertified	0.0			1
Conferences - Seminars & Continuing Education Courses		Instructor Defensive Tactics	0.0			3
Conferences - Seminars & Continuing Education Courses		Integrating Communications Assessment and Tactics (I.C.A.T.) Train the Trainer	0.0			1
Conferences - Seminars & Continuing Education Courses		International Association of Chiefs of Police (I.A.C.P.)	0.0			1
Conferences - Seminars & Continuing Education Courses		International Association of Chiefs of Police (I.A.C.P.) Highway Safety Awareness	0.0			1
Conferences - Seminars & Continuing Education Courses		International Association of Women in Policing (I.A.P.W.) 2022 Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		International Parking and Mobility Institute (I.P.M.I.)- Conference & Expo	0.0			1
Conferences - Seminars & Continuing Education Courses		Interviewing Victims of Child Sex Trafficking (C.T.S.) Part 1	0.0			1
Conferences - Seminars & Continuing Education Courses		Into to Geospatial Interpolation	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Intoxication vs Impairment	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Microsoft Power Business Intelligence (B.I.)	0.0			4
Conferences - Seminars & Continuing Education Courses		Introduction to Python for Data Analytics	0.0			2
Conferences - Seminars & Continuing Education Courses		Introduction to Structured Query Language (S.Q.L.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Undercover Techniques	0.0			3
Conferences - Seminars & Continuing Education Courses		Introduction to Federal Ontario Cannabis Legislation	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction Adverse Childhood Experiences (A.C.E.S.'s) and Early Trauma	0.0			63
Conferences - Seminars & Continuing Education Courses		Introduction to Decision Analysis	0.0			2
Conferences - Seminars & Continuing Education Courses		Introduction to Forensics Science	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Information Technology and Cybersecurity	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Trauma and Sexual Assault Investigation	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Inventory Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Investigating Cryptocurrencies	0.0			2
Conferences - Seminars & Continuing Education Courses		Kali Linux Fundamentals	0.0			1
Conferences - Seminars & Continuing Education Courses		KANBAN Workshop	0.0			1
Conferences - Seminars & Continuing Education Courses		L3 FVICC	0.0			1
Conferences - Seminars & Continuing Education Courses		LAES Committee Meeting	0.0			1
Conferences - Seminars & Continuing Education Courses		Law Enforcement and Records Network (L.E.A.R.N.) Conferences	0.0			4
Conferences - Seminars & Continuing Education Courses		Law Enforcement Torch Run (L.E.T.R.) Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		Leadership for Staff Supervisor Courts	0.0			1
Conferences - Seminars & Continuing Education Courses		Leadership Fundamentals Program	0.0			1
Conferences - Seminars & Continuing Education Courses		Leadership in Counter Terrorism Alumni Association (LinCT-AA) Conference - London	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Leadership in Counter Terrorism (LinCT) - Counter Terrorism	0.0			1
Conferences - Seminars & Continuing Education Courses		Leading Innovation in Information Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Learn to Meditate II	0.0			1
Conferences - Seminars & Continuing Education Courses		Less Lethal Launcher Armorer	0.0			1
Conferences - Seminars & Continuing Education Courses		Level 1 Forensic Video Analysis and the Law	0.0			3
Conferences - Seminars & Continuing Education Courses		Level 2 Disaster Management and Emergency Preparedness (P.D.M.E.P.)	0.0			3
Conferences - Seminars & Continuing Education Courses		M365 Security Administrator	0.0			2
Conferences - Seminars & Continuing Education Courses		Magnet Forensics Digital Video Recorder (D.V.R.) Examiner	0.0			1
Conferences - Seminars & Continuing Education Courses		Major Cities Chiefs Association Intelligence Commanders (M.C.C.A. I.C.G.) - Intelligence Summit	0.0			2
Conferences - Seminars & Continuing Education Courses		Managing Geo Data ArcGIS	0.0			1
Conferences - Seminars & Continuing Education Courses		Managing Unconscious Bias	0.0			2

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Mediterranean Basin and Europe Foundation for Development (M.B.E.F.D.) Workshop	0.0			1
Conferences - Seminars & Continuing Education Courses		Mediterranean Basin and Europe Foundation for Development (M.B.E.F.D.): Cognitive & Human Fact	0.0			1
Conferences - Seminars & Continuing Education Courses		Mental Health Self Awareness	0.0			1
Conferences - Seminars & Continuing Education Courses		Method of Instruction for Planned Pedagogical Learning Structures (P.P.L.E.S.)	0.0			2
Conferences - Seminars & Continuing Education Courses		Microsoft Azure (DP 300T00)	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Azure 900 Fundamentals	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Azure Administration AS-104	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Azure Administrator	0.0			2
Conferences - Seminars & Continuing Education Courses		Microsoft Azure Administrator	0.0			7
Conferences - Seminars & Continuing Education Courses		Microsoft Azure Data Fundamentals (M.A.D.F.) Explore Core Data Concept	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Azure Data Fundamentals: EMTWA in Azure	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Microsoft Azure Data Fundamentals: ENRD in Azure	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Azure Data Fundamentals: ERD in Azure	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Azure DFT	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Azure Network	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Certified Azure Fundamentals	0.0			3
Conferences - Seminars & Continuing Education Courses		Mindfit Pin	0.0			1
Conferences - Seminars & Continuing Education Courses		Minimizing Bias & Enhancing Free Discussion	0.0			2
Conferences - Seminars & Continuing Education Courses		MITRE Adversarial Tactics, Techniques and Common Knowledge (ATT&CK) (MAD) Defender	0.0			1
Conferences - Seminars & Continuing Education Courses		Mobilizing Aviation to Dynamic Synthetic Environment and Stage	0.0			1
Conferences - Seminars & Continuing Education Courses		MPH Certified Technician	0.0			2
Conferences - Seminars & Continuing Education Courses		MPH Industries Radar Calibration	0.0			2

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Microsoft Power Business Intelligence (BI) Data Analyst	0.0			1
Conferences - Seminars & Continuing Education Courses		Municipal Information System Association (MISA) Security Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Municipal Internal Auditors Association (M.I.A.A. 2022) Conference	0.0			3
Conferences - Seminars & Continuing Education Courses		Naloxone Nasal Spray Administration	0.0			2
Conferences - Seminars & Continuing Education Courses		National Canadian Association of Technical Accident Investigators and Reconstructionists (C.A.T.A.I.R.) Conference	0.0			3
Conferences - Seminars & Continuing Education Courses		Network Operational Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Neurobiology of Trauma Webinar	0.0			3
Conferences - Seminars & Continuing Education Courses		New Leadership Initiatives in a Workplace	0.0			1
Conferences - Seminars & Continuing Education Courses		New York /E Canada Chapter	0.0			4
Conferences - Seminars & Continuing Education Courses		New York Police Department (N.Y.P.D.) Dignitary Protection	0.0			1
Conferences - Seminars & Continuing Education Courses		New York/E Canada Chapter	0.0			19

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Next Level Power Business Intelligence (B.I.)	0.0			2
Conferences - Seminars & Continuing Education Courses		No Code Workflow Automation	0.0			1
Conferences - Seminars & Continuing Education Courses		Ontario Major Case Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Ontario Major Case Management (OMCM ) Symposium	0.0			1
Conferences - Seminars & Continuing Education Courses		Ontario Major Case Management (OMCM ) Trainer	0.0			1
Conferences - Seminars & Continuing Education Courses		Ontario Provincial Police (OPP) Warrant Service Entry Basic	0.0			1
Conferences - Seminars & Continuing Education Courses		Ontario Provincial Police (OPP) Mobile Surveillance	0.0			1
Conferences - Seminars & Continuing Education Courses		Ontario Traffic Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Ontario Association of Chiefs of Police (OACP) /Ontario Media Relations Officers Network (OMRON) Media Relations Officer (MRO) Course	0.0			1
Conferences - Seminars & Continuing Education Courses		OPContinental-CONTI Ransomware	0.0			1
Conferences - Seminars & Continuing Education Courses		Operating Body Meeting	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Operational Police Planning	0.0			1
Conferences - Seminars & Continuing Education Courses		Operational Readiness Training (ORT) Course-Federal Instructor	0.0			1
Conferences - Seminars & Continuing Education Courses		Osgoode Certificate in Mental Health Law	0.0			1
Conferences - Seminars & Continuing Education Courses		Peer Support Training Program	0.0			2
Conferences - Seminars & Continuing Education Courses		Pennsylvania Collision Analysis and Reconstruction Society (P.C.A.R.S.) Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Police Executive. Research Forum Program (P.E.R.F.) -The Senior Management Institute for Police (S.M.I.P.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Positive Psychology Resilience Skills	0.0			1
Conferences - Seminars & Continuing Education Courses		Power Business Intelligence (B.I.) Dashboard Training	0.0			2
Conferences - Seminars & Continuing Education Courses		Power Business Intelligence (B.I.) Fundamentals	0.0			2
Conferences - Seminars & Continuing Education Courses		Power Platform Solution Archit	0.0			1
Conferences - Seminars & Continuing Education Courses		Presumptive Test for B&S	0.0			2

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Preventing Harassment and Discrimination	0.0			1
Conferences - Seminars & Continuing Education Courses		Project Management Basics	0.0			1
Conferences - Seminars & Continuing Education Courses		Project Management Leadership	0.0			1
Conferences - Seminars & Continuing Education Courses		Public Order -Tactical Trainers Course	0.0			1
Conferences - Seminars & Continuing Education Courses		Public Order Unit (P.O.U.) Commander Course	0.0			2
Conferences - Seminars & Continuing Education Courses		Public Safety Advisory Council	0.0			1
Conferences - Seminars & Continuing Education Courses		Public Services Health and Safety (P.S.H.S.A.) Certification Part 2 Joint Health and Safety Committee	0.0			1
Conferences - Seminars & Continuing Education Courses		Python -Data Analytics	0.0			1
Conferences - Seminars & Continuing Education Courses		Qualified Breath Technician	0.0			1
Conferences - Seminars & Continuing Education Courses		Radiological Assurance Monitor	0.0			1
Conferences - Seminars & Continuing Education Courses		Red Book Vs Yellow Book	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Red Kidnap Negotiators Course	0.0			1
Conferences - Seminars & Continuing Education Courses		Reflection on Truth & Reconciliation	0.0			1
Conferences - Seminars & Continuing Education Courses		Requirements Development Documents	0.0			2
Conferences - Seminars & Continuing Education Courses		Requirements Developments Documents and Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Risk Management for ASAIA	0.0			1
Conferences - Seminars & Continuing Education Courses		Rotman School Of Management	0.0			2
Conferences - Seminars & Continuing Education Courses		Scenario Based Mental Health & De-Escalation	0.0			1
Conferences - Seminars & Continuing Education Courses		Security Core Technologies (S.C.O.R. – C.I.S.C.O.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Senior Management Institute for Police	0.0			1
Conferences - Seminars & Continuing Education Courses		Seven (7) Habits of Law Enforcement	0.0			1
Conferences - Seminars & Continuing Education Courses		Sexual Assault Investigator	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Social Engineering for SPs	0.0			3
Conferences - Seminars & Continuing Education Courses		Spatial Analysis with ArcGIS	0.0			1
Conferences - Seminars & Continuing Education Courses		Spatial Analysis with ArcGIS Pro	0.0			1
Conferences - Seminars & Continuing Education Courses		Spatial Data Science	0.0			1
Conferences - Seminars & Continuing Education Courses		Spear System	0.0			1
Conferences - Seminars & Continuing Education Courses		Standard Field Sobriety test (S.F.S.T.) and Drugs: Hit or Miss	0.0			1
Conferences - Seminars & Continuing Education Courses		Stanhope Canadian Police Knowledge Network (C.P.K.N.) Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Stay in the Game w ArcGIS Arca	0.0			1
Conferences - Seminars & Continuing Education Courses		Structured Data Analysis	0.0			1
Conferences - Seminars & Continuing Education Courses		Supervisor Health and Safety Awareness in Five (5) Steps	0.0			3
Conferences - Seminars & Continuing Education Courses		Surveillance Photography	0.0			5

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Tactical Team Leadership	0.0			1
Conferences - Seminars & Continuing Education Courses		Taser Master	0.0			2
Conferences - Seminars & Continuing Education Courses		Teacher Professional Development Program (T.P.D.P.) The Basics & Beyond	0.0			1
Conferences - Seminars & Continuing Education Courses		Technical Investigations - Covert Video	0.0			2
Conferences - Seminars & Continuing Education Courses		The Art of Leadership Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		The Authentic Leader	0.0			1
Conferences - Seminars & Continuing Education Courses		The Indigenous Police Chiefs of Ontario (I.P.C.O.) Indigenous Awareness	0.0			2
Conferences - Seminars & Continuing Education Courses		The Science Behind Genetic Genealogy	2.0	H		54
Conferences - Seminars & Continuing Education Courses		Time Resource Management System (T.R.M.S.) Training	0.0			4
Conferences - Seminars & Continuing Education Courses		Toronto Joint Chemical, Biological, Radiological, Nuclear, and high yield Explosives (C.B.R.N.E.) Team Training	0.0			1
Conferences - Seminars & Continuing Education Courses		Toronto Police Service Hardware Trojan Detection for Law Enforcement	0.0			6

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Trauma Informed Care	0.0			2
Conferences - Seminars & Continuing Education Courses		Trauma Informed Investigative Training	4.0	H		93
Conferences - Seminars & Continuing Education Courses		Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and Additional Sexual Orientations and Gender Identities (2.S.L.G.B.T.Q..+.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Vehicle as a Weapon	0.0			1
Conferences - Seminars & Continuing Education Courses		Vehicle Examiner	0.0			1
Conferences - Seminars & Continuing Education Courses		Vehicle Interdiction Technique	0.0			1
Conferences - Seminars & Continuing Education Courses		Victim Rights in Canada	0.0			1
Conferences - Seminars & Continuing Education Courses		Virtual Table Top Exercise	0.0			1
Conferences - Seminars & Continuing Education Courses		Virtual Team Management	0.0			1
Conferences - Seminars & Continuing Education Courses		VTE Civil Unrest TBJ Group	0.0			1

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Warrant Consent & Human Deoxyribonucleic Acid (D.N.A.)	0.0			1
Conferences - Seminars & Continuing Education Courses		What is Trauma Informed Care	0.0			1
Conferences - Seminars & Continuing Education Courses		Windows Forensics and Tools	0.0			1
Conferences - Seminars & Continuing Education Courses		Worker Health and Safety Awareness in 4 Steps	0.0			3
Conferences - Seminars & Continuing Education Courses		Working at Heights	0.0			8
Conferences - Seminars & Continuing Education Courses		Working Together Ontario Human Rights Commission (O.H.R.C.) & Accessibility for Ontarians with Disabilities Act (A.O.D.A.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Workplace Harassment	0.0			1
Conferences - Seminars & Continuing Education Courses		Workplace Harassment Discrimination and Violence Investigations	0.0			1
Conferences - Seminars & Continuing Education Courses		Incident Management System (I.M.S.) - Basic Incident Management	0.0			2
Conferences - Seminars & Continuing Education Courses		Incident Management System (I.M.S.) 200 Virtual	0.0			13
Conferences - Seminars & Continuing Education Courses		Incident Management System (I.M.S.) 300 - Intermediate Incident Management System	0.0			3

Unit	Course	Title	Duration	Units	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Incident Management System 100 - Final Test	0.0			1
Conferences - Seminars & Continuing Education Courses		Incident Management System 100 - Introduction to Incident Management System (Self-Study)	0.0			202
<b>Section Total</b>						<b>993</b>

Unit	Sessions	Completed
<b>Toronto Police Service</b>	<b>388</b>	<b>6773</b>
<b>Canadian Police College</b>	<b>54</b>	<b>70</b>
<b>Criminal Intelligence Service of Ontario</b>	<b>7</b>	<b>115</b>
<b>Conferences - Seminars &amp; Continuing Education Courses</b>	<b>0</b>	<b>993</b>
<b>Ontario Police College</b>	<b>0</b>	<b>2429</b>
<b>Grand Total</b>	<b>449</b>	<b>10380</b>



## PUBLIC REPORT

**September 22, 2023**

To: Chair and Members  
Toronto Police Services Board

From: Myron Demkiw  
Chief of Police

**Subject: Contract Extension and Increase with eJust Systems Inc.  
for eJust Case Management System Support and  
Maintenance**

**Purpose:**     Information Purposes Only     Seeking Decision

### Recommendations:

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

- 1) approve a two year contract extension and increase with eJust Systems Inc. (eJust) for eJust Case Management System (C.M.S.) software support and maintenance for the period of November 5, 2023 to November 4, 2025 at a cost of \$1,451,058, with an option to extend for one additional year, for a total incremental cost of \$2,253,627 excluding taxes;
- 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 option to extend, subject to business need, budget availability and satisfactory performance by the vendor.

### Financial Implications:

The cumulative costs to maintain the eJust C.M.S. since implementation in November 2014, including the last renewal up to November 4, 2023, is \$5.5 million (M) excluding taxes.

**TORONTO POLICE SERVICES BOARD**

40 College Street Toronto, Ontario M5G 2J3 | Phone: 416.808.8080 Fax: 416.808.8082 | [www.tpsb.ca](http://www.tpsb.ca)

The cost to renew the software support and maintenance for the eJust C.M.S. for 2023-2024 is \$700,994 and has been included in the Toronto Police Service's (Service's) 2023 operating budget request. Future year costs will be included in the Service's respective annual operating budget requests.

The costs of support and maintenance are based on the current equipment configuration and list prices adjusted annually for inflation. Costs are reviewed and paid annually. The year over year increase is based on the Consumer Price Index (C.P.I.).

Table 1: Annual Cost

<b>Period</b>	<b>Cost</b>
Year 1 (Nov. 5, 2023 to Nov. 4, 2024)	\$700,994
Year 2 (Nov. 5, 2024 to Nov. 4, 2025)	\$750,064
Year 3 (Nov. 5, 2025 to Nov. 4, 2026) - Option	\$802,569
<b>Total (excluding taxes)</b>	<b>\$2,253,627</b>

**Summary:**

The purpose of this report is to request the Board's approval for a non-competitive contract award to eJust for software support and maintenance for the C.M.S. at a cost of \$2,253,627 for the period Nov. 5, 2023 to Nov. 4, 2026.

**Discussion:**

***Background***

The eJust C.M.S. provides electronic disclosure capabilities that automates and reduces time spent on manual processes. The integration of eJust C.M.S. into the Service's current records management system enables the Service to optimize the value generated from the two systems.

The eJust C.M.S. has a direct interface with the records management system to facilitate the automatic preparation and transfer of cases for timely submission to the Crown's Prosecution office. The C.M.S. is used by members, such as Courts unit staff, investigators and field officers, to prepare cases for disclosure.

The eJust C.M.S. also supports interoperability among justice partners, such as the Ministry of the Attorney General (M.A.G.), the Public Prosecution Service of Canada and other government agencies that request disclosure packages from the Service.

On June 15, 2012 the Board approved a contract award to eJust for an electronic disclosure system, as the result of a competitive procurement process, for an implementation cost of \$360 thousand (K) and for software support and maintenance at

a cost of \$3.15M including taxes for a five year period following implementation in 2013 (Min. No. P149/12 refers).

On October 25, 2018 the Board approved a three year contract extension and increase of software support and maintenance at an estimated cost of \$2.1M with the option to extend for two additional one year periods to November 4, 2023 for a total cost of \$3,574,135 including taxes (Min. No. P201/18 refers).

eJust continuously upgrades the eJust C.M.S. to ensure compliance with all federal, provincial and municipal disclosure laws and to provide enhancements as required by the Service.

The software support and maintenance agreement provides the Service with upgrade protection to the latest release of the software. The eJust product and the expert services required to maintain and support the solution can only be performed by eJust. eJust does not authorize third party agents or consultants to provide services related to the support and maintenance of its products.

The current agreement with eJust for software support and maintenance expires on November 4, 2023.

#### **Relevant Board Policies and Compliance:**

The Board's Bylaw No. 163, Purchasing By-law includes the following applicable article/clause:

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

...

*(c) 'The existence of exclusive rights such as a patent, copyright, license or warranty restrictions.'*

As well, Section 15.3 of this Bylaw outlines the contract award authority for non-competitive procurements:

*'...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.'*

Finally, Section 20.5 (a) of this Bylaw outlines the following limitation with regards to contract increases:

*'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.'*

**Conclusion:**

For the reasons outlined above, it is recommended that the Board approve a two year contract extension and increase with eJust for software support and maintenance of the eJust C.M.S. at a cost of \$1,451,058 with an option to extend for one additional year, for a total cost of \$2,253,627 excluding taxes.

Mr. Colin Stairs, Chief Information Officer, and Ms. Svina Dhaliwal, Chief Administrative Officer, 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



## PUBLIC REPORT

**September 1, 2023**

To: Chair and Members  
Toronto Police Services Board

From: Myron Demkiw  
Chief of Police

**Subject: Special Constable Appointments and Re-Appointments –  
October 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 Transit Commission (T.T.C.), 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.T.C.

## 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 agreement with T.T.C. governing the administration of special constables (Min. Nos.P289/13 refer).

The Service received requests from T.T.C. 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.T.C.	Tuan-Kiet DOAN	Re-Appointment	November 29, 2023
T.T.C.	Timothy GILROY	Re-Appointment	November 29, 2023
T.T.C.	Adrian ZEMKO	Re-Appointment	November 29, 2023
T.T.C.	Kwabe AMPONSAH	New Appointment	N/A
T.T.C.	Franklin BERMUDEZ	New Appointment	N/A
T.T.C.	Sherwin BORRETA	New Appointment	N/A
T.T.C.	Torian CUMMINS	New Appointment	N/A
T.T.C.	Kyle HAYWORTH	New Appointment	N/A
T.T.C.	Omar MALCOLM	New Appointment	N/A
T.T.C.	Rickie RAMDEHAL	New Appointment	N/A
T.T.C.	Khaleel STERLING	New Appointment	N/A
T.T.C.	Teniel TIMOLL	New 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.T.C.'s approved and current complements are indicated below:

**Table 2. Name of Agency, Approved Complement and Current Complement of Special Constables**

<b>Agency</b>	<b>Approved Complement</b>	<b>Current Complement</b>
T.T.C.	170	110

***Conclusion:***

The Service continues to work together in partnership with the T.T.C. 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

Attachment:

1. TTC Appointment & Re-Appointment Letter



August 25, 2023

Sergeant Q. Yang  
 Public Safety Operations  
 Special Constable Liaison Office  
 40 College Street  
 Toronto, Ontario  
 MSG 2J3

Sergeant Yang,

**Request for Toronto Police Services Board Approval for Re-Appointments and Appointments of Special Constables for Members of the Toronto Transit Commission:**

In accordance with the terms and conditions set out in the Memorandum of Understanding between the Toronto Police Services Board and the Toronto Transit Commission, 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. 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. Re-appointments have been employed by the Toronto Transit Commission for at least one, five-year term, and as such, we are satisfied that the members have satisfactorily carried out their duties and, from our perspective, there is nothing that precludes reappointment.

Name	Type	Current Term Expiry
Tuan-Kiet DOAN	Re- Appointment	November 29, 2023
Timothy GILROY	Re- Appointment	November 29, 2023
Adrian ZEMKO	Re- Appointment	November 29, 2023
Kwabe AMPONSAH	New Appointment	N/A
Franklin BERMUDEZ	New Appointment	N/A
Sherwin BORRETA	New Appointment	N/A
Torian CUMMINS	New Appointment	N/A
Kyle HAYWORTH	New Appointment	N/A
Omar MALCOLM	New Appointment	N/A
Rickie RAMDEHAL	New Appointment	N/A
Khaleel STERLING	New Appointment	N/A
Teniel TIMOLL	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.

Jon Burnside, Chair  
 Joanne De Laurentis, Vice-Chair  
 Richard J. Leary, Chief Executive Officer

Paul Ainslie, Commissioner  
 Stephen Holyday, Commissioner  
 Fenton Jagdeo, Commissioner  
 Ron Lalonde, Commissioner

Nick Mantas, Commissioner  
 Chris Moise, Commissioner  
 Julie Osborne, Commissioner

Should you require any further information, please contact me at 416-393-2107.

Regards,

A handwritten signature in black ink, appearing to read "T. Timbrell", with a stylized flourish at the end.

Trevor Timbrell  
Staff Sergeant (Acting)  
Special Constable Service



## PUBLIC REPORT

**September 7, 2022**

To: Chair and Members  
Toronto Police Services Board

From: Myron Demkiw  
Chief of Police

**Subject: Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Beau Aaron Baker**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation(s):**

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This report recommends that the Toronto Police Services Board (Board) receive the following report for information and forwards a copy of the report to the Chief Coroner of the Province of Ontario.

**Financial Implications:**

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The current operating budget contains sufficient funding to be in compliance with the jury recommendations and future operating budget submissions will seek to maintain sufficient funding in order to be in compliance with the jury recommendations on an ongoing basis.

**Summary:**

The purpose of this report is to inform the Toronto Police Services Board (Board) of the Toronto Police Service's (Service) review of the jury recommendations from the Coroner's inquest into the death of Mr. Beau Aaron Baker for potential implementation.

## **Discussion:**

### ***Background***

A Coroner's inquest into the death of Mr. Beau Aaron Baker was conducted in the City of Toronto during the period March 20 to March 31, 2023. An interaction between Mr. Beau Aaron Baker and the Waterloo Regional Police Service on April 2, 2015 was the impetus for this inquest. As a result of the inquest, the jury found the manner of death to be suicide and has made 24 recommendations.

Coroner Juries may make recommendations to all Ontario police services where they believe there could be benefits to a sector-wide approach to implementation or an examination of certain recommendations. Of the 24 recommendations made as a result of this inquest, three have been directed to all police services in Ontario;

#13 Be empowered to initiate case conferencing and case management if such a process would be helpful in coordinating supports for the young person. Any case conference process should be strengths-based and place the young person and his or her family at the centre;

#15 Ensure that such teams are promptly advised of any calls involving persons in crisis for which they are not part of the initial response by police, subject to applicable privacy laws and other statutory restrictions. This will ensure that the M.C.I.T. is available to engage in any follow-up with the person after the immediate crisis is resolved; and

#24 Secure adequate funding and resources to implement these recommendations.

The purpose of this report is to inform the Board of the Service's review of the recommendations directed to all police services in Ontario for potential implementation at the Service.

The following is a summary of the circumstances of the death of Mr. Beau Aaron Baker and issues addressed at the inquest, as delivered by Dr. David Eden, Presiding Coroner.

### ***Summary of the Circumstances of the Death:***

*Beau Aaron Baker was a 20-year-old male living in Waterloo. On April 2, 2015, he called 911 from his residence. He stated that he had a knife, was planning to hurt others, and asked police to attend with guns. On police arrival, he was standing outside the residence holding an edged weapon. There were bystanders nearby. He did not follow police directions and approached an officer while carrying the knife. He was shot by police and died of the gunshot wounds.*

## *Medical and Personal History of the Deceased*

*The jury heard evidence from witnesses who knew Beau, and from an independent expert qualified to provide opinion evidence in Child and Adolescent Psychiatry.*

*Beau had a significant social and mental health history from when he was a young child. His mother raised Beau and his brother on her own. His mother's ability to care for her children was affected by alcoholism. Children's Aid was involved from when Beau was 2½ years old. He eventually became a Crown Ward and, over the course of his life, resided with his mother, and in foster homes and group homes. As a child, he displayed significant signs of mental disorder.*

*He had a troubled adolescence with substance use, school non-attendance, and criminality including shoplifting. At times he lived with his mother, and there were conflicts between them. He reported anxiety with panic attacks and spoke of suicide. He made a suicide attempt in 2010.*

*In 2011, Beau lost two of his important supports: Firstly, his maternal grandmother died. He had been very close to her, and she had been a source of stability in his life. Secondly, because he was 17 years old, Children's Aid began to make plans to end its services to him. Both of these appear to have weighed heavily on Beau.*

*Another complicating factor was that Beau had grown up in London and had moved to Waterloo as an adolescent. The two areas are served by different Children's Aid Societies. London-Middlesex CAS had continued to provide services to him. In order to avoid confusion and miscommunication, it is accepted that only one CAS should lead services to an individual. In Beau's case, London-Middlesex CAS had a long history with him, and knew Beau and his family well. Their continuing involvement ensured continuity of care at a time when Beau was vulnerable. However, London-Middlesex CAS workers were not networked with relevant services in Waterloo in the same way that local CAS would have been.*

*His symptoms escalated considerably between May 2014 and his death in April 2015. He had 26 emergency room visits in the last year of his life, many for suicidality. Frequent visits to the emergency room for suicidality are a marker that a person is at serious risk. A number of agencies and professionals were interacting with Beau, but that interaction was largely crisis-driven rather than long-term, and there was little communication and coordination among them. In the opinion of the expert, pro-active communication and action by those agencies could have significantly reduced Beau's risk of death.*

*As noted above, one of the issues Beau faced was the transition from child and youth services to adult services, which typically occurs around age 18. For a person who is already facing a mental disorder and other disadvantages, a switch to different agencies, programs and professionals can complicate matters further. The jury heard from a witness from the Ministry of Health and Long-Term Care about the 'Youth Wellness Hub' initiative. This involves an agency providing a broad range of services to*

youth and young adults within a geographic area, as well as coordinating with other agencies. Its design explicitly acknowledges that youths do not become full-fledged adults overnight at age 18 and provides services to bridge those important developmental years.

The jury also heard about community-based responses to youth mental health emergencies. Where a response does not require police/fire/ambulance, such a service can provide a prompt and effective response by workers whose primary training and experience is in youth mental health. It was acknowledged that such a response would not have been appropriate for Beau's 911 call on April 2, 2015. Primary response from police was required because he had an edged weapon and was threatening to hurt others. However, the use of such an option in Beau's previous mental health crises could have led to a direct and more effective response to his underlying problems.

#### *Events of April 2, 2015*

The jury heard the 911 call, and viewed a video made by Mr. Baker approximately 15 minutes before he called in which he expressed his plan to kill police or others. Involved officers and other witnesses testified about the response.

The 911 operator attempted to calm Mr. Baker and asked him to put down the knife. Dispatch provided police with basic information, including that Mr. Baker was armed with an edged weapon, and that he had threatened to harm police and others. Police requested that an ambulance attend, in case of serious injuries to any person. An officer also requested that the Tactical Unit make their way to the address.

When the first police officer arrived, Mr. Baker was standing outside the front door of his residence, with other people nearby, and with a knife in his hand. The officer issued instructions to Mr. Baker and drew his firearm. A second officer arrived, took a different position where Mr. Baker could not attack both officers simultaneously, and drew his firearm. Mr. Baker did not drop the knife and began to move towards the first officer. That officer fired his weapon. Mr. Baker fell. Police began CPR, and the ambulance arrived promptly. Mr. Baker was transferred to hospital, where he was later pronounced dead.

At the time of Mr. Baker's death, conducted energy weapons ("CEW," e.g. brand name 'Taser') were not issued to all Waterloo Regional Police officers, but were available to be brought to a scene by a trained officer if required. Neither responding officer had been issued one, and events moved so rapidly that there was no time to await arrival of an equipped officer.

The Special Investigations Unit ("SIU"), which investigates police-related injuries and deaths, attended the scene, as did the coroner. The SIU did not lay charges against any of the responding officers. The coroner's autopsy confirmed that Mr. Baker had died of gunshot wounds that were so severe that treatment would not have saved his life.

## *Edged Weapons*

*The jury heard expert fact evidence from an Emergency Room Physician about the risks of edged weapons. An edged weapon is, in essence, any weapon which can cut into the body. Typically a knife, it may be any object capable of cutting. Edged weapons and gunshot wounds are the leading cause of inflicted deaths in Canada and are approximately equally common. In addition, complications are more serious and common in survivors of edged weapon injuries than gunshot wounds.*

*Relatively small knives can kill. Vulnerable structures are located as little as 20-30 mm ( $\frac{3}{4}$  -  $1\frac{1}{4}$  inches) under the skin, so a relatively short knife of 25 mm (1 inch) or less can inflict a fatal wound. Death is typically from rapid bleeding, which may be internal or external. Death can occur despite prompt bystander and ambulance care. Standard police ballistic "bullet-proof" vests neither reliably prevent penetration by a knife, nor cover vulnerable areas such as the neck.*

### *Police training*

*The jury heard expert fact evidence from a trainer at the Ontario Police College.*

*Police officers in Ontario are given standardised training on how to respond to persons in mental crisis, and in managing potentially lethal threats such as edged weapons. This is provided during the Basic Constable Training program, with subsequent annual updates.*

*The training involves the Ontario Use of Force model. This is a set of principles which guide officers in managing what can be a rapidly-evolving situation. The model is not prescriptive and does not specify what the officer should do in every conceivable circumstance. Instead, it provides guidance to the officer on how to make the best decision in what is often an intense, stressful, brief decision in critical situations.*

*The Use of Force Model does not explicitly include de-escalation as an option. Both trainers and officers testified that de-escalation is implicit in the model and is always the preferred approach where feasible.*

*Police officers are taught that edged weapons can cause death to officers and others. When an officer believes that a person is intending to cause injury with an edged weapon, and the person is close enough to do so, options are limited:*

- De-escalation strategies may or may not be effective. These can include reassurance, starting a dialogue, and cautioning the person that officers may need to use their guns. At times, drawing a CEW (without using it) may cause a subject to stop.*

- *Retreat may be possible, if the officer can safely move away while monitoring the subject, and if retreat will not put others (e.g. bystanders) at increased risk. If an officer trips and falls while backing up, not only is the officer at risk of an edged weapon wound, but also the subject may be able to grab and use the officer's firearm.*
- *Unarmed response to an edged weapon, such as kicking a knife out of a person's hand, is not a reasonable option because (while routine in movies) it is unlikely to work in real life.*
- *Less-lethal response such as a conducted energy weapon ("CEW," often known under the brand name 'Taser') can be an option if at least one other officer is present. This is because use of a CEW on a person who is moving may not succeed, and the person may inflict a fatal wound before an officer can switch from CEW to firearm. Use of a CEW in these circumstances requires at least two officers, one to employ the CEW, and the other with firearm drawn in case the CEW does not stop the subject. In this case, while two officers were present, neither had been issued a CEW.*

### **Stakeholder Analysis**

Strategy Management – Governance was tasked with preparing responses to the jury recommendations directed generally to all Police Services in Ontario, as contained in the Coroner's Inquest into the death of Mr. Beau Aaron Baker.

The Toronto Police Service Mental Health Liaison and subject matter experts from the Community Partnerships and Engagement Unit, Mobile Crisis Intervention Team and Budgeting and Control contributed to the responses contained in this report.

For the purpose of reporting the Service's response, a chart summarizing the status of each recommendation with a comprehensive reponse is attached to this report (See-Appendix B).

### **Conclusion:**

As a result of the Coroner's inquest into the death of Mr. Beau Aaron Baker and the subsequent 3 jury recommendations directed to police services in Ontario, a review of Service governance, training and current practices has been conducted.

In summary, the Service concurs with recommendations 13, 15 and 24. These recommendations have been implemented and are incorporated into current Service procedures, training and the Mobile Crisis Intervention Team response.

Staff Superintendent Joe Matthews, 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:*

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Appendix A – Jury Verdict & Recommendations – Baker Inquest  
Appendix B – Toronto Police Service Response to Baker Inquest Recommendations

## Appendix A – Jury Verdict and Recommendations – Baker Inquest

### VERDICT EXPLANATION

#### Inquest into the Death of Beau Aaron BAKER

Dr. David Eden, Presiding Officer  
March 20 - 31, 2023  
Virtual Inquest

#### OPENING COMMENT

This verdict explanation is intended to give the reader a brief overview of the circumstances surrounding the death of Beau Baker along with some context for the recommendations made by the jury. The synopsis of events and comments are based on the evidence presented and written to assist in understanding the jury's basis for the recommendations.

#### PARTICIPANTS

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**Inquest Investigator  
and Constable:**

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**Recorder:**

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**Represented by:**

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Dr. Olasunkanmi Mabifa,  
Dr. Paramanathan Thamilvaanan, and Dr.  
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## SUMMARY OF THE CIRCUMSTANCES OF THE DEATH

Beau Aaron Baker was a 20-year-old male living in Waterloo. On April 2, 2015, he called 911 from his residence. He stated that he had a knife, was planning to hurt others, and asked police to attend with guns. On police arrival, he was standing outside the residence holding an edged weapon. There were bystanders nearby. He did not follow police directions and approached an officer while carrying the knife. He was shot by police and died of the gunshot wounds.

### *Medical and Personal History of the Deceased*

The jury heard evidence from witnesses who knew Beau, and from an independent expert qualified to provide opinion evidence in Child and Adolescent Psychiatry.

Beau had a significant social and mental health history from when he was a young child. His mother raised Beau and his brother on her own. His mother's ability to care for her children was affected by alcoholism. Children's Aid was involved from when Beau was 2½ years old. He eventually became a Crown Ward and, over the course of his life, resided with his mother, and in foster homes and group homes. As a child, he displayed significant signs of mental disorder.

He had a troubled adolescence with substance use, school non-attendance, and criminality including shoplifting. At times he lived with his mother, and there were conflicts between them. He reported anxiety with panic attacks and spoke of suicide. He made a suicide attempt in 2010.

In 2011, Beau lost two of his important supports: Firstly, his maternal grandmother died. He had been very close to her, and she had been a source of stability in his life. Secondly, because he was 17 years old, Children's Aid began to make plans to end its services to him. Both of these appear to have weighed heavily on Beau.

Another complicating factor was that Beau had grown up in London and had moved to Waterloo as an adolescent. The two areas are served by different Children's Aid Societies. London-Middlesex CAS had continued to provide services to him. In order to avoid confusion and miscommunication, it is accepted that only one CAS should lead services to an individual. In Beau's case, London-Middlesex CAS had a long history with him, and knew Beau and his family well. Their continuing involvement ensured continuity of care at a time when Beau was vulnerable. However, London-Middlesex CAS workers were not networked with relevant services in Waterloo in the same way that local CAS would have been.

His symptoms escalated considerably between May 2014 and his death in April 2015. He had 26 emergency room visits in the last year of his life, many for suicidality. Frequent visits to the emergency room for suicidality are a marker that a person is at serious risk. A number of agencies and professionals were interacting with Beau, but that interaction was largely crisis-driven rather than long-term, and there was little communication and coordination among them. In the opinion of the expert, pro-active communication and action by those agencies could have significantly reduced Beau's risk of death.

As noted above, one of the issues Beau faced was the transition from child and youth services to adult services, which typically occurs around age 18. For a person who is already facing a mental disorder and other disadvantages, a switch to different agencies, programs and professionals can complicate matters further. The jury heard from a witness from the Ministry of Health and Long-Term Care about the 'Youth Wellness Hub' initiative. This involves an agency

*Verdict Explanation – Beau Baker Inquest*

providing a broad range of services to youth and young adults within a geographic area, as well as coordinating with other agencies. Its design explicitly acknowledges that youths do not become full-fledged adults overnight at age 18 and provides services to bridge those important developmental years.

The jury also heard about community-based responses to youth mental health emergencies. Where a response does not require police/fire/ambulance, such a service can provide a prompt and effective response by workers whose primary training and experience is in youth mental health. It was acknowledged that such a response would not have been appropriate for Beau's 911 call on April 2, 2015. Primary response from police was required because he had an edged weapon and was threatening to hurt others. However, the use of such an option in Beau's previous mental health crises could have led to a direct and more effective response to his underlying problems.

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At the time of Mr. Baker's death, conducted energy weapons ("CEW," e.g. brand name 'Taser') were not issued to all Waterloo Regional Police officers, but were available to be brought to a scene by a trained officer if required. Neither responding officer had been issued one, and events moved so rapidly that there was no time to await arrival of an equipped officer.

The Special Investigations Unit ("SIU"), which investigates police-related injuries and deaths, attended the scene, as did the coroner. The SIU did not lay charges against any of the responding officers. The coroner's autopsy confirmed that Mr. Baker had died of gunshot wounds that were so severe that treatment would not have saved his life.

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addition, complications are more serious and common in survivors of edged weapon injuries than gunshot wounds.

Relatively small knives can kill. Vulnerable structures are located as little as 20-30 mm ( $\frac{3}{4}$  -  $1\frac{1}{4}$  inches) under the skin, so a relatively short knife of 25 mm (1 inch) or less can inflict a fatal wound. Death is typically from rapid bleeding, which may be internal or external. Death can occur despite prompt bystander and ambulance care. Standard police ballistic "bullet-proof" vests neither reliably prevent penetration by a knife, nor cover vulnerable areas such as the neck.

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Police officers in Ontario are given standardised training on how to respond to persons in mental crisis, and in managing potentially lethal threats such as edged weapons. This is provided during the Basic Constable Training program, with subsequent annual updates.

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The Use of Force Model does not explicitly include de-escalation as an option. Both trainers and officers testified that de-escalation is implicit in the model and is always the preferred approach where feasible.

Police officers are taught that edged weapons can cause death to officers and others. When an officer believes that a person is intending to cause injury with an edged weapon, and the person is close enough to do so, options are limited:

- **De-escalation** strategies may or may not be effective. These can include reassurance, starting a dialogue, and cautioning the person that officers may need to use their guns. At times, drawing a CEW (without using it) may cause a subject to stop.
- **Retreat** may be possible, if the officer can safely move away while monitoring the subject, and if retreat will not put others (e.g. bystanders) at increased risk. If an officer trips and falls while backing up, not only is the officer at risk of an edged weapon wound, but also the subject may be able to grab and use the officer's firearm.
- **Unarmed response** to an edged weapon, such as kicking a knife out of a person's hand, is not a reasonable option because (while routine in movies) it is unlikely to work in real life.
- **Less-lethal** response such as a conducted energy weapon ("CEW," often known under the brand name "Taser") can be an option if at least one other officer is present. This is because use of a CEW on a person who is moving may not succeed, and the person may inflict a fatal wound before an officer can switch from CEW to firearm. Use of a CEW in these circumstances requires at least two officers, one to employ the CEW, and

the other with firearm drawn in case the CEW does not stop the subject. In this case, while two officers were present, neither had been issued a CEW.

### THE INQUEST

Dr. Karen Schiff, Regional Supervising Coroner for West Region, Hamilton Office, called a mandatory inquest into the death of Beau Baker pursuant to section 10(4.6.2) of the *Coroners Act*.

The document outlining the scope of this inquest is attached as an Appendix.

The inquest was conducted entirely virtually. In keeping with the open court principle, the inquest was live-streamed.

The jury sat for 10 days, heard evidence from 18 witnesses, reviewed 29 exhibits and deliberated for approximately four hours in reaching a verdict.

### VERDICT

<b>Name of Deceased:</b>	Beau Aaron Baker
<b>Date and Time of Death:</b>	April 2, 2015 at 10:10pm
<b>Place of Death:</b>	St. Mary's General Hospital, Kitchener, ON
<b>Cause of Death:</b>	Gunshot wound of the torso
<b>By What Means:</b>	Suicide

### **Comment:**

*A finding of Suicide by an inquest jury is a finding of fact, not of law or blame. A non-accidental death may be a Suicide or Homicide, depending on whether the lethal action was performed by the deceased or another person. This death involved decisions and actions by both the deceased and other persons. The jury assessed the relative contributions of each to the death. This finding is not, and should not be seen as, vindication or blame of any individual or agency.*

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## RECOMMENDATIONS

### We the jury recommend to The Regional Municipality of Waterloo:

1. Coordinate and lead all necessary local stakeholders in submitting an Application with an evidence-based Business Plan to the Province of Ontario for the funding of one or more Youth Wellness Hubs to be established in Waterloo Region.

**Comment:**

*The jury heard that a Youth Wellness Hub can provide valuable assistance to a person like Beau Baker, who is facing challenges while making the transition from teen to young adult.*

### We the jury recommend to The Province of Ontario:

2. Provide base funding for, and facilitate the creation of, Youth Wellness Hubs across the Province as introduced under the Ontario's 2020 Road to Wellness Strategy, using the following eight (8) guidelines:
  - a. operate with extended hours and in transit-friendly locations, appropriate for transition-aged youth (aged 16-24);
  - b. be housed in youth-friendly, non-clinical settings to support trust and comfort amongst youth;
  - c. be connected to a 24-hour crisis line with sufficient funding and staffing to ensure callers encounter no wait times;
  - d. provide developmentally appropriate primary care, peer supports, mental health and addiction services;
  - e. ensure that the voice of transition-aged youth is included in the design and delivery of the design of the sites and the delivery of services;
  - f. conduct outreach through methods appropriate for transition-aged youth to ensure that youth are aware of the services provided;
  - g. be subject to continuous research and evaluation to ensure that they operate in a manner that is evidenced-based, and
  - h. promote/communicate awareness of the program within the community.

**Comment:**

*The jury recommended that Youth Wellness Hubs be made available across Ontario.*

3. Provide full funding to Children's Aid Societies for youth aged 18 to 23 in the care of a Children's Aid Society through the Ready Set Go Program. To achieve the Government's stated goals of the Ready Set Go initiative, full funding needs to be permanent and guaranteed for the duration of the program.

**Comment:**

*The jury heard that the transition of care from child and youth to adult can exacerbate existing mental health issues. The jury recommended providing funding to Children's Aid*

*Societies to continue their involvement with youths who have "aged out" of CAS support when they turn 18.*

4. Adequately fund community mental health and addiction services (evidenced by no wait lists) for assessment, treatment and relapse prevention services. The Province of Ontario should increase system capacity to provide adequate levels of in-home and live-in intensive treatment services across the Province.

**Comment:**

*The jury heard that it was and remains difficult for youths like Beau to gain access to mental health services in the community. The jury recommended to Ontario that it increase services to serve patient needs.*

5. Adopt a commitment to move away from licensing traditional group home settings and toward licensing and fully funding smaller, family model care settings, with access to multi-disciplinary care teams that wrap around a youth and respond to their individual needs effectively, to improve outcomes and support youth health and wellness.

**Comment:**

*The jury heard expert opinion evidence that the recommended approach would lead to earlier recognition of mental health disorders in children and youth like Beau, with opportunity to intervene and substantially improve outcome.*

6. Identify and implement critical linkages between its Child Welfare Redesign strategy (Ministry of Children, Community and Social Services) and its Roadmap to Wellness strategy (Ministry of Health) to streamline access and facilitate early intervention and wraparound services for children and families. The Province of Ontario should adequately fund and implement community-based prevention services to avoid intrusive Child Welfare involvement. This should include addiction and mental health services for parents.

**Comment:**

*The jury heard evidence that early and broader support can prevent more intrusive later steps, such as apprehension and foster homes for youth like Beau.*

7. Provide sufficient and sustained funding for programs like IMPACT (i.e., Mobile Crisis Intervention Teams) and Crisis Call Diversion Programs and specifically, those initiatives in the Waterloo Region for the Canadian Mental Health Association Waterloo Wellington.

**Comment:**

*The jury recommended that response to mental health crisis should be by specialized mental health teams, where feasible. It was acknowledged that such a team could not reasonably have been the first responder when Beau called 911 on April 2, 2015,*

*because of the potential for death or serious harm to responders and bystanders. However, there were previous calls which would have been appropriate for a mental health crisis team to manage, and their specialized knowledge and skills would have more promptly and effectively assisted Beau.*

8. Support and implement Waterloo Regional Police Service's submitted 2021 Ontario Association of Chiefs of Police resolution, as endorsed and passed, as it relates to Response to Mental Health (Non-Public Safety) Calls and Authorities under the Mental Health Act.

**Comment:**

*In 2021, the Ontario Association of Chiefs of Police passed a resolution that mental health crisis calls should be managed by mental health professionals, rather than by police as first responders. Police would still be involved where necessary for public safety.*

9. Ensure that Community-based non-police crisis response teams are available 24/7 across the Province and are sufficiently funded to provide effective response times.

**Comment:**

*There is currently a patchwork of non-police crisis response models across Ontario's municipalities, each with different delivery models, hours of availability, and response times. The jury recommended that Ontario ensure the service is broadly and consistently available.*

10. Create or amend legislation, and provide supporting funding, that would allow for "Situation Tables" or "Connectivity Tables" within all communities to be mandated. Consideration should be given to authorizing the sharing of information to allow for the efficient identification of persons in crisis for referrals and support. The mandate of such Tables should be the identification and support of those that may be receiving treatment while in crisis but not accessing or offered support in between those crises.

**Comment:**

*The jury heard about "Situation Tables" and similar initiatives, a regular meeting among agencies to coordinate efforts. In the last year of Beau's life, he had frequent interactions with CAS, police, and hospital emergency rooms, yet there was no mechanism for his high-risk behaviour to be identified, then proactively managed in a collaborative fashion. This initiative would allow earlier recognition and inter-agency care of at-risk people like Beau. The jury acknowledged that information-sharing in such an environment must respect patient privacy.*

11. Use the model adopted by the Gerstein Crisis Centre to roll out similar programs across Ontario and continue support of the existing centre in the City of Toronto.

**Comment:**

*The Gerstein Crisis Centre in Toronto provides on-site response to persons in mental health crisis. Where appropriate and with the patient's consent, 911 and 211 calls may be referred to the Gerstein Centre. A team performs an assessment, and coordinates with other agencies to support the patient. This approach provides direct access to mental health professionals and takes pressure off police and ambulance as first responders.*

**We the jury recommend to The Province of Ontario and Municipal Governments:**

12. Adopt a Housing First commitment for youth 16 and over in the care of a Children's Aid Society and receiving extended support from a Society under the Ready Set Go program, by ensuring there is adequate funding and supply for affordable, supportive transitional housing up to and including young adults aged 23.

**Comment:**

*As noted above, the transition from child and youth to adult care can be extremely difficult for teens with mental health disorders and their families. The jury recommended additional supports for this transition.*

**We the jury recommend to all police agencies, Children's Aid Societies, and healthcare clinics or healthcare professionals who are supporting a transition-aged (16-24) young person with complex needs:**

13. Be empowered to initiate case conferencing and case management if such a process would be helpful in coordinating supports for the young person. Any case conference process should be strengths-based and place the young person and his or her family at the centre.

**Comment:**

*In the last year of his life, Beau was frequently in contact with police, emergency rooms and other health care, social workers, and other professionals. These groups were largely unaware of each other's involvement and interventions in a very complex and challenging individual. The jury's recommendation acknowledges that each agency can only see one part of a larger picture, and that any agency should be empowered to initiate case conferencing where it sees potential benefit.*

**We the jury recommend to Children's Aid Societies:**

14. Ensure youth are being connected with a worker in the community in which they reside in order to maximize knowledge of, and referrals to, local resources and supports. In the case of interjurisdictional case management, information about available local services should flow regularly and freely between the collaborating agencies.

**Comment:**

*Beau had grown up in London and continued to receive services from London-Middlesex CAS after his move to Waterloo. This decision preserved continuity of care, but the London-based CAS did not have the same familiarity with local services as the Waterloo CAS. The jury recommended that, in similar circumstances, the remote agency and local agency should coordinate to ensure access to all relevant local services.*

**We the jury recommend to Police services that employ Mobile Crisis Intervention Teams (MCIT):**

15. Ensure that such teams are promptly advised of any calls involving persons in crisis for which they are not part of the initial response by police, subject to applicable privacy laws and other statutory restrictions. This will ensure that the MCIT is available to engage in any follow-up with the person after the immediate crisis is resolved.

**Comment:**

*The jury heard that in mental health crises where MCIT can not be the first responder, it can still provide useful assistance once the scene is safe.*

**We the jury recommend to The Ministry of the Solicitor General:**

16. Support initiatives (including amendments to any adequacy standards or legislation) that would allow for the transfer of first response to mental health calls not involving safety concerns (such as a threat of violence to others or the person in crisis) to other, community-based non-police agencies.

**Comment:**

*The jury recommended regulatory change to facilitate diversion of mental health crisis calls to specialized teams.*

17. Consult with mental health experts, people with lived experience, and the police, to create, maintain and mandate integrated Use of Force, mental health and de-escalation training for all police officers (after recruitment training). This training should also be made available to crisis response workers who work with police to respond to persons in crisis.

**Comment:**

*The jury heard that the importance of de-escalation is taught in principle, but there is considerable room for improvement in consistency and effectiveness of such training.*

**We the jury recommend to the Waterloo Regional Police Service (WRPS):**

18. Until such time as there is provincially mandated curriculum as set out in recommendation 17 above, undertake to have their in-service training with respect to use of force and de-escalation reviewed by peer-run advocacy groups and other community-based crisis and mental health service providers prior to the training being delivered. The Ministry of the Solicitor General should provide sufficient and consistent funding to allow the WRPS to engage in this type of training review and to allow for members from the same peer-run advocacy groups and other community-based crisis and mental health service providers to assist with the delivery of de-escalation training.

**Comment:**

*Pending a province-wide approach, the jury supported de-escalation training development and delivery by WRPS in coordination with local resources.*

19. Ensure that any officer involved in a situation in which they are required to draw their firearm as a result of threat of serious bodily harm or death shall receive a documented debrief with a supervisor prior to their next shift.

**Comment:**

*Officers testified that drawing or use of a firearm is both uncommon and highly stressful.*

**We the jury recommend to The Province of Ontario and Medical Schools in Ontario:**

20. Take necessary measures to ensure that patients have timely access to Child and Adolescent Psychiatrists, including but not limited to funding for additional Residency positions dedicated to Child and Adolescent Psychiatry.
21. Take necessary measures (i.e. raising caps) to allow for training of additional primary care physicians and Child and Adolescent Psychiatrists.

**Comment on recommendations 20 & 21:**

*The jury heard evidence about extremely long waiting lists for specialized youth mental health care. Wait times of a year or more are inappropriate in any patient; in a teen, they can be particularly harmful. The jury asked that Child and Adolescent mental health services should meet the needs of Ontario youth.*

**We the jury recommend to The College of Physicians and Surgeons of Ontario:**

22. Encourage physicians to remain up-to-date with evidence-based treatment plans and drugs related to mental health cases.

**Comment:**

*The jury heard that children and youth are not "little adults," and mental health treatments which are effective in adults may have no effect, or even worsen mental health conditions in children and youth. This is a rapidly developing field. The jury recommended that the College of Physicians and Surgeons encourage physicians to ensure currency with scientific knowledge.*

**We the jury recommend to The Ontario Ministry of Education:**

23. Provide information on mental health supports available in the community through schools and incorporate age-appropriate curriculum regarding mental health.

**Comment:**

*The jury heard that childhood mental health disorders may not be recognized by school staff or may result in prejudice by students against affected students.*

**We the jury recommend to ALL recipients:**

24. Secure adequate funding and resources to implement these recommendations.

**Comment:**

*The jury acknowledged that the recipients of its recommendations may require additional funding and resources in order to implement them and asked that the recipients actively seek necessary resources.*

**CLOSING COMMENT**

In closing, I would like to again express my condolences to the family and friends of Beau Baker for their profound loss.

I would like to thank the witnesses and parties to the inquest for their thoughtful participation, and to thank the inquest counsel, investigator, and constable for their hard work and expertise. I would also like to thank the members of the jury for their commitment to the inquest.

One purpose of an inquest is to make, where appropriate, recommendations to help prevent further deaths. Recommendations are sent to the named recipients for implementation and responses are expected within six months of receipt.

I hope that this verdict explanation helps interested parties understand the context for the jury's verdict and recommendations, with the goal of keeping Ontarians safer.



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Dr. David Eden  
Presiding Officer

August 24, 2023

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Date

**Appendix B – Toronto Police Service Response to Baker Inquest Recommendations**

Baker Coroner’s Inquest Recommendation	Toronto Police Service (Service) Response
<p><b>#13 – Directed to all Police Services in Ontario</b></p> <p>Be empowered to initiate case conferencing and case management if such a process would be helpful in coordinating supports for the young person. Any case conference process should be strengths-based and place the young person and his or her family at the centre.</p>	<p><b>Toronto Police Service Concurs – Implemented</b></p> <p>Service Procedure 06-04 entitled “Persons in Crisis” is currently in effect and directs Service members that there are many community service providers available to assist police with persons in crisis. Members are encouraged to access the “TPS Mental Health Referrals Guide” for information on the safe bed program, system navigators and other community referrals or supports available. Connecting community members to supports may improve their quality of life and/or decrease the likelihood they will require emergency services in the future.</p> <p>Officers have access to assistance from the Canadian Mental Health Association (C.M.H.A.) via their Community Referral Police Access Line. This line is for police officers only, and is available 24/7 to provide officers with assistance when dealing with:</p> <ul style="list-style-type: none"> <li>• any person over the age of 16 who is believed to be experiencing a mental, emotional or substance use crisis;</li> <li>• has become involved with police and/or is at risk of involvement with the criminal justice system; and</li> <li>• who has not been apprehended under the <i>Mental Health Act</i> (M.H.A.).</li> </ul> <p>Additionally, the procedure directs officers as follows:</p> <p>When the person in crisis, is 18 years of age or older, and has not been apprehended under the M.H.A. shall</p> <ul style="list-style-type: none"> <li>• consider making a referral to a community support agency, after consent is received from the person in crisis,</li> <li>• record the referral information</li> </ul>

Baker Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<ul style="list-style-type: none"> <li>– in the memorandum book</li> <li>– if an occurrence is generated, in the eReport, include referral type and referral agency, if applicable</li> <li>• comply with direction contained in the Safe Beds and Referrals to Community Supports section of this Procedure, if making a referral for a safe bed</li> <li>• Notify the Divisional Mental Health Liaison Officer (D.M.H.L.O.) of any C.A.S.es requiring further support or follow-up, including referral to Furthering Our Communities Uniting Services (F.O.C.U.S.) Toronto</li> </ul> <p>When the person in crisis, is 16 or 17 years of age, and has not been apprehended under the MHA shall:</p> <ul style="list-style-type: none"> <li>• make a referral to a Children's Aid Society (C.A.S.) while in the presence of the youth;</li> <li>• in this age range, C.A.S. involvement is on consent only, however, C.A.S. will follow up if the youth does not want immediate support from their agency;</li> <li>• follow the direction provided by the C.A.S. social worker;</li> <li>• if no immediate action is to be taken by the C.A.S., advise the youth that the C.A.S. social worker may follow up with them at a later time and how they can reach the C.A.S. if they would like assistance;</li> <li>• if the C.A.S. does not provide direction, make a referral to a community support agency, after consent is received from the person in crisis, and</li> <li>• record the referral information <ul style="list-style-type: none"> <li>– in the memorandum book</li> <li>– if an occurrence is generated, in the eReport, include referral type and referral agency, if applicable</li> </ul> </li> <li>• comply with direction contained in the Safe Beds and Referrals to Community Supports section of this Procedure if making a referral for a safe bed</li> </ul>

Baker Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<ul style="list-style-type: none"> <li>• Notify the Divisional Mental Health Liaison Officer (D.M.H.L.O.) of any cases requiring further support or follow-up, including referral to Furthering Our Communities Uniting Services (F.O.C.U.S.) Toronto.</li> </ul> <p>In addition to their duties set out in Procedure 06-04, D.M.H.L.O.'s</p> <ul style="list-style-type: none"> <li>• coordinate divisional community mental health needs through community service providers, including but not limited to a situation table such as a local F.O.C.U.S. table</li> <li>• coordinate with internal divisional resources and community mental health professionals to formulate a plan designed to support individuals identified as high frequency users of emergency services due to a suspected mental, emotional or substance use crisis</li> <li>• review Mental Health related events and occurrences, and identify opportunities to make referrals to external community mental health agencies</li> <li>• coordinate with the Divisional F.O.C.U.S. representative (where one exists) to identify those situations that could be brought to the local F.O.C.U.S. situation table</li> <li>• coordinate with the Community Relations Officer (C.R.O.) to engage the F.O.C.U.S. table interim process to connect the individual to supports when in a division absent of a F.O.C.U.S. situation table</li> <li>• liaise with Community Partnerships &amp; Engagement Unit (C.P.E.U.) – Vulnerable Persons</li> <li>• ensure that hospitals within the division have a sufficient supply of blank TPS 710 forms</li> </ul> <p>The D.M.H.L.O. will coordinate, collaborate and work with mental health and addictions coordinators and the Mobile Crisis Intervention Team (M.C.I.T.) for an overall effective response to persons with mental health issues.</p>

Baker Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
<p><b>#15 – Directed to all Police Services in Ontario</b></p> <p>Ensure that such teams are promptly advised of any calls involving persons in crisis for which they are not part of the initial response by police, subject to applicable privacy laws and other statutory restrictions. This will ensure that the M.C.I.T. is available to engage in any follow-up with the person after the immediate crisis is resolved.</p>	<p><b>Toronto Police Service Concur – Implemented</b></p> <p>Service Procedures direct that when responding to a Call For Service involving a person in crisis, police officers shall request the notification and attendance of the M.C.I.T., and shall provide support and assistance to the M.C.I.T. as required.</p> <p>The Service's M.C.I.T. program is a collaborative partnership between participating Toronto hospital and the Service bound through individual Memorandums of Understanding. The M.C.I.T. program partners one registered nurse with one police officer both of whom receive additional training in working with persons in crisis that will respond, or assist in the response to calls for service involving individuals experiencing a mental health, emotional or substance use crisis.</p> <p>The M.C.I.T. response will assist with:</p> <ul style="list-style-type: none"> <li>• assessing the situation</li> <li>• attempting to stabilize and diffuse the crisis</li> <li>• providing supportive counselling as needed</li> <li>• connecting the individual to appropriate community services</li> </ul> <p>M.C.I.T.'s may also be requested to provide assistance and support:</p> <ul style="list-style-type: none"> <li>• to family members or support persons of an individual in crisis</li> <li>• to assess a person who has been exposed to critical incident stress (e.g. witness death by suicide, witness)</li> <li>• to attending police officers where M.C.I.T. expertise may be utilized (at the discretion of M.C.I.T.)</li> <li>• to consult on missing persons with vulnerable attributes prior to being located</li> <li>• to attend safety or wellness checks directly related to a person experiencing a mental, emotional and/or substance use crisis from non-dispatch sources,</li> </ul>

<b>Baker Coroner's Inquest Recommendation</b>	<b>Toronto Police Service (Service) Response</b>
	<p>including but not limited to the D.M.H.L.O., hospitals, and M.C.I.T. Case managers</p> <ul style="list-style-type: none"> <li>• as directed by a supervisory officer</li> </ul> <p>The M.C.I.T. can assist frontline officers by providing a prompt assessment, supportive counselling, as well as connect the person to the appropriate follow-up services. In addition, the D.M.H.L.O. coordinates, collaborates and works with M.C.I.T. and mental health and addiction coordinators for an overall effective response to persons with mental health issues.</p> <p>Service Procedures emphasize a coordinated effort when responding to a Call For Service involving a person in crisis. In that regard, Service Procedures engage the Community Response Unit, the D.M.H.L.O., the Divisional Officer in Charge, and supervisory officers to coordinate, collaborate and work with the M.C.I.T. to ensure an overall effective response for the person in crisis.</p> <p>The D.M.H.L.O. is notified of any cases requiring further support or follow-up and ensures those items listed in recommendation 13 above.</p>
<p><b>#24 – Directed to all recipients</b></p> <p>Secure adequate funding and resources to implement these recommendations.</p>	<p><b>Toronto Police Service Concurs – Implemented</b></p> <p>The current operating budget contains sufficient funding to be in compliance with the jury recommendations and future operating budget submissions will seek to maintain sufficient funding in order to be in compliance with the jury recommendations on an ongoing basis.</p>



## PUBLIC REPORT

**September 5, 2022**

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 2023.07**

**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 involved officers 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, (S.I.U.A.) 2019*

## **S.I.U. Terminology**

**Complainant** – Refers to the Affected Person

**WO** – Witness Officials

**CW** – Civilian Witness

## **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated June 8, 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 any 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 23-TCI-038, which can be found in its entirety via the following link:

[https://www.siu.on.ca/en/directors\\_report\\_details.php?drid=2429](https://www.siu.on.ca/en/directors_report_details.php?drid=2429)

## **S.I.U. Incident Narrative**

*“The material events in question, clear on the evidence collected by the SIU, may briefly be summarized.*

*In the early morning of February 8, 2023, TPS officers were dispatched to apartment on Ellesmere Road in connection with a domestic disturbance. A tenant in another apartment had contacted authorities about shouting from the apartment and a woman she could hear yelling, “Stop.”*

*The first TPS officers – WO #1 and WO #2 – arrived at the door of the apartment at about 12:55 a.m. CW #2 answered the door, opening it partially with the security chain still engaged. She told the officers she was okay and that the Complainant was not there. When the officers insisted they would have to enter, CW #2 fully opened the door.*

*Aware that police officers were at the door, the Complainant had fled to the balcony where he planned to scale down balcony netting to avoid apprehension. In the process, the Complainant fell and landed on the ground below. The Complainant was already on the balcony attempting to escape, and may have even fallen, by the time of the officers’ entry into the apartment.*

*Officers entered the apartment, searched it, and eventually came to learn that the Complainant had fallen.*

*The Complainant was transported to hospital and diagnosed with multiple internal injuries.”*

### ***Analysis and Director’s Decision***

*“On February 8, 2023, the TPS contacted the SIU to report that a male – the Complainant – had earlier that day suffered serious injuries while attempting to evade arrest. The SIU initiated an investigation, which is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any police officer committed a criminal offence in connection with the Complainant’s injuries.*

*The officers who attended at CW #2’s apartment were engaged in the lawful course of their duties at the time of the Complainant’s fateful decision. A police officer’s foremost obligation is the protection and preservation of life. Hearing of the domestic disturbance inside the apartment, and then personally observing CW #2’s condition when she partially opened the door, the officers were duty bound to attend at the address and attempt to gain entry to do what they could to prevent harm from materializing.*

*Having arrived at the apartment, there is no evidence that any of the attending officers failed to comport themselves with due care and regard for public safety. They knocked on the door, spoke with CW #2, convinced her to open the door, and then promptly searched the residence before learning that the Complainant had fallen. In fact, there is every possibility that the Complainant’s fall occurred prior to the officers’ entry into the apartment. On this record, there is no question of any want of care on the part of the police causing or contributing to the Complainant’s injuries.*

*In the final analysis, aside from being the impetus for the Complainant’s reckless decision to attempt to scale down the building’s balconies, there are no reasonable grounds to believe that any of the officers who attended at the apartment transgressed the limits of care prescribed by the criminal law. 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 01-03 (Persons in Custody);
- Procedure 01-08 (Criminal Code Release);
- Procedure 05-04 (Intimate Partner Violence);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- 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 (S.I.U.A)*, 2019, SO 2019, c 1, Sch 5

**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 involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.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):**

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This report recommends that the Board receive this report for information.

**Financial Implications:**

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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

**September 5, 2023**

To: Chair and Members  
Toronto Police Services Board

From: Myron Demkiw  
Chief of Police

**Subject: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2023.13**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Summary:**

The Professional Standards (P.R.S.) – Special Investigations Unit Liaison (S.I.U. Liaison) and Sex Crimes (S.C.) 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.

### **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 (S.I.U.A.), 2019*

## **S.I.U. Terminology**

**Complainant** – Refers to the Affected Person

**SO** – Subject Official

**WO** – Witness Official

## **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated June 21, 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 in this case”*.

The S.I.U. has not made the Directors Report public stating in part, *“pursuant to section 34(6) of the Special Investigations Unit Act, 2019, the SIU Director may exercise a discretion, subject to prior consultation with the complainant, to not publish the report if the Director is of the opinion that the complainant’s privacy interest in not having the report published clearly outweighs the public interest in having the report published.”*

## **S.I.U. Incident Narrative**

*“The evidence collected by the SIU, including interviews with the Complainant and the SO, and video footage that captured the incident in parts, gives rise to the following scenario.*

*The Complainant was arrested by TPS officers in the early morning hours of February 22, 2023. Officers responding to reports of a female – the Complainant – causing a disturbance on a public transit bus learned that she was subject to an outstanding arrest warrant and took her into custody.*

*The Complainant was taken to 32 Division where her behaviour and acknowledgment of having consumed crack cocaine caused the booking officer concern for her wellbeing. The officer directed that the Complainant be taken to hospital for assessment.*

*The SO and his partner, WO #2, were assigned to transport the Complainant to NYGH. They took custody of the Complainant in the booking room and walked her to the sally port where their cruiser was parked. With her hands handcuffed behind her back, the Complainant was led to the open rear passenger door and told to seat herself in the vehicle. The Complainant hesitated a moment and then struck her head against the interior side of the door window. Immediately, the SO and WO #2, who had been standing beside her, took hold of the Complainant’s upper torso and forced her into the back seat. The Complainant landed on her left side and started flailing her legs in the direction of both officers. The officers attempted to control her legs and push them fully into the cruiser. In the course of that struggle, the SO allegedly touched the Complainant’s vagina.*

*The Complainant's legs were eventually restrained with restraints and she was taken to hospital."*

### ***Analysis and Director's Decision***

*"On February 2, 2023, the TPS contacted the SIU with information indicating that one of their officers – the SO – had reportedly sexually assaulted a female – the Complainant – while the latter was in police custody earlier in the day. The SIU initiated an investigation naming the SO 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 complaint of sexual assault.*

*A sexual assault consists of an assault within any of its definitions in the Criminal Code that is sexual in nature and violates the sexual integrity of the victim: R v Chase, [1987] 2 SCR 293.*

*The BWC footage of the incident suggests the SO might have contacted the area of the Complainant's crotch on two occasions during the struggle. On the second of such occasions, the imagery could conceivably be construed to depict a punch of sorts to the area albeit it must be said that the speed at which events unfolded and the fleeting nature of the image render that conclusion far from certain. Indeed, the volatility of the struggle in which the Complainant kicked at the officers, and the officers grappled with her legs to control them and protect themselves from being struck, lead me to believe that it is entirely possible that any contact made with the Complainant's vagina over her clothing was inadvertent. For his part, the SO makes no mention of having touched the Complainant around the area of her crotch. WO #2, who was right there and also engaged in the struggle, says that he did not observe any sexual assault. On this record, I am unable to reasonably conclude that the Complainant was touched in a sexual manner.*

*In the result, as there are no reasonable grounds to believe that the SO comported himself other than lawfully during his engagement with the Complainant, 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 and S.C. conducted an administrative investigation mandated by provincial legislation.

This investigation examined the circumstances of the alleged sexual assault in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison and S.C. 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 05-05 (Sexual Assault);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-17 (In-Car Camera System) and;
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison and S.C. investigation also reviewed the following legislation:

- *Special Investigations Unit Act, 2019*, SO 2019, c 1, Sch 5

**Conclusion:**

The S.I.U. Liaison and S.C. investigation determined that the T.P.S.'s policies and procedures associated with this alleged sexual assault 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 S.C. 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(s):**

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It is recommended that the Board receive this report for information.

**Financial Implications:**

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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

**September 5, 2023**

To: Chair and Members  
Toronto Police Services Board

From: Myron Demkiw  
Chief of Police

**Subject: Chief's Administrative Investigation into the Other Injury of Complainant 2023.15**

**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 not 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, (S.I.U.A.) 2019*

## **S.I.U. Terminology**

**Complainant** – Refers to the Affected Person

**SO** – Subject Official

**WO** – Witness Official

**CW** – Civilian Witness

**BWC** – Body-Worn Camera

## **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated June 29, 2023, Director Joseph Martino of the S.I.U. advised, *“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-TOI-065, which can be found via the following link:

[https://www.siu.on.ca/en/directors\\_report\\_details.php?drid=2461](https://www.siu.on.ca/en/directors_report_details.php?drid=2461)

## **S.I.U. Incident Narrative**

*“The evidence collected by the SIU, which included BWC footage that captured the incident in parts, gives rise to the following scenario. As was their legal right, SO #1 and SO #2 chose not to interview with the SIU or authorize the release of their notes.*

*In the evening of December 7, 2022, SO #1 and SO #2 were dispatched to an address in the area of Rexdale Boulevard and Kipling Avenue, Etobicoke. A basement tenant of the premises – the Complainant – had contacted police seeking the removal of his former wife – CW #1. Asked by the 911 call-taker if he was injured, the Complainant had responded in the negative.*

*The officers were greeted at the home by another tenant – CW #5. At the officers’ request, CW #5 went into the basement to alert the Complainant that the officers had arrived. The Complainant met CW #5 at the bottom of the stairs. Shortly thereafter, they were joined by CW #1. CW #1 waved at the police, after which she climbed the stairs and closed the door in the officers’ faces.*

*SO #1 knocked on the door again. There was no response. SO #2 contacted their Communications Centre and asked that operators attempt to re-establish communication with the Complainant or CW #1. Those calls went to voice mail. SO #1 and SO #2 left the scene.*

*At about 1:40 a.m. of December 8, 2022, CW #3, the Complainant's brother, called 911 for an ambulance. He had returned home from work to the apartment he shared with his brother to find him with a head injury.*

*The Complainant was transported to hospital and diagnosed with a subdural hematoma and traumatic brain injury."*

### ***Analysis and Director's Decision***

*"On December 8, 2022, the Complainant was diagnosed with a serious injury shortly after TPS officers had attended at his address in response to a 911 call about a possible domestic disturbance. In the ensuing SIU investigation, the officers in question – SO #1 and SO #2 – 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 subject official committed a criminal offence in connection with the Complainant's injury.*

*The offence that arises for consideration is criminal negligence causing bodily harm contrary to section 221 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 SO #1 and SO #2, sufficiently egregious to attract criminal sanction that caused or contributed to the Complainant's head injury. In my view, there was not.*

*SO #1 and SO #2 arguably could and should have done more to satisfy themselves that the Complainant was okay before they left the property. The Complainant had called 911 to complain about CW #1 and to seek her removal from his home. While SO #1 had cast eyes on the Complainant from the top of the stairs, neither officer had spoken with him before they departed the scene. Without that conversation, it is difficult to see how the officers could have arrived at a fair assessment of what exactly was going on. Rather, they seemed to accept that their job was essentially done when CW #1 – the subject of the Complainant's 911 call - appeared and closed the door on them.*

*On the other hand, if SO #1 and SO #2 failed in their duty of care towards the Complainant, I am not satisfied that their indiscretions transgressed the limits of care prescribed by the criminal law. While the 911 call made by the Complainant gave rise to a real concern about possible domestic abuse of one sort or another, it did not appear that the call was an emergency; the Complainant had given no indication of an ongoing assault and had said that he was not injured. The officers' limited interaction with the Complainant at the scene would have likely reinforced that general sense. Though the parties never spoke, SO #1 had observed the Complainant from the top of the stairs. He did not seem to be injured or in any distress. Thereafter, once the door was closed on them, SO #1*

*and SO #2 did arrange for their Communications Centre to attempt to contact the Complainant. On this record, whatever the officers' failings, I am unable to reasonably conclude that they amounted to a marked and substantial departure from the standard of care required of them in the circumstances.*

*It remains unclear whether the Complainant's injury was inflicted before the arrival of the subject officials at his address or after their departure. Be that as it may, as there are no reasonable grounds to believe that either subject official committed a criminal offence in their engagement with the Complainant, there is no basis for proceeding with 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 this other 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 05-04 (Intimate Partner Violence);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports); and
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act (S.I.U.A), 2019;*
- Ontario Regulation 268/10, under the *Police Services 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 S.I.U. Liaison investigation determined the conduct of the two subject officials was not in compliance with T.P.S. Procedure. Specifically, it was substantiated that both subject officials failed to conduct a thorough investigation as is required by Procedure 05-04 (Intimate Partner Violence), and in failing to do so were neglectful. Further, it was

substantiated that in by not conducting a thorough investigation, they brought discredit on the T.P.S. Both subject officials are before the T.P.S. tribunal for adjudication.

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



## PUBLIC REPORT

**September 5, 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 2023.19**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Summary:**

The Professional Standards (P.R.S.) – Special Investigations Unit Liaison (S.I.U. Liaison) investigation and the Homicide and Missing Persons (H. & M.P.) 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, (S.I.U.A.) 2019*

## **S.I.U. Terminology**

**Complainant** – Refers to the Affected Person

**SO** – Subject Official

**WO** – Witness Official

**ETF** – Emergency Task Force

## **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated July 11, 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 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 23-TCI-048, which can be found via the following link:

[https://www.siu.on.ca/en/directors\\_report\\_details.php?drid=2497](https://www.siu.on.ca/en/directors_report_details.php?drid=2497)

## **S.I.U. Incident Narrative**

*“The material events in question are clear on the evidence collected by the SIU and may briefly be summarized.*

*In the afternoon of March 30, 2023, officers were dispatched to an apartment building on Martha Eaton Way, Toronto, following a report about a person contemplating suicide at the address. CW #2 had called police to report that he was concerned for the wellbeing of the Complainant. He had just received a call from the Complainant in which he was crying and had said that “it was over”.*

*The SO and his partner, WO #2, together with a member of the TPS MCIT, WO #1, attended at the building. Following some uncertainty about the location of his apartment, they eventually found the Complainant on the balcony of his apartment. Finding the apartment locked, the SO and WO #1 had entered the adjacent apartment, from which balcony they observed the Complainant. The time was about 3:55 p.m.*

*The Complainant was straddling the balcony railing, his right leg over the exterior side of the railing. He was clearly upset. The SO spoke with the Complainant and asked how they could help him. The officer broached a number of topics with the Complainant and appeared to develop some rapport with him. The Complainant refused; however, to return to safety, at one point telling the SO that he knew the officer was stalling. After about 20 minutes, the Complainant brought his left leg over the railing and jumped.*

*Officers at ground level rushed to the Complainant and CPR was provided. The Complainant was pronounced deceased at the scene at about 4:35 p.m.*

### **Cause of Death**

*The pathologist at autopsy was of the preliminary view that the Complainant's death was attributable to multiple blunt force injuries."*

### **Analysis and Director's Decision**

*"The Complainant passed away in Toronto on March 30, 2023, from a fall from height. As police officers had been present and engaged with the Complainant at the time, the SIU was notified and initiated an investigation of the incident. 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 fall. In my view, there was not.*

*The SO was lawfully placed and engaged in the exercise of his duty as he entered on the balcony of the adjacent apartment and spoke with the Complainant. An officer's foremost obligation is the protection and preservation of life. Knowing that the Complainant was contemplating death by suicide, the SO was duty bound to do what he reasonably could to prevent that harm from materializing.*

*While on the balcony over the course of about 20 minutes, it is apparent that the SO comported himself with due care and regard for the Complainant's health and safety. He attempted, in caring and compassionate tones, to dissuade the Complainant from jumping. He did so in a variety of ways, asking about his job and personal background. Regrettably, though the officer achieved a level of engagement with the Complainant, he was unable to talk him to safety. The officers might have considered entering the Complainant's apartment, which they were able to unlock, to deal with the Complainant at greater proximity. However, the Complainant was in a very precarious state, physically and mentally, and I am unable to fault the officers for not wanting to risk a possible escalation of the situation.*

*In the result, as there are no reasonable grounds to conclude that the SO transgressed the limits of care prescribed by the criminal law in his dealing with the Complainant, there is no basis for proceeding with charges in this cases.*

*The file is closed.”*

### **Summary of the Toronto Police Service’s Investigation**

The P.R.S. – S.I.U. Liaison and the H. & M.P. conducted an administrative 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.

The S.I.U. Liaison and the H. & M.P. investigation reviewed the following T.P.S. procedures:

- Procedure 06-04 (Persons In Crisis);
- Procedure 06-13 (Mobile Crisis Intervention Team (MCIT));
- 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);
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison and the H. & M.P. investigation also reviewed the following legislation:

- *Special Investigations Unit Act* (S.I.U.A), 2019, s. 31(1) Duty to Comply;
- *Special Investigations Unit Act* (S.I.U.A), 2019, s. 20 Securing the Scene; and
- *Special Investigations Unit Act* (S.I.U.A), 2019, s. 16(1) Notification of Incident

### **Conclusion:**

The S.I.U. Liaison and the H. & M.P. investigation determined that the T.P.S.’s policies and procedures associated with this custody 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 S.I.U. Liaison and the H. & M.P. 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. Procedure.

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):**

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This report recommends that the Board receive this report for information.

**Financial Implications:**

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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

**October 12, 2022**

To: Chair and Members  
Toronto Police Services Board

From: Dubi Kanengisser  
Executive Director

**Subject: Request for Special Funds - 31<sup>st</sup> Annual Scholarship and Awards Gala**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation(s):**

This report recommends that:

- 1) as an exception to the Special Fund Policy, the Board approve an expenditure in an amount not to exceed \$5,000 to sponsor the Association of Black Law Enforcers 31<sup>st</sup> Annual Scholarship Awards Gala; and,
- 2) The Board approve the use of its crest to appear in the event program and to be used as recognition at the event.

**Financial Implications:**

If the Board approves recommendation number one in this report, the Special Fund will be reduced in the amount of \$5,000.00. The current balance of the Special Fund is approximately \$269,292.

**Summary:**

The purpose of this report is to seek the Board's approval to support The Association of Black Law Enforcers (A.B.L.E.) 31<sup>st</sup> Annual Scholarship and Awards Gala from its Special Fund.

## **Discussion:**

### ***Background***

A.B.L.E is a not-for-profit organization that aims to address the needs and concerns of Black and other racial minorities in law enforcement and the community.

Formed in 1992, A.B.L.E. provides support and information to Black and other racialized law enforcement professionals and members of the community at large. A.B.L.E.'s mission has been to improve the image of law enforcement in the community by supporting outreach, youth initiatives, and promoting racial harmony through cultural pride and diversity.

### ***The Gala***

The Scholarship Awards Gala, A.B.L.E.'s premier event, is attended by over 600 guests from law enforcement and the broader community, from Chiefs of Police across Canada to front-line law enforcement officers and community advocates. Law enforcement officers from across the United States and the United Kingdom are also in attendance. This organization provides scholarships to Black and other racialized students pursuing post-secondary education in Law Enforcement, Corrections, Criminology, and Law. By awarding these scholarships, A.B.L.E. assists youth to achieve their education goals in the justice sector while making a positive contribution to society. To date, A.B.L.E. has awarded 157 financial scholarships to students, many of whom have gone on to become successful in their careers as law enforcement officers and lawyers.

The theme of this year's Gala is "**Our People, Our Purpose**", and it will take place on **Saturday, November 4, 2023** at the Terrace Banquet Hall, in Vaughan.

### ***Sponsorship***

This report recommends that the Board purchase the Gratitude Sponsor package which includes one table of ten, plus an additional table of ten for community members, logo recognition during the event and recognition in the event program.

### ***Conclusion:***

Given the Board's important relationship with A.B.L.E. and its ongoing commitment to community outreach, I am recommending that, as an exception to its Special Fund Policy, that the Board approve funding in the amount of \$5,000 to sponsor the Annual Scholarship and Awards Gala and that the Board also approves the use of its request for promotional materials for the Gala.

Respectfully submitted,

Dubi Kanengisser  
Executive Director

*Contact*

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