



Toronto Police Services Board Report

April 5, 2018

To: Chair and Members
Toronto Police Services Board

From: Ms. Notisha Massaquoi,
Ms. Uppala Chandrasekera, Board Member
Ms. Aseefa Sarang
Interim Steering Committee - Anti-Racism Advisory Panel

Subject: Anti-Racism Advisory Panel – Recommendations of the Interim Steering Committee

Recommendation(s):

It is recommended that:

1. The Board approve the elements of the establishment of the Anti-Racism Advisory Panel (ARAP), including its Terms of Reference, as described in the attached document;
2. That the Board approve the ARAP member recruitment process and application documents as attached;
3. That the Board approve that the members of the Interim Steering Committee continue as members of ARAP until December 31, 2019, to provide continuity to the process; and
4. The Interim Steering Committee conduct the ARAP recruitment process and provide a report to the Board at its July 19, 2018 meeting, recommending a slate of candidates for ARAP membership for review and approval by the Board.

Financial Implications:

The financial implications arising out of this recommendation are not known at this time.

Background / Purpose:

The Board, at its meeting of December 14, 2017, considered a report from Chair Pringle with respect to the "Implementation of Recommendations Arising from the Inquest into the Death of Andrew Loku." (P261/17 refers). At this report notes, three of the recommendations made by the jury in this inquest were directed to the Board, including recommendation #17 which states as follows:

17. Establish a new committee to consider possible or identified disparities in services and outcomes for racialized persons and consider interventions to address any such disparities. The committee should include representatives of the Toronto Police Service, subject matter experts and members of racialized communities, including the Black community. The committee should consider the intersectionality of mental health and race both in terms of member composition and issues to be addressed.

At that time, the Board approved a number of motions, including the following:

- 2a. THAT the Board approve the establishment of an interim Steering Committee consisting of one nominee of the Board, Ms. Notisha Massaquoi, and one nominee put forward by the Andrew Loku coalition, to recommend to the Board the composition of the Committee noted in 2A, its terms of reference, governance matters including financial resources and any other matters relevant to the mandate of the committee. The report would be expected for consideration at the February 2018 Board meeting.

Discussion:

The Interim Steering Committee was composed of the three of us – Ms. Notisha Massaquoi, Uppala Chandrasekera as the Board nominee, and Ms. Aseefa Sarang as the nominee on behalf of the Andrew Loku Coalition. Since the Interim Steering Committee was established, we have had a series of meetings to discuss the areas referred to us by the Board. We have reviewed each one in detail, with an emphasis on ensuring that the Anti-Racism Advisory Panel be as representative as possible, accessible to its members and focused on its significant mandate.

We have attached the document detailing the issues pertaining to the Anti-Racism Advisory Panel's establishment in each of the following areas:

- Mandate
- Terms of Reference
- Membership and Structure
- Selection of Members
- Accessibility and Location
- Frequency of Meetings
- Expenses
- Timelines
- Continuity
- Reporting/Communications

We have also attached the questionnaire that we propose be completed by candidates as part of the application process, which is outlined in the attached report.

Conclusion:

It is, therefore, recommended that:

1. The Board approve the elements of the establishment of the Anti-Racism Advisory Panel (ARAP), including its Terms of Reference, as described in the attached document;
2. That the Board approve the ARAP member recruitment process and application documents as attached;
3. That the Board approve that the members of the Interim Steering Committee continue as members of ARAP until December 31, 2019, to provide continuity to the process; and
4. The Interim Steering Committee conduct the ARAP recruitment process and provide a report to the Board at its July 19, 2018 meeting, recommending a slate of candidates for ARAP membership for review and approval by the Board.

Respectfully submitted,

Interim Steering Committee - Anti-Racism Advisory Panel Members:



Notisha Massaquoi



Uppala Chandrasekera
Board Member



Aseefa Sarang

Att.

Establishment of Toronto Police Services Board's Anti-Racism Advisory Panel

Arising from Recommendation 17 from the Inquest into the Death of Andrew Loku

Approved Motion from meeting of December 14, 2017

THAT the Board approve the establishment of an interim Steering Committee consisting of one nominee of the Board, Ms. Notisha Massaquoi, and one nominee put forward by the Andrew Loku Coalition, to recommend to the Board the composition of the Committee noted in recommendation no. 2, its terms of reference, governance matters including financial resources and any other matters relevant to the mandate of the committee. The report would be expected for consideration at the February 2018 Board meeting. (Min. No. P261/17 refers).

Mandate

The Anti-Racism Advisory Panel (ARAP) will be mandated to advise the Toronto Police Services Board with respect to its role in overseeing and monitoring the response to and implementation of the recommendations directed both to the Toronto Police Service and to the Toronto Police Services Board, by the jury in the Inquest into the Death of Andrew Loku.

The work of ARAP will be informed by the *Anti-Racism Act, 2017*, S.O. 2017, c. 15 and the related strategy *A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan*, and other governance and guidance documents as appropriate. The definitions and guiding principles contained within the legislation and the associated *Anti-Racism Strategic Plan* will be the starting point of ARAP's discussions. (see Appendix)

Terms of Reference

ARAP will determine its terms of reference, arising from its mandate, at its inaugural meeting, with guidance from the wording of the inquest recommendation, as follows:

17. Establish a new committee to consider possible or identified disparities in services and outcomes for racialized persons and consider interventions to address any such disparities. The committee should include representatives of the Toronto Police Service, subject matter experts and members of racialized communities, including the Black community. The committee should consider the intersectionality of mental health and race both in terms of member composition and issues to be addressed.

The terms of reference will be developed to establish a monitoring framework for the Board to use in assessing the response to and implementation of each of the inquest recommendations directed to the Toronto Police Service and the Toronto Police

Services Board, including the creation of key benchmarks and performance indicators addressing each recommendation.

Membership and Structure

ARAP will be composed of the following members:

- One (1) member of the Toronto Police Services Board, to be selected by the Board
- Four (4) members of the Toronto Police Service, to be determined by the Chief of Police, and including one at the rank of Deputy Chief
- Six (6) members from the community, with an emphasis on individuals with lived experience, including at least one representative from the Andrew Loku Coalition
- Two (2) subject-matter experts in the areas of anti-Black racism, anti-racism, mental health and addictions

The Board will select two Co-Chairs of ARAP, one of whom will be the selected Board member, and one of whom will be one of the selected community members.

Selection of Members

The Interim Steering Committee will be proposing a process for the recruitment and selection of both the community members and the subject-matter experts. It is imperative that the process be fair, transparent, consistent, clearly communicated, accessible and widely posted, and that every attempt is made to ensure that a broad range of perspectives are included on ARAP.

Individuals wishing to apply for membership on ARAP must be residents of the City of Toronto and will be required to provide a resume/expression of interest. In addition, applicants will be asked to complete an application form, comprised of a series of questions about the applicant's experience and background, as well as the applicant's demographic profile, including who the applicant is representing, the level and nature of expertise the applicant has, the applicant's background and the community with which the applicant is associated. An emphasis will be placed on applicants with a background in anti-racism, anti-Black racism, mental health and addictions, as well as those who have familiarity with the issues raised at the inquest into the death of Andrew Loku.

Those applicants who have been chosen to proceed through the process will be asked to attend an interview with members of the Interim Steering Committee.

At the conclusion of the selection process, the Interim Steering Committee will recommend to the Board a list of community members and subject-matter experts to participate on ARAP.

It is anticipated that the recruitment and selection process will be posted in early May 2018, with the recommendations for membership being made to the Board at its July 2018 meeting.

Accessibility and Location

While only ARAP members and designated staff may attend its meetings, in the interest of making ARAP meetings as accessible as possible to its members, efforts will be made to ensure that meetings are held outside of police facilities, including Toronto Police Headquarters, at various community-based locations across the city. The members of ARAP will determine the location of the meetings.

Frequency of Meetings

It is anticipated that ARAP will meet every two months, and as needed.

Expenses

Reimbursement for TTC travel will be provided for those who require it. Refreshments will be provided at the meetings.

Timelines

It is anticipated that the first meeting of ARAP will be held in/by September 2018. It is anticipated that ARAP will conclude its work by December 31, 2019.

Continuity

If, at the conclusion of this period, the Board, with input from ARAP, determines that the work of ARAP should continue, the mandate, scope and membership of ARAP will be reassessed by the Board at this time.

Reporting/Communications

While ARAP's meetings will be closed to the public, ARAP will provide regular quarterly reports, highlighting the key activities of ARAP, to the Toronto Police Services Board which will be included on its public agenda. ARAP will ensure that these reports are also distributed widely, through a variety of channels, so that the broader public is informed about the work of ARAP. Additional reports to the Board will be made on an as-needed basis.

Appendix

Selected definitions from *Ontario's 3-Year Anti-Racism Strategic Plan*, arising from the *Anti-Racism Act, 2017*, S.O. 2017, c. 15.

Selected Definitions

Anti-Black racism

Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, such that anti-Black racism is either functionally normalized or rendered invisible to the larger white society. Anti-Black racism is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system. (African Canadian Legal Clinic).

Race

Is a term used to classify people into groups based principally on physical traits (phenotype) such as skin colour. Racial categories are not based on science or biology but on differences that society has chosen to emphasize, with significant consequences for people's lives. Racial categories may vary over time and place, and can overlap with ethnic, cultural or religious groupings.

Racism

Refers to ideas or practices that establish, maintain or perpetuate the racial superiority or dominance of one group over another.

Systemic racism

When institutions or systems create or maintain racial inequity, often as a result of hidden institutional biases in policies, practices and procedures that privilege some groups and disadvantage others.

Guiding Principles

A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan targets systemic racism by building an anti-racism approach into the way government develops policies, makes decisions, evaluates programs, and monitors outcomes. It calls for a proactive, collaborative effort from all government ministries and community partners to work toward racial equity.

The plan is comprised of initiatives under four categories: Policy, Research and Evaluation; Sustainability and Accountability; Public Education and Awareness and Community Collaboration. In addition, there are targeted population-specific strategies. All of these initiatives are informed by the following key guiding principles:

1. **Systemic focus:** We are focusing on proactively removing systemic barriers and root causes of racial inequities in provincial institutions.
2. **Whole-of-government, collective impact approach:** We recognize that working with ministries across government — not in silos — is required to address systemic racial inequities.
3. **Targeted universalism:** We recognize everyone benefits from government's targeted removal of systemic barriers faced by the most disadvantaged communities. Reducing barriers and disparities leads to a better Ontario for everyone.
4. **Distinctness and intersectionality of racisms:** We acknowledge racism is experienced differently by various racialized groups, and within groups along intersectional lines, including gender identity, creed, class, sexual orientation, history of colonization, etc.
5. **Inclusive process:** Indigenous and racialized people must be meaningfully engaged. Their perspectives and guidance inform the strategy and government decision-making.
6. **Transparent, evidence-based approach:** Our approach is evidence-based and driven by measurable goals and outcomes that are tracked and publicly reported. This is consistent with Ontario's Open Government principles.
7. **Sustainability:** We are setting the foundation for long-term government anti-racism efforts.

Toronto Police Services Board

Anti-Racism Review Panel (ARAP) Application Questionnaire

1. Please provide your name.

2. Please describe why you wish to serve on Toronto Police Services Board's Anti-Racism Advisory Panel. Please highlight relevant expertise and experience as it pertains to core skills and expertise identified below.

3. Assessing Core Skills and Specific Expertise

ARAP has identified a number of core skills expected of all its members.

Descriptions of these core skills are provided below.

Analytical and Critical Thinking - Individual having the ability to think analytically and critically, to evaluate different options, proposals and arguments and make sound decisions.

Inter-personal Communications - Individual having the ability to effectively communicate their ideas, positions, and perspective to their peers, as well as understand the ideas, position, and perspective of their peers and facilitate resolutions of differences in the common interest.

Governance Expertise - Strong understanding and experience with the appropriate roles, group processes and corporate bylaws and policies that form systems of not for profit governance. Demonstrated judgment and integrity in an oversight role.

Commitment to ARAP's mandate - Demonstrates a strong understanding and commitment to the mandate of ARAP. Commitment to mandate may be demonstrated in many ways, including personal experience, professional experience, volunteer experience etc.

ARAP has also identified some specific expertise that it would like one or more members to possess.

Descriptions of these specific areas of expertise are provided below.

Mental Health and Addictions Expertise - Individual having expertise in various aspects of mental health and addictions issues and services, including both community-based and clinical expertise.

Anti-racism and Anti-Black Racism Expertise - Individual with strong knowledge and understanding of anti-racism and anti-Black racism; knowledge and/or experience with mental health issues, service and systems in an anti-racism and anti-Black racism context a definite advantage.

Expertise from Individuals with Lived Experience of Recovery - Individual with strong knowledge and understanding of the lived experience of recovery, including knowledge and/or experience with mental health issues, services and systems.

Please assess your level of competency for each of the **core skills** using the following rating index:

Excellent" - Substantial knowledge base combined with more than 5 years professional and/or volunteer experience

"Good" - Some knowledge base combined with 2-5 years professional and/or volunteer experience

"Average" - Knowledge base of an 'average person' combined with less than 2 years of professional and/or volunteer experience

	Average	Good	Excellent
Analytical and critical thinking			
Inter-personal communication skills			
Creative and Strategic Vision/Planning			
Governance			

Please assess your level of competency for each of the **identified areas of specific expertise** using the following rating index:

“Expert” – relevant education and/or professional qualification combined with at least 10 years senior level/ management professional experience or equivalent

“Very Knowledgeable” – relevant education and/or professional qualification combined with at least 3-4 years senior level / management professional experience or equivalent

“Somewhat Knowledgeable” – relevant education and/or professional qualification combined with at least 2 years professional experience or equivalent

“Limited Knowledge” – relevant education and/or professional qualification or at least one year of experience or equivalent

“Very Limited Knowledge” – no relevant education or professional experience, but some general knowledge

“Don’t Know”

	Very limited Knowledge	Limited Knowledge	Somewhat Knowledgeable	Very Knowledgeable	Expert	Don't Know
Mental Health and Addictions Expertise						
Anti-Racism and Anti-Black Racism Expertise						
Expertise from Individuals with Lived Experience of Recovery						

Residence

4. Are you a resident of the City of Toronto? _____

Thank you for completing the application.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P62. Anti-Racism Advisory Panel – Recommendations of the Interim Steering Committee

The Board was in receipt of a report dated April 5, 2018 from the Anti-Racism Advisory Panel, with regard to this matter.

Ms. Notisha Massaquoi was in attendance and provided an update to the Board in regards to this matter.

Written Submission provided by Steve Lurie, Executive Director, Canadian Mental Health Association Toronto Branch.*

The Board received the written submission and the update.

Moved by: C. Lee
Seconded by: U. Chandrasekara

*Written submission provided; copy appended to this minute.
