



Public Meeting

**Wednesday,
July 31, 2024
at 9:00AM**



PUBLIC MEETING MINUTES

Wednesday, July 31, 2024, at 9:00AM

Livestreamed at: <https://youtube.com/live/E9X1nRwRHks>

The following *draft* Minutes of the hybrid public meeting of the Toronto Police Service Board that was held on July 31, 2024, are subject to approval at its next regularly scheduled meeting.

Attendance:

The following Members were present:

Ann Morgan, Chair
Lisa Kostakis, Vice-Chair
Chris Brillinger, Member
Lily Cheng, Councillor and Member (virtual)
Nick Migliore, Member
Amber Morley, Deputy Mayor and Member
Shelley Carroll, Councillor and Member

The following individuals were also present:

Myron Demkiw, Chief of Police, Toronto Police Service
Dubi Kanengisser, Executive Director, Toronto Police Service Board
Diana Achim, Board Administrator, Toronto Police Service Board
Jane Burton, Solicitor, City of Toronto – Legal Services Division

Declarations:

There were no declarations of interest under the *Municipal Conflict of Interest Act*.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-0.1. Welcoming Diana Tsui, Analyst, Research & Evaluation

Executive Director Dubi Kanengisser welcomed Diana Tsui as the new Analyst with the Board Office and made the following remarks:

I would like to take a moment to welcome the newest member of the Board Office Staff, Diana Tsui. In her role as part of the Board's Strategic Analysis & Evaluation Team, Diana will lead independent research and analysis and outcome evaluations to inform Board policy, strategy, and governance frameworks.

Diana has extensive experience working in municipal and provincial government, not-for-profit organizations, and the academic research sector in policy development, analysis, and evaluation. Before joining the Board Office, she spent 5 years working at the City of Toronto across many divisions. All of her roles centered on using evidence-driven and equity-centered approaches to develop policies and evaluate services to ensure they meet emerging community needs, which will translate well into the policing context.

Diana holds a Master of Public Policy degree from the University of Toronto, as well as a Master of Arts degree in Socio-Legal Studies, Graduate Diploma in Justice System Administration, and Bachelor of Arts in Law and Society from York University.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-0.2. Moment of Silence for Mr. Louis March

Chair Morgan, Chief Demkiw and Danielle Dowdy, Senior Advisor made remarks regarding the passing of Mr. Louis March on July 20, 2024.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-0.3. Welcoming Chris Brillinger, New Board Member

Chair Morgan made remarks and thanked Ms. Nadine Spencer for her time on the Board and welcomed new Board Member, Chris Brillinger.

Ms. Diana Achim, Board Administrator, administered the Oath of Office and Oath of Secrecy. Mr. Brillinger has already been legally affirmed on July 11, 2024, in order for him to be able to take on his duties, following his Council appointment.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-0.4. Motions

Chair Morgan moved the following Motions which were seconded by Vice-Chair Kostakis:

THAT the Board direct that the time allocated for each deputation be reduced to three minutes, in accordance with section 17.4 of the Board's Procedural By-law.

THAT the Board move item no. 2 on its Confidential agenda, previously determined to be confidential (under section 44(6) of the CSPA), to the Public agenda as a timed item for 2pm and now listed as item 19 on the public agenda.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-0.5. Chief's Monthly Verbal Update

Chief Demkiw, Deputy Chief Pogue and Chief Information Officer Colin Stairs provided updates to the Board.

For a more detailed account of these updates, see the YouTube recording starting at minute 39:54 here:

<https://www.youtube.com/live/E9X1nRwRHks?si=k9lbodNxp71dDj1C&t=2388>

The Board received the updates.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-1.0. Board Minutes

The Board approved the public Minutes from the regular public meeting held on [June 24, 2024](#).

The Board approved the Minutes.

Moved by: A. Morley
Seconded by: N. Migliore

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-2.0. [Updated Toronto Police Service Organizational Chart – 2024](#)

The Board was in receipt of a report dated July 2, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Deputation: Nicole Corrado ([written deputation only](#))

Board Member Brillinger moved the following Motion which was seconded by Chair Morgan.

THAT the Board

Defer consideration of the Updated Toronto Police Service Organizational Chart - 2024 until the Service has had an opportunity to complete the analysis on any necessary “unit level adjustments,” referred to on page 4 of the report.

The Board approved the Motion, received the written deputation and deferred the item to a future Board meeting.

Moved by: C. Brillinger
Seconded by: A. Morgan

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-3.0. [Interim Update - Toronto Police Service’s Multi-Year Staffing Plan](#)

The Board was in receipt of a report dated June 27, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Deputations: Hallie Wells (in person)
Marlee Wasser (in person)
Miguel (in person)
Sarah Dickey (in person)
Sean Meagher (in person)
Sebastian Decter (in person)

Elliot Van Woudenberg (in person)
Diana Chan McNally (in person)
Giuseppe Scoleri (in person)
Daniel Tate (in person)
Michael Crossley (in person)
Helen Armstrong (virtual)
Val (virtual)
Mahesh Nileshtar (virtual)
Olivia Blondin (in person)
Mehak Aggarwal (in person)
Matthew Doughty (in person)
Alexandra Sproule (virtual)
Neil T Forester (virtual)

[John Sewell](#) (written only)
Toronto Police Accountability Coalition
[Emily O'Brien](#) (written only)
[Stephen](#) (written only)
[Leanne Huneault](#) (written only)

Board Members discussed this report. For a detailed account of the discussion, see the YouTube recording starting at Minute 2:32:07 here:

https://www.youtube.com/live/E9X1nRwRHks?si=7QDZxN_2eFkn-w4K&t=9124

Board Member Brillinger introduced the following Motion which was seconded by Deputy Mayor Morley:

THAT the Board:

Direct the Chief to include as a consideration in the development of the multi-year hiring plan, and report on, information regarding de-tasking, particularly as it relates to the city-wide implementation of the Toronto Community Crisis Service.

Deputy Mayor Morley introduced the following Motion which was seconded by Chair Morgan:

THAT the Board:

Direct the Chief to work with Board staff and staff at the City of Toronto on the funding strategy to support the forthcoming hiring plan.

The Board approved the Motions, and received the deputations and the foregoing report.

Moved by: C. Brillinger
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-4.0. Contract Award to The Shoe Network Inc. for Various Footwear

The Board was in receipt of a report dated July 2, 2024, from Myron Demkiw, Chief of Police.

Recommendations:

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

- 1) Approve a contract award to The Shoe Network Inc. for the supply and delivery of various footwear for a two-year period from September 1, 2024 to August 31, 2026, plus two one-year optional extension periods, at a total estimated cost of \$ 2.8 Million (M) over the four-year term;
- 2) Authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form;
- 3) Authorize the Chief to exercise the options to extend the contract subject to ongoing business needs, continued funding and satisfactory vendor performance.

The Board approved the foregoing report.

Moved by: A. Morley
Seconded by: N. Migliore

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-5.0. Contract Award to Canada Ticket Inc. for the Supply and Delivery of Electronic Parking Ticket Paper Rolls

The Board was in receipt of a report dated July 3, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

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

- 1) Approve a contract award to Canada Ticket Inc. for the supply and delivery of electronic parking ticket paper rolls for a one-year term commencing September 1, 2024, and ending August 31, 2025, plus two one-year optional extension periods, at a total estimated cost of \$1.3 Million(M) over the three-year term;

- 2) Authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form; and
- 3) Authorize the Chief to exercise the options to extend the contract subject to ongoing business needs, continued funding, and satisfactory vendor performance.

The Board approved the foregoing report.

Moved by: S. Carroll

Seconded by: A. Morley

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P2024-0731-6.0. Request for Funds – Toronto Police Service Cricket Club

The Board was in receipt of a report dated July 3, 2024 from Dubi Kanengisser, Executive Director.

Recommendations:

- 1) Approve a one-time expenditure from its Special Fund in an amount not to exceed \$5,000, to offset rent costs for the Toronto Police Cricket Club (the Club), in 2024; and,
- 2) Continue to support the Club in non-monetary ways, such as facilitating connections with grant funding opportunities and providing letters of support for future initiatives.

The Board approved the foregoing report.

Moved by: C. Brillinger

Seconded by: N. Migliore

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-7.0. Toronto Police Services Board Special Fund – Annual Specified Procedures Report for the Year Ending December 31, 2023

The Board was in receipt of a report dated June 20, 2024 from Dubi Kanengisser, Executive Director.

Recommendation:

This report recommends that the Board receive the annual Specified Procedures Report, performed by K.P.M.G. L.L.P.

The Board received the foregoing report.

Moved by: L. Kostakis
Seconded by: N. Migliore

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P2024-0731-8.0. 2023 Audit – Financial Controls of the Chief’s - Golf Tournament

The Board was in receipt of a report dated July 8, 2024 from Dubi Kanengisser, Executive Director.

Recommendation:

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

The Board received the foregoing report.

Moved by: A. Morley
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-9.0. Toronto Police Service Board – 2023 Annual Report

The Board was in receipt of a report dated July 15, 2024 from Dubi Kanengisser, Executive Director.

Recommendation:

It is recommended that the Toronto Police Service Board (Board) submit this report containing the Board’s 2023 Annual Report to the City of Toronto (City), as required by the *Community Safety and Policing Act, 2019*.

Deputations: [Derek Moran](#) (written deputation included) (in person)
[Nicole Corrado](#) (written deputation only)

For a detailed account of the discussion, see the YouTube recording starting at Minute 4:41:30 here:
https://www.youtube.com/live/E9X1nRwRHks?si=8oj-l6qY-2_V3B3b&t=16887

The Board received the deputations and the foregoing report.

Moved by: A. Morley
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-10.0. [Toronto Police Service 2023 Annual Statistical Report](#)

The Board was in receipt of a report dated June 10, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Service Board (Board) receive this report.

Deputation: [Derek Moran](#) (written deputation included) (in person)

For a detailed account of the discussion, see the YouTube recording starting at Minute 4:53:23 here:
<https://www.youtube.com/live/E9X1nRwRHks?si=nRd-WMC8lsmUS86t&t=17599>

The Board received the deputation and the foregoing report.

Moved by: A. Morley
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on July 31, 2024

P2024-0731-11.0. [Body Worn Camera Annual Report](#)

The Board was in receipt of a report dated June 30, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

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

For a detailed account of the discussion, see the YouTube recording starting at Minute 5:09:07 here:
<https://www.youtube.com/live/E9X1nRwRHks?si=xxsTXmUij5mJFPj3&t=18544>

The Board received the foregoing report.

Moved by: N. Migliore
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-12.0. [Inquest into the Death of Robert Morfitt Verdict and Recommendations of the Jury](#)

The Board was in receipt of a report dated June 6, 2024 from Wendy Walberg, City Solicitor.

Recommendation:

We recommend that the Board receive the recommendations of the Jury and request a report from the Chief of Police on the feasibility, usefulness, and implementation of those directed at the Toronto Police Service.

Deputation: [Nicole Corrado](#) (written deputation only)

For a detailed account of the discussion on this item, see the YouTube recording starting at 6:11:51 here:

<https://www.youtube.com/live/E9X1nRwRHks?si=DET7udunuHahbx0V&t=22308>

The Board received the written deputation and approved the foregoing report.

Moved by: S. Carroll
Seconded by: C. Brillinger

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-13.0. [Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Douglas Amankona Kyereh](#)

The Board was in receipt of a report dated June 24, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

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

Deputations: [Knia Singh](#) (written deputation included) (virtual)
[Nicole Corrado](#) (written deputation only)

The Board received the deputations and the foregoing report.

Moved by: L. Kostakis
Seconded by: N. Migliore

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P2024-0731-14.0. [Response to the Jury Recommendations from the Coroner's Inquest into the Deaths of Gladys Helen Ryan and William Thomas Ryan](#)

The Board was in receipt of a report dated June 6, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

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

Deputation: [Nicole Corrado](#) (written deputation only)

The Board received the deputation and the foregoing reports.

Moved by: N. Migliore
Seconded by: C. Brillinger

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on July 31, 2024

P2024-0731-15.0. [City Council Decision – EX14.3 – Extending the Mandate of the City's Chief Information Security Officer](#)

The Board was in receipt of a report dated July 4, 2024 from Dubi Kanengisser, Executive Director.

Recommendation:

This report recommends that:

- 1) The Board direct the Chief to work with the City's Chief Information Security Officer, to formulate organizational cyber security frameworks; and,

- 2) The Board forward a copy of this report to the Executive Committee for information.

Deputation: Daniel Tate (in person)

The Board received the deputation and approved the foregoing report.

Moved by: A. Morley
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on July 31, 2024

P2024-0731-16.0. [City Council Decision - Infrastructure and Environment Committee Item 13.1 - A Micromobility Strategy for Toronto](#)

The Board was in receipt of a report dated June 27, 2024 from Dubi Kanengisser, Executive Director.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) refer this report to the Chief of Police for consideration.

Deputations: Miguel Avila (in person)
Vikas Nath (in person)
Derek Moran (in person)

For a detailed account of the discussion on this item, see the YouTube recording starting at 6:35:43 here:

<https://www.youtube.com/live/E9X1nRwRHks?si=h2XOmi1xCXpHszWG&t=23740>

The Board received the deputations and the foregoing report.

Moved by: A. Morley
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on July 31, 2024

P2024-0731-17.0. Chief's Administrative Investigation Reports

P2024-0731-17.1. Chief's Administrative Investigation into the Custody Injury of Complainant 2023.83

The Board was in receipt of a report dated June 12, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive the following report.

P2024-0731-17.2. Chief's Administrative Investigation into the Custody Injury of Complainant 2023.85

The Board was in receipt of a report dated June 12, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive the following report.

P2024-0731-17.3. Chief's Administrative Investigation into the Firearm Injury of Complainant 2023.86

The Board was in receipt of a report dated June 12, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive the following report.

P2024-0731-17.4. Chief's Administrative Investigation into the Vehicle Injuries to Complainants 2023.87

The Board was in receipt of a report dated June 12, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive the following report.

Deputation: [Nicole Corrado](#) (written deputation only)

The Board received the deputation and the foregoing reports.

Moved by: A. Morley
Seconded by: C. Brillinger

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on July 31, 2024

P2024-0731-18.0. [Establishing the Board's Human Resources Committee](#)

The Board was in receipt of a report dated July 10, 2024 from Amber Morley, Deputy Mayor and Board Member

Recommendations:

This report recommends that:

- 1) The Toronto Police Service Board (Board) amend the Board's By-law number 162 (the Committees By-law), by adding section 3B as follows:

3B Human Resources Committee;
3B.1 The Board establishes a committee to be called the Human Resources Committee, for the purpose of reviewing all human resource matters for which the Board is responsible, ensuring that the Board's oversight responsibilities in human resource matters are fulfilled with the utmost diligence and ethical standards;

3B.2 The Human Resources Committee shall be composed of at least two Board Members, including the Chair or their delegate, who will each have a term that coincides with the term of the Board Members' tenure with the Board. Additional Board Members may be appointed at the Board's discretion by resolution; and

3B.3 A majority (50% +1) of the members of the Human Resources Committee constitutes a quorum of the Committee.
- 2) Approve the mandate of the Human Resources Committee as set out in *Appendix A*.
- 3) Amend section 6 of the Board's Grievance Settlement Policy, to add, after the words "approval of the Board", the phrase "or a Board Committee to which this duty was delegated by resolution."
- 4) Delegate to the Human Resources Committee the approval of all accounts for external labour relations counsel, and all monetary grievance settlements over \$1,000,000, as required by the Board's Grievance Settlement Policy.

Councillor Carroll moved the following Motion which was seconded by Deputy Mayor Morley.

THAT the Board:

- 1. Amend recommendation 1 in the report to read as follows (additions underlined, deletions struck through):**

The Toronto Police Service Board (Board) amend the Board's By-law number 162 (the Committees By-law), by adding section 3B as follows:

3B Human Resources Committee;

3B.1 The Board establishes a committee to be called the Human Resources Committee, for the purpose of reviewing all human resource matters for which the Board is responsible, ensuring that the Board's oversight responsibilities in human resource matters are fulfilled with the utmost diligence and ethical standards, and making recommendations to the Board on these matters;

3B.2 The Human Resources Committee shall be composed of at least two Board Members, including the Chair or their delegate, who will each have a term that coincides with the term of the Board Members' tenure with the Board. Additional Board Members may be appointed at the Board's discretion by resolution; and

3B.3 A majority (50% +1) of the members of the Human Resources Committee constitutes a quorum of the Committee; and

3B.4 The Committee shall meet in public except where the subject matter falls under section 44(2), (3) or (6) of the Community Safety and Policing Act, 2019.

- 2. Revise Appendix A, Human Resources Committee Mandate and Responsibilities, of the report, sections 4-6, as follows (additions underlined, deletions struck through):**

4. HR Programs Oversight

- a. When referred to it by the Board, the Human Resources Committee will discuss engagement initiatives and programs for hiring, training, retention and promotion in consultation with the Chief of Police, ~~and will review~~ the Toronto Police Service's performance in this**

regard, and make any recommendations to the Board for consideration and approval.

- b. **When referred to it by the Board, the Human Resources Committee will review and make recommendations to the Board for consideration and approval, with respect to the Board's human resources policies and the Toronto Police Service's reports related to human resources matters.**

5. Executive Development and Succession Planning

The Human Resources Committee will review all plans and/or processes ~~and support the Board in~~ with regards to executive development and succession planning for all Command Members, at least annually, and make any recommendations to the Board for consideration and approval.

6. Organizational Structure

The Human Resources Committee will review all requests for changes to the Toronto Police Service's organizational structure, in consultation with the Chief, and will make any recommendations to the Board for consideration and approval.

For a detailed account of the discussion on this item, see the YouTube recording starting at 6:05:23 here:

<https://www.youtube.com/live/E9X1nRwRHks?si=EzCRcmLHBC1NgbWX&t=21920>

The Board approved the Motion and the foregoing report as amended.

Moved by: A. Morley
Seconded by: S. Carroll

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P2024-0731-19.0. [Runnymede Healthcare Centre Post-Traumatic Stress Injury Centre of Excellence](#)

The Board was in receipt of a presentation provided by Connie Dejak, President and CEO Runnymede Healthcare Centre and Doctor Candice M. Monson, Ph.D., Professor of Psychology at Toronto Metropolitan University and Executive Director of Research and PTSI Clinical Program Development, Runnymede Healthcare Centre.

For a detailed account of the presentation, see the YouTube recording starting at 5:29:39 here:

<https://www.youtube.com/live/E9X1nRwRHks?si=LJ984rAbCyT7BLnB&t=19296>

The Board received the presentation.

Moved by: A. Morley
Seconded by: L. Kostakis

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P2024-0731-20.0. Confidential

Chair Morgan moved the following Motion, which was seconded by Vice-Chair Kostakis.

MOTION

- **THAT the Toronto Police Service Board adjourn the public portion of its meeting to move *in camera* to discuss the following subject matters in accordance with Section 44(2) of the *Community Safety and Policing Act, 2019*:**
 1. **Chief's Verbal Updates - Confidential operational updates**
 2. **Investigative Matters**
 3. **Operational Needs**
 4. **Board Updates on Matters under Litigation**

The Board adjourned the public portion of the meeting and reconvened *in camera* for consideration of confidential matters pursuant to Section 44 (1) of the *Community Safety and Policing Act, 2019* (CSPA).

The following Members attended the confidential meeting:

Ann Morgan, Chair
Lisa Kostakis, Vice-Chair
Chris Brillinger, Member
Lily Cheng, Member and Councillor (virtual)
Nick Migliore, Member
Amber Morley, Deputy Mayor and Member
Shelley Carroll, Member and Councillor

Next Board Meeting

Regular Public Meeting

Date: Thursday, September 12, 2024

Location: 40 College Street, Auditorium

Minutes Approved by:

-original signed-

Ann Morgan
Chair

Members of the Toronto Police Service Board

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

Lisa Kostakis, Vice-Chair
Chris Brillinger, Member
Shelley Carroll, Member & Councillor



PUBLIC REPORT

July 2, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: UPDATED TORONTO POLICE SERVICE
ORGANIZATIONAL CHART - 2024**

Purpose: Information Purposes Only Seeking Decision

Recommendations:

It is recommended that the Toronto Police Service Board (Board) approve the revised organizational chart for the Toronto Police Service (Service).

Financial Implications:

The restructuring reflected in this report will predominantly be achieved through the redeployment of various existing positions and units at no additional cost to the Service. Newly created Pillars and Units will have a dedicated budget that will be considered in the 2025 budget process.

Should any resourcing implications arise from refining the organizational chart further, they will be first addressed within the existing 2024 approved operating budget, followed by inclusion into the 2025 operating budget request. To the extent possible, internal reallocation and offsets will be sought.

Summary:

In keeping with the Board's requirement, this report is being submitted to request approval for a revised organizational chart for the Service. The proposed organizational chart contains changes aimed at enhancing the Service's delivery model by organizing

Toronto Police Service Board

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around functions for improved information and process flow. The proposal also better reflects the priorities of the Service and aims to better balance workload and span of control.

The Board, at its meeting on July 27, 2022, approved the Toronto Police Service's organizational chart (Min. No. P2022-0727-8.0 refers).

Discussion:

Background

The changes to the Service's current organizational structure are driven by the following considerations and objectives:

- The need to enhance, clarify and better align the delivery of public safety services, namely: 911 and Emergency Response; Investigations and Victim Support; Traffic Services; Events and Protests; Court Services. This adds clarity to the responsibility for service delivery, both internally and externally.
- Distributing workload and span of control more equitably, enabling greater focus on key responsibilities and supervisory requirements in the face of an increasingly younger workforce, combined with greater procedural, oversight and reporting requirements.
- More effectively enabling modernization and the implementation of major projects and reform-related recommendations, such as the Board's 81 Directions on Police Reform, Justice Epstein's Missing and Missed Report, the Ontario Human Rights Commission (O.H.R.C.) Report into Anti-Black Racism by the Toronto Police Service, and the Service's Equity Strategy.
- Recognition that comprehensive transformation and change is often technology enabled.
- The need to better balance decision-making, connect members and leaders around achieving organizational goals, and focus on core service delivery and capabilities.

Proposed Changes

The following points summarize the notable changes by Command in the proposed organizational structure. As the changes are implemented over the next six months, additional adjustments may be identified and the Board will be kept apprised of any significant updates. Appendix B contains the new organizational structure and comprehensively highlights all of the changes.

Chief of Police

- Legal Services (General Counsel) will report directly to the Chief rather than through the Corporate Services Command as it more appropriately reflects the nature of the role.

- Professionalism and Accountability Pillar will report directly to the Chief to highlight the importance of member conduct and workplace safety. This also better supports the implementation of recommendations contained in Deloitte's Workplace Well-Being, Harassment and Discrimination Review and the Service's Equity Strategy. There will be an indirect reporting line to the Corporate Services Command to better align processes between conduct, discipline, awards, workplace matters, labour relations, member wellbeing and human resource operations.
- A new Respectful Workplaces unit will be added to the Professionalism and Accountability Pillar, separating this work from the Equity, Inclusion and Human Rights Unit. This unit addresses a number of recommendations around workplace investigation and provide additional tools and alternative resolutions for workplace conduct issues.
- The Audit and Quality Assurance unit will report under the Professionalism and Accountability Pillar to limit the number of reporting layers between this Unit and the Chief of Police, while also maintaining its independence and indirect reporting to the Board.

Community Safety Command

- Parking Enforcement will be a separate and distinct unit from Traffic Services to address leadership and span of control considerations.
- Public Safety Response Team will move to Specialized Operations Command as the function is not directly tied to priority response.
- The Toronto Police Operations Centre will move to Specialized Operations Command to align all emergency management monitoring and planning activities.
- Split 22 and 23 district to separate divisions to provide appropriate levels of oversight and supervision.

Specialized Operations Command

- A third pillar will be created titled Investigative Support. Included in this Pillar are the following:
 - units such as Forensic Identification Services and Intelligence that will serve divisional investigative areas across the Service. These are currently reporting to the Detective Operations Pillar.
 - courts and disclosure related units to align investigative processes with court disclosure workflow.
 - an Investigative Standardization unit will be created that will be dedicated to reviewing the delivery model for investigations, support the adoption of consistent Service-wide investigative standards and resourcing models. The process standardization will support the implementation of the Service's new Records Management System.
- The Court Services Unit will shift from the Public Safety Operations Pillar to the Investigative Support Pillar.

Information Technology Command

- The Command will be renamed Technology and Transformation Command. Changes in this Command are reflective of a need to align all reform and transformation related projects and recognize that a significant amount of change is technology enabled.
- The Technology and Transformation Command will include the existing Strategy Management pillar (renamed Strategy and Transformation) that currently reports directly to the Chief, with the exception of the Audit and Quality Assurance unit.
- The Equity, Inclusion and Human Rights unit will report to the Strategy and Transformation pillar, with the exception of the Respectful Workplace activities that will become a stand-alone unit under the Professionalism and Accountability pillar.
- The Property and Evidence Management Unit will be transferred under the newly created Investigative Support pillar in Specialized Operations to align investigative and court related support functions.

Corporate Services Command

- Professionalism and Accountability Pillar will have an indirect reporting line to the Corporate Services Command to better align processes between conduct, discipline, awards, workplace matters, labour relations, member wellbeing and human resource operations. This also supports the advancement of recommendations under the Service's Equity Strategy and the Deloitte Report.
- Employee Services Unit has been renamed to the People Services & Workforce Insights Unit.
- Budget and Financial Analysis has been renamed to the Financial Planning and Analysis Unit.

Implementation Plan

The new organizational structure will require changes in the Service's systems and procedures related to human resource management, financial and operational approvals. Command, Pillar and Unit level budgets will need to be reviewed and the above noted changes may also create unit level adjustments that need to be analysed.

The following types of changes will occur in the fall 2024:

- unit name changes
- splitting 22/23 District into divisions
- moving reporting relationships of existing units

The creation of new units and new roles will be put in place and staffed in the new year to align with the Service's 2025 budget process. In the interim, there will be a review of job descriptions, knowledge transfer, training, and oversight activities that will occur to support the transition to a new organizational chart.

Conclusion:

This report provides the Board with the Service’s new organizational chart for approval. The current and the new organizational charts are attached to this report as Appendix A and Appendix B respectively.

Ms. Svina Dhaliwal, Chief Administrative Officer, will be in attendance to respond to any questions that the Board may have in regard to this report.

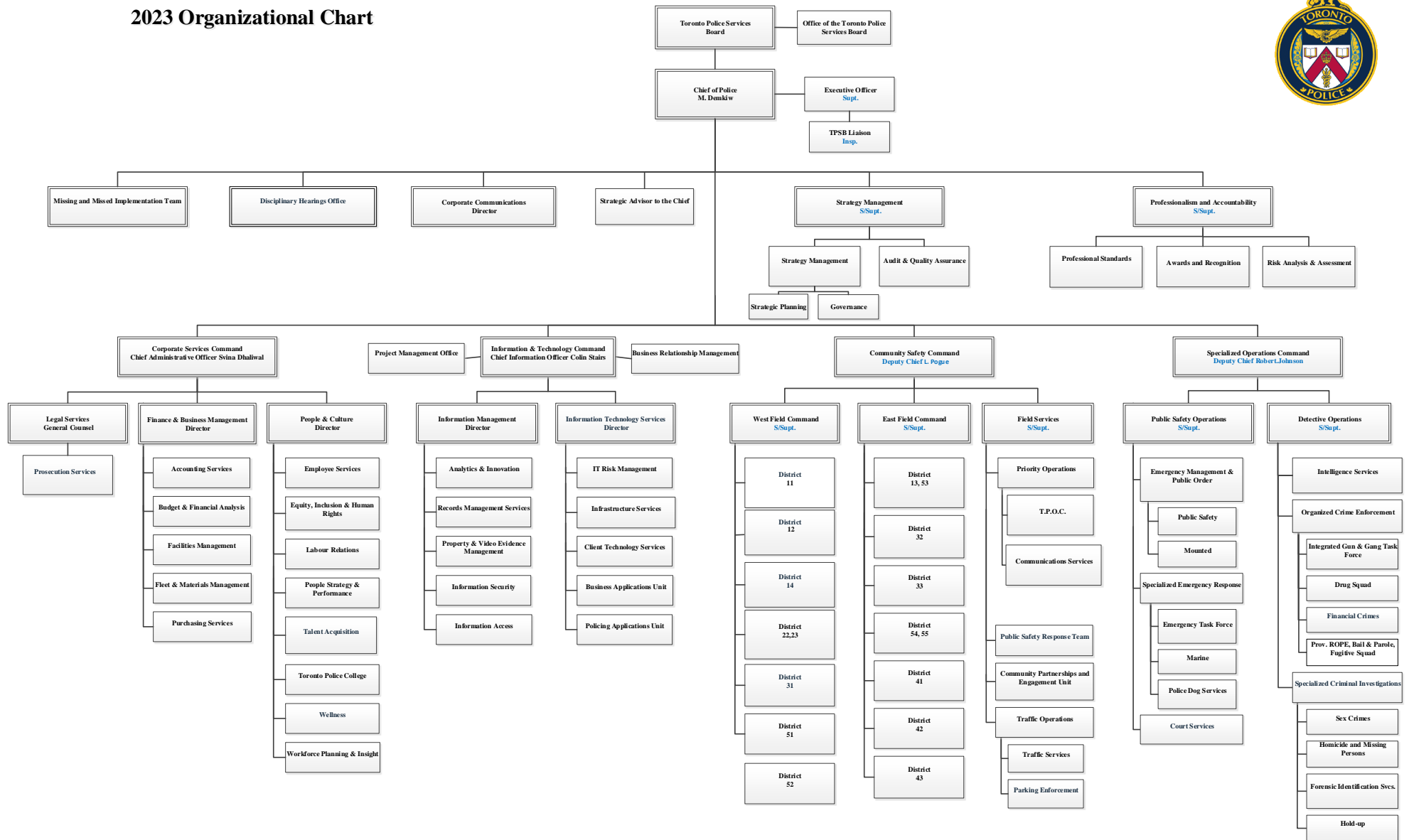
Respectfully submitted,

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

Attachments:

-
- Appendix A: 2023 Organizational Chart
 - Appendix B: Proposed Organizational Chart

2023 Organizational Chart

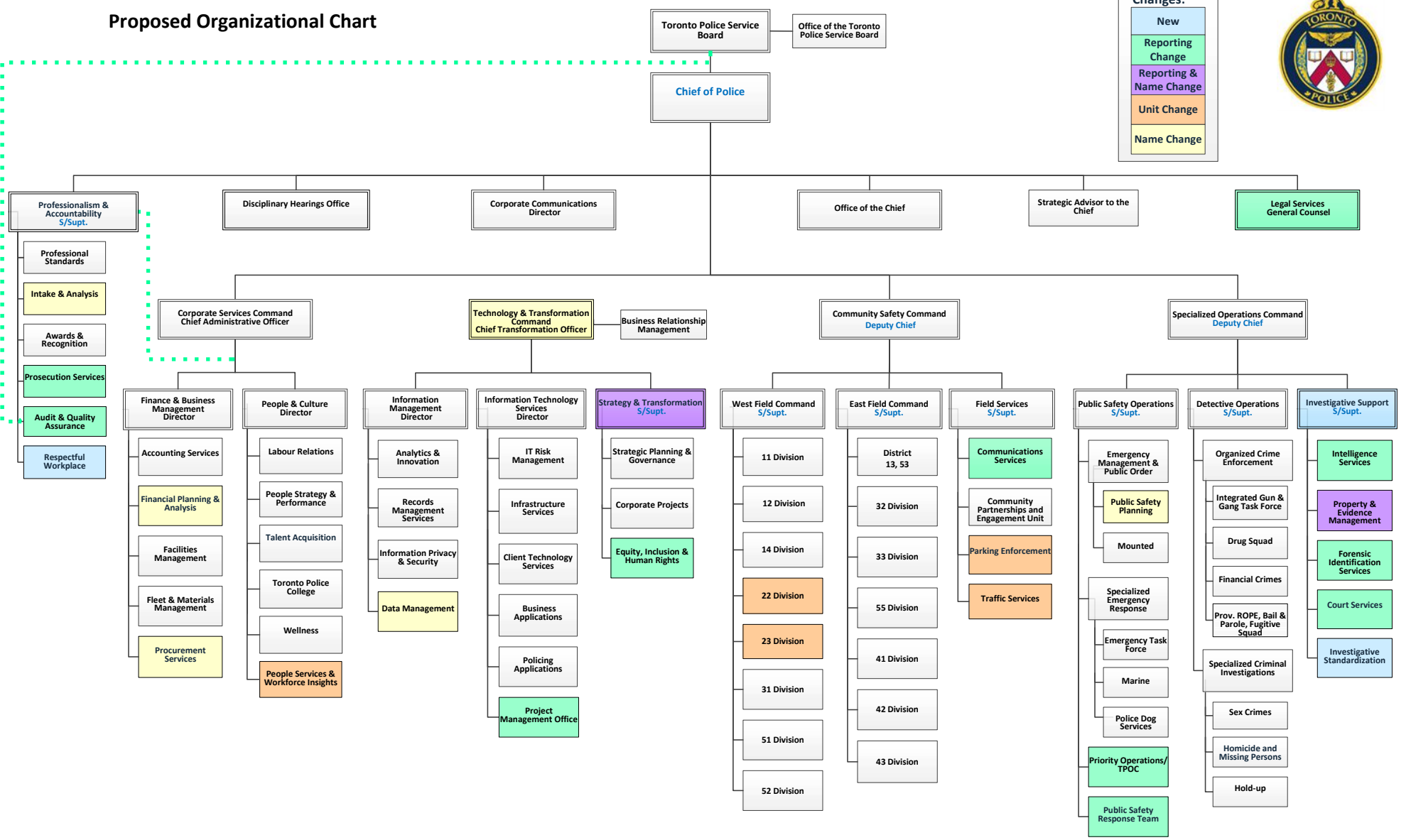


Proposed Organizational Chart



Changes:

- New
- Reporting Change
- Reporting & Name Change
- Unit Change
- Name Change





PUBLIC REPORT

June 27, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Interim Update - Toronto Police Service's Multi-Year Staffing Plan

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

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

Summary:

This report is in response to an April 2024 Board motion to provide an interim update on the creation of a multi-year staffing plan for the Toronto Police Service (Service).

Discussion:

A multi-year staffing plan would support long-term financial and operational planning and create an opportunity for common understanding and alignment between the Board, the City and the Service.

As a service delivery organization, 90% of the Service's budget is people related. When factoring lead times for recruiting, hiring and training processes, it can take 9 – 12 months before a cadet is considered fully deployable. Therefore, funding commitments to support a cadet hiring plan in any given year are required well in advance of a member joining the Service.

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Moreover, the Service operates in a competitive collectively bargained environment. A multi-year hiring plan will build greater certainty for members and support attraction and retention efforts.

A multi-year hiring plan is currently under development and considers the following elements:

- Population growth and associated growth in demand for all services
- Review of adequate and effective service levels
- Crime trends
- Workforce wellbeing indicators
- Comparative analysis with other police services
- Capacity building through ongoing efficiency and effectiveness measures
- Understanding the unique landscape of policing in Toronto
- Review of the Service's current gaps, vacancies, operational pressures

The final multi-year hiring plan will also be informed by the workload analysis currently underway for Priority Response through Enivronics.

A key constraint in the multi-year hiring plan is the timing and size of cadet classes.

Four staffing scenarios are currently being considered and analysed over a five year timeline (2025 – 2029).

1. Shift to replacement hires only 2025 onwards
2. Maintain current capacity to align with population growth
3. Increase Service capacity up to current provincial and Toronto Police College allocations and class sizes
4. Based on historical analysis, review of other police services and workload analysis, the number of cadets required to have the greatest ability of meeting adequate and effective service delivery

The multi-year hiring plan will include a historical summary of staffing levels as well as a current view of resource allocations across the Service. It will consider where additional staffing would be allocated and reflect the Service's priorities as well as the Board's direction in the April 2024 motion.

The plan will be submitted to the Board at the September 2024 meeting and will also be discussed as part of the 2025 budget process.

Background

The Toronto City Council, at its meeting held on February 14, 2024, adopted item CC15.1 – Budget Implementation Including Property Tax Rates, User Fees and Related Matters. The Council motion is available at the following link:

<https://secure.toronto.ca/council/agenda-item.do?item=2024.CC15.1>

As a result, at its meeting on April 30, 2024 (Min. No. P2024-0430-11.0 refers), the Board discussed the City Council's motions and passed the following motion.

Motion:

“THAT the recommendations be amended as follows:

...

2. The Board direct the Chief, in consultation with the Executive Director, to develop and report back to the Board by the September 12, 2024 Toronto Police Service Board meeting, along with an interim update at the July 31, 2024, Board meeting, with a multi-year staffing plan that considers the operational needs of the Service, and is inclusive of clear goals and associated costs, and with targets and estimates, under different probable scenarios, concerning, and not limited to, efforts to:

- a. Reduce Priority 1 response times;
- b. Increase the number of available frontline officers;
- c. Increase the number of Neighbourhood Officers;
- d. Increase diversity in recruitment including gender diversity and the recruitment of racially diverse candidates, including Black and Indigenous people; and

such a plan be used as the basis for City Council and the Toronto Police Service Board to advocate to the provincial and federal government for funding that acknowledges the Toronto Police Service’s unique responsibilities to protect Canada’s largest municipality.

...”

Note that the current results and efforts towards item 2d (workforce diversity) was submitted to the Board through the 2023 Annual People Report: Recruitment, Appointments and Promotions, Secondments, Secondary Activities and Cumulative Legal Costs for Labour Relations Counsel and Legal Indemnification report in June 2024 (Min. No. P2024-0624-4.0).

Conclusion:

This report is an interim update on the development of the Service’s multi-year staffing plan. This plan will be presented at the Board’s September 2024 meeting and will be used to inform the budget process for 2025 and support long-term operational and financial planning for the City, the Board and the Service.

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

Respectfully submitted,

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



PUBLIC REPORT

July 2, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Contract Award to The Shoe Network Inc. for Various Footwear

Purpose: Information Purposes Only Seeking Decision

Recommendations:

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

- 1) approve a contract award to The Shoe Network Inc. for the supply and delivery of various footwear for a two-year period from September 1, 2024 to August 31, 2026, plus two one-year optional extension periods, at a total estimated cost of \$ 2.8 Million (M) over the four-year term;
- 2) authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form;
- 3) authorize the Chief to exercise the options to extend the contract subject to ongoing business needs, continued funding and satisfactory vendor performance.

Financial Implications:

The contract with the Shoe Network Inc. is valued at an estimated \$2.8M over four years, inclusive of the two one-year optional extension periods. The initial two-year term will commence from September 1, 2024, to August 31, 2026, with an estimated cost of \$676 Thousand (K) each year. The first optional extension year is estimated at a cost of \$709K, and the second optional year is estimated at \$745K.

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The Toronto Police Service (Service) 2024 operating budget includes the necessary funds for that year's requirements. Future year costs will be included in the respective operating budget requests.

Summary:

The purpose of this report is to request the Board's approval for a contract award to The Shoe Network Inc. for various footwear.

Discussion:

Background

Previously, the Service utilized separate contracts for dress footwear and various uniform footwear, both of which expired in 2023. Both were contracts that the Service piggybacked off the Ontario Provincial Police (O.P.P.). The Service has not purchased dress footwear since March 31, 2023 when the previous contract expired, pending establishment of a new contract with modified specifications. However, the Service established a new non-competitive bridging contract with The Shoe Network Inc. for assorted footwear for the period January 1, 2024 to June 30, 2024.

Procurement Process

The Service's Purchasing Services unit published Request for Quotation (R.F.Q.) # 1661121-24 for the supply and delivery of various footwear on MERX on Wednesday, March 6, 2024, which closed on Thursday, April 4, 2024. The R.F.Q. consisted of two parts

- Part 1 - Oxford dress shoes
- Part 2 - three types of winter boots

27 suppliers downloaded the R.F.Q documents from MERX and three bid submissions were received, each of which included bids for both Part 1 and Part 2.

The Service's Purchasing Services unit contacted the 24 suppliers that had downloaded the R.F.Q in whole or in part but had not submitted a bid to ask why they had not submitted a bid. 13 suppliers responded and provided the following reasons for not submitting a bid:

- Not able to accept the requirement for maintaining mandatory stock (2)
- Not able to comply with mandatory retail location requirement (7)
- Unable to provide the required type of footwear (4)

One bid submission was not compliant for either Part 1 or Part 2 and was disqualified.

The two remaining bid submissions were compliant to the bid requirements and provided the required product samples for evaluation under both Part 1 and Part 2. The samples

were then evaluated from both bid submissions, and subsequently, only one submission met all the required specifications.

The Shoe Network Inc. submitted compliant bids for both Part 1 and Part 2, with samples meeting all required specifications of the R.F.Q., and therefore The Shoe Network Inc. is being recommended for awarding of this contract.

Relevant Board Policies and Compliance

Section 20 of the Board's Purchasing Bylaw (Bylaw No. 163) outlines the Award and Contract Authorities:

'20.1 No Award shall be made except with Board approval or in accordance with the provisions of this bylaw and in compliance with any other legal requirements.

...

20.3 The following persons, and those persons acting in their place from time to time, have the authority identified below, provided the conditions set out in section 20.1 and 20.4 have been met:

(a) The Chief may make an Award for an amount not exceeding \$1,000,000 in any one instance and execute a Contract in relation to that Award;

...

20.4 An Award may be made under this Part, provided that:

(a) The other provisions of this bylaw and purchasing Procedures have been followed;

(b) The Award is being made to the vendor with the Lowest Cost Bid or the Highest Scoring Submission;

(c) There have been no disputes associated with the Solicitation; and

(d) At least one of the following is true:

(i) Funds for the purpose of the Award are available in the interim operating budget or budget in the year in which the Award and expenditure are being made and the expenditure in that year does not exceed the amount of the available funds; or

(ii) The Capital Project and its funding have been approved and funds are available for the purpose of the Award.'

Conclusion:

For the reasons outlined above, it is recommended that the Board approve a contract award to The Shoe Network Inc. for the supply and delivery of various footwear for a two-year period from September 1, 2024 to August 31, 2026, plus two one-year optional extension periods, at a total estimated cost of \$ 2.8M over the four-year term.

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

Respectfully submitted,

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



PUBLIC REPORT

July 3, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Contract Award to Canada Ticket Inc. for the Supply and Delivery of Electronic Parking Ticket Paper Rolls

Purpose: Information Purposes Only Seeking Decision

Recommendations:

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

- 1) approve a contract award to Canada Ticket Inc. for the supply and delivery of electronic parking ticket paper rolls for a one-year term commencing September 1, 2024, and ending August 31, 2025, plus two one-year optional extension periods, at a total estimated cost of \$1.3 Million(M) over the three-year term;
- 2) authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form; and
- 3) authorize the Chief to exercise the options to extend the contract subject to ongoing business needs, continued funding, and satisfactory vendor performance.

Financial Implications:

The value of the contract with Canada Ticket Inc. is estimated to be \$1.3M over three years, inclusive of the two one-year optional extension periods. The initial one-year term will be from September 1, 2024, to August 31, 2025, with an estimated cost of \$410 Thousand (K). The estimated cost for the first one-year option term is \$419K and the second one-year option term is estimated at \$431K. Funds are, and will be made, available in the Parking Enforcement Unit's respective annual operating budgets.

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Summary:

The purpose of this report is to request the Board's approval of a contract award to Canada Ticket Inc. for the supply and delivery of electronic ticket paper rolls. The electronic ticket paper rolls are required to issue parking violation notices by the Parking Enforcement Unit.

Discussion:

Background

Electronic ticket paper rolls are needed to issue parking violation notices to enforce parking bylaws that assist with safe and orderly traffic flow. The current contract will expire on August 31, 2024.

Procurement Process

The Toronto Police Service's (Service's) Purchasing Services Unit published a Request for Quotation (R.F.Q.) number 1695091–24 for Electronic Ticket Paper Rolls (Part A) and Manual Parking Ticket Books (Part B) on MERX on Wednesday, March 13, 2024, which closed on Wednesday, April 10, 2024. The scope of work included the production, supply, delivery, and warranty of electronic parking ticket paper rolls and manual parking ticket books. Nine suppliers downloaded all or part of the R.F.Q. documents from MERX. One submission was received for Part A (from Canada Ticket Inc.), and one submission was received for Part B upon closing.

The Purchasing Services Unit contacted the suppliers that had downloaded the R.F.Q. in whole or in part but had not submitted a bid to ask why they had not submitted a bid. Six suppliers responded and provided the following reasons for not submitting a bid:

- Not able to deliver the products at a competitive rate (3)
- Not able to comply with specifications (2)
- Unable to source required paper and type of materials for the product production (1)

The submission from Canada Ticket Inc., who is the incumbent vendor, met all the requirements for this R.F.Q. and was the lowest compliant bid for electronic parking ticket paper rolls (Part A), and as such it is being recommended for award. The paper roll price for the initial one-year contract term is equivalent to the price under the current contract, which is set to expire on August 31, 2024. There is a 2.1% price increase in the first option period and a 2.8% increase in the second option period, which is in-line with the Bank of Canada's inflation forecast.

The contract award for Manual Parking Ticket Books (Part B) was awarded to a different supplier as their bid was the lowest compliant bid for Part B, but the contract value was under the one million dollar threshold, and therefore, Board approval is not required.

Relevant Board Policies and Compliance

Section 20 of the Board's Purchasing Bylaw (Bylaw No. 163) outlines the Award and Contract Authorities:

'20.1 No Award shall be made except with Board approval or in accordance with the provisions of this bylaw and in compliance with any other legal requirements.

...

20.3 The following persons, and those persons acting in their place from time to time, have the authority identified below, provided the conditions set out in section 20.1 and 20.4 have been met:

(a) The Chief may make an Award for an amount not exceeding \$1,000,000 in any one instance and execute a Contract in relation to that Award;

...

20.4 An Award may be made under this Part, provided that:

(a) The other provisions of this bylaw and purchasing Procedures have been followed;

(b) The Award is being made to the vendor with the Lowest Cost Bid or the Highest Scoring Submission;

(c) There have been no disputes associated with the Solicitation; and

(d) At least one of the following is true:

(i) Funds for the purpose of the Award are available in the interim operating budget or budget in the year in which the Award and expenditure are being made and the expenditure in that year does not exceed the amount of the available funds; or

(ii) The Capital Project and its funding have been approved and funds are available for the purpose of the Award.'

Conclusion:

For the reasons outlined above, it is recommended that the Board approve a contract award to Canada Ticket Inc. for the supply and delivery of electronic parking ticket paper rolls.

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

Respectfully submitted,

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



PUBLIC REPORT

July 3, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: Request for Funds – Toronto Police Service Cricket Club

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

This report recommends that the Board:

- 1) approve a one-time expenditure from its Special Fund in an amount not to exceed \$5,000, to offset rent costs for the Toronto Police Cricket Club (the Club), in 2024; and,
- 2) continue to support the Club in non-monetary ways, such as facilitating connections with grant funding opportunities and providing letters of support for future initiatives.

Financial Implications:

If recommendation number one contained within this report is approved, the Special Fund will be reduced in the amount of \$5,000. The approximate balance of the Special Fund is \$443,981.

Summary:

The Toronto Police Cricket Club plays a pivotal role in community engagement, fostering positive relations between the Toronto Police Service (T.P.S.) and diverse communities through cricket and various outreach initiatives. The Club is seeking financial support to cover part its rent expenses.

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Discussion:

Background

The Toronto Police Cricket Club has a rich history of community involvement, including mentoring youth, hosting cultural events, aiding refugee resettlement, and supporting international humanitarian causes. They have donated equipment, funds, and educational resources to various initiatives, strengthening ties between the T.P.S. and the community. The Club represents the T.P.S. globally at events such as the World Police Cricket Championships and hosts the annual North American Police Cricket Championship. They also honor fallen officers, like Constable Percival Cummins, through community events.

Established with support from former Police Services Board Chair Dr. Alok Mukherjee, Deputy Chief Keith Forde, and Superintendent David McLeod, the Club has historically received financial support from the Board. However, due to current constraints on the Board's Special Fund, financial commitments have been significantly reduced.

The Board's Special Fund

The Board's Special Fund is maintained through the auction sale of unclaimed property, the proceeds of which are deposited into the Fund. Section 258 (2) of the *Community Safety and Policing Act, 2019* states "the chief of police may cause the property to be sold, and the board may use the proceeds for any purpose that it considers in the public interest."

Due to the lingering impacts of the pandemic and the Board's existing commitments, the Special Fund has not yet recovered to its previous healthy state. Consequently, the Board has had to decrease its disbursements to the T.P.S. for its annual funding initiatives, which in turn led to a decrease in funding previously allocated to the Cricket Club.

In recognition of the impact this has had on the Cricket Club's finances, and taking into account the health of the Special Fund, it is recommended that the Board disburse a one-time funding request to the Cricket Club in order to assist them in transitioning to other operational funding models.

Conclusion:

It is, therefore, recommended that the Board allocate \$5,000, to assist the Toronto Police Cricket Club with part of its 2024 rent to Hydro One. This one-time contribution not only supports the Club's operational sustainability but also reinforces its role in community engagement. Furthermore, it is recommended that the Board commit to supporting the club in non-monetary ways, such as facilitating connections with grant funding opportunities and providing letters of support for future initiatives. These efforts will help the Toronto Police Cricket Club continue its impactful work in fostering community relations and representing the Toronto Police Service on a global stage.

Respectfully submitted,

Dubi Kanengisser
Executive Director

Contact

Sheri Chapman
Executive Assistant
Email: sheri.chapman@tpsb.ca



PUBLIC REPORT

June 20, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: Toronto Police Service Board Special Fund – Annual Specified Procedures Report for the Year Ending December 31, 2023

Purpose: Information Purposes Only Seeking Decision

Summary:

The purpose of this report is to provide the Toronto Police Service Board (Board) with the annual Specified Procedures Report, performed by K.P.M.G. L.L.P. The audit revealed that the Board is in compliance with the administrative processes as outlined in the Board's Special Fund Policy.

Discussion:

Background

Attached is the Specified Procedures Report which provides results of the audit of the Police Services Board Special Fund, for the year ending December 31, 2023. The audit is performed by independent external auditors, to assist the Board in evaluating the application and disbursement procedures and processes related to the Special Fund. This audit tests the degree to which the Board is adhering to its Policy governing the Special Fund.

Audit of the Special Fund

The 2023 audit included a review of Special Fund disbursements, bank statements, bank deposits, disbursements that are an exception to the policy, account balance, record keeping, signatories, etc. The audit revealed that the Board is in compliance with the administrative processes as outlined in the Board's Special Fund Policy.

A copy of the auditor's findings is attached to this report.

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Conclusion:

It is, therefore, recommended that the Board receive the annual Specified Procedures Report, performed by K.P.M.G. L.L.P.

Recommendation(s):

This report recommends that the Board receive the annual Specified Procedures Report, performed by K.P.M.G. L.L.P.

Financial Implications:

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

Respectfully submitted,

Dubi Kanengisser
Executive Director

Contact

Sheri Chapman
Executive Assistant
Email: sheri.chapman@tpsb.ca

Attachment:

2023 Toronto Police Service Board Special Fund K.P.M.G. Audit



KPMG LLP

Vaughan Metropolitan Centre
100 New Park Place, Suite 1400
Vaughan, ON L4K 0J3
Canada
Telephone 905 265 5900
Fax 905 265 6390

REPORT ON SPECIFIED AUDITING PROCEDURES

To the Toronto Police Services Board

Toronto Police Services Board Special Fund ("TPSB Special Fund") - Section 9100 Report on the result of applying specified auditing procedures to financial information other than financial statements.

As specifically agreed upon with you, we have performed the specified auditing procedures as described in Appendix A, with respect to the TPSB Special Fund. The procedures were performed solely to assist you in evaluating compliance with the application and disbursement procedures and processes related to the TPSB Special Fund during the year ended December 31, 2023.

Our engagement was performed in accordance with Canadian generally accepted standards for specified auditing procedures engagements.

We make no representation regarding the appropriateness and sufficiency of the specified auditing procedures. These specified auditing procedures do not constitute an audit or review, and therefore we are unable to and do not provide any assurance. Had we performed additional procedures, an audit or review, other matters might have come to light that would have been reported. The findings included in Appendix B relate only to the elements, accounts, items or financial information specified above and does not extend to any of the TPSB Special Fund's financial statements as a whole.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slightly slanted style. Below the signature is a single horizontal line that starts under the 'K' and ends under the 'P'.

Chartered Professional Accountants, Licensed Public Accountants

Vaughan, Canada

June 11, 2024

APPENDIX A: Specified procedures

Application and disbursement procedures

Haphazardly select 25% of the number of annual disbursements (cheques) from the TPSB Special Fund general ledger and:

1. Ensure the Toronto Police Services Board (the "Board") approval has been obtained for the disbursement.
2. Ensure that the cheque amount agrees to the approved amount, and that such amount is recorded in the TPSB Special Fund general ledger (book of accounts).
3. Ensure that a Board report which includes an overview of the funding proposal is submitted to the Board for approval in accordance with the TPSB Special Fund Policy.
4. Ensure that the cheque is signed by the appropriate signatories in accordance with the TPSB Special Fund approval guidelines and policies.

General procedures

5. Haphazardly select 10 disbursements from the TPSB Special Fund and ensure that the funding is provided prior to the date of the event/activity, as specified in the funding application.
6. Haphazardly select six bank statements and ensure that the account balance does not fall below \$150,000 during the period covered by the statement, as set out in the TPSB Special Fund Policy.
7. Request the Board office to provide a listing of disbursements which were exceptions to the policy and ensure that the Board approved the disbursement despite the exception by reference to the Board minutes.
8. Haphazardly select 10 deposits within the bank statements and ensure that they are from authorized revenue sources as allowed by the Police Services Act.

APPENDIX B: Findings

Procedure 1 to 4:

We haphazardly selected 15 disbursements from the TPSB Special Fund bank statements for testing, itemized below, for the year ended December 31, 2023, representing 25% of the total number of annual disbursements for the year ended December 31, 2023.

For each disbursement selected, we completed procedures 1 through 4 and have noted no exceptions.

Disbursements (cheque numbers)			
1685	1707	1716	1724
1689	1710	1717	1727
1697	1713	1718	1736
1703	1714	1719	

Procedure 5:

We haphazardly selected 10 disbursements, itemized below, from the TPSB Special Fund bank statements and ensured that the funding was provided prior to the date of the event or activity, as specified in the funding application.

Any exception noted is summarized in procedure 7.

Disbursements (cheque numbers)			
1710	1712	1725	1678
1697	1732	1728	
1713	1709	1715	

Procedure 6:

We haphazardly selected six bank statements of the TPSB Special Fund, itemized below, and ensured that the account balance did not fall below \$150,000 during the period covered by the statement, as set out in the TPSB Special Fund Policy.

We have not found any exceptions as a result of completing this procedure.

Monthly bank statements		
February 2023 April 2023	May 2023 June 2023	September 2023 December 2023

**APPENDIX B: Findings
(continued)**

Procedure 7:

Based on inquiry with Toronto Police Services Board representative, there were no exceptions to the policy identified during the year ended December 31, 2023. No issues noted as a result of completing this procedure. No further exceptions to report.

Exceptions to the policy		
Exception #	Description	Board minutes reviewed
	No exceptions noted.	

Procedure 8:

We haphazardly selected 10 deposits to the TPSB Special Fund, itemized below, and ensured that they were from authorized revenue sources as allowed by the Police Services Act.

We have found no exceptions to report as a result of completing this procedure.

Deposit date	Revenue source
May 1, 203 - \$10,174.30	Unclaimed Cash
May 1, 2023 - \$1,626.61	Proceeds from Auction
June 26, 2023 - \$13,256.22	Proceeds from Auction
July 24, 2023 - \$19,000.82	Proceeds from Auction
September 1, 2023 - \$12,973.68	Proceeds from Auction
September 29, 2023 - \$9,912.90	Unclaimed Cash
September 29, 2023 - \$35,220.62	Unclaimed Cash
September 29, 2023 - \$10,550.54	Unclaimed Cash
November 21, 2023 - \$16,272.45	Proceeds from Auction
December 6, 2023 - \$26,985.87	Unclaimed Cash



PUBLIC REPORT

July 8, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: **2023 Audit – Financial Controls of the Chief’s - Golf Tournament**

Purpose: Information Purposes Only Seeking Decision

Summary:

In accordance with the Board’s Standards Compliance Framework Policy, this report provides the Board with the findings of the Service’s Audit & Quality Assurance (A.&Q.A.) Unit’s 2023 audit of the Financial Controls of the Chief’s Golf Tournament, an annual fundraising event. The tournament raised more than \$400,000 in 2022, which was distributed to seven charitable organizations, including Victim’s Services.

The audit focused on controls over the receipt and disbursement of funds for the 2022 golf tournament and included review of spreadsheet records, pledged amounts, expenditures, day-of-tournament sales and live auction receipts. The review also included examination of bank statements, as well as interviews with both tournament administrators.

The findings of the audit report represent a medium level of risk to the Service, and nine recommendations were provided to better safeguard and record funds related to this annual tournament.

Discussion:

Background

The Board’s Standards Compliance Framework, part of the Adequacy Standards Compliance Policy, directs the Chief of Police to “ensure that the head auditor submits all audit reports to the Board for its consideration, as well as to the Service’s Executive Assurance Committee.”



The Executive Assurance Committee approved the attached audit report and the included recommendations on June 7, 2023, and the report was provided to the Board Office shortly thereafter in compliance with the Adequacy Standards Compliance Policy.

Findings

Positive Findings:

- Sampled credit card receipts were accurately deposited into the bank account.
- Sampled expenditures had supporting receipts.

Gaps/Opportunities for Improvement:

- Receipt and disbursement of funds are managed using a spreadsheet, which increases the risk of entry errors.
- Lack of a maintained cash ledger to record amounts paid and received.
- Monthly bank reconciliations are not performed.
- Total bank deposits could not be reconciled to the receipts spreadsheet.
- No recording of cheque receipt and deposit dates.
- Insufficient segregation of duties between the receipt and recording of cash.
- Inadequate controls in place with respect to cash handling on the day of the tournament.
- 2/16 sampled expenses (12.5%) were inaccurately recorded in the expense ledger.

Recommendations Included:

- Maintain a cash balance ledger and perform monthly reconciliations.
- Provide review and oversight of bank reconciliations and cash records.
- Record detailed cheque receipt and deposit dates.
- Implement additional expense review processes.
- Consider the use of accounting software for completeness and accuracy.
- Implement control and additional oversight to safeguard cash receipts collected on the day of the golf tournament.

Conclusion:

The Board's Standards Compliance Framework requires that all audits are submitted to the Board for consideration. The audit highlighted opportunities to improve financial controls of the Chief's annual golf tournament. The recommendations included in the audit report were addressed prior to the 2023 tournament. Steps included:

- Moved from a volunteer based model for day-of-tournament cash handling to hiring paid staff overseen by a Service member;



- Improved day-of-tournament oversight and cash handling processes;
- Spreadsheets have been replaced by accounting software;
- Cash balance ledger system implemented; and
- Monthly bank reconciliation process in place.

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

Dubi Kanengisser
Executive Director

Attachments:

Appendix A – Financial Controls of the Chief’s Golf Tournament – 2023 (Report)



Toronto Police Service

Financial Controls of the Chief's Golf Tournament – 2023

Audit and Quality Assurance

Approved by the Executive Assurance Committee on June 7, 2023

This report and the information contained herein is not to be further disseminated without the approval of the Chief of Police

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Financial Controls of the Chief's Golf Tournament – 2023

Background

Audit & Quality Assurance (A.&Q.A.) received a request from then Chief Ramer to review the financial controls and processes in place for funds received and disbursed in relation to the Chief's annual golf tournament.

This process is administered on a volunteer basis by one Service member and one Victim Services staff member.

Scope

The scope of this audit included review of various spreadsheets used by tournament administrators to record sales (receipts), pledged amounts, expenditures, day-of-tournament sales and live auction receipts. The review also included examination of bank statements, as well as interviews with both tournament administrators.

In accordance with International Professional Practices Framework of the Institute of Internal Auditors, the scope also includes:

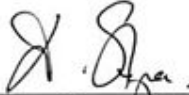
- considering the probability of significant errors, fraudulent entries, non-compliance, and the related risk management through effective internal controls; and
- identifying key information technology risks.

Conclusion

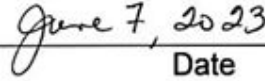
Overall, the findings of this report represent a medium risk to the Service. The report contains nine recommendations. Areas where further improvements have been recommended to better safeguard and record tournament funds include:

- the maintenance of an up to date cash ledger and the completion of monthly bank reconciliations;
- detailed recording of all amounts received by receipt date and deposit date;
- additional review of expenses paid to ensure accurate recording;
- monthly review of bank reconciliations to compensate for lack of segregation of duties; and
- consideration be given for the use of accounting software to facilitate complete and accurate tournament records, reporting and reconciliation.

The reader is cautioned on reliance on this conclusion due to limiting factors, such as, the economical use of a representative sample, professional judgement and the evidence being persuasive rather than conclusive.



Dana Styra, C.P.A., C.A., C.B.V., C.F.E.,
C.R.M.A.



Date

Chief Audit Executive

Manager, Audit and Quality Assurance

Objective 1

Ensure funds received and disbursed are completely and accurately recorded.

Recommendations

Recommendation # 1

Expenditures identified as paid in the expense ledger agree to the amount paid as per the bank statement.

A review of 16 sampled disbursements identified:

- two out of 16 samples (12.5%) in which the amount paid did not agree to the amounts identified in the expense ledger; and
- receipts provided supported the amounts paid as per the bank statement for both samples, indicating that the discrepancies were caused by entry errors in the expense ledger spreadsheet.

Risk Rating: **Low**

Recommendation #1: The Administrators of the Chief's Golf Tournament include a column in the expense ledger that sums all of the expenditures paid on one cheque or e-transfer to verify that the expenditure amounts recorded agree to the total amount paid.

Response from Golf Tournament Administrators:

The Administrators have added a process after every cheque/e-transfer where a line is added in to total the amount to be cross-checked with the amount paid (recorded in another tab). These are highlighted in green to help differentiate.

Recommendations #2, #3, #4, #5

All funds received reconcile to funds in the bank account.

Review of the process for the management of funds indicated that:

- there is no cash balance ledger maintained to identify actual cash on hand;
- there is no record maintained to indicate when a cheque has been received or when a cheque has been deposited into the bank to facilitate reconciliation;
- monthly bank reconciliations are not performed to ensure the cash balance in the bank reconciles to amounts recorded as received;
- a review of total bank deposits from February 2022 – October 2022 as compared to receipts recorded within the tournament sales spreadsheet identified a difference of approximately \$35,000 in excess deposits that could not be reconciled to recorded sales;

- in discussion with the tournament administrators, this difference could have been caused by a missed entry in the sales spreadsheet; or
- amounts deposited into the bank account unrelated to the golf tournament, as this account is used for ad hoc events (e.g. then Chief Ramer's retirement party), which can make deposit reconciliation more challenging.
- there are only two members who administer the golf tournament; one member who maintains all of the spreadsheets also has access to the bank account, representing a lack of segregation of duties.

Risk Rating: **High**

Recommendation #2: That the Administrators of the Chief's Golf Tournament maintain a cash balance ledger to record details of all cash receipts and payments on a monthly basis.

Response from Golf Tournament Administrators:

A ledger has been started for the 2023 Chief's Golf finances. The Administrators also created a cheque ledger and are retroactively updating it to better record each cheque issued.

Risk Rating: **High**

Recommendation #3: That the Administrators of the Chief's Golf Tournament ensure cash and cheque amounts received have a corresponding deposit date recorded to identify when these amounts are deposited into the bank to facilitate the reconciliation process.

Response from Golf Tournament Administrators:

Receipt and deposit dates have been added to the current report. Following the recommendation of this audit, the Administrators will also be moving to an accounting software rather than a manual report and will ensure receipt and deposit dates are included there as well.

Risk Rating: **High**

Recommendation #4: That the Administrators of the Chief's Golf Tournament perform monthly bank reconciliations to ensure cash amounts recorded are complete and accurate.

Response from Golf Tournament Administrators:

The Administrators will begin to do monthly bank reconciliations and also retroactively do reconciliations for January and February 2023.

Risk Rating: **High**

Recommendation #5: That the Administrators of the Chief's Golf Tournament ensure monthly bank reconciliations and cash records are reviewed by the administrator who does not prepare the reconciliations nor maintains the cash balance ledger.

Response from Golf Tournament Administrators:

As Casandra is the one who will prepare the monthly bank reconciliations and cash reports, these will be reviewed by Brian (or his staff) or the finance/administration team at Victim Services Toronto.

Positive Findings

All credit card receipts (via STRIPE) are deposited into the bank account.

- All 10 sampled credit card deposits were successfully traced to the bank statements.

Recommendation #6

All receipts and disbursements are completely and accurately recorded.

Tournament receipts and disbursements are recorded in spreadsheets, which increase the risk of omissions or entry error:

- a high volume of entries being recorded, in combination with lack of review and oversight; and
- the absence of reconciliatory procedures in place.

Risk Rating: **Medium**

Recommendation #6: That the Administrators of the Chief's Golf Tournament consider the use of accounting software to facilitate the entry and reconciliation process of receipts and expenditures to promote completeness and accuracy of tournament funds.

Response from Golf Tournament Administrators:

The Administrators have hired a QuickBooks consultant who has set up various QuickBooks accounts and has transferred over accounting, invoicing and reports to QuickBooks in order to promote completeness and accuracy. This has already been implemented.

Objective 2

Disbursements for expenditures are supported by receipts or applicable documentation.

Positive Findings

Sampled expenditures have supporting receipts to validate amounts paid.

- all 16 expenditures sampled had supporting receipts to validate amounts paid.

Objective 3

Funds are safeguarded against loss or theft.

Recommendations

Recommendations #7, #8 and #9:

Day-of-tournament cash receipts are safeguarded against loss or theft.

A review of controls for day-of-tournament cash receipts indicated that:

- there is not always a member present to provide oversight of cash received (usually there are two non-member volunteers assigned to sell raffle and/or helicopter ball-drop tickets);
- instances may arise when a sole volunteer is left to collect cash when the other volunteer is sent on break; and
- tournament administrators indicated that cash collected for the day is counted at a table outside of the dining hall and not within a private room.

Risk Rating: **Medium**

Recommendation #7: That the Administrators of the Chief's Golf Tournament ensure that each sales table where cash is accepted on the day of the event has at least one Service member present to accompany volunteers to provide oversight and deter theft of funds.

Response from Golf Tournament Administrators:

The Administrators have hired a staffing company to replace volunteers for the 2023 Golf Tournament and for future years. Paid staff will be more reliable in terms of attendance and being on time for the tournament and are insured. A member will be present and work with each outside staff that are handling cash sales.

Risk Rating: **Medium**

Recommendation #8: That the Administrators of the Chief's Golf Tournament ensure that member/volunteer breaks are coordinated to ensure there are always two people present when collecting cash sales on the day of the event.

Response from Golf Tournament Administrators:

Breaks will be built into the event's schedule to ensure that there are always two people present when collecting cash sales, which will include a Service member. Staff have been hired to ensure relief availability.

Risk Rating: **Medium**

Recommendation #9: That the Administrators of the Chief's Golf Tournament ensure cash counts are performed in a room separate from the attendees and golf course staff. A room that can be locked during the cash count is preferable.

Response from Golf Tournament Administrators:

Cash count will be done in the on-site office away from attendees. This room is locked with an access code only available to the Chief's Golf Administrators and staff.

Positive Findings

Day of tournament sales reported are deposited into the bank account.

- all raffle and helicopter ball-drop cash reported received on the day of the golf tournament was successfully traced to the bank account.



PUBLIC REPORT

July 15, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: Toronto Police Service Board's 2023 Annual Report

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

It is recommended that the Toronto Police Service Board (Board) submit this report containing the Board's 2023 Annual Report to the City of Toronto (City), as required by the *Community Safety and Policing Act, 2019*.

Summary:

The *Community Safety and Policing Act, 2019 (Act)*, came into force on April 1, 2024. The *Act* includes a requirement for the Board to submit an annual report to the City, which is included as an attachment to this report.

Discussion:

Background

On April 1, 2024, the *Act* came into force, along with a number of associated regulations. The *Act*, which replaces the *Police Services Act, 1990*, provides a modernized framework for policing and oversight in Ontario.

Section 41(1) of the Act provides the requirement for an annual report as follows:

41 (1) *On or before June 30 in each year, the police service board shall file an annual report with its municipality or band council regarding,*

- (a) the implementation of the board's strategic plan and the achievement of the performance objectives identified in the strategic plan;*
- (b) the affairs of the police service;*

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

- (c) the provision of policing as it relates to any community safety and well-being plans adopted by the municipalities or First Nations that are in the board's area of policing responsibility; and
- (d) any other prescribed matters.

This marks the first of the Annual Reports submitted by the Board. Given the short timelines, the Board Office was not able to meet the submission date. The Board Office is working with the Chief's Office to ensure future annual reports are developed in a timelier manner.

The Annual Report details the structure of the Board, the Command Team and the Service, the Service's Mission, Vision and Values, the priorities guiding policing, police reform initiatives, organizational context and key statistics. It also outlines a number of items of interest in 2023, including response to protests, auto thefts, and Service Member wellbeing.

As Chair Morgan remarks in her introduction, the Annual Report is complemented by the Service's 2023 Annual Statistical Report, which provides an in-depth analysis of 2023 data and trends, and should be read alongside this report, as well as the 2023 Hate Crime Annual Statistical Report and the numerous other reports submitted by the Chief to the Board, which demonstrate the Service's commitment to transparency, accountability and excellence.

Conclusion:

Therefore, it is recommended that the Board submit this report containing the Board's 2023 Annual Report to the City, as required by the *Community Safety and Policing Act, 2019*.

Financial Implications:

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

Respectfully submitted,

Dubi Kanengisser
Executive Director

Contact

Anne Arthur
Senior Advisor, Strategic Analysis
Toronto Police Service Board
Email: anne.arthur@tpsb.ca

Attachments:

2023 Annual Report - Toronto Police Service Board

2023 Annual Report



Toronto Police Service Board



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ACKNOWLEDGEMENTS

As we present this report, we acknowledge the Indigenous peoples who have lived on and cared for this land for thousands of years.

We acknowledge the land we are on today is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples, and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.



Source: Toronto Art Therapy Institute
<https://tati.on.ca/about/land-acknowledgement/>

We also recognize the enduring presence and contributions of people of African ancestry in Toronto and across Canada.



Source: Government of Canada
<https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month/toolkit.html>

The Toronto Police Service Board acknowledges all Treaty peoples – including those who came here as settlers – as migrants either in this generation or in generations past – and those of us who came here involuntarily, particularly those brought to these lands as a result of the Trans-Atlantic Slave Trade and Slavery. We pay tribute to those ancestors of African origin and descent.

MESSAGE FROM THE CHAIR OF THE TORONTO POLICE SERVICE BOARD



On behalf of the Toronto Police Service Board (Board), I am pleased to present the inaugural Annual Report, highlighting the activities and trends of 2023. I want to acknowledge the many successful initiatives undertaken by the Toronto Police Service (Service) and commend the outstanding dedication of our 8,579 members. Their diligent work keeps our neighborhoods safe and demonstrates their commitment to serving and protecting Toronto's 2.8 million residents.

The Board's 2023 Annual Report is complemented by the Service's 2023 Annual Statistical Report, offering an in-depth analysis of data and trends. Readers are encouraged to also review the 2023 Hate Crime Annual Statistical Report and other reports submitted by the Chief, highlighting the Service's commitment to transparency, accountability, and excellence.

In 2023, the Board approved a \$1.33 billion gross operating budget, strategically designed to address the needs of Toronto's diverse and growing population amidst an increasingly complex service landscape. Additionally, the Board appointed two Deputy Chiefs and a new Chief Administrative Officer, completing Chief Demkiw's leadership team following his appointment in December 2022.

Aligned with SafeTO, Toronto's [Community Safety and Well-being Plan](#), we have made progress toward our goals of improving community safety for all Torontonians,

including supporting the implementation of alternative crisis responses. The Toronto Community Crisis Service (TCCS) pilot will expand city-wide in 2024, building on 2023 successes, and we look forward to our continued collaboration with the City of Toronto.

We continue to make progress towards fully addressing the recommendations in two foundational reports - *Police Reform in Toronto* (2020), and *Missing & Missed* (2021). I am pleased to share an update on these key initiatives in this report.

We bid farewell to several dedicated Board Members who served in 2023 and early 2024: Ainsworth Morgan (acting Chair until January 31, 2023), Councillor Frances Nunziata (Vice Chair in 2023), Councillor Vince Crisanti, Councillor Jon Burnside, and Nadine Spencer. We deeply appreciate their professionalism, diligence, and insights, which were invaluable in maintaining Toronto's safety, providing effective governance, and recognizing the vital work of Service Members.

I extend my heartfelt thanks to all Service Members for their dedication to community safety, and to the Board and Staff for their commitment to effective, transparent governance. Together, we strive for a safer, more inclusive Toronto.

Ann Morgan
Chair, Toronto Police Service Board

TORONTO POLICE SERVICE BOARD

Members



ANN MORGAN
CHAIR



LISA KOSTAKIS
VICE CHAIR



**DEPUTY MAYOR
AMBER MORLEY**
MEMBER



**COUNCILLOR
LILY CHENG**
MEMBER



**COUNCILLOR
SHELLEY CARROLL**
MEMBER



**NICOLA (NICK)
MIGLIORE**
MEMBER



CHRIS BRILLINGER
MEMBER

As of July 2024

MESSAGE FROM THE CHIEF OF POLICE OF THE TORONTO POLICE SERVICE



The Service is guided by its commitment to earning public trust, policing with consent, and to facilitating community safety and well-being. I was sworn in as Chief of Police in December 2022 and presented the following principles to guide the work of our Command and the entire organization as we serve the public of Toronto:

- Improving Trust In and Within the Toronto Police Service
- Accelerating Police Reform
- Supporting Safer Communities

In 2023, the Service was presented many opportunities to implement these principles as we delivered police services to our rapidly growing city.

The Service addressed significant community public safety issues including transit safety, gun violence, an increase in hate crimes, vehicle-related thefts, and of course, what became an unprecedented number of demonstrations due to the local impacts of the crisis in the Middle East.

Despite these issues being combined with a significant increase in calls for service impacting our priority one response times, our sworn and civilian members' dedication, high caliber of training and

professional knowledge, allowed the Service to provide comprehensive, service-wide responses combined with increased community engagement, as we delivered a high standard of policing.

The commitment of our members to deliver excellence in police services allowed the Service to implement the organization-wide Project Resolute to increase community engagement while also managing large-scale, sustained protests and demonstrations, while continuing important investigative work for shootings and vehicle-related crimes.

The Service values its working relationship with the Board and the sharing of information, ideas and goals in what is among the most transparent police board processes in the country. I am proud of the accomplishments of all our members in 2023 and look forward to building on our successes in 2024.

Myron Demkiw
Chief of Police

TORONTO POLICE SERVICE

Command Team



CHIEF MYRON DEMKIW
CHIEF OF POLICE



DEPUTY CHIEF LAUREN POGUE
COMMUNITIES &
NEIGHBOURHOODS COMMAND



DEPUTY CHIEF ROBERT JOHNSON
SPECIALIZED OPERATIONS
COMMAND



SVINA DHALI WAL
CHIEF ADMINISTRATIVE OFFICER
CORPORATE SERVICES COMMAND



COLIN STAIRS
CHIEF INFORMATION OFFICER
INFORMATION & TECHNOLOGY COMMAND

As of July 2024



TORONTO POLICE SERVICE

Mission, Vision & Values

Mission

We are dedicated to delivering police services in partnership with our communities to keep Toronto the best and safest place to be.

Vision

- Our Service is committed to being a **world leader in policing** through excellence, innovation, continuous learning, quality leadership, and management.
- We are committed to delivering **police services which are sensitive to the needs of our communities**, involving collaborative partnerships and teamwork to overcome all challenges.
- We take pride in what we do and **measure our success** by the satisfaction of our members and our communities.

Values



Service at our Core



Do the right thing



Connect with Compassion



Reflect and Grow

ORGANIZATIONAL CONTEXT

The Board oversees the Service. The Board is responsible for ensuring the provision of adequate and effective police services in Toronto. The Chief of Police is responsible for administering the police service and overseeing its operation in accordance with the objectives, priorities, and policies established by the Board.

Among its key responsibilities, the Board determines policing objectives and priorities in consultation with the Chief of Police, sets policies for the effective management of the police service and determines the budget for the police force. The Board also recruits and appoints the Chief of Police and the members of the Command team - the Deputy Chiefs of Police, Chief Administrative Officer, and Chief Technology Officer. The Board also has the authority to direct the Chief with the exception of specific operational decisions and day-to-day operations of the Service.

The mandate and requirements for both the Service and the Board are established by provincial legislation. On April 1, 2024, the Community Safety and Policing Act, 2019 replaced the Police Services Act, 1990 as the legislation governing police services and police service boards in Ontario.

2023 Key Statistics



Population of Toronto:

2,794,356

(2021 Census of Population)



Gross Operating Budget:

\$1.33 billion



Staffing Levels:

Uniform: 5,295

Civilian: 2,842

Other: 441



Officer : Citizen Ratio

1 : 573



Calls for Service (All)

2.13 million

Calls for Service (Emergency)

1.43 million



Clearance Rate (Overall)

29.8%

Clearance Rate (Violent Crime)

60.7%

ORGANIZATIONAL CONTEXT



The Service is the police service for the City of Toronto. There are approximately 8,500 full-time and part-time uniform and civilian members, including: front-line police officers, criminal investigators, community response officers, parking enforcement officers, communications operators, court officers, civilian specialists and support staff. The total number of staff has remained largely unchanged since 2019.

Working in partnership with communities, the Service keeps Toronto safe through:

- Community-based crime prevention initiatives
- Enforcement for all applicable laws in Toronto including Provincial Offences, the *Highway Traffic Act* and City by-laws
- Maintaining public order to ensure safe and secure communities
- Providing emergency response to major threats and public safety risks

Toronto's Unique Public Safety Considerations



27.5 million visitors annually and thousands of events, protests and gatherings each year



Jurisdiction includes **630 sq. km of land, and 1,190 sq. km of open water** on Lake Ontario



Toronto saw **23% of reported human trafficking cases** in Canada between 2012 and 2022
Statistics Canada, 2023



87 of 108 consular offices in Ontario are located in Toronto



As a large urban centre & major hub on the 401 corridor, there is **ongoing gun and gang crime in Toronto**

TORONTO DEMOGRAPHICS



Toronto is Canada's largest city, characterized by one of the most diverse populations in the world, and it is the fourth largest city in North America. The population of Toronto was 2,794,356 as of [Statistic Canada's 2021 Census of Population](#), which represents a 2.3% increase from 2016. It is estimated that Toronto's population will increase to approximately 3.4 million residents by 2031.

The 2021 Census of Population showed that in Toronto:

- There were more women+ (52%) than men+ (48%) in Toronto*
- Approximately half (47%) of residents immigrated to Canada and more than half (56%) of residents belonged to a racialized group
- Approximately 0.8% of residents identified with Indigenous Identity
- 6% of Toronto adults (aged 18 years and over) self-identified as gay or lesbian (3%) or bisexual (3%)

In the Toronto census metropolitan area in 2021**, 1 out of 312 Toronto residents identified as transgender or non-binary. Of those who identified as transgender or non-binary:

- 38% identified as non-binary;
- 34% identified as transgender women; and
- 28% identified as transgender men.

Toronto was home to 15% of non-binary people in Canada in 2021.

These trends inform the Toronto Police Service Board's approach to policy development, implementation, and evaluation - ensuring that policing services are adequate, effective, and responsive to Toronto's unique context. This involves engaging with diverse communities to build trust, using data-driven approaches, and tapping into relevant research to drive innovation.



By 2031, Toronto's population is projected to exceed 3.4 million people



Approximately half (47%) of Toronto residents immigrated to Canada



More than half (56%) of residents belonged to a racialized group and 0.8% identified with Indigenous identity



6% of Toronto's population self-identify as gay, lesbian, or bisexual

* In 2021, Statistics Canada's gender variable included two categories: men+ and women+. The men+ category includes men and boys, as well as some non-binary persons. The women+ category includes women and girls, as well as some non-binary persons.

** Census Metropolitan Area (CMA) is the smallest level of geography at which this information is available. The Toronto CMA includes the City of Toronto and the regional municipalities of Durham, Halton, Peel, and York.



POLICE REFORM in Toronto

Systemic discrimination significantly affects the life prospects and opportunities of Indigenous, Black, and racialized communities in Toronto, leading to pronounced disparities in health, social, and economic outcomes. For decades, these communities have voiced profound mistrust of public institutions, including the police service. In response to global and local discussions on racial injustice and systemic racism within police services, the Board adopted the report [*Police Reform in Toronto: Systemic Racism, Alternative Community Safety and Crisis Response Models and Building New Confidence in Public Safety*](#) on August 18, 2020.

This report included 81 recommendations, establishing a comprehensive roadmap for policing reform within the Toronto Police Service, including new community safety response models, initiatives to combat systemic racism, and measures to strengthen community trust. These 81 recommendations incorporated the [36 decisions adopted by City Council](#) in June 2020, related to community safety reforms, public safety, crisis response, and police accountability. Development of the report and the included 81 recommendations was informed by extensive public engagement, ensuring that these reforms represented the community's demand for greater police accountability and safety priorities.

Additionally, in 2018, an independent review was commissioned to evaluate missing person investigations, particularly those related to 2SLGBTQI+ and equity-deserving communities. Led by The Honourable Gloria J. Epstein, the review culminated in [*Missing and Missed: Report of the Independent Civilian Review into Missing Persons Investigations*](#) released in April 2021, which included 151 recommendations to improve investigation practices and community and stakeholder engagement. Continued progress towards fully addressing these recommendations is another important component of the Board's commitment to building trust with the public, and improving transparency and accountability of police services in Toronto.

In recent years, both the Board and the Service have remained committed to making progress towards fully addressing the issues identified in these foundational reports and implementing their recommendations. Implementation status updates for the recommendations associated with each report are shown in the next page.

Detailed information about the progress towards addressing the recommendations in both reports is available online, via the [Police Reform Implementation Dashboard](#) and the [Missing and Missed Implementation Dashboard](#).

POLICE REFORM in Toronto

Figure 1. Implementation Status of Police Reform in Toronto Recommendations, by Theme. June 2024.

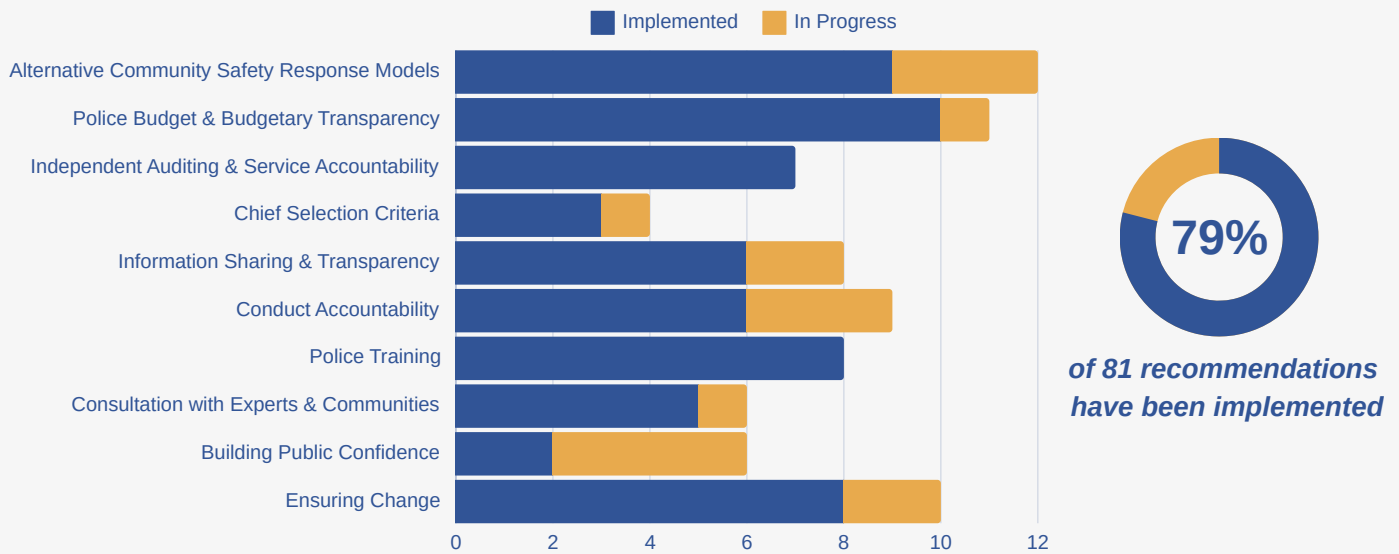
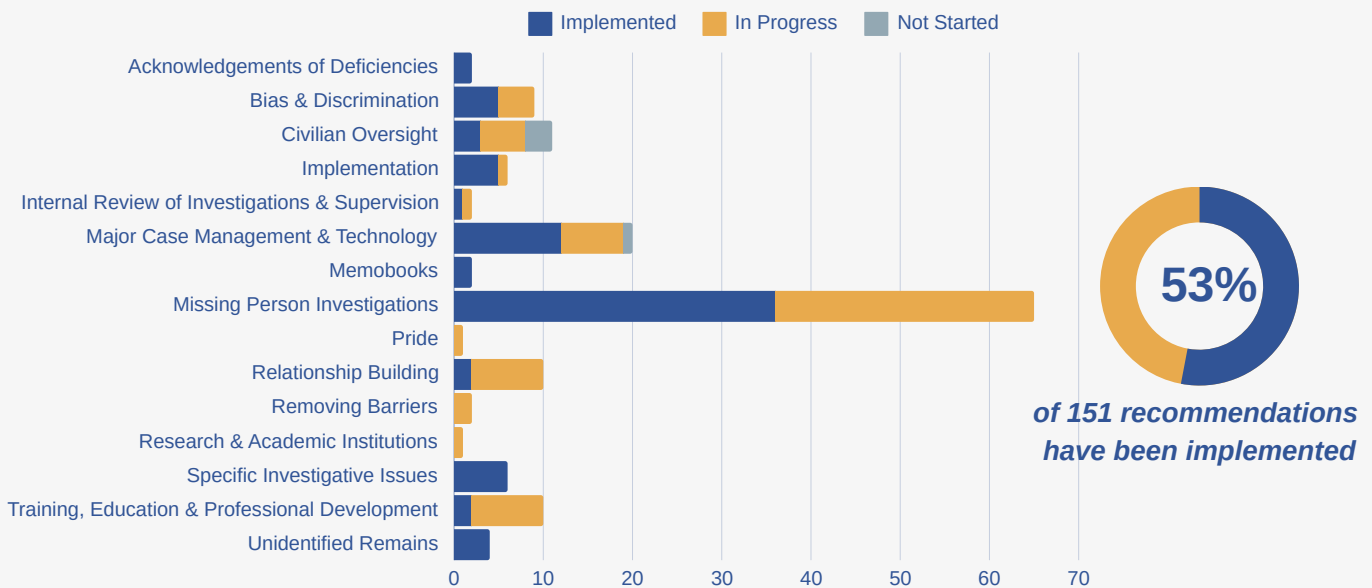


Figure 2. Implementation Status of Missing and Missed Recommendations, by Theme. June 2024.





POLICE REFORM

SafeTO

SafeTO is Toronto's multi-sector 10-year plan to redefine community safety and well-being, focusing on violence prevention and an enhanced collaborative response model when incidents of violence occur. Adopted unanimously by City Council in July 2021, SafeTO seeks to expand the understanding of community safety to encompass not only crime prevention but overall well-being.

Key elements of SafeTO include:

- Strengthening cross-sector partnerships to enhance early intervention capabilities.
- Utilizing multi-sector data for informed decision-making and planning.

The Service plays a critical role in this initiative, working alongside partners from the City of Toronto, Toronto Public Health, Toronto Community Housing, and other key stakeholders. Together, they have crafted the SafeTO Implementation Plan, which sets forth a strategy to achieve **seven goals and 26 priority actions** over the next decade. This plan leverages lessons learned from ongoing collaborations and is informed by extensive research and community input, ensuring that both existing City strategies and new priority actions align with SafeTO's objectives.

The initial phase of implementation identified key priority actions essential for progressing the seven goals and 26 priority actions outlined in SafeTO, including:

- **Action 1.3:** Embed the Toronto Community Crisis Service as a well-resourced first-response service city-wide
- **Action 2.1:** Develop a comprehensive multi-sector gun violence reduction plan through the implementation of the Toronto Office to Prevent Violence
- **Action 2.3:** Strengthen community crisis response protocols to better support victims and communities impacted by violence, and;
- **Action: 7.1** Develop a comprehensive strategy to share, integrate and analyze data across multiple institutions for the purpose of informing real-time policy development and service planning.

In 2023, the Service significantly advanced the foundational priorities and additional SafeTO priority actions; an overview of key activities and successes is included on the subsequent pages.

POLICE REFORM

SafeTO

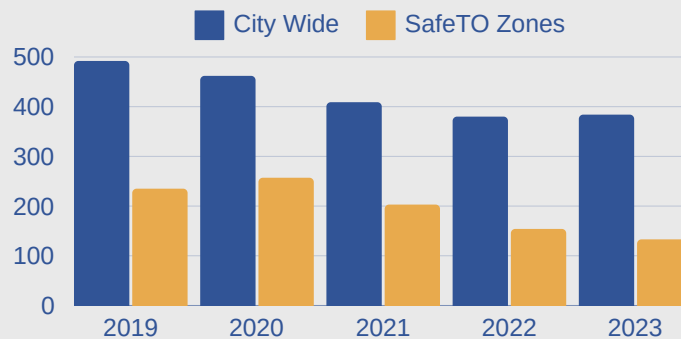


Develop a Comprehensive Multi-Sector Violence Prevention Plan (Action 2.1)

In 2023, the Service collaborated with multi-sector partners to establish the Toronto Office to Prevent Violence, which includes embedded staff from the City, the Service, TTC, Toronto Community Housing Corporation, and Toronto District School Board. 2023 highlights include:

- A Service Inspector co-leads the Integrated Safety Coordination Teams (ISCT)
- Active gun violence monitoring conducted across 6 SafeTO zones
- The Service Search Warrant form and school communication protocols have been updated

**Figure 3. Gun Violence in Toronto
Firearm Related Events, 2019-2023**



2021: SafeTO Adopted, Short-Term Safety Plan Implemented
2022: SafeTO Implementation Plan Adopted, ISCT Mobilization
2023: Infrastructure for Toronto Office to Prevent Violence Established



Develop and Implement a Multi-Sector Data Centre (Action 7.1)

The Service has a lead role in informing and developing the SafeTO Collaborative Analytics and Learning Environment (SCALE). SCALE is a collaborative platform that allows the City and partners to share data, identify effective interventions, and supports research, monitoring and evaluation initiatives. Importantly, SCALE provides analytic capabilities for the Toronto Office to Prevent Violence.

POLICE REFORM

SafeTO



Support Toronto Community Crisis Service (TCCS) Implementation & City-Wide Expansion (Action 1.3)

In 2023, the Service worked collaboratively to support crisis call diversion to [TCCS](#) and the 9-1-1 Crisis Call Diversion Pilot Program (911CD). As the TCCS program is expanded City-wide in 2024, the Service will continue to work in partnership with the City of Toronto.



Strengthen Access to Community Justice (Action 4.3)

[Justice Centres](#) transform traditional justice by relocating it from courtrooms to community settings, integrating justice, health, and social services to tackle root causes, break persistent cycles, and enhance safety. The Service plays a key role, collaborating with the Ministry of the Attorney General and the City of Toronto to establish Justice Centres in Toronto's Downtown East and Northwest neighborhoods, driving meaningful and lasting change in Toronto's communities.



POLICE REFORM

Alternate Responses to Persons in Crisis

In addition to the ongoing collaboration with the City of Toronto to divert calls from persons in crisis to TCCS, the Service operates two additional programs to divert calls to appropriate alternate responses.

1 Mobile Crisis Intervention Teams

Lead by the Service's Community Programs and Engagement Unit, [Mobile Crisis Intervention Teams](#) (MCIT) continue to operate successfully in all Divisions City-Wide. The MCIT is a collaborative partnership between participating hospitals and the Service. The teams are comprised of a specially trained police officer and a mental health nurse, and they respond to 911 emergency and police calls involving persons in crisis where there may be a risk of violence, or the need to make an apprehension under the [Mental Health Act, 1990](#). **In 2023, the MCIT responded to 9,570 calls for service.**

2 9-1-1 Crisis Call Diversion Pilot

Initiated in 2021, the [9-1-1 Crisis Call Diversion Pilot Program](#) is a collaboration between the Service and the Gerstein Crisis Centre (GCC). This program situates a GCC crisis worker in the the Service's Communications Call Centre, responding to non-emergency mental health-related calls by providing the immediate support and intervention needed during mental health crises. Through this program, clients are also connected with relevant community support services and provided culturally sensitive trauma-informed supports.

The three year pilot is set to expire in 2024. In anticipation of this, Provincial Systems Support Program (PSSP), affiliated with the Centre for Mental Health and Addictions (CAMH), is actively conducting a review of the program and is expected to provide a final report with recommendations to the Service and GCC in Q3 of 2024.

Of the 1,822 callers in 2023 who were offered support from a GCC crisis worker, 1,524 (84%) accepted. Of those who accepted, 1,107 (73%) were successfully diverted. The remaining 417 calls were re-directed back to the Service for response.

2023 ITEMS OF INTEREST

PROJECT RESOLUTE



On Saturday, October 7, 2023, a coordinated assault took place in regions of Israel near the border with Gaza, leading to an escalating conflict. As a result of the ongoing war, both Palestinian and Israeli populations, along with their supporters in Toronto, have organized regular protests. The Service responded to local public safety concerns with a City-wide community engagement campaign known as **Project Resolute**. To date, the Service has managed/overseen **more than 700 protests, demonstrations, and events, with an estimated cost of \$16.5 million**. A number of charges associated with the protests have been laid since October 2023, including charges related to hate crimes and other criminal charges related to the protests.

Between October 7, 2023 and July 4, 2024, the Project Resolute response has involved:



28,096 community
policing initiatives



26,106 premise
checks conducted



16,200 hours
of staff time

The Service continuously monitors local and global trends to inform decision-making and enable effective planning. This allows for scalable responses and multi-tiered approaches to ensure and promote public safety for all of Toronto's diverse communities. The unpredictable nature of protests in Toronto, influenced by international events, requiring an agile approach by the Service. Since October 7th, 2023, the Service has remained focused on providing long-term solutions for public safety, and investigating criminal activities related to protests in Toronto.

2023 ITEMS OF INTEREST

HATE CRIMES



Reported hate crimes **increased by 47% in 2023**, compared to 2022, a trend which has continued into 2024. The ongoing war in the Middle East conflict, which began on October 7, 2023, has contributed to significant increases in the number of reported hate crimes targeting members of the Jewish and Muslim communities. In response, the Service’s Hate Crime Unit was expanded from its previous complement of six Officers to 32 Service Members. This has allowed for enhanced investigative capacity, increased ability to respond to the high number of reported hate crimes, and resources to strengthen relationships between the Service and affected communities.

Figure 4. Number of Reported Hate Crimes. Toronto, 2019-2024 YTD

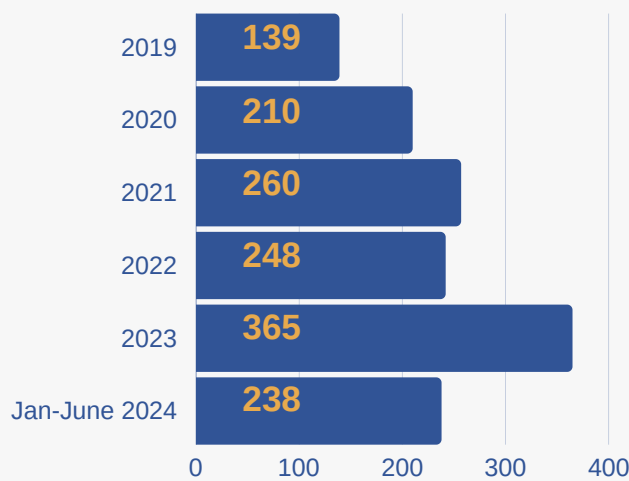
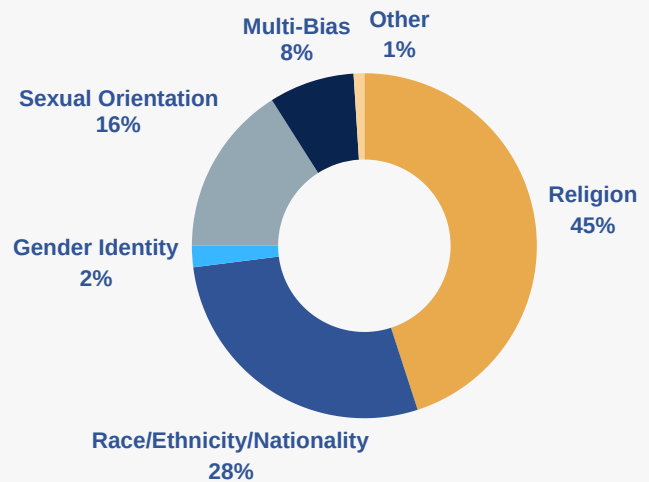


Figure 5. Motivation of Reported Hate Crimes. Toronto, 2023



For more detailed and comprehensive information on reported hate crimes in Toronto and the response by the Service, please refer to the 2023 Annual Hate Crime Statistical Report

2023 ITEMS OF INTEREST

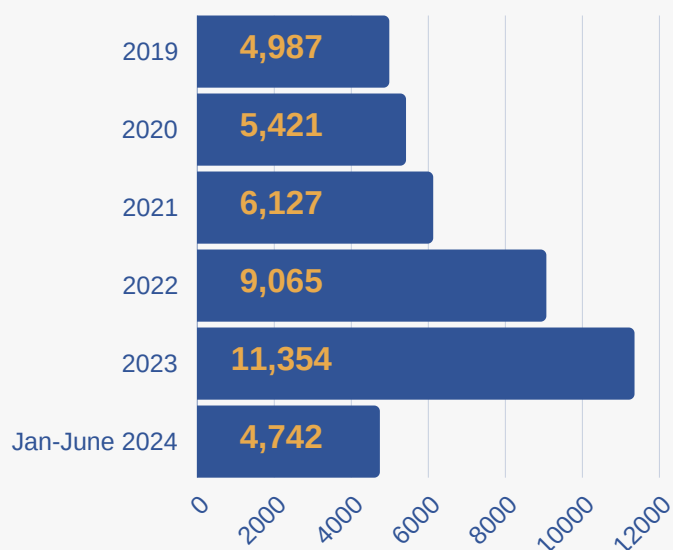
AUTO THEFTS

The Service's Hold-Up squad has expanded its mandate to include carjackings, following a sustained and significant increase in these crimes since 2022. This model ensures a centralized unit is overseeing this crime City-wide. Hold-Up creates a central intake for all stolen autos in the city of Toronto. This approach ensures that all stolen vehicles are triaged through Hold-Up, allowing a small and dedicated group of investigators who are specially trained to view occurrences looking for any trends. These reports can remain with the Hold-Up squad, be sent back to the division for investigation, or closed. The goal is for all complainants to be called back to inform them who is the officer-in-charge of their case, if there are any updates, and, in cases where the investigation was closed, a rationale as to why.

The Hold-Up squad is part of a Joint Management Team along with police services from the Greater Toronto Area to discuss trends, links and determine who will be the lead on investigations. The Hold-Up squad has monthly meetings with car manufacturers to discuss anti-theft measures as an educational tool. The manufacturers are shown how car thieves bypass anti-theft measures to steal the vehicle with the goal of preventing these measures in newer models.

In 2024 year-to-date, there have been 5,110 stolen vehicles from 4,724 occurrences compared to 6,541 stolen vehicles from 5,889 occurrences, at the same time in 2023. This marks a reduction of 22% in stolen vehicles and 20% in occurrences.

**Figure 6. Number of Reported Auto Thefts.
Toronto, 2019-2024 YTD**



2023 ITEMS OF INTEREST

RACE AND IDENTITY BASED DATA COLLECTION

The City of Toronto is home to people who represent nearly every race, ethnicity, country, language, and faith in the world. The Board embraces this diversity and is committed to ensuring that the Service provides services in partnership with all of Toronto's diverse communities. Collecting, analyzing, and reporting on these data is also critically important to achieving the Board's goals of eliminating racial bias, and promoting equity, fairness, and non-discriminatory delivery of police services in Toronto. To support achieving these goals, the Board implemented its [Race-Based Data Collection, Analysis and Public Reporting policy](#) in September 2019, which sets out a phased approach towards implementation.

In line with the policy direction established by the Board, the Service implemented its Race and Identity Based Data Collection (RBDC) strategy as follows:

- Phase 1 commenced in January 2020 with the collection of perceived race data for a) use of force and b) strip searches interactions. Findings from Phase 1 were presented to the Board in [June 2022](#).
- Phase 2 commenced in January 2021 to include a) arrests and arrest outcomes, b) Mental Health Act apprehensions and c) youth diversions. Initial findings from Phase 2 were presented to the Board in [April 2023](#) and [April 2024](#).

Detailed information about the Service's RBDC strategy and findings from Phase 1 and Phase 2 are available [online](#). Key findings included:



Arrests & Outcomes

- **Racial disparities in arrests** across age groups, particularly for **Black youth and Indigenous people age 55+**
- **Indigenous women over-represented by 1.9x** in arrests relative to overall enforcement actions
- **Indigenous people experienced longer than average time in custody**



Mental Health Act Apprehensions

- **White people are over-represented** relative to overall enforcement actions
- **Black people are under-represented** relative to overall enforcement actions

Additional activities undertaken by the Service in 2023 included:

- Community Town Halls held, with external facilitator. Key themes and the Service response/solutions were shared
- Four stakeholder groups established: Community, Formal Committee, Policing Focus, and Government
- Community Advisory Panel (CAP) refreshed
- Interactive reporting dashboard built, in consultation with the CAP
- Increased internal engagement between liaisons and Neighbourhood Community Officers (NCOs)

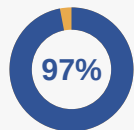
2023 ITEMS OF INTEREST

SERVICE MEMBER WELL-BEING

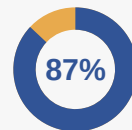


The Service and the Board are committed to Service Member well-being as a strategic and operational priority in order to foster a high performance workplace culture of health, safety and well-being. Foundational to this is investing in health promotion and injury prevention from the beginning of a Member's career with the Service.

The Service's Wellness Unit has implemented a regional and embedded service delivery model whereby Well-being Coordinators, who are experts specialized in first responder health and well-being visit divisions and units delivering evidence-informed mental health and well-being education and resources to Service Members. In Q1 and Q2 of 2024:



reported finding the session helpful

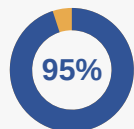


reported wanting another session on a similar topic

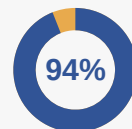
Furthering the focus on health & well-being from day one, Chief Demkiw, in partnership with the Service's Wellness Unit, launched the **Chief's Well-being Program** in October 2023. This program, provided to all new recruits, is a proactive, leader-led, evidence-based resiliency program with the objectives of:

- Reducing stigma and demonstrating a commitment to member well-being
- Supporting an 'early and often' approach to well-being
- Teaching practical skills to reduce operational stress injuries, through the Before Operational Stress (BOS) Program
- Enhancing awareness of wellness resources, programs, and activities available to members

When asked to provide feedback on the program:



reported being empowered to take charge of their own mental health



reported feeling equipped with practical strategies to incorporate into their operational role



LOOKING AHEAD TO 2024

The coming into force of the [Community Safety and Policing Act, 2019](#), (Act) on April 1, 2024 will have a significant impact on both policing and the governance of police this year, and in the years to come. This significant modernization of Ontario's more than 30 year-old legislation enhances policing practices, training, accountability, and the relationship between the Service and the Board. Specific impacts and timelines related to the implementation of these changes will become more clear as the Province continues to issue the necessary regulations.

This year will also see a return on investments made in 2023 into new approaches to hiring and recruitment. As new constables are deployed into the field, and new promotions of sergeants and staff sergeants come into force, the Service will carefully track the impacts on response times and other key crime-related metrics as well as the Service's performance, to ensure the resources available are used effectively. This analysis will also contribute to the development of a multi-year hiring plan that will provide the Service, the Board, and the City with a long-term view into the needs for adequate and effective policing in Toronto, and to ensure that Torontonians receive high quality policing services.

Another key priority for the Board in 2024 is the development of its Strategic Plan, which will guide the Service in prioritizing initiatives, and ensuring the quality of the policing services provided to the residents of Toronto. The development of the Strategic Plan includes consultation with the public and relevant stakeholders, to ensure that the needs of Toronto's diverse communities guide the work of the Board and the Service in the coming years. The priorities identified in the Strategic Plan will also provide the framework for future annual reports to the City.

The Board and the Service will continue to prioritize policing reform, in line with reports and recommendations received over the past several years, as well as the Board's strategic plan. Faithful implementation of reforms is key to building up public trust in policing, and strengthening the bond between the residents of Toronto and their police service.

SELECTED 2023 STATISTICS

REPORTED CRIME

Table 1. Reported Crime, by Criminal Code Violation Category.
Toronto, 2023 compared to 2022.

Category	Annual Counts				2023 Rates	
	2022	2023	Change		Incidence (per 100,000 population)	Clearance %
			N	%		
Property Crimes	96,582	119,629	23,047	24%	3941.0	15%
Violent Crimes ²	27,883	29,892	2,009	7%	984.7	61%
Other Criminal Code Violations	13,443	16,574	3,131	23%	546.0	76%
Criminal Code Traffic Violations	2,218	2,418	200	9%	79.7	88%
Overall Total	140,126	168,513	28,387	20%	5,551	30%

¹ Also referred to as "crimes against the person"

Table 2. Violent Crimes Reported, by Type of Crime.
Toronto, 2023 compared to 2022

Type of Violent Crime	Annual Counts				2023 Rates	
	2022	2023	Change		Incidence (per 100,000 population)	Clearance %
			N	%		
Assault	19,008	20,274	1,266	7%	667.9	66%
Sexual Violation	2,878	2,820	-58	-2%	92.9	44%
Robbery (Other)	2,367	2,460	93	4%	81.0	44%
Homicide ²	71	73	2	3%	2.4	82%
Attempted Murder	63	56	-7	-11%	1.8	75%
Robbery (Financial)	61	32	-29	-48%	1.1	53%
Overall Total	24,447	25,715	1,268	5%	847.1	-

¹ Also referred to as "crimes against the person"

² Includes 1st Degree, 2nd Degree, and Manslaughter.

SELECTED 2023 STATISTICS

REPORTED CRIME

**Table 3. Property Crimes Reported, by Type of Crime.
Toronto, 2023 compared to 2022**

Type of Property Crime	Annual Counts				2023 Rates	
	2022	2023	Change		Incidence (per 100,000 population)	Clearance %
			N	%		
Theft Under \$5,000	51,472	65,765	14,293	28%	2166.5	15
Fraud	12,098	15,118	3,020	25%	498.0	6
Auto Theft	9,977	12,356	2,379	24%	407.0	5
Break & Enter ¹	6,149	7,675	1,526	25%	252.8	24
Offensive Weapons	1,707	1,984	277	16%	65.4	74
Theft Over \$5,000	1,493	1,758	265	18%	57.9	12
Overall Total	82,884	104,656	21,772	26%	3447.7	-

¹ Includes Apartments, Houses, Commercial, and Other Premise types.

**Table 4. Traffic Offences and Collisions, by Category.
Toronto, 2023 compared to 2022**

Traffic Collisions & Offences	Annual Counts			
	2022	2023	Change	
			N	%
Property Damage Collisions	49,480	46,787	-2,693	-5
Failure to Remain ¹	5,272	13,162	7,890	150
Injury Collisions	6,053	8,587	2,534	42
Fatal Collisions ²	50	45	-5	-10
Total Collisions³	59,173	67,514	8,341	14

¹ Includes personal injury and property damage collisions.

² Reflects the number of people killed in traffic collisions.

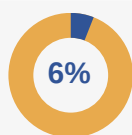
³ Total represents unique collisions; categories may include multiple offences leading to a combined count that exceeds the total.

SELECTED 2023 STATISTICS

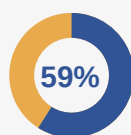
ENFORCEMENT

Table 5. Arrested and Charged Persons, by Category of Reported Crime. Toronto, 2023 compared to 2022

Category	Annual Counts			
	2022	2023	Change	
			N	%
Violent Crimes	15,332	18,113	2,781	18
Other Criminal Code Violations	11,997	14,641	2,644	22
Property Crimes	10,447	12,828	2,381	23
Controlled Drugs & Substances Act	1,137	1,255	118	10
Criminal Code Traffic	436	502	66	15
Other Federal Statute Violations	2	6	4	200
Total Arrested & Charged Persons	39,351	47,345	7,994	20



6% of people arrested were under 18 years old



59% of people arrested were between 25 and 44 years old

FIREARMS

Table 6. Firearms Seized and Reported Stolen, by Firearm Type. Toronto, 2023

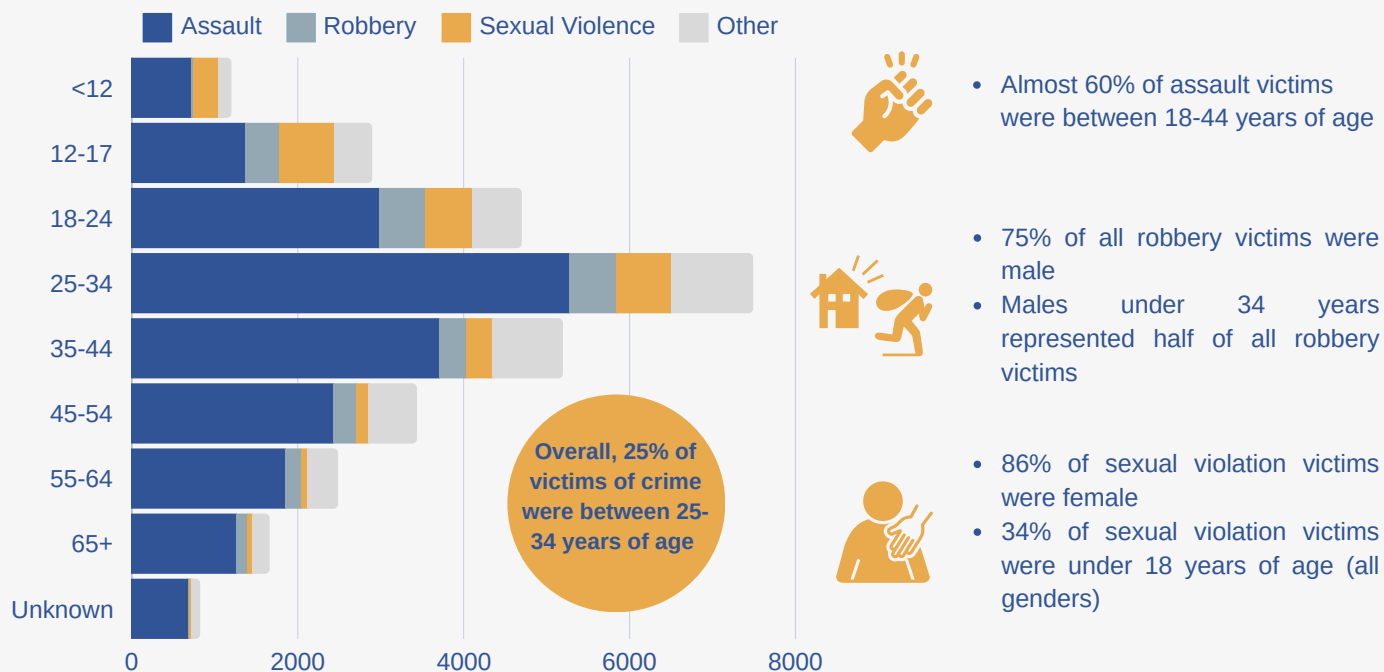
Firearm Type	Seized		Reported Stolen	
	N	%	N	%
Pistol / Handgun	479	36%	27	84%
Air Gun	394	30%	0	0%
Rifle	188	14%	3	9%
Shotgun	105	8%	2	6%
Toy Gun	57	4%	0	0%
Revolver	54	4%	0	0%
Starter's Pistol	13	1%	0	0%
Sawed-Off Shotgun	8	1%	0	0%
Commercial Version	3	0%	0	0%
Sawed-Off Rifle	3	0%	0	0%
Other ¹	16	1%	0	0%
Total	1,320	100%	32	100%

¹ Other includes: blank guns, homemade firearms, replica guns, etc.

SELECTED 2023 STATISTICS

VICTIMS OF CRIME

Figure 7. Victims of Reported Crime, by Age Group and Type of Crime. Toronto, 2023



SEARCH OF PERSONS

Table 7. Number of Level 3 and Level 4 Searches Conducted*. 2023 compared to 2022

Search Level	Annual Counts		
	2022	2023	Change N
Level 3 ¹	393	437	44
Level 4 ²	1	3	2
Total	394	440	46

¹ Level 3 Search: A search that involves the removal of some or all of a person's clothing and a visual inspection of the body.
² Level 4 Search: A body cavity search. These searches are only conducted by a qualified medical practitioner at a medical facility

* In 2022 and 2023, zero (0) Level 3 or Level 4 searches were conducted for individuals who self-identified as transgender or non-binary

SELECTED 2023 STATISTICS

COMPLAINTS

Table 8. Number of Public Complaints Received, by Investigation Status and Type of Alleged Misconduct. 2023 compared to 2022

Investigation Status	Annual Counts			
	2022	2023	Change N	%
Not Investigated ²	539	602	63	12
Investigated	320	370	50	16
<i>Discreditable Conduct</i>	139	131	-8	-6
<i>Neglect of Duty</i>	70	101	31	44
<i>Service</i>	51	68	17	33
<i>Unlawful/Unnecessary Exercise of Authority</i>	54	61	7	13
<i>Other</i> ³	6	9	3	50
Total	859	972	113	13

¹ Reflects public complaints filed with the Office of the Independent Police Review Director (O.I.P.R.D), which became the Law Enforcement Complaints Agency (L.E.C.A.) on April 1, 2024.

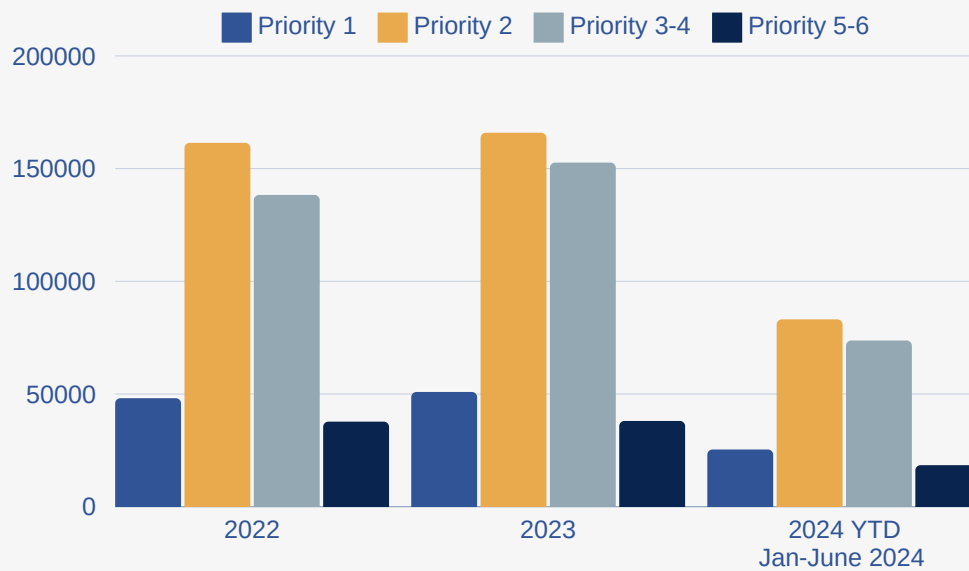
² The most common reasons for not investigating a complaint are: not in the public interest, frivolous, and dealt with in other law.

³ Other includes: breach of confidence, consuming drugs or alcohol, corrupt practice, deceit, insubordination, and policy.

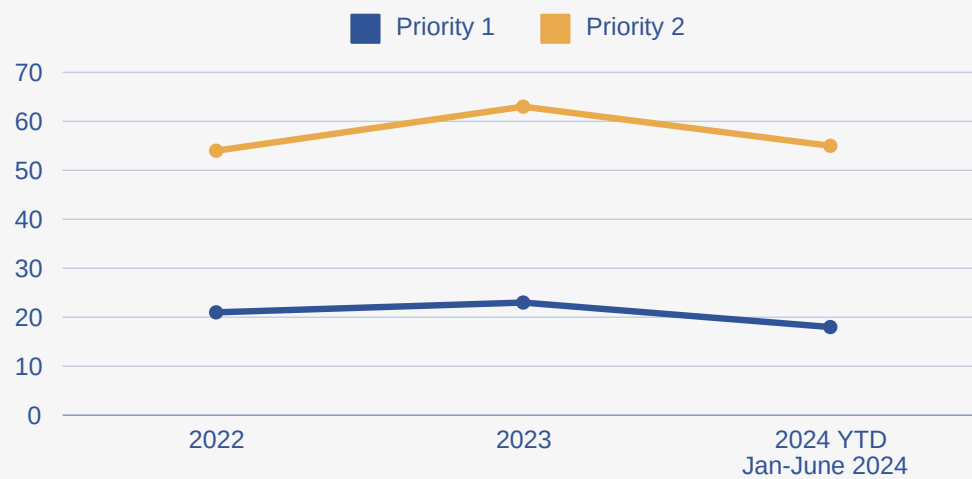
SELECTED 2023 STATISTICS

CALLS ATTENDED

**Figure 8. Number of Calls Attended, by Priority Level.
Toronto, 2022 to 2024 YTD**



**Figure 9. Response Time for Priority 1 and Priority 2 Calls Attended
Toronto, 2022 to 2024 YTD**



SELECTED 2023 STATISTICS

PERSONNEL

Table 9. Toronto Police Service Staffing Levels, by Rank
2023 compared to 2022

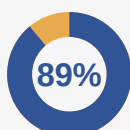
Rank	Annual Counts			
	2022	2023	Change	
			N	%
Uniform	5,156	5,295	139	3
Civilian	2,828	2,842	14	0.5
Other Staff ¹	417	442	25	6
Total	8,401	8,579	178	2

¹ Includes: auxillary personnel, temporary employees, part-time court officers, and other part-time employees.

BUDGET

Table 10. Toronto Police Service Gross Operating Budget
2023 compared to 2022

Year	Gross Operating Budget		
	Gross Operating Budget	Change from Previous Year	
		\$	%
2022	\$1,262,428,200	\$42,427,000	3.4%
2023	\$1,330,625,700	\$68,197,500	5.4%



of the 2023 Gross Operating Budget was distributed to salaries and benefits



REFERENCES

The resources and publications listed below were referenced in the creation of this report.

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6. Statistics Canada. 2023. Census Profile. 2021 Census of Population. Statistics Canada Catalogue number 98-316-X2021001. Ottawa. Released November 15, 2023. Accessed online: July 15, 2024 ([link](#)).
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17. Toronto Police Service Board. *Race-Based Data Collection, Analysis, and Public Reporting policy*, September 19, 2029. Accessed online July 15, 2024 ([link](#)).
18. Toronto Police Service. *Race and Identity-Based Data Collection: Promoting Equity, Fairness, and Non-Discriminatory Policing*. Accessed online July 15, 2024 ([link](#)).



PUBLIC REPORT

June 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Toronto Police Service 2023 Annual Statistical Report

Purpose: Information Purposes Only Seeking Decision

Recommendation:

It is recommended that the Toronto Police Service Board (Board) receive this report.

Summary:

The Annual Statistical Report (A.S.R.) provides a comprehensive overview of police related statistics including operational, crime, traffic, enforcement, and other policing data. The A.S.R. for 2023 will be released as a series of open data and interactive analytical products.

The A.S.R. can be accessed through the Toronto Police Service (Service) Public Safety Data Portal at <https://data.torontopolice.on.ca/pages/annualstatisticalreport>.

The components of the A.S.R. include:

1. [Guide to the A.S.R.](#)
2. [Portable Document Format \(PDF\) Reports](#)
3. [Data Analytics](#)
4. [Open Datasets](#)
5. [A.S.R. Maps](#)
6. [Infographics](#)
7. [Supporting Documentation](#)

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

In accordance with the recommendations outlined in the Toronto Police Service Board Police Reform initiatives, twenty-two (22) datasets will be shared with the City of Toronto Open Data Team for publication on the City's Open Data Portal.

The approach that the Service has taken for the Public Safety Data Portal, which provides data and analytics for all community members, has been recognized internationally. To support a broader understanding of policing in Toronto, we will continue to emphasize the importance of open analytics and providing resources to enhance open data literacy.

Discussion:

The Service has provided open data and analytics on the Public Safety Data Portal to offer insights to community members on operational, public safety, and accountability service delivery areas in Toronto.

The design and use of the Public Safety Data Portal provides access to performance indicators and trends over time. A few highlights are provided below:

Reported Crimes

- In 2023, crimes against the person and crimes against property increased by 7.2% and 23.9%, respectively. Overall, Criminal Code violations increased by 20.3% in 2023.
- For crimes against the person, assaults increased by 6.7% and homicides increased by 2.8%. Sexual violations decreased by 2% and financial robberies decreased by nearly half (47.5%).
- For crimes against property, house, apartment and commercial break and enters increased in 2023 by 57.9%, 7.3% and 20.0%, respectively. Auto thefts continued to have an increasing trend since 2019 and in 2023, made up 45.8% of crimes against property.
- Strip searches decreased by 97% over the past 5 years, though 2023 saw a slight increase from 2022.
- Hate crimes steadily increased from 136 in 2019 to 368 in 2023, a 48.4% rise from 2022 to 2023.

Firearms

- 1,320 firearms were seized in 2023 and 36.2% (479) were pistols. Firearm seizures decreased by 38.3% from 2022.
- In comparison to 2022, crime guns decreased by 12.6% and prohibited guns decreased by 21.2%.
- 55 crime guns were traced to domestic sources, 11 of which were reported stolen in Canada.

Traffic

- Collisions increased by 14.1% in 2023.
- Fatal collisions decreased by 10%, while injury collisions increased by 41.9%.
- Tickets issued increased by 20.3% compared to the previous year.

Communications

- There were 407,543 calls for service attended in 2023, an increase of 5.7% from 2022.
- In 2023, the average response time for priority 1 events was 23.1 minutes, a 9.1% increase from 2022. Average response time for priority 2 events was 63.0 minutes, an increase of 16.4% from 2022.

Conclusion:

The Service is committed to providing the public with continued access to public safety data and analytical insights. The 2023 and future Annual Statistical Reports will be published on the Toronto Police Service's Public Safety Data Portal.

Mr. Colin Stairs, Chief Information Officer will be in attendance to answer any questions that the Board may have regarding this report.

Financial Implications:

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

Respectfully submitted,

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

Attachments:

2023 Annual Statistical Report

2023

Annual Statistical Report



Toronto Police Service

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Introduction

What is the Annual Statistical Report (ASR)

The Toronto Police Service's Annual Statistical Report is a comprehensive overview of police related statistics including reported crimes, victims of crime, search of persons, firearms, traffic collisions, personnel, budget, communications, public complaints, enforcement and other administrative information.

This report is one of several components of the ASR open data release. More detailed information, a comprehensive guide to this report and the rest of the components of the ASR can be found here: data.torontopolice.on.ca/pages/annualstatisticalreport

Source Data:

The crime and traffic data contained in this report are derived from the Versadex records management system.

This system is continuously being updated and, as a result, some changes to statistics published in previous statistical reports should be expected.

Crime statistics contained in this report are based on the date that the information was reported or became known to police. This is done to minimize changes in reported statistics year over year and to enable some degree of comparability with statistics reported by Statistics Canada.

Other data comes from a combination of automated and manual systems maintained by the individual units responsible.

Comparing Crime Statistics:

The Crime statistics in this report may be compared with previous Annual Statistical Reports however it is important to note that changes in methodology may occur over time.

The crime statistics in this report may not be directly comparable with crime statistics prepared by other agencies as differing methods of categorization, geographic, technical, data, and time constraints may affect comparability.

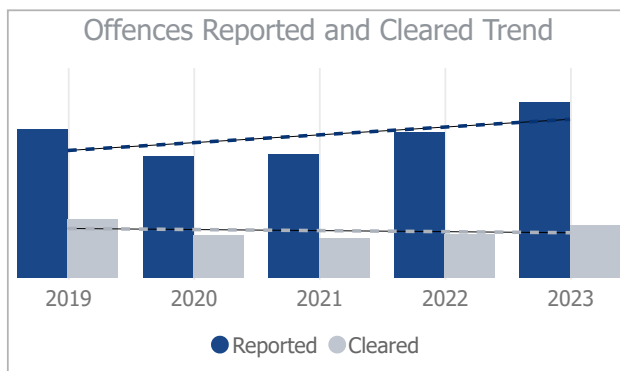
Detailed information pertaining to Statistics Canada crime reporting methodology can be found in the Uniform Crime Reporting Survey documents posted on the Statistics Canada website, <http://www.statcan.gc.ca>.

Reported Crime

Reported Crime Total Criminal Code Violations

Year	Reported	Cleared	% Cleared	Rate
2019	142,598	56,067	39.3%	4,774.0
2020	116,970	40,562	34.7%	3,845.3
2021	119,144	38,312	32.2%	3,953.4
2022	140,126	41,933	29.9%	4,715.1
2023	168,513	50,285	29.8%	5,551.5

% Change
-18.0%
 2019-20
1.9%
 2020-21
17.6%
 2021-22
20.3%
 2022-23



Total Criminal Code Violations includes Crimes Against the Person, Crimes Against Property, Criminal Code Traffic and Other Criminal Code Violations.

Crimes Against the Person

Year	Reported	Cleared	% Cleared	Rate
2019	28,991	17,196	59.3%	970.6
2020	24,436	14,320	58.6%	803.3
2021	25,192	14,417	57.2%	835.9
2022	27,883	16,352	58.6%	938.2
2023	29,892	18,132	60.7%	984.8

% Change
-15.7%
 2019-20
3.1%
 2020-21
10.7%
 2021-22
7.2%
 2022-23

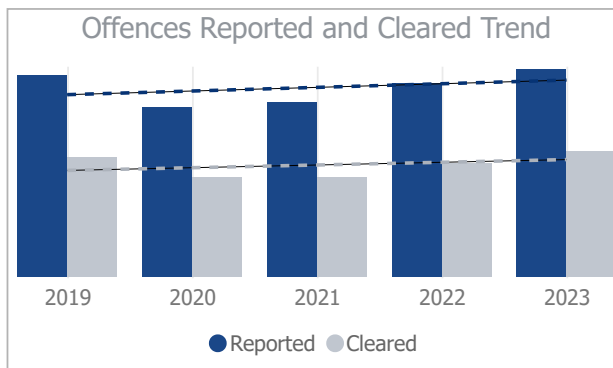


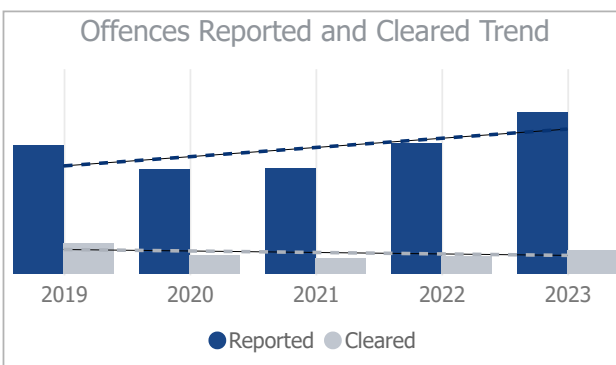
Table Source: ASR-RC-TBL-001

Reported Crime Crimes Against Property

Year	Reported	Cleared	% Cleared	Rate
2019	95,006	22,475	23.7%	3,180.7
2020	77,662	13,965	18.0%	2,553.1
2021	77,881	11,265	14.5%	2,584.2
2022	96,582	13,286	13.8%	3,249.9
2023	119,629	17,367	14.5%	3,941.0

% Change

- 18.3%**
2019-20
- 0.3%**
2020-21
- 24.0%**
2021-22
- 23.9%**
2022-23



Criminal Code Traffic

Year	Reported	Cleared	% Cleared	Rate
2019	1,797	1,704	94.8%	60.2
2020	1,782	1,597	89.6%	58.6
2021	2,134	1,910	89.5%	70.8
2022	2,218	1,995	89.9%	74.6
2023	2,418	2,136	88.3%	79.7

% Change

- 0.8%**
2019-20
- 19.8%**
2020-21
- 3.9%**
2021-22
- 9.0%**
2022-23

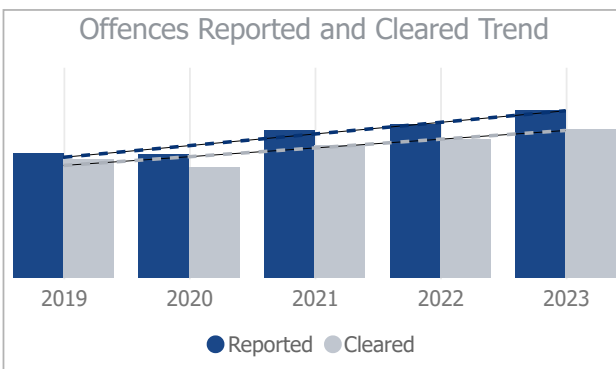
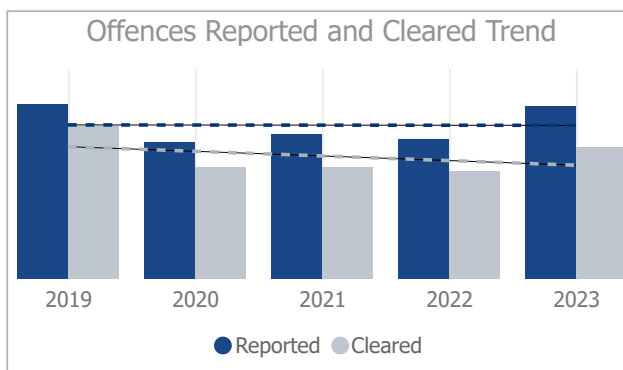


Table Source: ASR-RC-TBL-001

Reported Crime Other Criminal Code Violations

Year	Reported	Cleared	% Cleared	Rate
2019	16,804	14,692	87.4%	562.6
2020	13,090	10,680	81.6%	430.3
2021	13,937	10,720	76.9%	462.5
2022	13,443	10,300	76.6%	452.3
2023	16,574	12,650	76.3%	546.0

% Change
-22.1%
 2019-20
6.5%
 2020-21
-3.5%
 2021-22
23.3%
 2022-23



Controlled Drugs & Substances Act

Year	Reported	Cleared	% Cleared	Rate
2019	1,703	1,587	93.2%	57.0
2020	1,420	1,298	91.4%	46.7
2021	1,123	991	88.2%	37.3
2022	898	767	85.4%	30.2
2023	989	825	83.4%	32.6

% Change
-16.6%
 2019-20
-20.9%
 2020-21
-20.0%
 2021-22
10.1%
 2022-23

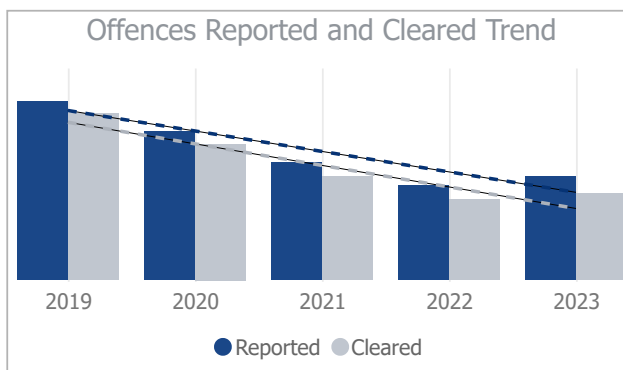
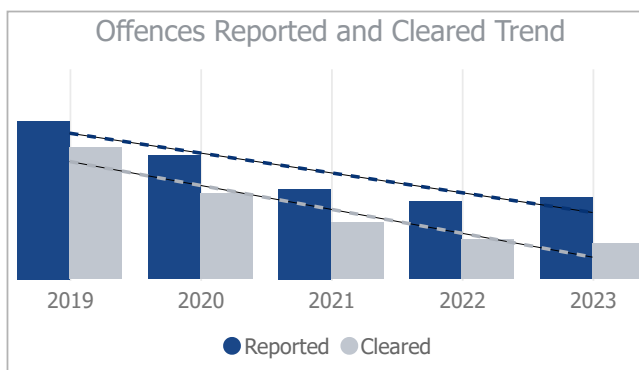


Table Source: ASR-RC-TBL-001

Reported Crime Other Federal Statute Violations

Year	Reported	Cleared	% Cleared	Rate
2019	228	190	83.3%	7.6
2020	178	124	69.7%	5.9
2021	130	81	62.3%	4.3
2022	112	57	50.9%	3.8
2023	118	51	43.2%	3.9

% Change
-21.9%
 2019-20
-27.0%
 2020-21
-13.8%
 2021-22
5.4%
 2022-23



Reported Offence Distribution by Category

- Crimes Against the Person
- Crimes Against Property
- Criminal Code Traffic
- Other Criminal Code Violations
- Controlled Drugs and Substances...
- Other Federal Statute Violations

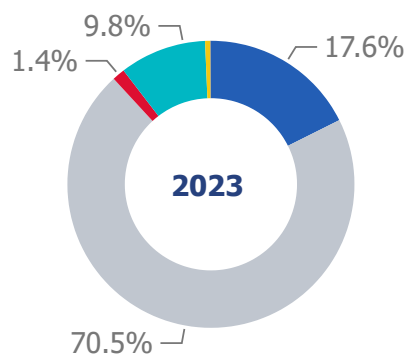
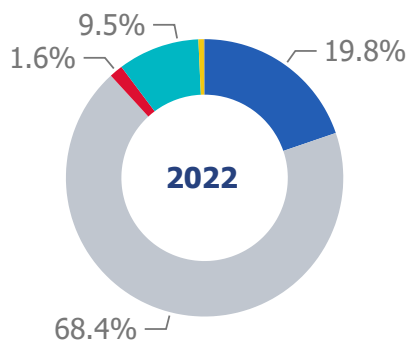


Table Source: ASR-RC-TBL-001

Total Criminal Code Violations

2023 Divisional Comparison

Category	Crimes Against the Person			Crimes Against Property			Criminal Code Traffic			Other Criminal Code Violations			Total Criminal Code Violations		
Unit	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared
EFC	14,092	8,666	61.5%	57,915	7,751	13.4%	1,060	936	88.3%	6,814	5,553	81.5%	79,881	22,906	28.7%
D13	959	584	60.9%	4,520	507	11.2%	108	95	88.0%	361	272	75.3%	5,948	1,458	24.5%
D32	1,890	1,110	58.7%	10,769	1,207	11.2%	114	92	80.7%	768	608	79.2%	13,541	3,017	22.3%
D33	1,357	833	61.4%	5,793	663	11.4%	115	95	82.6%	420	326	77.6%	7,685	1,917	24.9%
D41	2,115	1,366	64.6%	7,060	1,357	19.2%	150	140	93.3%	1,523	1,248	81.9%	10,848	4,111	37.9%
D42	1,489	911	61.2%	6,008	618	10.3%	148	137	92.6%	503	411	81.7%	8,148	2,077	25.5%
D43	2,219	1,416	63.8%	6,689	1,122	16.8%	156	136	87.2%	1,275	1,043	81.8%	10,339	3,717	36.0%
D53	1,590	855	53.8%	8,153	797	9.8%	88	73	83.0%	715	615	86.0%	10,546	2,340	22.2%
D55	2,473	1,591	64.3%	8,923	1,480	16.6%	181	168	92.8%	1,249	1,030	82.5%	12,826	4,269	33.3%
WFC	15,456	9,381	60.7%	61,038	9,541	15.6%	1,197	1,051	87.8%	9,542	6,912	72.4%	87,233	26,885	30.8%
D11	1,331	786	59.1%	6,077	993	16.3%	94	82	87.2%	806	711	88.2%	8,308	2,572	31.0%
D12	1,342	868	64.7%	4,275	716	16.7%	129	116	89.9%	676	534	79.0%	6,422	2,234	34.8%
D14	2,181	1,248	57.2%	9,615	1,790	18.6%	228	199	87.3%	1,169	1,005	86.0%	13,193	4,242	32.2%
D22	2,098	1,272	60.6%	8,937	1,423	15.9%	173	156	90.2%	974	678	69.6%	12,182	3,529	29.0%
D23	1,512	894	59.1%	6,072	573	9.4%	120	103	85.8%	546	445	81.5%	8,250	2,015	24.4%
D31	2,154	1,365	63.4%	5,577	750	13.4%	171	142	83.0%	1,192	907	76.1%	9,094	3,164	34.8%
D51	2,748	1,698	61.8%	10,373	1,669	16.1%	163	144	88.3%	1,928	1,658	86.0%	15,212	5,169	34.0%
D52	2,090	1,250	59.8%	10,112	1,627	16.1%	119	109	91.6%	2,251	974	43.3%	14,572	3,960	27.2%
NSA	344	85	24.7%	676	75	11.1%	161	149	92.5%	218	185	84.9%	1,399	494	35.3%
Total	29,892	18,132	60.7%	119,629	17,367	14.5%	2,418	2,136	88.3%	16,574	12,650	76.3%	168,513	50,285	29.8%

EFC = East Field Command
 WFC = West Field Command
 NSA = No Specified Address

Total Criminal Code Violations includes Crimes Against the Person, Crimes Against Property, Criminal Code Traffic and Other Criminal Code Violations.

Table Source: ASR-RC-TBL-001

Crimes Against the Person

Homicide

Year	Occurred	Cleared	% Cleared	Rate
2019	79	50	63.3%	2.6
2020	71	54	76.1%	2.3
2021	85	61	71.8%	2.8
2022	71	60	84.5%	2.4
2023	73	60	82.2%	2.4

% Change

-10.1%

2019-20

19.7%

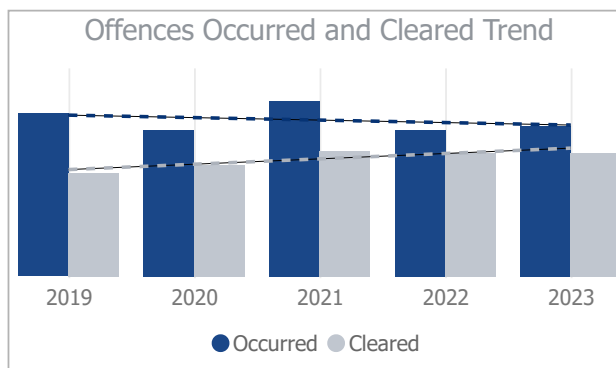
2020-21

-16.5%

2021-22

2.8%

2022-23



Assault

Year	Reported	Cleared	% Cleared	Rate
2019	18,896	12,042	63.7%	632.6
2020	16,455	10,261	62.4%	540.9
2021	17,336	10,441	60.2%	575.2
2022	19,008	11,787	62.0%	639.6
2023	20,274	13,276	65.5%	667.9

% Change

-12.9%

2019-20

5.4%

2020-21

9.6%

2021-22

6.7%

2022-23

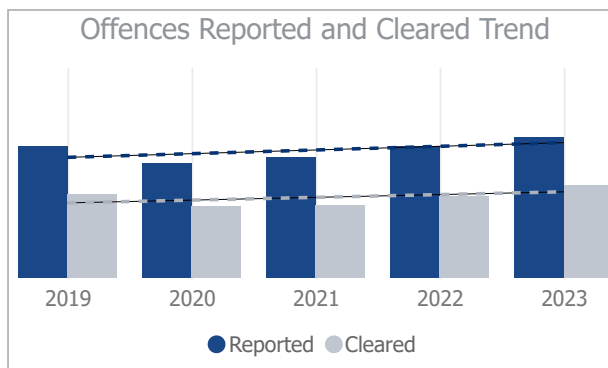


Table Source: ASR-RC-TBL-001 | ASR-RC-TBL-002

Crimes Against the Person Robbery (Financial)

Year	Reported	Cleared	% Cleared	Rate
2019	102	78	76.5%	3.4
2020	71	61	85.9%	2.3
2021	37	31	83.8%	1.2
2022	61	47	77.0%	2.1
2023	32	17	53.1%	1.1

% Change

-30.4%

2019-20

-47.9%

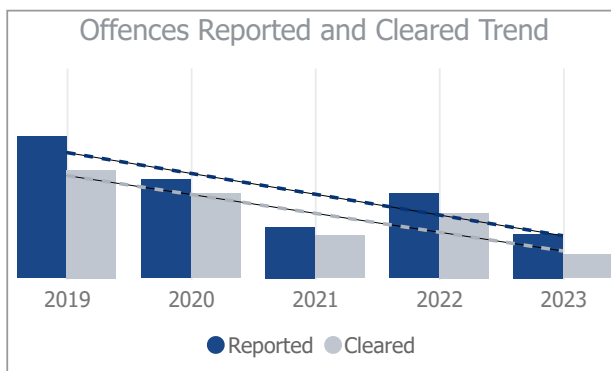
2020-21

64.9%

2021-22

-47.5%

2022-23



Robbery (Other)

Year	Reported	Cleared	% Cleared	Rate
2019	3,150	1,282	40.7%	105.5
2020	2,299	1,039	45.2%	75.6
2021	1,817	930	51.2%	60.3
2022	2,367	1,152	48.7%	79.6
2023	2,460	1,089	44.3%	81.0

% Change

-27.0%

2019-20

-21.0%

2020-21

30.3%

2021-22

3.9%

2022-23

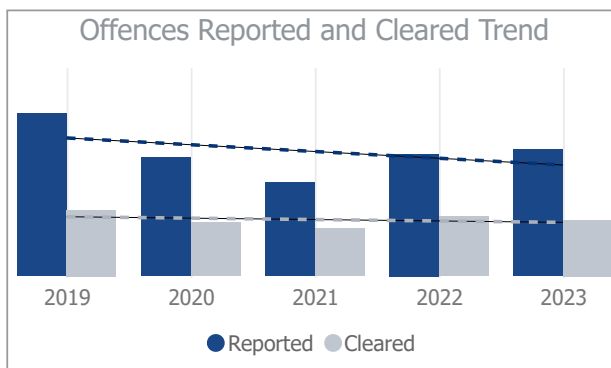


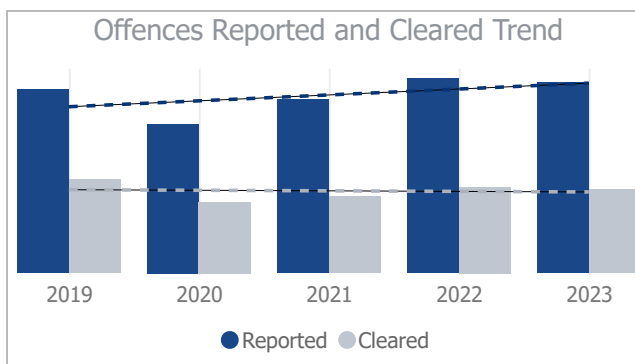
Table Source: ASR-RC-TBL-001

Crimes Against the Person Sexual Violation

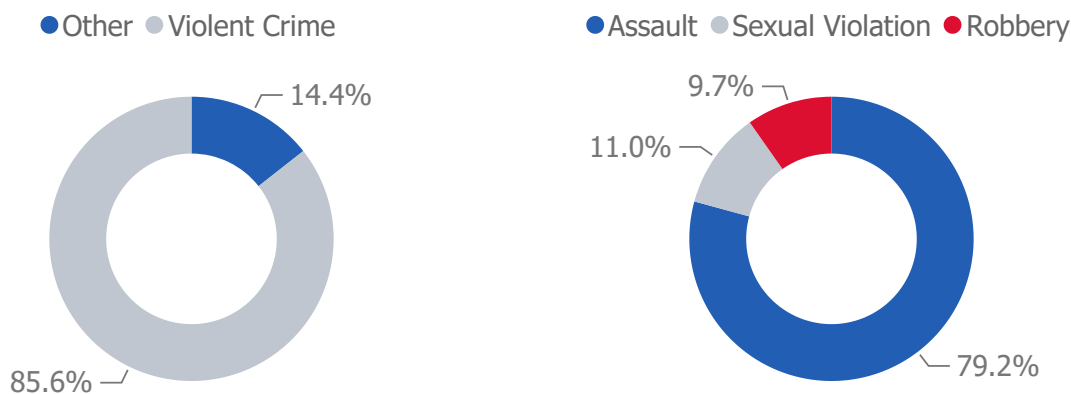
Year	Reported	Cleared	% Cleared	Rate
2019	2,718	1,391	51.2%	91.0
2020	2,209	1,051	47.6%	72.6
2021	2,567	1,139	44.4%	85.2
2022	2,878	1,277	44.4%	96.8
2023	2,820	1,237	43.9%	92.9

% Change

- 18.7%**
2019-20
- 16.2%**
2020-21
- 12.1%**
2021-22
- 2.0%**
2022-23



2023 Distribution of Crimes Against the Person



Violent Crime = Assault + Robbery + Sexual Violations

Table Source: ASR-RC-TBL-001

Crimes Against Property

Break & Enter (House)

Year	Reported	Cleared	% Cleared	Rate
2019	2,202	305	13.9%	73.7
2020	1,589	309	19.4%	52.2
2021	1,179	304	25.8%	39.1
2022	1,338	280	20.9%	45.0
2023	2,113	333	15.8%	69.6

% Change

-27.8%

2019-20

-25.8%

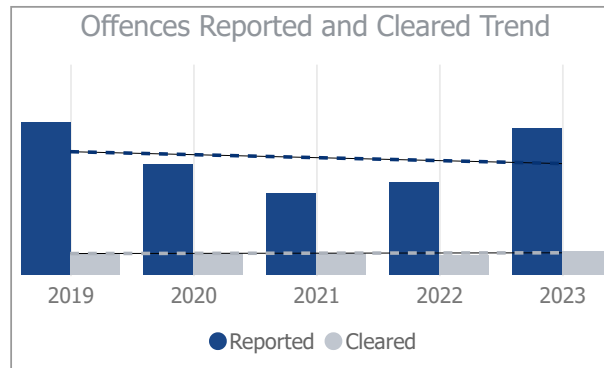
2020-21

13.5%

2021-22

57.9%

2022-23



Break & Enter (Apartment)

Year	Reported	Cleared	% Cleared	Rate
2019	2,454	545	22.2%	82.2
2020	1,885	539	28.6%	62.0
2021	1,670	477	28.6%	55.4
2022	1,696	562	33.1%	57.1
2023	1,820	563	30.9%	60.0

% Change

-23.2%

2019-20

-11.4%

2020-21

1.6%

2021-22

7.3%

2022-23

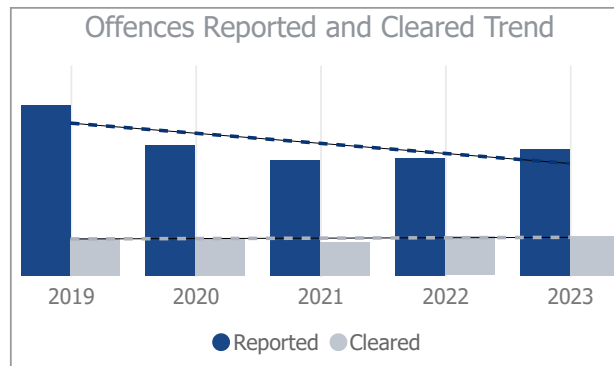


Table Source: ASR-RC-TBL-001

Crimes Against Property

Break & Enter (Commercial)

Year	Reported	Cleared	% Cleared	Rate
2019	3,340	825	24.7%	111.8
2020	2,917	825	28.3%	95.9
2021	2,446	642	26.2%	81.2
2022	2,593	688	26.5%	87.3
2023	3,111	770	24.8%	102.5

% Change

-12.7%

2019-20

-16.1%

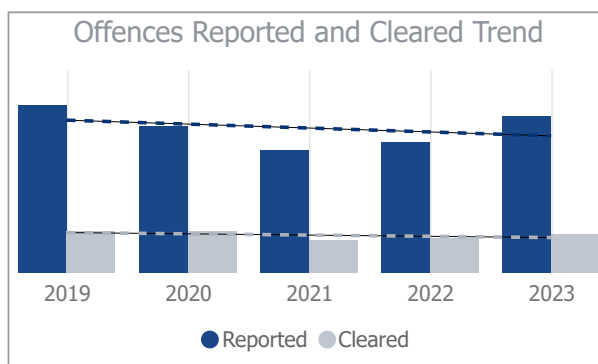
2020-21

6.0%

2021-22

20.0%

2022-23



Break & Enter (Other)

Year	Reported	Cleared	% Cleared	Rate
2019	568	148	26.1%	19.0
2020	608	158	26.0%	20.0
2021	516	142	27.5%	17.1
2022	522	121	23.2%	17.6
2023	631	169	26.8%	20.8

% Change

7.0%

2019-20

-15.1%

2020-21

1.2%

2021-22

20.9%

2022-23

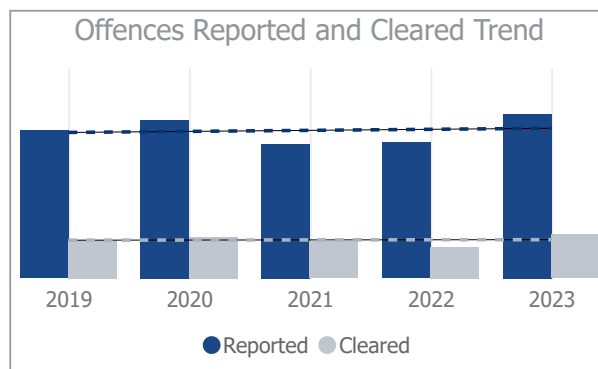


Table Source: ASR-RC-TBL-001

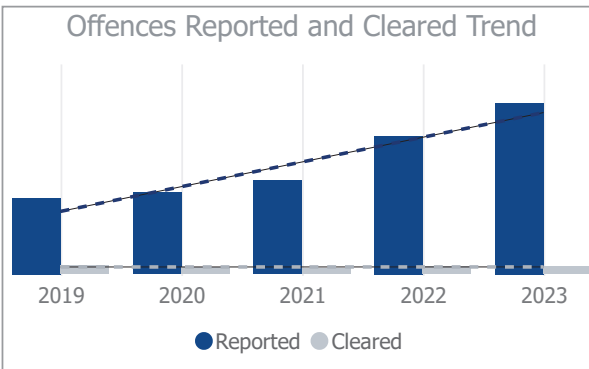
Crimes Against Property

Auto Theft

Year	Reported	Cleared	% Cleared	Rate
2019	5,493	610	11.1%	183.9
2020	5,887	471	8.0%	193.5
2021	6,750	404	6.0%	224.0
2022	9,977	547	5.5%	335.7
2023	12,356	576	4.7%	407.1

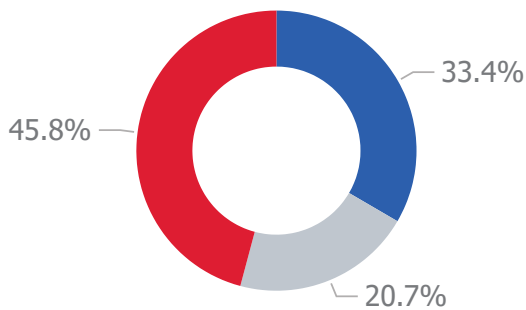
% Change

- 7.2%**
2019-20
- 14.7%**
2020-21
- 47.8%**
2021-22
- 23.8%**
2022-23



2023 Distribution of Crimes Against Property

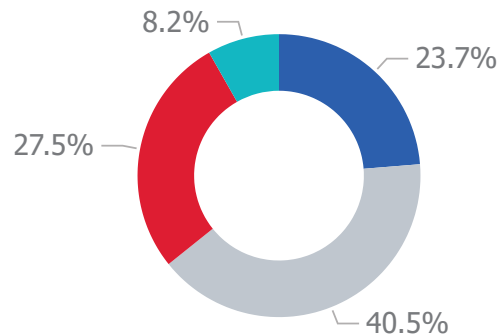
● Auto Theft ● Break & Enter ● Other



Other includes other crimes related to property

2023 Break & Enter Distribution by Premise Type

● Apartment ● Commercial ● House ● Other



Hate/Bias Crime

Section	2019	2020	2021	2022	2023
Reported Crime	136	209	257	248	368

Table Source: ASR-RC-TBL-001 | ASR-MISC-TBL-001

2023 Breakdown of Reported Crime by Command

Unit Offence	EFC			WFC			NSA			Toronto Police Service		
	Occurred	Cleared	% Cleared	Occurred	Cleared	% Cleared	Occurred	Cleared	% Cleared	Occurred	Cleared	% Cleared
Homicide	34	32	94.1%	39	28	71.8%	0	0	-	73	60	82.2%

Unit Offence	EFC			WFC			NSA			Toronto Police Service		
	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared
Assault	9,275	6,154	66.4%	10,849	7,072	65.2%	150	50	33.3%	20,274	13,276	65.5%
Attempt Murder	26	22	84.6%	29	19	65.5%	1	1	100.0%	56	42	75.0%
Auto Theft	6,964	289	4.1%	5,340	285	5.3%	52	2	3.8%	12,356	576	4.7%
Break & Enter	3,955	785	19.8%	3,714	1,048	28.2%	6	2	33.3%	7,675	1,835	23.9%
Fraud	7,585	433	5.7%	7,149	426	6.0%	384	16	4.2%	15,118	875	5.8%
Offensive Weapons	746	577	77.3%	1,197	857	71.6%	41	31	75.6%	1,984	1,465	73.8%
Robbery	1,228	541	44.1%	1,247	556	44.6%	17	9	52.9%	2,492	1,106	44.4%
Sexual Violation	1,344	608	45.2%	1,338	616	46.0%	138	13	9.4%	2,820	1,237	43.9%
Theft Over \$5000	826	89	10.8%	923	122	13.2%	9	1	11.1%	1,758	212	12.1%
Theft Under \$5000	30,206	4,424	14.6%	35,442	5,331	15.0%	117	15	12.8%	65,765	9,770	14.9%

Unit Offence	EFC			WFC			NSA			Toronto Police Service		
	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared
Criminal Code Traffic	1,060	936	88.3%	1,197	1,051	87.8%	161	149	92.5%	2,418	2,136	88.3%

Table Source: ASR-RC-TBL-001 | ASR-RC-TBL-002

EFC = East Field Command
 WFC = West Field Command
 NSA = No Specified Address

- Homicide includes 1st Degree, 2nd Degree and Manslaughter
 - Break & Enter includes from Apartments, Houses, Commercial, and Other Premise Types
 - Robbery includes Robbery-Financial and Robbery-Other

2023 Breakdown of Reported Crime by Division Crimes Against the Person

Offence	Homicide			Assault			Attempt Murder			Robbery			Sexual Violation		
Division	Occurred	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared
D11	2	2	100.0%	916	569	62.1%	2	2	100.0%	110	50	45.5%	105	56	53.3%
D12	3	3	100.0%	897	635	70.8%	4	4	100.0%	113	40	35.4%	137	71	51.8%
D13	2	2	100.0%	646	430	66.6%	1	1	100.0%	87	46	52.9%	102	40	39.2%
D14	7	7	100.0%	1,539	943	61.3%	5	5	100.0%	162	68	42.0%	202	85	42.1%
D22	6	5	83.3%	1,579	1,024	64.9%	2	0	0.0%	121	49	40.5%	146	58	39.7%
D23	6	1	16.7%	983	633	64.4%	2	0	0.0%	178	90	50.6%	121	57	47.1%
D31	4	1	25.0%	1,436	979	68.2%	4	4	100.0%	194	87	44.8%	224	114	50.9%
D32	4	4	100.0%	1,164	747	64.2%	0	0	-	227	93	41.0%	179	87	48.6%
D33	5	5	100.0%	888	569	64.1%	3	3	100.0%	117	52	44.4%	141	74	52.5%
D41	5	5	100.0%	1,398	969	69.3%	3	1	33.3%	150	63	42.0%	184	82	44.6%
D42	2	2	100.0%	954	646	67.7%	3	2	66.7%	161	67	41.6%	165	72	43.6%
D43	6	5	83.3%	1,434	1,004	70.0%	8	8	100.0%	212	90	42.5%	189	79	41.8%
D51	10	9	90.0%	1,971	1,313	66.6%	6	2	33.3%	230	110	47.8%	228	100	43.9%
D52	1	0	0.0%	1,528	976	63.9%	4	2	50.0%	139	62	44.6%	175	75	42.9%
D53	1	1	100.0%	1,064	625	58.7%	4	4	100.0%	101	36	35.6%	156	65	41.7%
D55	9	8	88.9%	1,727	1,164	67.4%	4	3	75.0%	173	94	54.3%	228	109	47.8%

- Homicide includes 1st Degree, 2nd Degree and Manslaughter
 - Robbery includes Robbery-Financial and Robbery-Other

Table Source: ASR-RC-TBL-001 | ASR-RC-TBL-002

2023 Breakdown of Reported Crime by Division Crimes Against Property

Offence	Auto Theft			Break & Enter			Fraud			Theft Over \$5000			Theft Under \$5000		
	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared
D11	319	15	4.7%	399	132	33.1%	605	31	5.1%	56	8	14.3%	3,863	618	16.0%
D12	513	35	6.8%	312	88	28.2%	489	49	10.0%	49	7	14.3%	2,315	343	14.8%
D13	431	18	4.2%	379	57	15.0%	456	46	10.1%	45	2	4.4%	2,533	251	9.9%
D14	265	27	10.2%	542	147	27.1%	1,122	60	5.3%	118	21	17.8%	6,347	1,199	18.9%
D22	1,434	81	5.6%	626	76	12.1%	1,119	68	6.1%	160	10	6.3%	4,447	876	19.7%
D23	1,497	41	2.7%	376	88	23.4%	714	41	5.7%	126	8	6.3%	2,554	217	8.5%
D31	954	38	4.0%	463	127	27.4%	797	41	5.1%	170	16	9.4%	2,205	259	11.7%
D32	1,603	43	2.7%	900	91	10.1%	1,354	73	5.4%	188	14	7.4%	5,346	714	13.4%
D33	861	51	5.9%	454	40	8.8%	969	49	5.1%	105	14	13.3%	2,574	353	13.7%
D41	666	33	5.0%	382	140	36.6%	918	68	7.4%	91	10	11.0%	3,905	832	21.3%
D42	1,160	44	3.8%	415	80	19.3%	927	37	4.0%	75	4	5.3%	2,689	298	11.1%
D43	759	42	5.5%	272	95	34.9%	1,087	93	8.6%	78	8	10.3%	3,464	636	18.4%
D51	200	30	15.0%	555	191	34.4%	1,064	49	4.6%	122	21	17.2%	6,871	834	12.1%
D52	158	18	11.4%	441	199	45.1%	1,239	87	7.0%	122	31	25.4%	6,840	985	14.4%
D53	865	28	3.2%	666	118	17.7%	942	37	3.9%	149	20	13.4%	4,453	403	9.1%
D55	619	30	4.8%	487	164	33.7%	932	30	3.2%	95	17	17.9%	5,242	937	17.9%

Break & Enter includes from Apartments, Houses, Commercial, and Other Premise Types

Table Source: ASR-RC-TBL-001

2023 Breakdown of Reported Crime by Division

Other Reported Crime

Offence	Offensive Weapons			Controlled Drugs and Substances Act			Other Federal Statute Violations		
	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared	Reported	Cleared	% Cleared
D11	54	44	81.5%	41	36	87.8%	3	2	66.7%
D12	101	73	72.3%	47	35	74.5%	12	10	83.3%
D13	40	29	72.5%	11	8	72.7%	4	3	75.0%
D14	127	99	78.0%	73	60	82.2%	5	1	20.0%
D22	215	148	68.8%	60	41	68.3%	14	4	28.6%
D23	63	41	65.1%	29	23	79.3%	3	2	66.7%
D31	252	155	61.5%	65	48	73.8%	11	5	45.5%
D32	108	74	68.5%	31	30	96.8%	9	6	66.7%
D33	56	43	76.8%	38	30	78.9%	2	2	100.0%
D41	128	103	80.5%	52	45	86.5%	3	3	100.0%
D42	55	48	87.3%	14	13	92.9%	3	1	33.3%
D43	126	94	74.6%	41	32	78.0%	3	0	0.0%
D51	244	187	76.6%	281	249	88.6%	10	2	20.0%
D52	141	110	78.0%	82	68	82.9%	20	6	30.0%
D53	80	66	82.5%	18	16	88.9%	3	0	0.0%
D55	153	120	78.4%	64	59	92.2%	2	0	0.0%

Table Source: ASR-RC-TBL-001

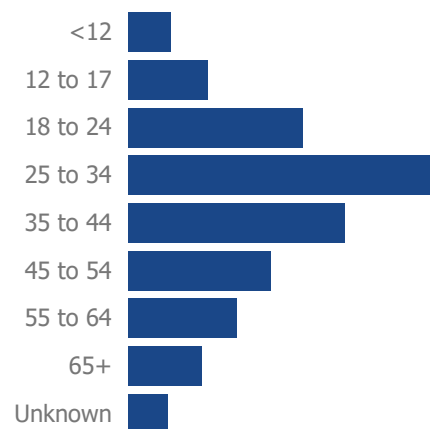
Victims of Crime

2023 Offence Totals by Victim Age & Sex

Assault

Age Cohort	Female	Male	Unknown	Total	% Total
<12	287	435	0	722	3.6%
12 to 17	691	677	0	1,368	6.7%
18 to 24	1,431	1,546	4	2,981	14.7%
25 to 34	2,629	2,635	9	5,273	26.0%
35 to 44	1,870	1,828	7	3,705	18.3%
45 to 54	1,132	1,300	1	2,433	12.0%
55 to 64	727	1,127	1	1,855	9.1%
65+	516	743	1	1,260	6.2%
Unknown	141	525	11	677	3.3%
Total	9,424	10,816	34	20,274	100.0%

Victims of Crime by Age Cohort



Robbery

Age Cohort	Female	Male	Unknown	Total	% Total
<12	2	20	0	22	0.9%
12 to 17	50	358	0	408	16.4%
18 to 24	126	428	0	554	22.2%
25 to 34	156	412	2	570	22.9%
35 to 44	104	221	1	326	13.1%
45 to 54	94	175	0	269	10.8%
55 to 64	59	135	0	194	7.8%
65+	46	83	0	129	5.2%
Unknown	9	11	0	20	0.8%
Total	646	1,843	3	2,492	100.0%

Victims of Crime by Age Cohort

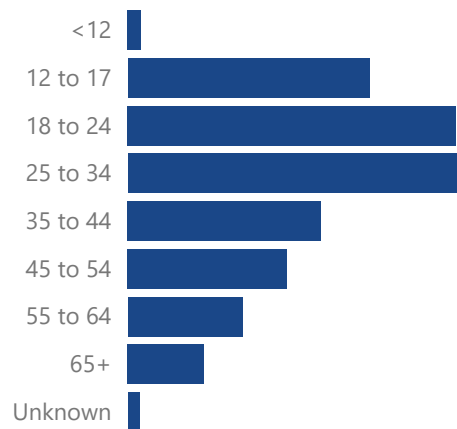
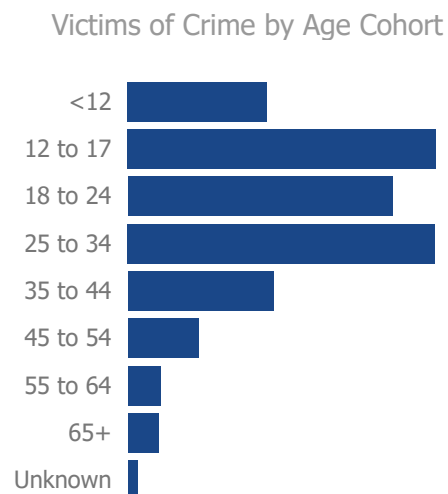


Table Source: ASR-VC-TBL-001

2023 Offence Totals by Victim Age & Sex

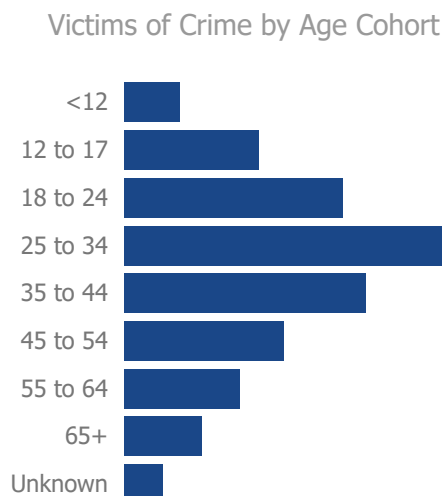
Sexual Violation

Age Cohort	Female	Male	Unknown	Total	% Total
<12	219	81	0	300	10.6%
12 to 17	551	112	1	664	23.5%
18 to 24	516	53	1	570	20.2%
25 to 34	597	65	0	662	23.5%
35 to 44	277	37	0	314	11.1%
45 to 54	134	17	1	152	5.4%
55 to 64	59	12	0	71	2.5%
65+	63	3	0	66	2.3%
Unknown	18	3	0	21	0.7%
Total	2,434	383	3	2,820	100.0%



Crimes Against the Person

Age Cohort	Female	Male	Unknown	Total	% Total
<12	586	614	0	1,200	4.0%
12 to 17	1,529	1,366	2	2,897	9.7%
18 to 24	2,416	2,277	8	4,701	15.7%
25 to 34	3,943	3,534	13	7,490	25.1%
35 to 44	2,736	2,452	9	5,197	17.4%
45 to 54	1,649	1,785	3	3,437	11.5%
55 to 64	1,012	1,473	1	2,486	8.3%
65+	727	930	4	1,661	5.6%
Unknown	196	610	17	823	2.8%
Total	14,794	15,041	57	29,892	100.0%



Selected Offences Committed Against Peace Officers

Assault Subtype	2019	2020	2021	2022	2023
Aggravated Peace Officer	2	3	4	4	2
Assault Peace Officer	632	542	506	602	706
Assault Peace Officer Weapon/Bodily Harm	71	83	84	124	100
Assault Resist Arrest	347	175	170	186	200
Total	1,052	803	764	916	1,008

Table Source: ASR-VC-TBL-001

Search of Persons

Search of Persons

Level 3 & 4 Searches

Level	2019	2020	2021	2022	2023
Level 3	14673	7783	755	393	437
Level 4	8	1	4	1	3
Total	14681	7784	759	394	440

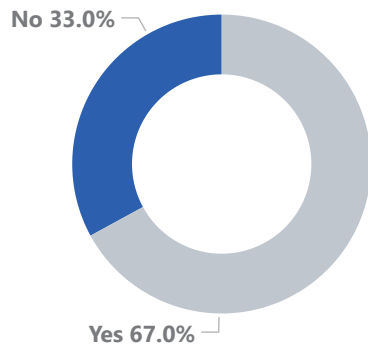
Trans and Non-binary Searches

	2019	2020	2021	2022	2023
	68	33	0	0	0

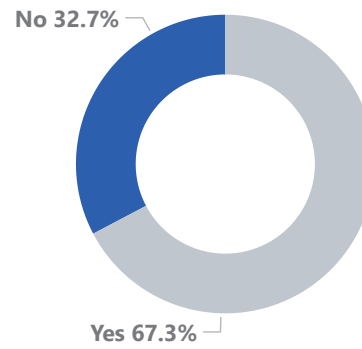
Search of Transgender Person - Self Identified
(Numbers are included in the total Level 3 and/or Level 4 Search counts).

2023 - Items Found as a Result of Search of Persons

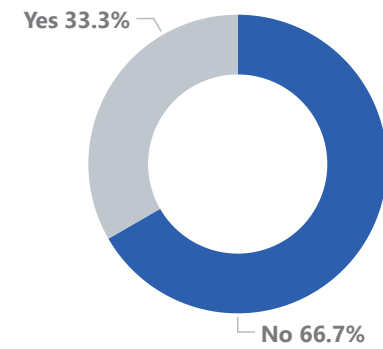
Total Searches with Items Found



Level 3 Searches



Level 4 Searches



As of October 2020, the Toronto Police Service made updates to the collection of Search of Persons data, resulting in it not being possible to describe the nature of the items found, only if items were found or not.

Table Source: ASR-SP-TBL-001

Firearms

Firearms Seizures & Thefts

Firearm Seizures

Type	2019	2020	2021	2022	2023
Pistol	963	523	833	668	479
Air Gun	643	585	570	563	394
Rifle	1,672	313	522	425	188
Shotgun	1,024	170	251	200	105
Toy Gun	30	24	36	38	57
Revolver	498	57	201	117	54
Other	66	85	31	30	14
Starter's Pistol	57	23	36	29	13
Sawed-Off Shotgun	18	14	12	8	8
Commercial Version	11	9	18	2	3
Sawed-off Rifle	7	8	6	5	3
Combination Gun	16	4	2	1	1
Replica	20	15	20	37	1
Antique	33	2	5	13	0
Derringer	14	1	0	0	0
Machine Gun	2	0	1	0	0
Submachine Gun	9	11	7	3	0
Total	5,083	1,844	2,551	2,139	1,320

Other: This type of firearm includes blank guns, homemade firearms, etc.

Table Source: ASR-F-TBL-003 | Total firearms from 2023 is accurate as of March 8, 2024.

Firearms Seizures & Thefts

Guns Reported Stolen to Toronto Police Service

Type	2019	2020	2021	2022	2023
Air Gun	6	5	17	4	0
Handgun	25	24	22	20	27
Replica	0	0	0	1	0
Rifle	15	8	3	4	3
Shotgun	6	6	0	2	2
Total	52	43	42	31	32

Handgun includes both Pistol and Revolver

Firearm Thefts by Premise Type

Type	2019	2020	2021	2022	2023
Commercial	2	2	7	5	0
Commercial Storage Facility	2	0	0	0	0
Residence	0	0	0	3	8
Residential	6	8	4	0	0
Residential Storage Unit	2	0	0	0	0
School	0	1	0	0	0
Vehicle	5	4	4	3	1
Total	17	15	15	11	9

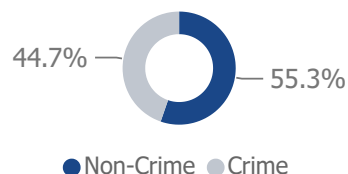
Table Source: ASR-F-TBL-003 | Total firearms from 2023 is accurate as of March 8, 2024.

Firearms Seizures & Thefts

Gun Seizures by Classification

Type	2019	2020	2021	2022	2023
Crime	693	663	635	675	590
Non-Crime	4,390	1,181	1,916	1,464	730
Total	5,083	1,844	2,551	2,139	1,320

2023 Gun Seizures by Classification



Crime Guns - Firearm Type

Type	2019	2020	2021	2022	2023
Pistol	402	367	412	490	378
Air Gun	103	102	87	73	84
Rifle	50	48	43	29	34
Revolver	47	45	32	24	19
Shotgun	25	33	30	13	21
Toy Gun	11	8	3	9	33
Sawed-Off Shotgun	18	13	11	8	8
Other	15	13	1	13	1
Sawed-off Rifle	7	8	6	4	3
Starter's Pistol	4	7	6	3	6
Commercial Version	0	6	2	6	2
Submachine Gun	1	11	0	0	0
Antique	7	1	1	0	0
Replica	1	0	1	2	0
Derringer	2	1	0	0	0
Combination Gun	0	0	0	1	1
Total	693	663	635	675	590

Crime Guns - Firearm Classification

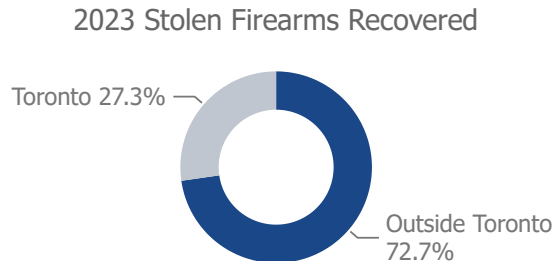
Type	2019	2020	2021	2022	2023
Prohibited	331	318	325	378	298
Restricted	155	144	146	173	117
Deemed Non-Firearm	129	129	97	84	122
Non-Restricted	71	67	63	39	51
Antique	7	5	3	1	2
Unknown	0	0	1	0	0
Total	693	663	635	675	590

Table Source: ASR-F-TBL-003 | Total firearms from 2023 is accurate as of March 8, 2024.

Firearms Seizures & Thefts

Stolen Firearms Recovered by Toronto Police Service

Type	2019	2020	2021	2022	2023
Outside Toronto	41	25	12	11	8
Toronto	6	7	4	4	3
Total	47	32	16	15	11



2023 Top Calibres by Firearm Type

Rank	Shotgun
1	12 GA
2	12 GA X 3" / 20 GA / 410 GA
3	16 GA

Rank	Rifle
1	22 LR
2	7.62X39 RUSSIAN / 5.56MM NATO
3	9MM/9MM LUGER / 30-30 Win

Rank	Pistol
1	9MM LUGER/9MM
2	40 S&W
3	45 AUTO
4	22 LR
5	25 AUTO

Rank	Revolver
1	357 MAG / 38 SPL
2	22 LR
3	357 / 32 RF / 32 S&W / 8MM PIN-FIRE

Types of Firearms Stolen and Recovered in Toronto

Type	2019	2020	2021	2022	2023
Pistol	31	20	13	12	8
Revolver	13	6	2	1	0
Rifle	2	3	1	1	1
Shotgun	1	3	0	1	2
Total	47	32	16	15	11

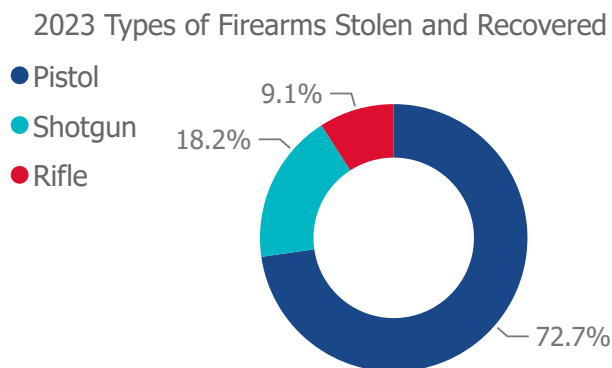


Table Source: ASR-F-TBL-001 | ASR-F-TBL-003 | Total firearms from 2023 is accurate as of March 8, 2024.

2023 Top 20 Offences Related to Firearms Seizures

Rank	Offence
1	Firearm - Unauthorized Possess
2	Weapon - Poss Dangerous Purp
3	Ftc With Conditions
4	Threat - Person
5	Assault With Weapon
6	Firearm - Found
7	Robbery With Weapon
8	Assault
9	Pointing A Firearm
10	Firearm - Unsafe Storage
11	Property - Found
12	Discharge Firearm With Intent
13	Drug - Traf Other (Schd I)
14	Carrying Concealed Weapon
15	Weapons Trafficking
16	Suspicious Incident
17	Drug - Traf Cocaine (Schd I)
18	Search Warrant Executed
19	Possession Property Obc Over
20	Robbery - Business

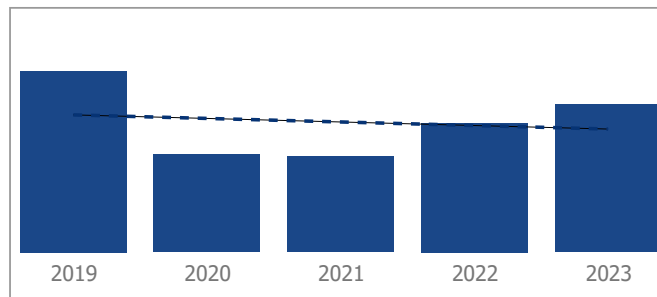
Table Source: ASR-F-TBL-002

Traffic

Traffic Collisions & Offences

Total Collisions

Year	Collisions
2019	82,831
2020	44,738
2021	43,742
2022	59,173
2023	67,514

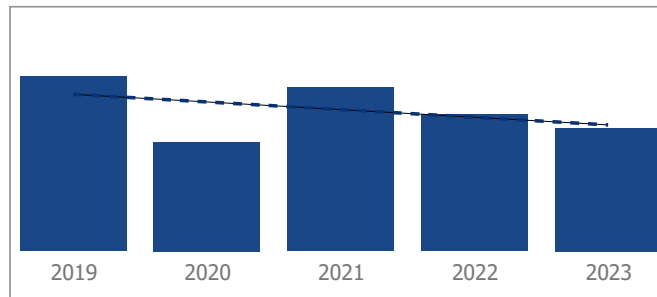


% Change

- 46.0%**
2019-20
- 2.2%**
2020-21
- 35.3%**
2021-22
- 14.1%**
2022-23

Fatal Collisions

Year	Collisions
2019	64
2020	40
2021	60
2022	50
2023	45



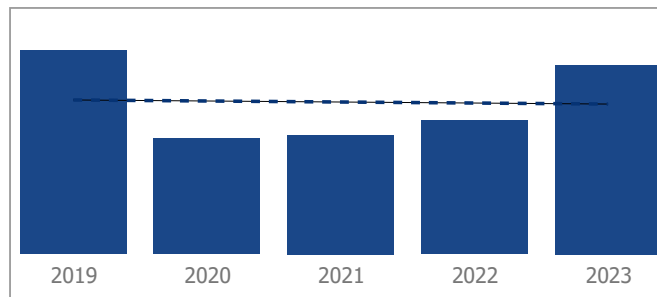
% Change

- 37.5%**
2019-20
- 50.0%**
2020-21
- 16.7%**
2021-22
- 10.0%**
2022-23

Fatal collisions reflects the count of persons killed in a traffic collision

Injury Collisions

Year	Collisions
2019	9,228
2020	5,234
2021	5,413
2022	6,053
2023	8,587



% Change

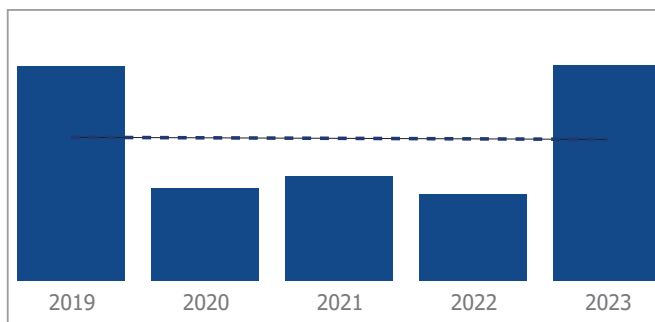
- 43.3%**
2019-20
- 3.4%**
2020-21
- 11.8%**
2021-22
- 41.9%**
2022-23

Table Source: ASR-T-TBL-001

Traffic Collisions & Offences

Fail to Remain - Injury & Property Damage Collisions

Year	Collisions
2019	13,118
2020	5,680
2021	6,401
2022	5,272
2023	13,162



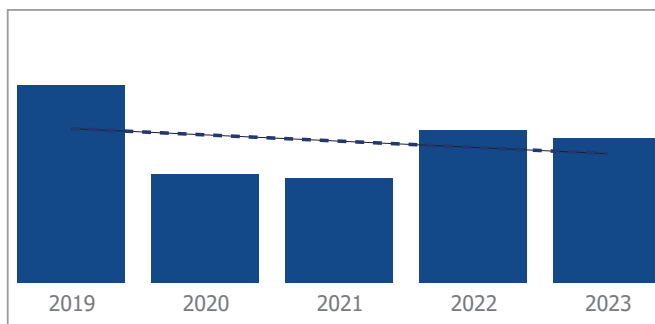
% Change

- 56.7%**
2019-20
- 12.7%**
2020-21
- 17.6%**
2021-22
- 149.7%**
2022-23

Personal Injury (PI) and Property Damage are both included in this category.

Property Damage Collisions

Year	Collisions
2019	64,047
2020	35,227
2021	33,863
2022	49,480
2023	46,787



% Change

- 45.0%**
2019-20
- 3.9%**
2020-21
- 46.1%**
2021-22
- 5.4%**
2022-23

Property damage collisions include reportable and non-reportable collisions.

Table Source: ASR-T-TBL-001 | ASR-MISC-TBL-001

Personnel & Budget

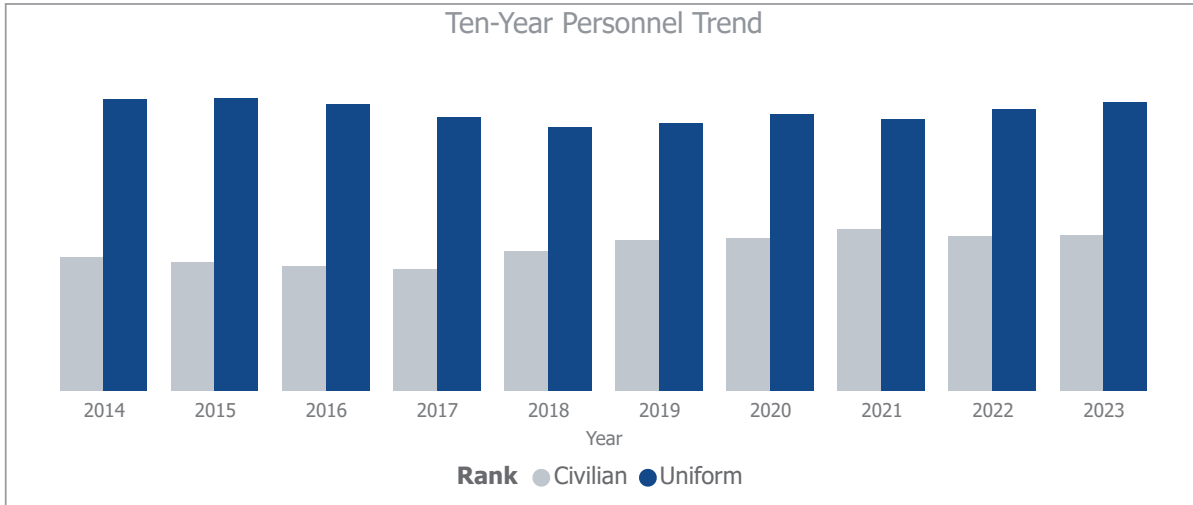
Personnel Staffing

Rank	Classification	2019	2020	2021	2022	2023
Uniform	Chief	1	1	1	2	1
	Deputy Chief	4	3	2	3	2
	Staff Superintendent	5	5	8	8	7
	Superintendent	23	20	24	31	31
	Staff Inspector	1	1	1	1	0
	Inspector	41	54	44	46	50
	Staff Sergeant/Detective Sergeant	222	205	217	205	190
	Sergeant/Detective	772	841	745	755	704
	Police Constable	3,827	3,931	3,930	3,875	4,044
	Cadets-in-Training	0	0	0	230	266
	Total	4,896	5,061	4,972	5,156	5,295
Civilian	Civilian Command Officer	1	2	2	2	2
	Cadets-in-Training	258	132	154	0	0
	Director	6	7	6	8	7
	Parking Enforcement Officer	322	401	312	277	321
	Court Officer	433	765	454	431	434
	Document Server	12	15	15	16	19
	Communications Operator	248	312	283	288	282
	Custodial Officer	5	1	1	0	0
	Other Civilians	1,475	1,167	1,734	1,806	1,777
Total	2,760	2,802	2,961	2,828	2,842	
Other Staff	Auxiliary Personnel	367	321	295	304	297
	Temporary Employee	135	126	93	95	127
	Part-time Court Officer	77	0	0	0	0
	Part-time Employee - other	113	95	20	18	18
Total	692	542	408	417	442	
Total	8,348	8,405	8,341	8,401	8,579	

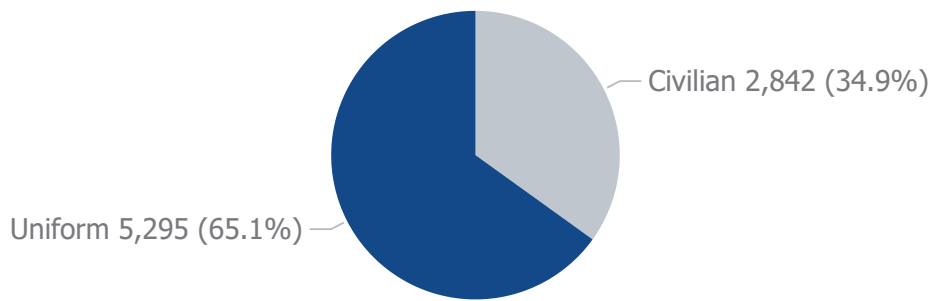
As of December 31, 2017, excludes members who are on secondment or on permanent sick.

Table Source: ASR-PB-TBL-002

Personnel Staffing



2023 Uniform & Civilian Strength



2023 Distribution of Personnel by Branches of the Service

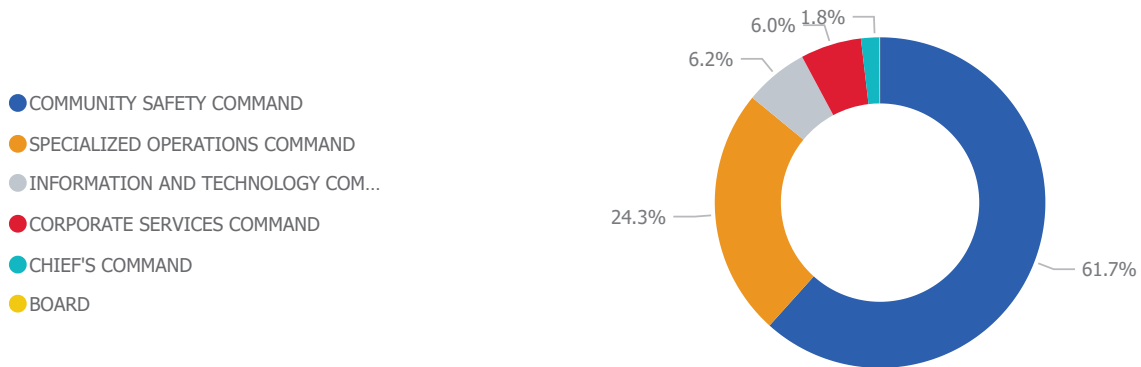


Table Source: ASR-PB-TBL-002 | ASR-PB-TBL-004

Personnel

2023 Personnel by Division

Command Group	Superintendent & Above	Inspector	Detective Sergeant/ Staff Sergeant	Sergeant/ Detective	Police Constable	Civilian
Community Safety Command	21	25	105	459	3,109	1,118
11 Division	1	1	5	19	139	12
12 Division	1	1	6	20	135	20
13 Division	1	1	4	25	117	11
14 Division	1	1	6	29	219	38
22 Division	0	1	6	23	170	11
23 Division	1	1	3	22	168	32
31 Division	1		5	26	160	24
32 Division	1	1	6	24	175	31
33 Division	1	1	6	13	136	12
41 Division	1	1	7	23	167	19
42 Division	1	1	6	28	148	20
43 Division	1	1	4	26	196	39
51 Division	1	1	6	32	238	39
52 Division	1	1	7	28	189	30
53 Division	0	1	3	25	139	11
55 Division	1	1	7	28	243	13
Communication Services	0		1	13	42	332
Community Pship and Engagement	1	1	2	9	22	4
Community Safety Command	1		0	0	0	1
East Field Command	1		0	1	1	1
Field Services	1		1	1	0	1
Parking Enforcement Unit	0		0	1	1	397
Public Safety Response	0	1	1	7	64	1
Toronto Police Operations	1	7	5	4	12	2
Traffic Services	1	1	7	32	227	16
West Field Command	1		1	0	1	1
Total	21	25	105	459	3,109	1,118

Does not include temporary or part-time civilian members.

Table Source: ASR-PB-TBL-003

Budget

Uniform Strength and Expenditures

Year	Population	Uniform	Ratio	Actual Expenditures	Per Capita Cost
2019	2,986,956	4,896	1:610	\$1,195,949,008.00	400.4
2020	3,041,898	5,061	1:601	\$1,203,878,889.00	395.8
2021	3,013,707	4,972	1:606	\$1,221,151,714.00	405.2
2022	2,971,874	5,156	1:576	\$1,274,877,236.00	429.0
2023	3,035,469	5,295	1:573	\$1,363,786,560.00	449.3

Population estimates based on projected population, except for 2016 which is based on Census

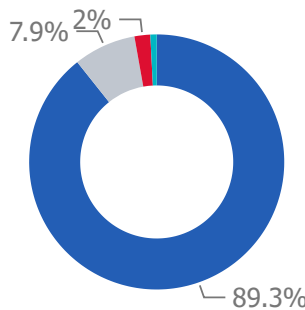
Gross Operating Budget

Year	Gross Operating Budget	Absolute Change	% Change
2019	\$1,201,940,000.00	65,113,300	5.7%
2020	\$1,221,215,700.00	19,275,700	1.6%
2021	\$1,220,001,200.00	-1,214,500	-0.1%
2022	\$1,262,428,200.00	42,427,000	3.4%
2023	\$1,330,625,700.00	68,197,500	5.4%

2023 Percent of Gross Operating Budget by Distribution

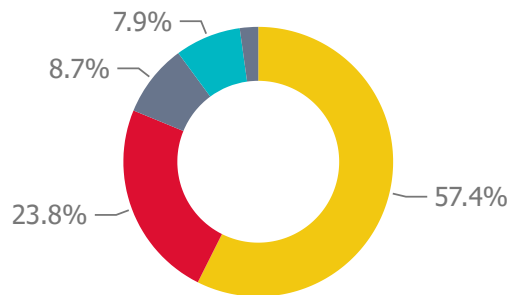
Feature

- Salaries & Benefits
- Services & Rents
- Materials
- Equipment



Appropriation

- Community Safety Command
- Specialized Operations
- Information Technology
- Corporate Support
- Chief
- Human Resources



Percentages reflect the organization structure approved on July 27, 2022.

Table Source: ASR-PB-TBL-002 | ASR-MISC-TBL-001 | ASR-PB-TBL-005

Budget

2023 Gross Expenditures by Division

Command	Division	Population	Area (sq km)	Gross Expenditure (final)
East Field Command	13 Division	136,815	66.9	\$21,981,994
	32 Division	276,919	60.7	\$31,350,877
	33 Division	214,540	31.4	\$21,215,982
	41 Division	186,489	57.1	\$30,702,743
	42 Division	269,547	7.1	\$28,421,342
	43 Division	217,959	13.6	\$35,220,553
	53 Division	216,207	52.5	\$24,508,541
	55 Division	257,518	37.7	\$40,852,405
	Total	1,775,994	327.0	\$234,254,437
West Field Command	11 Division	134,459	42.7	\$24,460,722
	12 Division	130,273	8.2	\$25,060,142
	14 Division	177,290	59.0	\$39,282,992
	22 Division	241,460	18.6	\$30,392,972
	23 Division	162,372	43.9	\$30,111,469
	31 Division	158,539	18.2	\$30,520,833
	51 Division	139,994	84.4	\$41,349,678
	52 Division	115,088	24.7	\$35,955,989
Total	1,259,475	299.7	\$257,134,797	
Total	3,035,469	626.7	\$491,389,234	

Population estimates based on projected population, except for 2016 which is based on Census

Table Source: ASR-PB-TBL-001

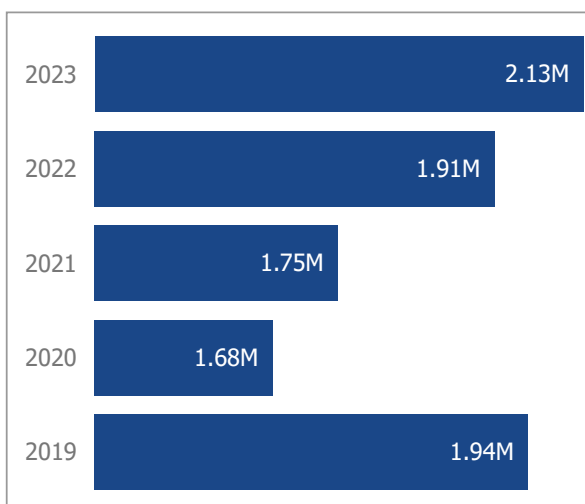
Communications

Communications

Calls Received at Communications Centre

Year	Emergency Calls	Non-Emergency Calls	Total Calls	Calls Attended
2019	1,136,123	807,256	1,943,379	423,858
2020	1,039,663	642,445	1,682,108	412,332
2021	1,101,970	647,004	1,748,974	398,144
2022	1,245,250	663,873	1,909,123	385,609
2023	1,426,213	703,188	2,129,401	407,543

Total Calls for Service



2023 Calls for Service Attended

Unit	Calls Attended
11 Division	21,263
12 Division	18,523
13 Division	14,931
14 Division	38,231
22 Division	26,594
23 Division	21,951
31 Division	22,077
32 Division	26,914
33 Division	19,522
41 Division	25,614
42 Division	21,169
43 Division	26,182
51 Division	35,868
52 Division	29,309
53 Division	21,512
55 Division	34,936
No Specified Address	2,947
Total	407,543

Calls for Service Attended

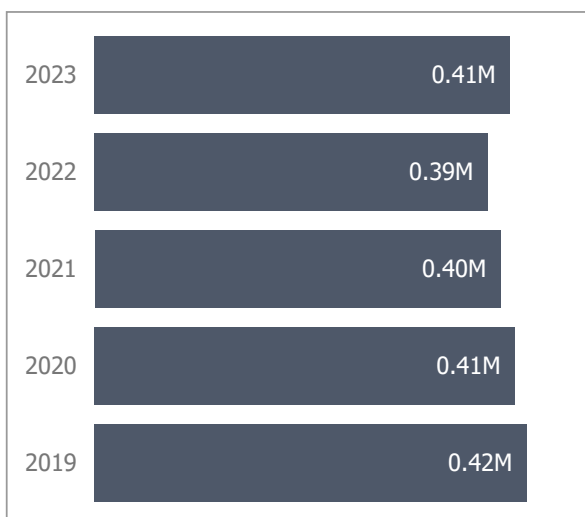


Table Source: ASR-CS-TBL-002 | ASR-CS-TBL-003

Communications

Alarm Calls

Type	2019	2020	2021	2022	2023
False Alarms	5,978	5,075	4,446	5,019	5,704
Valid Alarms	775	781	819	907	1,252
Total	6,753	5,856	5,265	5,926	6,956

AT&T Language Line Service (other than English)

Type	2019	2020	2021	2022	2023
Arabic	213	205	370	398	492
Chinese	2,682	2,080	2,278	2,450	2,500
Croatian	5	3	8	14	4
Farsi	278	271	325	328	440
French	337	282	378	445	405
German	2	1	6	3	4
Greek	28	37	33	21	27
Hindi	52	33	50	59	60
Hungarian	204	176	233	257	249
Italian	158	144	115	121	112
Japanese	51	16	10	34	36
Korean	232	178	162	152	138
Polish	92	118	65	84	98
Portuguese	234	189	214	349	323
Punjabi	218	85	100	112	123
Russian	238	264	267	241	349
Somali	71	67	107	68	89
Spanish	756	762	945	1,327	1,796
Tamil	265	247	299	204	217
Turkish	50	54	69	161	346
Ukrainian					212
Urdu	55	34	41	54	59
Vietnamese	179	127	260	321	259
Total	6,400	5,373	6,335	7,203	8,338

Numbers provided represent calls received at Communications via 9-1-1 or the non-emergency number that used Language Line Services

Table Source: ASR-CS-TBL-002

Public Complaints Filed with the O.I.P.R.D.

Public Complaints Filed with the O.I.P.R.D.

Total Public Complaints

Type	2019	2020	2021	2022	2023
Investigated Complaints	288	298	352	320	370
Not Investigated Complaints	322	490	439	539	602
Total	610	788	791	859	972

Complaint Classifications

Type	2019	2020	2021	2022	2023
Investigated Complaints	288	298	352	320	370
Conduct - Less Serious	245	267	309	260	295
Conduct - Serious	17	9	9	8	5
Policy	2	5	3	1	2
Service	24	17	31	51	68
Not Investigated Complaints	322	490	439	539	602
Abandoned	0	0	1	0	0
Better dealt in Other Law	34	62	26	21	19
Complaint Over Six Months	4	0	0	9	10
Frivolous	84	68	62	85	64
Made In Bad Faith	0	0	0	0	0
No Jurisdiction	30	37	29	40	65
Not Directly Affected	8	23	18	33	25
Not in Public Interest	160	298	300	342	405
Vexatious	2	2	2	6	13
Withdrawn	0	0	1	3	1
Total	610	788	791	859	972

Data pertains to external public complaints that have been received by PRS and entered in PSIS as of the data extraction date. Data pertains to TPS uniform members only. Numbers are subject to change as the data in PSIS is frequently being updated as complaints are concluded.

Alleged Misconduct - Investigated Complaints

Subtype	2019	2020	2021	2022	2023
Breach of Confidence	2	2	1	2	3
Consuming Drugs or Alcohol	0	0	0	0	1
Corrupt practice	0	2	1	1	1
Deceit	1	0	0	1	0
Discreditable Conduct	125	166	175	139	131
Insubordination	4	2	5	1	2
Neglect of Duty	46	45	75	70	101
Policy	2	5	3	1	2
Service	24	17	31	51	68
Unlawful/Unnecessary Exercise of Authority	84	59	61	54	61
Total	288	298	352	320	370

Disposition - Investigated Complaints

Subtype	2019	2020	2021	2022	2023
Withdrawn	60	66	67	67	71
Unsubstantiated	131	138	150	134	129
Terminated	0	0	6	10	19
Policy/service - No Action Req	14	9	18	28	25
Policy/service - Action Taken	3	2	2	1	3
Not In Public Interest	0	0	1	0	0
No Jurisdiction	0	0	2	3	1
Misconduct Identified	13	14	25	24	10
Investigation not Concluded	1	1	4	7	53
Informal Resolution	66	67	76	46	59
Discontinued	0	1	1	0	0
Total	288	298	352	320	370

Disposition category "Over 6 Months" is not included. New category "Discontinued" as of 2015.

Table Source: ASR-PCF-TBL-001 | ASR-PCF-TBL-002 | ASR-PCF-TBL-003

Enforcement

Arrests Arrested and Charged Persons

Category	2019	2020	2021	2022	2023	% Change
Controlled Drugs and Substances Act	1,987	1,731	1,529	1,137	1,255	-20.6% 2019-20
Crimes Against Property	12,643	9,378	8,808	10,447	12,828	2.9% 2020-21
Crimes Against the Person	13,170	11,891	12,572	15,332	18,113	18.5% 2021-22
Criminal Code Traffic	279	260	327	436	502	22.4% 2022-23
Other Criminal Code Violations	12,942	9,667	10,203	11,997	14,641	
Other Federal Statute Violations	8	3	3	2	6	

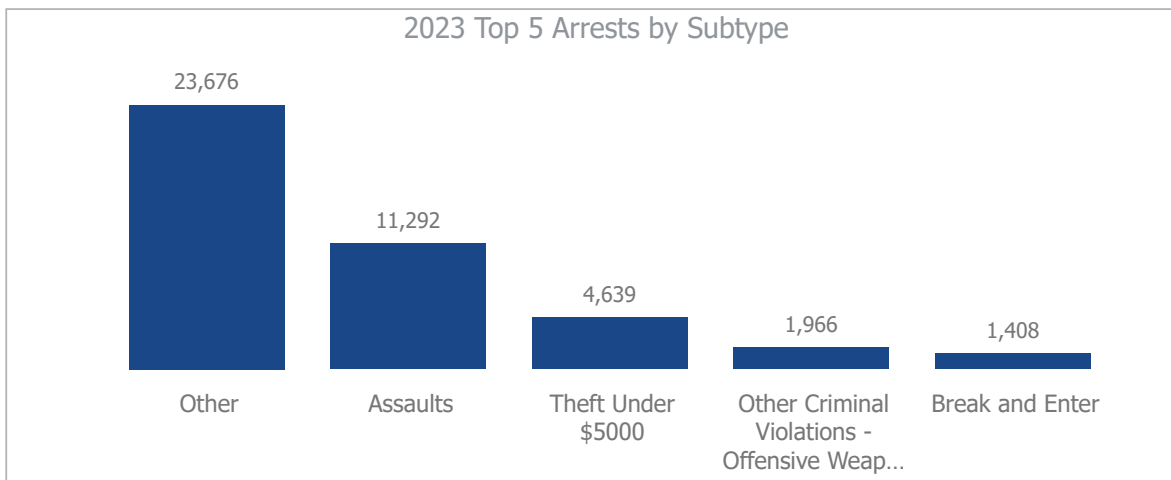
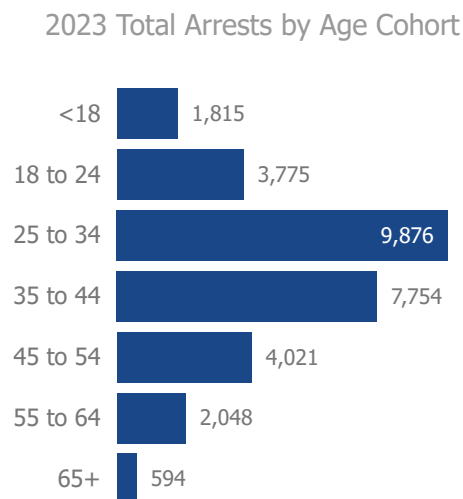
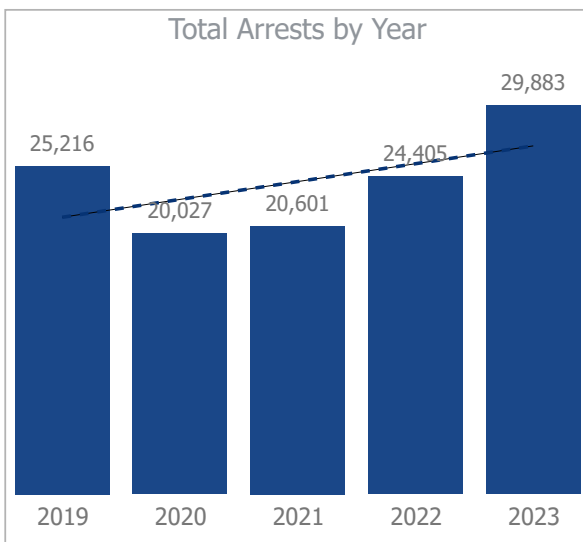


Table Source: ASR-AC-TBL-001

Arrests

2023 Divisional Comparison

Unit	Controlled Drugs and Substances Act	Crimes Against Property	Crimes Against the Person	Criminal Code Traffic	Other Criminal Code Violations	Other Federal Statute Violations
EFC	404	5,594	8,742	217	6,353	2
D13	16	396	551	28	345	
D32	46	735	1,101	14	740	
D33	62	473	832	12	428	1
D41	59	943	1,480	33	1,183	
D42	41	501	842	37	602	
D43	69	886	1,413	46	1,097	1
D53	31	644	901	12	635	
D55	80	1,016	1,622	35	1,323	
WFC	782	7,127	9,317	259	8,013	4
D11	46	690	815	24	783	
D12	59	619	930	30	635	
D14	103	920	1,226	43	1,222	2
D22	62	954	1,230	42	866	1
D23	31	529	900	27	591	
D31	64	686	1,349	26	976	
D51	310	1,484	1,655	45	1,750	
D52	107	1,245	1,212	22	1,190	1
NSA	69	107	54	26	275	
NSA	69	107	54	26	275	
Total	1,255	12,828	18,113	502	14,641	6

Table Source: ASR-AC-TBL-001

EFC = East Field Command
WFC = West Field Command
NSA = No Specified Address

Tickets Tickets Issued

Category	2019	2020	2021	2022	2023	% Change
Speeding	40,451	103,460	103,761	80,155	73,827	22.8% 2019-20
Aggressive Driving	53,410	45,465	40,093	40,708	55,657	-6.0% 2020-21
Distracted Driving	8,712	5,306	7,475	8,702	11,197	-8.7% 2021-22
Other HTA	60,874	52,503	44,151	48,982	74,837	20.3% 2022-23
All CAIA	21,770	20,800	18,441	16,849	19,610	
Total	185,217	227,534	213,921	195,396	235,128	

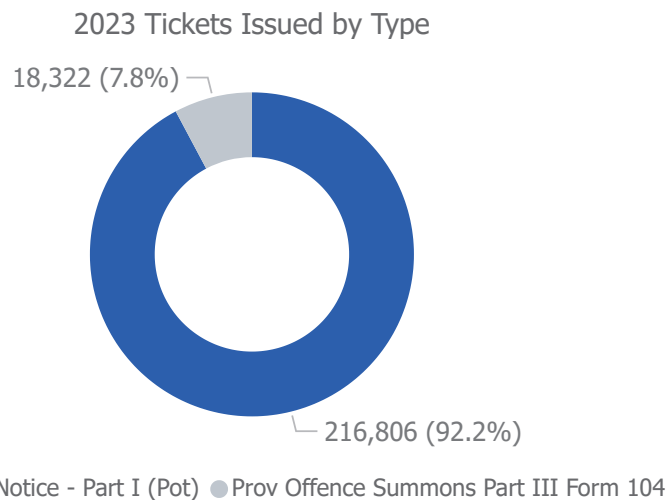
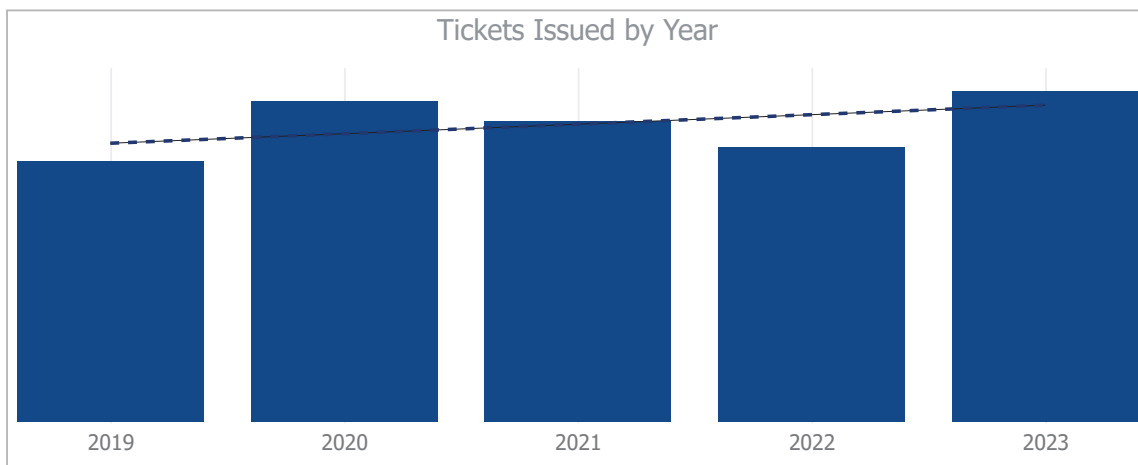


Table Source: ASR-TK-TBL-001

Tickets

2023 Divisional Comparison

Unit	Speeding	Aggressive Driving	Distracted Driving	Other HTA	All CAIA	Total Tickets Issued
EFC	37,822	20,606	4,786	29,533	8,601	101,348
D13	1,980	2,316	261	2,104	654	7,315
D32	4,265	3,354	448	4,309	1,257	13,633
D33	4,762	1,814	947	3,291	925	11,739
D41	5,903	2,275	1,100	4,054	1,066	14,398
D42	8,087	2,468	430	4,391	1,494	16,870
D43	3,616	2,838	476	4,805	1,238	12,973
D53	2,969	2,700	418	2,717	824	9,628
D55	6,240	2,841	706	3,862	1,143	14,792
WFC	25,808	32,173	5,039	38,617	9,859	111,496
D11	4,425	3,388	437	4,502	1,693	14,445
D12	1,966	3,066	193	3,158	1,028	9,411
D14	2,910	7,580	831	8,959	1,941	22,221
D22	5,520	2,341	687	3,953	1,200	13,701
D23	6,607	2,986	422	3,928	1,174	15,117
D31	2,393	2,329	323	2,665	798	8,508
D51	1,586	3,900	800	6,183	1,132	13,601
D52	401	6,583	1,346	5,269	893	14,492
NSA	10,197	2,878	1,372	6,687	1,150	22,284
NSA	10,197	2,878	1,372	6,687	1,150	22,284
Total	73,827	55,657	11,197	74,837	19,610	235,128

Table Source: ASR-TK-TBL-001

EFC = East Field Command
WFC = West Field Command
NSA = No Specified Address

Regulated Interactions

Regulated Interactions

Please note no regulated interactions occurred in 2023, reflected as zero in the table below.

Reporting Requirements	2023
Number of attempted collections	0
Number of attempted collections - Identifying information collected	0
Number of individuals from whom identifying information was collected	0
Number of times the individual was not informed he/she was not required to provide identifying information to the officer, because informing the individual:might compromise the safety of an individual	0
Number of times the individual was not informed of the reason for the attempted collection because informing the individual:might compromise the safety of an individual	0
Number of times the individual was not informed of the reason for the attempted collection because informing the individual:would likely compromise an ongoing police investigation	0
Number of times the individual was not informed of the reason for the attempted collection because informing the individual:might allow a confidential informant to be identified	0
Number of times the individual was not informed of the reason for the attempted collection because informing the individual:might disclose the identity of a person contrary to law	0
Number of times an individual was not given a document because the individual did not indicate they wanted it	0
The number of times a police officer chose not to give an individual a Receipt and the reason(s) for making the choice	0
The number of times the individual was not offered/given a document, because to do so:might compromise the safety of an individual	0
The number of times the individual was not offered/given a document, because to do so:might delay the officer from responding to another matter that should be responded to immediately	0
A statement as to whether the collections were attempted disproportionately from individuals within a group, based on the sex, age, racialized group, or a combination of groups and if so, any additional information the Chief considers relevant to explain the disproportionate attempted collections	0
The number of determinations made by the Chief entries of identifying information entered into the database:did not comply with section 5	0
The number of determinations made by the Chief entries of identifying information entered into the database:did not comply with clause 9(4)(a)	0
The number of determinations made by the Chief entries of identifying information entered into the database:complied with section 5 and clause 9(4)(a)	0
The number of determinations made by the Chief (upon detailed review of a random sampling of entries of identifying information entered into the database) that:section 5 was not complied with	0
The number of determinations made by the Chief (upon detailed review of a random sampling of entries of identifying information entered into the database) that:section 6 was not complied with	0
The number of determinations made by the Chief (upon detailed review of a random sampling of entries of identifying information entered into the database) that:section 7 was not complied with	0
The number of times members of the police service were permitted under subsection 10 (10) to access identifying information to which access must be restricted.	1
The number of complaints resulting from or related to Regulated Interactions, along with their status or outcome.	0
The results of any audit conducted under procedures enacted pursuant to this policy.	0

Table Source: ASR-RI-TBL-001
 Toronto Police Service

Administrative

Administrative (Community Partnerships & Engagement Unit)

Category	2019	2020	2021	2022	2023
Community Events	853	13	124	295	351
Asian Heritage Month	0	0	0	22	22
Black History Month	15	9	5	30	33
Caribana	25	1	0	26	31
Khalsa Day	16	0	0	20	17
National Aboriginal Day	7	3	1	26	20
Other cultural events	766	0	117	150	200
Pride Month	24	0	0	21	28
U.N.Day for the Elimination of Racial Discrimination	0	0	1	0	0
Lectures/Presentations	9,176	2,489	1,490	2,679	3,057
Child abuse/child protection Lectures/presentations (includes internet safety)	1,083	208	15	27	137
Crime Prevention Through Environmental Design (CPTED) and community safety audits	518	349	241	780	593
Elder abuse and Senior safety Lectures/presentations	248	42	67	107	95
Lectures/presentations given regarding family/relationship violence	49	14	12	20	15
Personal Safety Crime prevention lectures/presentations	487	155	180	553	284
Police Officer lectures/presentations (platoons, divisions, or units)	528	236	272	176	183
Presentations to community members, organizations, agencies or groups	1,357	125	265	401	700
School lectures / presentations	3,622	956	124	232	473
Total number of lectures/presentations given on crime prevention topics	1,284	404	314	383	577
Meetings	2,081	1,171	1,134	1,368	1,462
CMU Police Consultative Committee Meetings	67	39	39	0	0
Community meetings (excluding CPLC and CPCC)	1,878	1,074	971	1,173	1,320
Divisional Community Police Liaison Committee Meetings	136	58	124	195	142
Total	12,110	3,673	2,748	4,342	4,870

- Count of events identifies the number of events attended by Toronto Police Service.
- Community Events: Events related to major cultural occasions planned, coordinated, assisted or attended.
- School lectures/presentations excludes family/relationship violence.

Table Source: ASR-AD-TBL-001

Volunteer Resources

Subtype	2019	2020	2021	2022	2023
Volunteer Hours	49,914	8,766	5,226	18,553	34,210

Victim Services

Subtype	2019	2020	2021	2022	2023
Domestic Related	9,045	9,830	12,637	10,638	8,099
On Scene	11,027	10,998	107	217	2,798
Telephone Assisted	23,604	22,414	67,046	52,417	23,979
Total Incidents	8,336	9,110	9,094	9,339	8,131

Based on fiscal reporting year (April 1 - March 31)

Industrial Liaison

Subtype	2019	2020	2021	2022	2023
Labour dispute attended	9	12	15	26	27
Potential dispute contacts	8	2	3	2	3

As of 2018, count of events refer to only those responded to or attended by the Emergency Management & Public Order Unit.

Crime Stoppers

Subtype	2019	2020	2021	2022	2023
Arrests	76	67	105	201	106
Charges Laid	302	250	141	276	720

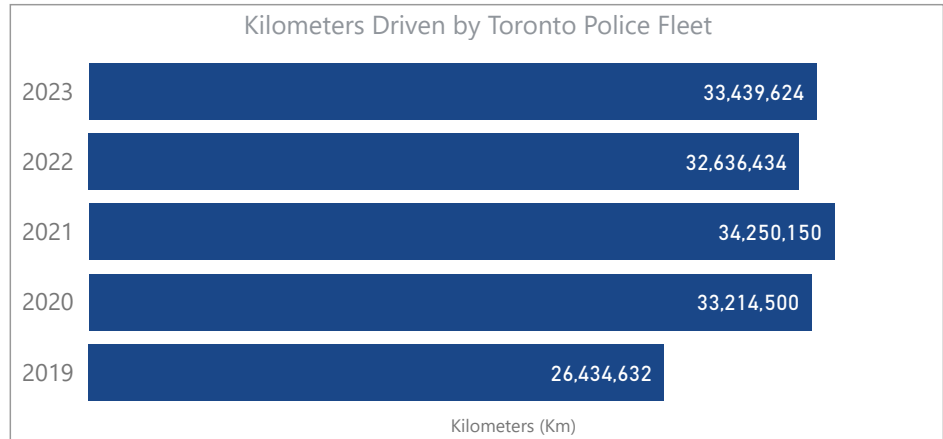
Table Source: ASR-AD-TBL-001

Administrative

Fleet

Category	2019	2020	2021	2022	2023
Vehicles	1,655	1,751	1,765	1,771	1,820
Boats	19	19	19	19	19
Cars	1,405	1,500	1,526	1,533	1,580
Motorcycles	40	40	35	35	35
Other	55	55	56	56	57
Support Vehicles	136	137	129	128	129
Other	446	444	440	442	450
Bicycles	420	420	416	418	426
Horses	26	24	24	24	24
Total	2,101	2,195	2,205	2,213	2,270

Other vehicle category includes trailers and museum heritage vehicles



Appendix

Appendix A: Glossary of Terms

% Change:

The percent increase or decrease from the previous year.

% Clear:

The percent of offences reported in a given year which have been cleared.

Adult:

A person who is 18 years of age or older.

Appropriation:

The percentage of gross operating budget expenditures by various Command level.

Arrest:

Taking a person into custody for the purpose of holding or detaining the person in relation to a service offence or criminal matter. A peace officer may arrest any person who has committed an indictable offence, or a person the officer believes on reasonable grounds has committed or is about to commit an indictable offence.

C.D.S.A.:

Violations under the Controlled Drugs and Substances Act. An Act respecting the control of certain drugs, their precursors and other substances.

Charge:

An accusation that someone committed a crime that must be proven in court, a charge is directed towards an individual and drawn from a statute.

Cleared:

An offence can be considered cleared when a charge is laid, recommended or the person(s) who committed the offence has been identified and no charge has been laid for some reason.

Compulsory Automobile Insurance Act (CAIA):

The CAIA outlines requirements and regulations for an operator of a motor vehicle to carry an "insurance card" to prove that they are insured under a contract of automobile insurance.

Crimes Against the Person:

Crimes involving aggressive action (with the intent to do harm) or threat of such action by one person against another.

Crimes Against Property:

Unlawful acts with respect to property but which do not involve the use or threat of violence against an individual.

Crime Gun:

The National Weapons Enforcement Support Team (NWEST) defines a crime gun as "any firearm that is illegally possessed, used in crime or suspected to have been used in a crime, or has an obliterated serial number."

E.F.C.:

East Field Command (includes Divisions: D13, D32, D33, D41, D42, D43, D53, D54/D55)

Fail to Remain Collisions:

These collisions occur when an individual involved in a MVC fails to stop and provide their information at the scene of a collision.

Fatal Collisions:

These collisions occur when an individual's injuries from a MVC result in a fatality within 30 days. Please note this category excludes:

- (i) Occurrences on private property
- (ii) Occurrences related to sudden death prior to collision (suicide or medical episode)
- (iii) Occurrences where the individual has died more than 30 days after the collision

Feature:

The categorized groups of expenditure types.

Highway Traffic Act (HTA):

The HTA is a provincial legislation that, amongst other things, regulates the classification of traffic offences. It applies to "highways," which include a common or public highway, street, driveway, bridge, viaduct etc., any part of which is intended for use by the general public for the passage of vehicles.

Level 3 Search:

A search that includes the removal of some or all of a person's clothing and a visual inspection of the body. More specifically, a Level 3 search involves removal of clothing that fully exposes the undergarments or an area of the body normally covered by undergarments (genitalia, buttocks, women's breasts). NOTE: The mere fact that portions of a person's body normally covered by undergarments are exposed because of the way the person was dressed when taken into custody does not constitute a Level 3 search, if the removal of such clothing was not caused by the police (e.g. the arrest of a naked person does not constitute a Level 3 search).

Level 4 Search:

A body cavity search. For the purpose of this document, a Level 4 search means a search of the rectum and/or vagina. A Level 4 search is only conducted by a qualified medical practitioner at a medical facility.

N.S.A:

Not Specified Area. Generally these relate to offences that have been reported to the Service, but which occurred outside Toronto or at an undetermined location.

Occurred:

Number of offences occurred.

Offence:

A violation against any federal, provincial, or municipal statute/by-law.

Other Criminal Code Violations:

Non-traffic Criminal Code violations that are classified as neither violent nor property violations.

Other Federal Statute Violations:

Violations under all other federal statutes.

Personal Injury Collisions:

These collisions occur when an individual involved in a MVC suffers personal injuries.

Property Damage Collisions:

These collisions occur when an individual's property has been damaged in a MVC or the value of damages is less than \$2,000 for all involved parties.

Rate:

Number of crimes per 100,000 population.

Reported:

Number of offences reported to police.

W.F.C.:

West Field Command (includes Divisions: D11, D12, D14, D22, D23, D31, D51, D52)

Appendix B: Firearms Classification Definitions

Ammunition:

A cartridge containing a projectile designed to be discharged from a firearm and, without restricting the generality of the foregoing, includes a caseless cartridge and a shot shell (Source: Criminal Code of Canada S.84)

Antique Firearm:

“(a) any firearm manufactured before 1898 that was not designed to discharge rim-fire or centre-fire ammunition and that has not been re-designed to discharge such ammunition or

(b) any firearm that is prescribed to be an antique firearm. ”

(Source: Criminal Code of Canada S.84)

Automatic Firearm:

A firearm that is capable of, or assembled or designed and manufactured with the capability of, discharging projectiles in rapid succession during one pressure of the trigger (Source: Criminal Code of Canada S.84)

Deemed Non-Firearm:

Firearms that do not fall within any of these other classes, including: pellet guns, BB guns, toy guns, and replica firearms (Source: Criminal Code of Canada S.84)

Handgun:

A firearm that is designed, altered, or intended to be aimed and fired by the action of one hand, whether or not it has been redesigned or subsequently altered to be aimed and fired by the action of both hands (Source: Criminal Code of Canada S.84)

Imitation Firearm:

Anything that imitates a firearm, including a replica firearm

Non-Restricted:

Not a defined term in the Criminal Code, it covers all the guns not otherwise prohibited or restricted, including hunting and sporting guns (rifles and shotguns) (Source: Toronto Police Service Gun and Gang Unit)

Prescribed:

Prescribed by regulations (Source: Criminal Code of Canada S.84)

Prohibited Ammunition

Ammunition, or a projectile of any kind, that is prescribed to be prohibited ammunition (Source: Criminal Code of Canada S.84).

Prohibited Firearm

"(a) a handgun that,

- (i) has a barrel equal to or less than 105 mm (approx. 5 7/8") in length, or
- (ii) is designed or adapted to discharge a 25 or 32 calibre cartridge, but does not include any such handgun that is prescribed, where the handgun is for use in international sporting competitions governed by the rules of the International Shooting Union,
- (b) a firearm that is adapted from a rifle or shotgun, whether by sawing, cutting or any other alteration, and that, as so adapted,
 - (i) is less than 660 mm in length (26 inches), or
 - (ii) is 660 mm (26 inches) or greater in length and has a barrel less than 457 mm (18 inches) in length,
- (c) an automatic firearm, whether or not it has been altered to discharge only one projectile with one pressure of the trigger, or
- (d) any firearm that is prescribed to be a prohibited firearm by Parliament.

"(Source: Criminal Code of Canada S.84).

This classification would include but not be limited to sawed-off shotguns and fully automatic sub-machine guns.

Prohibited Weapon:

"(a) a knife that has a blade that opens automatically by gravity or centrifugal force or by hand pressure applied to a button, spring or other device in or attached to the handle of the knife [flick knife or switchblade], or

(b) any weapon, other than a firearm, that is prescribed to be a prohibited weapon by Parliament;

The key prohibited weapons (this list is not exhaustive) are:

- (1) Tear gas, mace, or other gas designed to injure, immobilize, or otherwise incapacitate a person;
- (2) Liquid, spray or powder or other substance capable of injuring, immobilizing, or otherwise incapacitating a person;
- (3) Nunchaku, Shuriken, Manrikigusari (these items are described in the regulations);
- (4) Finger ring (which is capable of projecting a blade);
- (5) Cattle-prod or hand-held Taser;

- (6) One-handed or short (under 500 mm) cross-bow (whether designed or modified);
- (7) Constant companion – blade concealed in belt buckle;
- (8) Push dagger – blade is perpendicular to the handle [looks like an old fashioned corkscrew];
- (9) "Knife comb" or similar device (under 30 cm);
- (10) Spiked wristband;
- (11) Blowgun;
- (12) Spring-loaded Asp (telescoping baton);
- (13) Morning Star: A spiked metal ball at the end of a stick;
- (14) Brass knuckles (Source: Criminal Code of Canada S.84).

Replica Firearm:

Any device that is designed or intended to exactly resemble, or to resemble with near precision, a firearm, and that itself is not a firearm, but does not include any such device that is designed or intended to exactly resemble, or to resemble with near precision, an antique firearm.

Restricted Firearm:

- (a) any handgun that is not a prohibited firearm,
- (b) a firearm that:
 - (i) is not a prohibited firearm,
 - (ii) has a barrel less than 470 mm (approx 18 1/2"), and
 - (iii) is capable of discharging centre-fire ammunition in a semi-automatic manner,
- (c) a firearm that is designed or adapted to be fired when reduced to a length of less than 660 mm by folding, telescoping, or otherwise, or
- (d) a firearm of any other kind that is prescribed to be a restricted weapon. (Source: Criminal Code of Canada S.84).

This classification would include, but not be limited to, a Glock 22 pistol, Smith and Wesson 44 Magnum revolver with a 204 mm (8") barrel

Unknown:

Through an exhaustive investigation and research the firearm cannot be identified (Source: Toronto Police Service Gun and Gang Unit)

For the purposes of Sections 91 to 95, 99 to 101, 103 to 107 and 117.03 of the Criminal Code of Canada and the provisions of the Firearms Act, the following weapons are deemed not to be firearms:

- (a) any antique firearm:
 - (i) designed exclusively for signalling, for notifying of distress, for firing blank cartridges or for firing stud cartridges, explosive-driven rivets or other industrial projectiles, and
 - (ii) intended by the person in possession of it to be used exclusively for the purpose for which it is designed;

(c) any shooting device that is:

"(i) designed exclusively for the slaughtering of domestic animals, the tranquillizing of animals or the discharging of projectiles with lines attached to them, and "

(ii) intended by the person in possession of it to be used exclusively for the purpose for which it is designed;

(d) any other barrelled weapon, where it is proved that the weapon is not designed or adapted to discharge:

(i) a shot, bullet, or other projectile at a muzzle velocity exceeding 152.4 m per second or at a muzzle energy exceeding 5.7 Joules, or

(ii) a shot, bullet, or other projectile that is designed or adapted to attain a velocity exceeding 152.4 m per second or an energy exceeding 5.7 joules.

Notwithstanding subsection (3), an antique firearm is a firearm for the purposes of regulations made under paragraph 117(h) of the Firearms Act and subsection 86(2) of this Act (Source: Criminal Code of Canada S.84)"



PUBLIC REPORT

June 30, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Body Worn Camera Annual Report

Purpose: Information Purposes Only Seeking Decision

Recommendation:

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

Financial Implications:

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

Summary:

The purpose of this report is to provide the Board with the annual update on the Toronto Police Service's (Service) use of Body Worn Cameras (B.W.C.).

Discussion:

Background

At its meeting on November 24, 2020, the Board approved their Body Worn Camera Policy (Policy) (Min. No: P181/20 refers). Item number 41 of the policy requires that the Service provide the Board with an annual report; specific items for reporting can be found on the Board's website <https://tpsb.ca/policies-by-laws/board-policies/154-body-worn-cameras>.

As of June, 2022, all front-line officers have been equipped with B.W.C.s.; full deployment for Emergency Task Force (E.T.F.) officers was completed in fall 2023.

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

Relevant Board Policies and Compliance

Board Policy – Body Worn Cameras

Reporting Timeline

The 2024 annual report will be provided to the Board at the April 2025 meeting.

Changes to Procedure

Chapter 15 of the Service's Procedures under which B.W.C. falls was renamed "Incident Response (Use of Force/De-Escalation) & Equipment" in response to Recommendation No. 49 of the Board's directions on policing reform.

Command approval to revise the Procedure regarding 'muting' was obtained in November, 2023. The Procedure is being reviewed both internally (Professional Standards, Governance, Legal Services, Special Counsel and Strategic Advisor to the Chief of Police) and externally (Ministry of the Attorney General (M.A.G.)).

Any subsequent changes arising out of this review will be reported in the 2024 annual report.

Findings of the Annual Audit

The 2023 Audit of the BWC Report was submitted to the Board on October 5, 2023. The scope of the audit included B.W.C. activity from April 1, 2022 – December 31, 2022. Sampling included 90 B.W.C. calls for service recordings, 90 B.W.C. non-calls for service recordings and 75 B.W.C. for use of force incident recordings.

Number of requests made by members of the public and reasons for refusals

In 2023, there were 209 closed requests where body worn camera footage was identified as a responsive record. These requests often have multiple responsive B.W.C. recordings. The total number of responsive B.W.C. recordings for 2023 was 833, with 369 fully denied. Reasons and exemptions included Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) sections (s)14 and 38 – Personal Privacy, (s)8 - Law Enforcement, and (s) 52(2.1) and (3) – Non-application of Act.

In compliance with the Board's Policy, item 40, a more fulsome account of the above data is available on the Service's Public Safety Data Portal.

Number of recordings released to the public by the Service for public interest

No recordings were released by the Service in 2023.

Complaints

Through a quality control audit, it has come to the attention of Professional Standards (P.R.S.) that the data for 2023 was not properly captured, leading to inaccuracies in statistics reporting.

To address this issue, new categories in the Professional Standards Information System (P.S.I.S.) have been added. Additionally, a new intake form has been created, which

will be used by P.R.S. and Unit Complaint Coordinator investigators to accurately capture B.W.C. data at the onset of a misconduct file being created in P.S.I.S.

The Service is confident that the data collected in 2024 onwards will be more reliable.

S.I.U. B.W.C Statistics – 2022

In 2022, the S.I.U. invoked its mandate in regards to a total of 69 incidents. Between January 1, 2022 and December 31, 2022, 53 (77%) of those incidents involved officers that were determined to be B.W.C. equipped.

Note: an incident counts as “body worn camera equipped” if one or more officers present at the incident were equipped with a body worn camera.

- 33 (62%) of those incidents, an officer was B.W.C. equipped and the incident was captured on the B.W.C.
- 14 (27%) of the cases, only partial recordings of the incident were captured
- 6 (11%) of the cases, B.W.C. footage was not captured

Note: ‘partial’ recordings captured moments of the S.I.U. incident (immediately before or after), but may not have actually captured the incident.

S.I.U. B.W.C Statistics – 2023

In 2023, The S.I.U. invoked its mandate in regards to a total of 88 incidents. 62 (70%) of those incidents had at least one officer present who was equipped with a B.W.C.

- 51 (82%) of those incidents, an officer was B.W.C. equipped and the incident was captured
- 9 (15%) of the cases, only partial recordings were captured
- 2 (3%) of the cases, no footage was captured

Number of recordings for SIU or OIPRD not fulfilled within 30 days

There were no recordings requests for the SIU or OIPRD that were not fulfilled within 30 days.

Retention Period

The current retention for BWC is 2.5 years; however, this has not yet been applied.

Information Management is currently working on a revised Records Retention Schedule and will be proposing a retention of Current Year + 3 Years for the floor and a ceiling dependent on the offence, disposition and other factors. Information Management will prioritize this work and provide updates.

At this time, we are unable to immediately report on the number of recordings stored beyond the default retention period.

Total number of recordings released as part of a disclosure process in a legal proceeding

In 2023, 110,373 B.W.C. and 63,164 in-car camera (I.C.C.) videos were disclosed through Evidence.com to the Ministry of the Attorney General (M.A.G.) for criminal matters.

Compliance

Compliance statistics are currently compiled through a labour intensive manual process.

Monthly tracking includes (by platoon):

- Number of checks completed
- Description of non-compliance
- Actions taken
- Type of review

This process is an interim solution while options for a technological solution that will provide ease of data extraction for the Service as a whole are being explored; however, this must be considered against other Service priorities.

Number of requests for the identification of individuals using the Service's mug shot database

In 2023, there were 8 requests completed out of 1688 using images obtained from B.W.C. This represents less than 1% of the total requests.

Costs and/or savings associated with the deployment and use of B.W.C

The purpose of the B.W.C. project is to increase transparency, accountability, public trust, accurate records of events, and officer safety. This project is modernizing our disclosure process by eliminating DVDs, while maintaining one source of truth of the asset; however, overall financial savings are not associated with its use.

In terms of training and technology support, the B.W.C. project is net new work for the Service – full-time resources have been diverted from other projects to ensure delivery and continuous/ongoing improvements of the platform. In addition, resourcing costs associated with disclosure of B.W.C. footage (redaction) will continue to increase as the volume of video increases.

Findings from a survey of public trust in the Service – negative impacts

The Service's Strategic Planning Unit conducted an online survey on B.W.C. from May – July 2022. The majority of respondents 'strongly agreed' or 'agreed that officers having body-worn cameras would make the police more accountable (94%), improve public trust (88%) and make the community safer (79%). In addition, the majority of respondents felt comfortable talking to an officer with a B.W.C. (93%). The top three drawbacks noted by respondents to officers having body-worn cameras were: 'cameras only see what's in front of them, and officers can see things that the camera can't –

his/her account of things may be questioned', 'people might not want to talk to an officer or report a crime knowing they'll be recorded', and 'technology can malfunction'.

Findings from a consultation with impacted and marginalized communities

In partnership with community organizations, the Service conducted numerous town halls about Race-Based Data Collection between October 2022 and March 2023. While B.W.C was not the focus of these engagements, questions from participants regarding B.W.C., arose at every event – how did B.W.C. work, how would they know if the camera was on during the interaction, would officers turn it off at their convenience, what accountability mechanisms were in place to ensure officers use the technology properly during interactions with the public, who reviews the footage, how it is used in decision-making, and how the public can get access to footage to support complaints.

Neighbourhood Community Officers participating in the town halls provided demonstrations, explained how they use the cameras, and answered questions posed by the attendees.

Academic Review

An academic review of B.W.C. focussing on frontline officer and supervisor perceptions was conducted, with the final report presented July 2023. The review and its findings were intended to provide insight into on-the-ground realities of the B.W.C. program, determine any gaps, and provide an overview of the benefits and challenges from the perspective of those members utilizing B.W.C.s

Despite the growing pains inherent in any new program, in general, officers and supervisors embrace the technology, citing public/officer safety, real-time access to the front line, transparency, accountability and evidence capture as some of the reasons.

Challenges included ambiguity around some aspects of the procedure; concerns around officer privacy; over-reliance on technology; officer performance assessment (discipline versus learning opportunity; consistent review process of which officers are aware), and the desire for additional training.

- B.W.C. refresher training is now part of the In-Service Training Program (I.S.T.P), providing the opportunity to re-visit any issues with process or procedure that requires clarification.
- Service Procedure 15-20 Body-Worn Camera is currently in review to remove areas of ambiguity, particularly around muting.
- Consistent parameters around supervisory review have been implemented

Conclusion:

This report is provided to the Board in order to provide information relating to its policy on B.W.C.

Chief Information Officer Colin Stairs 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



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June 6, 2024

To: Chair and Members
Toronto Police Services Board

From: Wendy Walberg
City Solicitor

Reference: Inquest into the Death of Robert Morfitt
Verdict and Recommendations of the Jury

Recommendation:

We recommend that the Board receive the recommendations of the Jury and request a report from the Chief of Police on the feasibility, usefulness, and implementation of those directed at the Toronto Police Service.

Background/Purpose:

This report summarizes the outcome of the inquest into the death of Robert Morfitt, who was shot by Toronto Police Constables Arjuna Raveendran, Jason Crocker and Devon Kime on June 7, 2018 after Mr. Morfitt shot Constable Raveendran in the chest. At the inquest, Coroner's Counsel, Maria Stevens, entered into evidence a Background Facts document, attached, which sets out the circumstances of Mr. Morfitt's death. The facts contained in this document were agreed to by all parties.

The inquest was held from May 27 to 31, 2024. The inquest was presided over by Dr. Daniel Lamberto Ambrosini, Presiding Officer. Mr. Morfitt's family, the Chief of Police, the Board, the three involved officers (Constables Raveendran, Crocker and Kime) and one witness officer (Staff Sergeant Alvin Hall) were granted standing. Mr. Morfitt's family was represented by Mr. Morfitt's father, Bill Morfitt. The involved officers were represented by Gary Clewley, and the witness officer was represented by Jimmy Lee. Our office sought and received instructions from the Board to represent both the Board and the Chief of Police of the Toronto Police Service at this inquest, in accordance with the Board's

[Coroners' Inquests Policy](#). The Board confirmed those instructions at its May 16, 2024 [confidential special meeting](#).

The scope of the inquest was limited to training provided to police officers to ensure public and officer safety when responding to active gun calls in public places, including coordination of police response to reduce the risk of harm.

The Jury heard from 10 witnesses including Mr. Morfitt's brother, Patrick Morfitt, who read a prepared statement about Mr. Morfitt, Taylor Sinclair, a civilian witness to the incident, Kevin Marshall, an off-duty officer who called 911 and witnessed the incident, the three involved officers, the witness officer, TPS Staff Sergeant Robert Monteiro (Use of Force and Training at TPS College), Instructor Peter Rampat (Use of Force and Training at Ontario Police College), and Dr. Paula DiNota (Researcher in Stress, Health, and Behaviour in Police).

Executive Summary:

The Jury delivered a verdict of death from multiple gunshot wounds by means of homicide, which is not a finding of legal culpability and was expected by all parties.

The parties provided input into two proposed recommendations which were put to the Jury.

The Jury made three recommendations. The first recommendation was drawn, with some amendments, from the proposed recommendations. The second and third recommendations were of the Jury's own design. The Jury chose not to adopt one of the two recommendations set out in the proposed recommendations.

The Verdict:

A copy of the Jury's verdict, delivered on May 31, 2024, including its recommendations, is attached for your review. We have summarized it below.

A. *The Five Statutory Questions*

The Jury answered the five statutory questions as follows:

Name of Deceased:	Robert Morfitt
Date and Time of Death:	June 7, 2018, approximately 00:41 A.M.
Place of Death:	Sunnybrook Hospital, Toronto
Cause of Death:	Multiple gunshot wounds
By What Means:	Homicide (this is not a finding of legal culpability but rather a characterization of the means of death)

B. The Jury Recommendations

In addition to determining the five questions, the Jury made recommendations directed at preventing death in similar circumstances and other matters arising out of the inquest.

Two proposed recommendations were submitted to the Jury. This list was introduced by Coroner's Counsel, but was heavily revised by our office and edited with input from all parties. The two proposed recommendations were as follows:

Toronto Police Service:

#1: Consider enhancing opportunities for officers to attend Toronto Police firearms range to practice their firearms skills to ensure optimal performance when responding to gun calls.

#2: Review its officer training curricula and consider, if not already implemented, whether and to what degree the curricula should:

- (a) Continue to provide training to officers/cadets that involves more than three days of reality based scenarios, and evaluate whether any portion of such training should be separate from evaluation to avoid interfering with learning.
- (b) Include a variety of live reality based scenarios to ensure that officers are required to learn the skills for both individual and coordinated police responses (i.e. multiple officers).
- (c) Explicitly train and evaluate the skills that enhance situational awareness.
- (d) Explicitly train and evaluate physiological stress management and self-regulation, (including the one breath technique and the recovery breath technique as outlined in the outlined in the "iPREP protocol" published in the *Journal of Applied Psychophysiology and Biofeedback*, 2024).
- (e) Be subject to periodic program evaluation to ensure appropriate pedagogical approaches to gradually increase the complexity of the training content.

The first proposed recommendation was agreed to by all parties except the Chief, who took no position and the Board, which opposed. The second proposed recommendation was agreed to by all parties.

The Jury ultimately made three recommendations. It chose not to adopt the first proposed recommendation. It adopted the second proposed recommendation (with some amendments) and drafted two of its own recommendations.

The full list of the Jury's recommendations is attached for your review. The recommendations directed at the Toronto Police Service are as follows (the Jury's

amendments to recommendation #1 are underlined for ease of reference):

#1: Review its officer training curricula and consider, if not already implemented, whether and to what degree the curricula should:

(a) Continue to provide training to officers/cadets that involves more than three days of reality based scenarios, and evaluate whether any portion of such training should be separate from evaluation to avoid interfering with learning;

(b) include a variety of live reality-based scenarios to ensure that officers are required to learn the skills for both individual and coordinated police responses (i.e. multiple officers);

(c) implement brief weekly training in the form of officer-led visualization scenarios;

(d) explicitly train and evaluate the skills that enhance situational awareness;

(e) include training for high-risk, low frequency cases using scenarios with potentially inaccurate and/or dynamic information;

(f) explicitly train and evaluate physiological stress management and self-regulation, (including the one breath technique and the recovery breath technique as outlined in the outlined in the “iPREP protocol” published in the *Journal of Applied Psychophysiology and Biofeedback*, 2024);

(g) be subject to periodic independent third-party program evaluation to ensure the overall effectiveness and relevance of the program, along with appropriate pedagogical approaches to gradually increase the complexity of the training content; and

2. Consider enhancing opportunities to review the training that dispatchers receive to ensure:

(a) Receipt of high-quality and accurate situational information from caller (including the use of comprehensive follow-up questions to validate information);

(b) caller receives instructions to ensure civilian safety at scene;

Part (c) of the first recommendation, which was added by the Jury, stems from a question posed by the Jury to Peter Rampat regarding the feasibility of devoting a few minutes during the pre-shift parade to review and discussion of a low-frequency, high risk scenario. The recommendation likely contemplates the introduction of this kind of training at the division-level.

Part (e) of the first recommendation, which was also added by the Jury, likely stems from evidence provided by each of the three involved officers that the information they received

on their approach to the scene regarding the location of the suspect was inaccurate, and that the incident was dynamic and evolved quickly upon their arrival.

The second recommendation was largely unexpected. Though the Jury heard evidence from several witnesses regarding the inaccurate information provided to the 911 call-taker by Mr. Marshall, and heard that at least one civilian witness remained in the parking lot after police arrived on scene, no witness gave evidence or was asked questions on training provided to Toronto Police Service dispatchers. The Jury's adoption of this recommendation likely stems from the evidence of the involved officers that the only way the incident could have unfolded differently was if the responding officers had received more accurate information from the witnesses to the incident which precipitated the 911 call.

Conclusion:

We recommend that the Board receive the recommendations of the Jury, consider those directed to the Toronto Police Service, and request a report from the Chief of Police in relation to the feasibility, usefulness, and implementation of those directed at the Toronto Police Service.

Prepared by:

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Wendy Walberg

City Solicitor, City of Toronto

ENCL/

1. Background Facts document entered into evidence at the Inquest;
2. Jury Verdict and Recommendations

Evidence re Background Circumstances for Jury Consideration

The following information has been gathered by the presiding officer for use by the jury during the inquest process.

Background Summary

1. On June 6, 2018 to June 7, 2018, around midnight, Robert Morfitt, born December 9, 1981, was involved in an altercation at the Muckish Pub in the city of Toronto. One of the patrons, Mr. Lyons, was familiar with Mr. Morfitt and had an old grievance against him. Shortly after Lyons saw Mr. Morfitt enter the pub, he walked over to Mr. Morfitt and grabbed him. Mr. Morfitt spun away from Lyons and reached to his waistband. A bartender and an off duty police officer saw a handgun in Mr. Morfitt's possession. The pub owner separated the two men and pushed Lyons into another room. Before leaving the bar, Mr. Morfitt invited Lyons to "take it outside". The off duty officer called 911. Several officers responded to the call and discovered Mr. Morfitt was seated in a car in the parking lot.
2. Toronto Paramedic Services attended at the Muckish Pub in response to the call for assistance from police. Mr. Morfitt had no vital signs when they arrived and had multiple penetrating injuries. The police officers had started first aid, including chest compressions, prior to the arrival of paramedics. Paramedics took over resuscitation efforts from police and transported Mr. Morfitt to Sunnybrook Hospital however he did not regain consciousness. Death was pronounced at 00:41 hours on June 7, 2018, at Sunnybrook Hospital. The coroner was notified and attended hospital and issued a warrant for the body in order to have an autopsy performed.
3. The Toronto Police Service had investigated an incident on February 23, 2018, where Robert Morfitt was identified as a victim of an attempted murder. He had been shot at near his home. On February 24, 2018, police investigated an incident where Mr. Morfitt's vehicle was destroyed in a fire. The police were unable to locate Mr. Morfitt to explain the circumstances of the fire. Robert Morfitt was bound by two court orders, prohibiting him from possessing firearms for life, as a result of convictions in 2006 and 2011 in criminal court.

Post mortem Examination

4. Forensic pathologist Dr. Rebekah Jacques conducted the autopsy on the body of Robert Morfitt on June 8th, 2018. The forensic pathologist identified 15 gunshot wounds to Mr. Morfitt's torso, left elbow, right and left thighs.

Inquest into the death of Robert John Morfitt

5. The forensic pathologist concluded that the medical cause of death was multiple gunshot wounds.

Firearms Report

6. The Centre of Forensic Sciences (CFS) firearms laboratory examined the four firearms which were discharged in the incident in the pub parking lot. They also examined the ammunition located at the scene and which was removed from Mr. Morfitt's body.
7. The gun located in Mr. Morfitt's vehicle was a semi-automatic Glock Model 26 pistol which used 9mm ammunition. This pistol was identified as having fired four 9mm cartridge cases which were located at the scene. A discharged 9mm round was found in Cst. Raveendran's bullet proof vest but was damaged. Comparison tests on this item could neither identify nor exclude this gun as having fired this round.
8. Cst. Raveendran's gun was a semi-automatic Glock model 22 pistol which used .40 calibre ammunition. This pistol was identified as having fired three .40 calibre cartridge cases located at the scene.
9. Cst. Kime's gun was a semi-automatic Glock model 22 pistol which used .40 calibre ammunition. This pistol was identified as having fired thirteen .40 calibre cartridge cases located at the scene.
10. Cst. Crocker's gun was a semi-automatic Colt Model C8A2 rifle which used .223 calibre ammunition. Comparison tests could neither identify nor eliminate this rifle as having fired the one fired .223 calibre cartridge case located at the scene.
11. Seven damaged .40 calibre ammunition rounds were found in Mr. Morfitt's body, during autopsy, however no further comparison was possible.

SIU Investigation – Evidence Collected

12. The Special Investigations Unit is a civilian law enforcement agency whose mandate is to investigate incidents involving police officers where there has been a death, serious injury or allegations of sexual assault. The Director of the SIU must decide based on the evidence gathered whether they have grounds to believe that an officer has committed an offence and if so, will lay criminal charges. If they do not believe they have grounds, the Director files a report with the Attorney General communicating the results of their investigation.
13. The Toronto Police Service notified the SIU on June 7th, at 00:54 am that Mr. Morfitt had died. The SIU invoked its mandate and sent investigators to the scene and hospital.

Inquest into the death of Robert John Morfitt

14. The SIU investigators located two fully loaded Glock 9mm magazines in a bag in Mr. Morfitt's vehicle at the scene. They also located, on the floor of the driver's seat area, a large capacity 9mm magazine capable of dispensing 50 rounds of ammunition. Investigators located various spent rounds, seized the officer's service weapons and sent them for testing at the Centre of Forensic Sciences.
15. The SIU also located in Mr. Morfitt's vehicle a large amount of cash and a quantity of drugs.
16. The SIU director decided that they did not have grounds to lay any criminal charges against any of the officers and closed the file.
17. Selected photographs of the scene taken for the SIU investigation will be included in a separate exhibit.



Office of the
Chief Coroner
Bureau du
coroner en chef

Verdict of Inquest Jury
Verdict de l'enquête

The Coroners Act – Province of Ontario
Loi sur les coroners – Province de l'Ontario

We the undersigned / Nous soussignés,

_____, of / de _____
 _____, of / de _____
 _____, of / de _____
 _____, of / de _____
 _____, of / de _____

the jury serving on the inquest into the death(s) of / membres dûment assermentés du jury à l'enquête sur le décès de:

Surname / Nom de famille: Morfitt | Given Names / Prénoms: Robert John

aged 36 held at 25 Morton Shulman Ave, Toronto, Ontario
 à l'âge de tenue à
 from the 27th to the 31st of May 20 24
 du au

By Dr. / Dr Daniel Lamberto Ambrosini Presiding Officer for Ontario
 Par président pour l'Ontario

having been duly sworn/affirmed, have inquired into and determined the following:
 avons fait enquête dans l'affaire et avons conclu ce qui suit :

Name of Deceased / Nom du défunt: Robert Morfitt
 Date and Time of Death / Date et heure du décès: June 7, 2018 at approximately 00:41 AM
 Place of Death / Lieu du décès: Sunnybrook Hospital, Toronto
 Cause of Death / Cause du décès: Multiple gunshot wounds
 By what means / Circonstances du décès: Homicide

 Original confirmed by: Foreperson / Original confirmé par: Président du jury

 Original confirmed by jurors / Original confirmé par les jurés

The verdict was received on the 31st day of May 20 24
 Ce verdict a été reçu le (Day / Jour) (Month / Mois)

Presiding Officer's Name (Please print) / Nom du président (en lettres moulées): Dr. Daniel Lamberto Ambrosini | Date Signed (yyyy/mm/dd) / Date de la signature (aaaa/mm/dd): May 31, 2024

Daniel Lamberto Ambrosini
 Presiding Officer's Signature / Signature du président

We, the jury, wish to make the following recommendations: (see page 2)
 Nous, membres du jury, formulons les recommandations suivantes : (voir page 2)



Office of the
Chief Coroner
Bureau du
coroner en chef

Verdict of Inquest Jury Verdict de l'enquête

The *Coroners Act* – Province of Ontario
Loi sur les coroners – Province de l'Ontario

Inquest into the death of:
L'enquête sur le décès de:

Robert Morfitt

JURY RECOMMENDATIONS RECOMMANDATIONS DU JURY

Toronto Police Services

1. Review its officer training curricula and consider, if not already implemented, whether and to what degree the curricula should:
 - (a) Continue to provide training to officers/cadets that involves more than three days of reality-based scenarios, and evaluate whether any portion of such training should be separate from evaluation to avoid interfering with learning;
 - (b) include a variety of live reality-based scenarios to ensure that officers are required to learn the skills for both individual and coordinated police responses (i.e. multiple officers);
 - (c) implement brief weekly training in the form of officer-led visualization scenarios;
 - (d) explicitly train and evaluate the skills that enhance situational awareness;
 - (e) include training for high-risk, low frequency cases using scenarios with potentially inaccurate and/or dynamic information;
 - (f) explicitly train and evaluate physiological stress management and self-regulation, (including the one breath technique and the recovery breath technique as outlined in the outlined in the "iPREP protocol" published in the *Journal of Applied Psychophysiology and Biofeedback*, 2024);
 - (g) be subject to periodic independent third-party program evaluation to ensure the overall effectiveness and relevance of the program, along with appropriate pedagogical approaches to gradually increase the complexity of the training content; and
2. Consider enhancing opportunities to review the training that dispatchers receive to ensure:
 - (a) Receipt of high-quality and accurate situational information from caller (including the use of comprehensive follow-up questions to validate information);
 - (b) caller receives instructions to ensure civilian safety at scene; and

Ontario Police College

3. Review its officer training curricula and consider, if not already implemented, whether and to what degree the curricula should:
 - (a) explicitly train and evaluate the skills that enhance situational awareness;
 - (b) include training for high-risk, low frequency cases using scenarios with potentially inaccurate and/or dynamic information;
 - (c) explicitly train and evaluate physiological stress management and self-regulation, (including the one breath technique and the recovery breath technique as outlined in the outlined in the

“iPREP protocol” published in the *Journal of Applied Psychophysiology and Biofeedback*, 2024); and

- (d) be subject to periodic independent third-party program evaluation to ensure the overall effectiveness and relevance of the program, along with appropriate pedagogical approaches to gradually increase the complexity of the training content.

Personal information contained on this form is collected under the authority of the *Coroners Act*, R.S.O. 1990, C. C.37, as amended. Questions about this collection should be directed to the Chief Coroner, 25 Morton Shulman Avenue, Toronto ON M3M 0B1, Tel.: 416 314-4000 or Toll Free: 1 877 991-9959.

Les renseignements personnels contenus dans cette formule sont recueillis en vertu de la *Loi sur les coroners*, L.R.O. 1990, chap. C 37, telle que modifiée. Si vous avez des questions sur la collecte de ces renseignements, veuillez les adresser au coroner en chef, 25, avenue Morton Shulman, Toronto ON M3M 0B1, tél. : 416 314-4000 ou, sans frais : 1 877 991-9959.



PUBLIC REPORT

June 24, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Response to the Jury Recommendations from the
Coroner's Inquest into the Death of Mr. Douglas
Amankona Kyereh**

Purpose: Information Purposes Only Seeking Decision

Recommendations:

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

Financial Implications:

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 inquest into the death of Mr. Douglas Kyereh was conducted in the City of Toronto and also held virtually during the period of October 30 to November 17, 2023.

As a result of the inquest, the jury made 24 recommendations, 15 of which were directed to the Toronto Police Service (Service). Several of the recommendations to the Service were also directed jointly to all police services in Ontario, while others were

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

directed to the Toronto Transit Commission, as well as the Ministry of the Solicitor General.

Of the 15 recommendations directed to the Service, eight have been implemented, six are currently in-progress, and one has not yet started because it is dependent on the Ministry of the Solicitor General developing training and then inviting police services to attend that training.

The purpose of this report is to provide the Board with the Service's response to the jury's recommendations.

Discussion:

Background

The following is a summary of the circumstances of the death of Mr. Douglas Kyereh and issues addressed at the inquest, as delivered in the Verdict Explanation by Dr. Mary Beth Bourne, Presiding Coroner. For ease of reference, the Verdict Explanation (including all recommendations) is attached to this report as Appendix A.

Summary of the Circumstances of the Death

This inquest concerns the death of Douglas Kyereh, who died at a hospital on June 13, 2016, at the age of 35, from complications of Methanol and Cocaine Toxicity.

Personal history

Mr. Kyereh was born in Ghana and came to Canada in 2001 when he was 16 years old. During the last few years of his life, Mr. Kyereh withdrew from his supportive family on account of substance use disorder and mental illness. He became homeless and utilized various shelter services in Toronto, though at the time of his death, he was living on the streets. Mr. Kyereh's struggle with these challenges led to his involvement with the criminal justice system.

On June 11, 2016, at approximately 3:27 p.m., Mr. Kyereh was transferred into the custody of the Toronto South Detention Centre (TSDC) where he was remanded to await his bail hearing, which had been adjourned to June 13, 2016. At approximately 6:04 p.m., he went into a seizure, prompting staff at TSDC to initiate a medical alert and a call to 911 for emergency services. TSDC staff administered medical care to Mr. Kyereh, including a naloxone injection, until paramedics arrived and assumed care. Mr. Kyereh was transported by ambulance to the Mississauga Trillium Hospital where he received advanced life support and other medical interventions. On June 12, 2016, he was transferred to Credit Valley Hospital where he received further treatment in the ICU, including dialysis but was ultimately pronounced dead the following day, June 13, 2016.

The jury heard evidence about what led to Mr. Kyereh's remand to the TSDC to provide additional context and inform potential recommendations.

Events Leading to Mr. Kyereh's Arrest

In the late hours of June 10, 2016, Mr. Kyereh boarded a TTC bus in Toronto. The bus arrived at the top of its route around 11:15 p.m. and the operator observed Mr. Kyereh to be asleep. After attempting to awaken Mr. Kyereh by speaking loudly and clapping his hands without success, the bus operator decided to return to the station, anticipating that Mr. Kyereh would awaken by then. The bus arrived at the Royal York station shortly after midnight. Mr. Kyereh appeared to still be asleep. Mr. Kyereh remained non-rousable throughout further attempts by the bus operator to awaken him through auditory stimuli. The bus operator contacted transit control and reported that there was an intoxicated male on the bus refusing to leave.

A TTC supervisor and police officers from 22 Division were dispatched to attend. The TTC supervisor arrived first at around 12:27 a.m. and, after some attempt at awakening Mr. Kyereh through further auditory stimuli, the supervisor resorted to physically rousing him. This resulted in a physical altercation in which Mr. Kyereh struck the supervisor, causing injury to his cheek. Others intervened and forcibly removed Mr. Kyereh from the bus. He then walked away on his own.

Police officers arrived at the scene shortly after and received a description of Mr. Kyereh. They located and arrested him without incident a short distance away from the Royal York station. Mr. Kyereh was transported to 22 Division at approximately 1:00 a.m. He was paraded, strip searched, and held in custody at 22 Division. The officers who interacted with Mr. Kyereh at 22 Division noted that he smelled of alcohol – which Mr. Kyereh denied – and testified that they did not observe anything that caused concerns about his physical well-being. Later that morning, around 9:30 a.m., he was transported to Old City Hall by Court Transport Officers (CTO) for a bail hearing. The jury saw video footage of Mr. Kyereh's interaction on the TTC bus, his transport to 22 Division, and various interaction with officers while there, including his booking and processing, lodging into his cell, and his removal from his cell for transport to Old City Hall for his bail hearing.

Events at Old City Hall

During the approximately five hours that Mr. Kyereh was at Old City Hall, before his transfer to the TSDC, he was in the care and control of Toronto Police Service members assigned to Court Services. Court Services is a unit of the Toronto Police Service, operating under the umbrella of the Specialized Operations Command and is responsible for supervising the transportation of prisoners to and from court, detention facilities, and police divisions. There was no video footage of Mr. Kyereh's interactions or appearance during his time at

Old City Hall. However, the jury did hear evidence about what transpired in court when Mr. Kyereh's matter was addressed. They also heard evidence from one of the Court Transport Officers who transported Mr. Kyereh from Old City Hall to the TSDC and a Court Services supervisor.

The Court Services supervisor explained the roles and responsibilities of officers working in the cells, including policies, protocols and expectations for prisoner care and identification of potential medical emergencies and related duties. The jury heard that Mr. Kyereh was brought to Old City Hall around 9:30 a.m. and lodged into a "bullpen" cell with other prisoners. At some point, Mr. Kyereh's prisoner classification was changed, and he was moved from the "bullpen" cell to a single dry cell. Contrary to expectations or best practices, there were no records of the reason for this change, nor were there any notes made by court service officers regarding it.

The jury also heard from a panel that included a former Crown Attorney and a Legal Aid Ontario staff lawyer. The panel provided the jury with information regarding the bail process and operations back in 2016 at Old City Hall. This included, among other things, the dynamics and challenges of Weekend And Statutory Holiday (WASH) court, relevant bail considerations, assistance of duty counsel for unrepresented accused like Mr. Kyereh, and the ability to facilitate prompt medical attention for an accused who appears to be in medical distress. The panel also explained the significant practice changes for bail hearings since 2016, noting that most bail hearings are now conducted virtually and no longer take place at Old City Hall.

The panel reviewed various records concerning Mr. Kyereh and the jury heard that Mr. Kyereh's bail was addressed in court at 1:49 p.m. in court room 101. At that time, he was verbally unresponsive, and it appeared that duty counsel had not had an opportunity to speak with him. The transcript of proceeding revealed that Mr. Kyereh's bail hearing was adjourned to June 13, 2016, and he was remanded to custody at the TSDC. The Justice of the Peace also directed that Mr. Kyereh's warrant for remand be marked for medical attention. The entire appearance took less than one minute, after which Mr. Kyereh was escorted back to the cell area to await his transport to the TSDC.

At approximately 2:30 p.m., a Court Transport Officer attended the dry cell to pick up Mr. Kyereh. He testified that other court service officers in the cell area told him that Mr. Kyereh had been complaining that he could not see and was suddenly blind. This information was relayed in a way that reflected incredulity and disbelief. It was not taken seriously or followed up on as a potential medical emergency by any of the court officers in the cells or the Court Transport Officer. The significance of sudden blindness as a tell-tale sign of toxicity poisoning was not understood or appreciated by the Court Transport Officer. He recalled other comments that were shared verbally about Mr. Kyereh, which portrayed him negatively, including that he was aggressive and assaultive.

The Court Transport Officer described Mr. Kyereh's physical appearance for the jury and recalled the challenges associated with escorting him from the dry cell to the transport wagon. Mr. Kyereh appeared weak and dishevelled, had balance and mobility issues, and a wide staggering gait. Once at the transport wagon Mr. Kyereh was placed in a single person compartment. There were 12 prisoners in total being transported to the TSDC. The Court Transport Officer also reviewed for the jury the written notations on the transport list pertaining to Mr. Kyereh. The notations included a classification of "P2", "violent", and "emotionally disturbed". There was also reference to an injury report, which appeared to refer to a laceration over Mr. Kyereh's left eye that was noted on arrest.

Events at the TSDC

Upon arrival at the TSDC at approximately 3:14 p.m., Mr. Kyereh was the last prisoner to be taken off the transport wagon and brought inside. His entry into the TSDC was described as not typical; he was immediately placed into a holding cell by himself where he remained for nearly 25 minutes until the other prisoners completed their booking process. The jury saw video footage of Mr. Kyereh's removal from the transport wagon and entry into the TSDC. It is apparent from the video footage at the TSDC that Mr. Kyereh's physical condition and appearance had deteriorated significantly after his transport to Old City Hall earlier that morning. However, none of the correctional officers or the Court Transport Officer had information about Mr. Kyereh's physical condition and appearance earlier in the day from which they could make that assessment. Some correctional officers, including the sergeant on duty, testified that Mr. Kyereh appeared to be in distress but attributed it to him having special needs or mental health issues. The sergeant testified that he directed that Mr. Kyereh's admission be fast tracked so that he could be seen by a mental health nurse.

After his removal from the holding cell, Mr. Kyereh was put through a body scanner and then brought to the booker. The video footage played for the jury during this time shows him continuing to suffer from balance and mobility issues and seemingly physically weak. These symptoms were perceived by at least one correctional officer, who was escorting Mr. Kyereh, to be signs of noncompliance and potentially assaultive behaviour such that the correctional officer applied a wrist lock – as a form of pain compliance – to Mr. Kyereh.

The booking process was completed at approximately 4:30 p.m., and Mr. Kyereh was placed into a cell directly across from the registered nursing station in the admitting and discharge area. The jury heard that he should have received a physical health assessment from the registered nurse in the admission and discharge area. The physical health assessment is part of the standard admission procedure for new admissions and included objective vital tests such as heart rate, temperature, and blood pressure among other things. Mr. Kyereh did not receive this physical health assessment. Some of the correctional officers, including the sergeant on duty, assumed that he had.

At approximately 4:43 p.m., a mental health nurse from a different section of the institution attended Mr. Kyereh's cell and attempted to conduct a mental health assessment of him in response to a direction from the sergeant on duty. The assessment lasted approximately one and a half minutes and was conducted from outside of Mr. Kyereh's cell. The mental health nurse determined that Mr. Kyereh should be assigned to the Mental Health Unit for further assessment. The jury heard that the mental health nurse only focused on Mr. Kyereh's mental health status and did not consider any physical health issues or symptoms that Mr. Kyereh was displaying. The mental health nurse understood that to be the responsibility of the registered nurse in the admitting and discharge area and assumed that Mr. Kyereh already received a physical health assessment from the registered nurse on duty.

Mr. Kyereh's physical health continued to be a concern to the correctional officers who were routinely checking on him. Mr. Kyereh was described as talking to himself, standing at times, or slouched over on the urinal. He was continuing to decline in health, was sweating excessively and unable to walk on his own. He showed no aggression and was non-combative. Based on their concerns, the registered nurse on duty was called to attend Mr. Kyereh's cell. She attended the cell and briefly observed him through the glass window but did not enter. Nor did she conduct a physical health assessment of Mr. Kyereh, despite it being standard protocol for new admissions.

There was some conflicting evidence about why that was not done. She was eight months pregnant at the time and testified that she was afraid to attend to Mr. Kyereh alone based on his appearance and information she received about him being aggressive and violent. However, the jury heard evidence that it was typical for correctional officers to accompany nurses into a cell when requested.

Based on escalating concerns about Mr. Kyereh's deteriorating health, the correctional officers notified the sergeant on duty, and he instructed that Mr. Kyereh be taken out of his cell and brought directly to the registered nurse's area for assessment. Mr. Kyereh was removed from the cell and brought to the nurse's area in a wheelchair as he was unable to walk or support his own weight. He remained in the wheelchair directly outside the nurse's office for approximately seven minutes and then went into a seizure shortly after 6:00 p.m. At that point, a medical alert was called. The medical alert resulted in all available nursing staff attending, and a call to 911.

Expert Opinion Evidence Re Methanol

The jury heard expert evidence about the attributes of methanol and its effect on the body, including the length of time for its breakdown and release of toxins in the body, diagnosis, symptomology, and treatability. The expert explained that it is unlikely that a lay person would recognize methanol exposures in an inmate. Symptoms include signs of severe intoxication, inability to be roused, inability to walk or stand on one's own, excessive sweating, and sudden blindness. Based on the evidence reviewed, the expert opined that Mr. Kyereh would have consumed methanol prior to boarding the TTC bus on June 10, 2016, and that had he come to medical attention when he was at bail court, or at the booking desk at the TSDC, he might have survived. The expert noted that survival would be dependent on multiple factors, and that by the time he had a seizure, the likelihood of survival was very, very low.

Dr. Kenneth Peckham, Regional Supervising Coroner for Central Region, Central West Office, called a mandatory inquest into the death of Douglas Kyereh pursuant to section 31 of the *Coroners Act*.

The document outlining the scope of this inquest is attached to this report (See Appendix A).

The inquest was conducted in a virtual manner, with remote participation by parties with standing and remote testimony from all witnesses. In keeping with the open court principle, the inquest was streamed live on Zoom.

The jury sat for 13.5 days, heard evidence from 26 witnesses, reviewed 55 exhibits and deliberated for nine hours in reaching a verdict.

Stakeholder Analysis

The Strategic Planning and Governance Unit was tasked with preparing responses for the jury recommendations directed to the Service from the Coroner's Inquest into the death of Mr. Douglas Amankona Kyereh. Service subject matter experts from multiple units across the Service contributed to the responses contained in this report.

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

Conclusion:

As a result of the Coroner's inquest into the death of Mr. Douglas Kyereh and the subsequent 15 jury recommendations directed to the Toronto Police Service, including those directed to all police services in Ontario, a review of Service governance, training and current practices has been conducted and the Service is on track to implement all 15 recommendations.

A/Staff Superintendent Jacqueline Baus 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

Attachments:

Appendix A – Verdict Explanation – Inquest into the Death of Douglas Kyereh
Appendix B – Toronto Police Service Response to Kyereh Inquest Recommendations

Appendix A - Verdict Explanation – Inquest into the Death of Douglas Kyereh



VERDICT EXPLANATION

Inquest into the Death of Douglas KYEREH

Dr. Mary Beth Bourne, Presiding Officer
October 30 - November 17, 2023
Virtual Inquest

OPENING COMMENT

This verdict explanation is intended to give the reader a brief overview of the circumstances surrounding the death of Douglas Kyereh 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.

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SUMMARY OF THE CIRCUMSTANCES OF THE DEATH

This inquest concerns the death of Douglas Kyereh, who died at a hospital on June 13, 2016, at the age of 35, from complications of Methanol and Cocaine Toxicity.

Personal history

Mr. Kyereh was born in Ghana and came to Canada in 2001 when he was 16 years old. During the last few years of his life, Mr. Kyereh withdrew from his supportive family on account of substance use disorder and mental illness. He became homeless and utilized various shelter services in Toronto, though at the time of his death, he was living on the streets. Mr. Kyereh's struggle with these challenges led to his involvement with the criminal justice system.

On June 11, 2016, at approximately 3:27 p.m., Mr. Kyereh was transferred into custody of the Toronto South Detention Centre (TSDC) where he was remanded to await his bail hearing, which had been adjourned to June 13, 2016. At approximately 6:04 p.m., he went into a seizure, prompting staff at TSDC to initiate a medical alert and a call to 911 for emergency services. TSDC staff administered medical care to Mr. Kyereh, including a naloxone injection, until paramedics arrived and assumed care. Mr. Kyereh was transported by ambulance to the Mississauga Trillium Hospital where he received advanced life support and other medical interventions. On June 12, 2016, he was transferred to Credit Valley Hospital where he received further treatment in the ICU, including dialysis but was ultimately pronounced dead the following day, June 13, 2016.

The jury heard evidence about what led to Mr. Kyereh's remand to the TSDC to provide additional context and inform potential recommendations.

Events Leading to Mr. Kyereh's Arrest

In the late hours of June 10, 2016, Mr. Kyereh boarded a TTC bus in Toronto. The bus arrived at the top of its route around 11:15 p.m. and the operator observed Mr. Kyereh to be asleep. After attempting to awaken Mr. Kyereh by speaking loudly and clapping his hands without success, the bus operator decided to return to the station, anticipating that Mr. Kyereh would awaken by then. The bus arrived at the Royal York station shortly after midnight. Mr. Kyereh appeared to still be asleep. Mr. Kyereh remained non-rousable throughout further attempts by the bus operator to awaken him through auditory stimuli. The bus operator contacted transit control and reported that there was an intoxicated male on the bus refusing to leave.

A TTC supervisor and police officers from 22 Division were dispatched to attend. The TTC supervisor arrived first at around 12:27 a.m. and, after some attempt at awakening Mr. Kyereh through further auditory stimuli, the supervisor resorted to physically rousing him. This resulted in a physical altercation in which Mr. Kyereh struck the supervisor, causing injury to his cheek. Others intervened and forcibly removed Mr. Kyereh from the bus. He then walked away on his own.

Police officers arrived at the scene shortly after and received a description of Mr. Kyereh. They located and arrested him without incident a short distance away from the Royal York station. Mr. Kyereh was transported to 22 Division at approximately 1:00 a.m. He was paraded, strip searched, and held in custody at 22 Division. The officers who interacted with Mr. Kyereh at 22 Division noted that he smelled of alcohol – which Mr. Kyereh denied – and testified that they did not observe anything that caused concerns about his physical well-being. Later that morning, around 9:30 a.m., he was transported to Old City Hall by Court Transport Officers (CTO) for a bail hearing. The jury saw video footage of Mr. Kyereh’s interaction on the TTC bus, his transport to 22 Division, and various interaction with officers while there, including his booking and processing, lodging into his cell, and his removal from his cell for transport to Old City Hall for his bail hearing.

Events at Old City Hall

During the approximately five hours that Mr. Kyereh was at Old City Hall, before his transfer to the TSDC, he was in the care and control of Toronto Police Service members assigned to Court Services. Court Services is a unit of the Toronto Police Service, operating under the umbrella of the Specialized Operations Command and is responsible for supervising the transportation of prisoners to and from court, detention facilities, and police divisions. There was no video footage of Mr. Kyereh’s interactions or appearance during his time at Old City Hall. However, the jury did hear evidence about what transpired in court when Mr. Kyereh’s matter was addressed. They also heard evidence from one of the Court Transport Officers who transported Mr. Kyereh from Old City Hall to the TSDC and a Court Services supervisor.

The Court Services supervisor explained the roles and responsibilities of officers working in the cells, including policies, protocols and expectations for prisoner care and identification of potential medical emergencies and related duties. The jury heard that Mr. Kyereh was brought to Old City Hall around 9:30 a.m. and lodged into a “bullpen” cell with other prisoners. At some point, Mr. Kyereh’s prisoner classification was changed, and he was moved from the “bullpen” cell to a single dry cell. Contrary to expectations or best practices, there were no records of the reason for this change, nor were there any notes made by court service officers regarding it.

The jury also heard from a panel that included a former Crown Attorney and a Legal Aid Ontario staff lawyer. The panel provided the jury with information regarding the bail process and operations back in 2016 at Old City Hall. This included, among other things, the dynamics and challenges of Weekend And Statutory Holiday (WASH) court,

relevant bail considerations, assistance of duty counsel for unrepresented accused like Mr. Kyereh, and the ability to facilitate prompt medical attention for an accused who appears to be in medical distress. The panel also explained the significant practice changes for bail hearings since 2016, noting that most bail hearings are now conducted virtually and no longer take place at Old City Hall.

The panel reviewed various records concerning Mr. Kyereh and the jury heard that Mr. Kyereh's bail was addressed in court at 1:49 p.m. in court room 101. At that time, he was verbally unresponsive, and it appeared that duty counsel had not had an opportunity to speak with him. The transcript of proceeding revealed that Mr. Kyereh's bail hearing was adjourned to June 13, 2016, and he was remanded to custody at the TSDC. The Justice of the Peace also directed that Mr. Kyereh's warrant for remand be marked for medical attention. The entire appearance took less than one minute, after which Mr. Kyereh was escorted back to the cell area to await his transport to the TSDC.

At approximately 2:30 p.m., a Court Transport Officer attended the dry cell to pick up Mr. Kyereh. He testified that other court service officers in the cell area told him that Mr. Kyereh had been complaining that he could not see and was suddenly blind. This information was relayed in a way that reflected incredulity and disbelief. It was not taken seriously or followed up on as a potential medical emergency by any of the court officers in the cells or the Court Transport Officer. The significance of sudden blindness as a tell-tale sign of toxicity poisoning was not understood or appreciated by the Court Transport Officer. He recalled other comments that were shared verbally about Mr. Kyereh, which portrayed him negatively, including that he was aggressive and assaultive.

The Court Transport Officer described Mr. Kyereh's physical appearance for the jury and recalled the challenges associated with escorting him from the dry cell to the transport wagon. Mr. Kyereh appeared weak and disheveled, had balance and mobility issues, and a wide staggering gait. Once at the transport wagon Mr. Kyereh was placed in a single person compartment. There were 12 prisoners in total being transported to the TSDC. The Court Transport Officer also reviewed for the jury the written notations on the transport list pertaining to Mr. Kyereh. The notations included a classification of "P2", "violent", and "emotionally disturbed". There was also reference to an injury report, which appeared to refer to a laceration over Mr. Kyereh's left eye that was noted on arrest.

Events at the TSDC

Upon arrival at the TSDC at approximately 3:14 p.m., Mr. Kyereh was the last prisoner to be taken off the transport wagon and brought inside. His entry into the TSDC was described as not typical; he was immediately placed into a holding cell by himself where he remained for nearly 25 minutes until the other prisoners completed their booking process. The jury saw video footage of Mr. Kyereh's removal from the transport wagon and entry into the TSDC. It is apparent from the video footage at the TSDC that Mr. Kyereh's physical condition and appearance had deteriorated significantly after his

transport to Old City Hall earlier that morning. However, none of the correctional officers or the Court Transport Officer had information about Mr. Kyereh's physical condition and appearance earlier in the day from which they could make that assessment. Some correctional officers, including the sergeant on duty, testified that Mr. Kyereh appeared to be in distress but attributed it to him having special needs or mental health issues. The sergeant testified that he directed that Mr. Kyereh's admission be fast tracked so that he could be seen by a mental health nurse.

After his removal from the holding cell, Mr. Kyereh was put through a body scanner and then brought to the booker. The video footage played for the jury during this time shows him continuing to suffer from balance and mobility issues and seemingly physically weak. These symptoms were perceived by at least one correctional officer, who was escorting Mr. Kyereh, to be signs of noncompliance and potentially assaultive behaviour such that the correctional officer applied a wrist lock – as a form of pain compliance – to Mr. Kyereh.

The booking process was completed at approximately 4:30 p.m., and Mr. Kyereh was placed into a cell directly across from the registered nursing station in the admitting and discharge area. The jury heard that he should have received a physical health assessment from the registered nurse in the admission and discharge area. The physical health assessment is part of the standard admission procedure for new admissions and included objective vital tests such as heart rate, temperature, and blood pressure among other things. Mr. Kyereh did not receive this physical health assessment. Some of the correctional officers, including the sergeant on duty, assumed that he had.

At approximately 4:43 p.m., a mental health nurse from a different section of the institution attended Mr. Kyereh's cell and attempted to conduct a mental health assessment of him in response to a direction from the sergeant on duty. The assessment lasted approximately one and a half minutes and was conducted from outside of Mr. Kyereh's cell. The mental health nurse determined that Mr. Kyereh should be assigned to the Mental Health Unit for further assessment. The jury heard that the mental health nurse only focused on Mr. Kyereh's mental health status and did not consider any physical health issues or symptoms that Mr. Kyereh was displaying. The mental health nurse understood that to be the responsibility of the registered nurse in the admitting and discharge area and assumed that Mr. Kyereh already received a physical health assessment from the registered nurse on duty.

Mr. Kyereh's physical health continued to be a concern to the correctional officers who were routinely checking on him. Mr. Kyereh was described as talking to himself, standing at times, or slouched over on the urinal. He was continuing to decline in health, was sweating excessively and unable to walk on his own. He showed no aggression and was non-combative. Based on their concerns, the registered nurse on duty was called to attend Mr. Kyereh's cell. She attended the cell and briefly observed him through the glass window but did not enter. Nor did she conduct a physical health assessment of Mr. Kyereh, despite it being standard protocol for new admissions.

There was some conflicting evidence about why that was not done. She was eight months pregnant at the time and testified that she was afraid to attend to Mr. Kyereh alone based on his appearance and information she received about him being aggressive and violent. However, the jury heard evidence that it was typical for correctional officers to accompany nurses into a cell when requested.

Based on escalating concerns about Mr. Kyereh's deteriorating health, the correctional officers notified the sergeant on duty, and he instructed that Mr. Kyereh be taken out of his cell and brought directly to the registered nurse's area for assessment. Mr. Kyereh was removed from the cell and brought to the nurse's area in a wheelchair as he was unable to walk or support his own weight. He remained in the wheelchair directly outside the nurse's office for approximately seven minutes and then went into a seizure shortly after 6:00 p.m. At that point, a medical alert was called. The medical alert resulted in all available nursing staff attending, and a call to 911.

Expert Opinion Evidence Re Methanol

The jury heard expert evidence about the attributes of methanol and its effect on the body, including the length of time for its breakdown and release of toxins in the body, diagnosis, symptomology, and treatability. The expert explained that it is unlikely that a lay person would recognize methanol exposures in an inmate. Symptoms include signs of severe intoxication, inability to be roused, inability to walk or stand on one's own, excessive sweating, and sudden blindness. Based on the evidence reviewed, the expert opined that Mr. Kyereh would have consumed methanol prior to boarding the TTC bus on June 10, 2016, and that had he come to medical attention when he was at bail court, or at the booking desk at the TSDC, he might have survived. The expert noted that survival would be dependent on multiple factors, and that by the time he had a seizure, the likelihood of survival was very, very low.

THE INQUEST

Dr. Kenneth Peckham, Regional Supervising Coroner for Central Region, Central West Office, called a mandatory inquest into the death of Douglas Kyereh pursuant to section 31 of the *Coroners Act*.

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

The inquest was conducted in a virtual manner, with remote participation by parties with standing and remote testimony from all witnesses. In keeping with the open court principle, the inquest was streamed live on Zoom.

The jury sat for 13.5 days, heard evidence from 26 witnesses, reviewed 55 exhibits and deliberated for nine hours in reaching a verdict.

VERDICT

Name of Deceased:	Douglas Amankona Kyereh
Date and Time of Death:	June 13, 2016
Place of Death:	Credit Valley Hospital Mississauga, Ontario
Cause of Death:	Methanol and Cocaine Toxicity
By What Means:	Accident

RECOMMENDATIONS

To Toronto Transit Commission (TTC)

1. Review existing training of TTC Supervisors and TTC Control Center /CIS – Central Information System (dispatch), with a view to enhancing their ability to recognize symptoms of potential medical issues and consider more specifically a checklist of symptoms, developed in collaboration with a medical professional. Relevant staff should be trained on the checklist and consider when assessing the state of a passenger.
2. The training should include consideration of the fact that a passenger who has remained non-rousable for an extended time, despite auditory stimuli, may be experiencing a medical emergency and emphasize the importance of conveying such information to Transit Control, as a way of ensuring the most appropriate response.

Comments:

The TTC has numerous policies that address situations with passengers, including passengers who are sleeping, intoxicated, or are experiencing a medical emergency. Sleeping passengers are a common occurrence and TTC policy instructs that staff attempt to awaken sleeping passengers through auditory stimuli without physically touching or getting close to the passenger. If those efforts are unsuccessful, staff is directed to contact transit control and provide information about the passenger that will inform an appropriate dispatch response.

Most sleeping passengers are quickly awakened by auditory stimuli. There was some evidence that a person who is non-rousable from auditory stimuli for an extended time could be experiencing a medical emergency. Bus operators and supervisors have limited first aid training and it can be very difficult to distinguish between a passenger who has fallen asleep or is experiencing a medical emergency. The jury felt that the development of a symptom checklist would enhance the ability of staff to recognize and accurately report information to transit control, when encountering passengers in such a state.

3. Continue efforts with the TTC Diversity Department to ensure that policy and training provided to frontline staff, supervisors, and Transit Control (dispatch) reflect an approach that is trauma informed and anti-racist.

Comments:

The jury heard evidence that there is an ever-changing diversity of customers on the TTC, and that ongoing training is essential for all operational and front-line staff. The jury also heard that when the bus operator contacted transit control and reported an intoxicated male refusing to leave the bus, Mr. Kyereh was still asleep and non-rousable from auditory stimuli. The bus driver could not recall seeing any indication of alcohol at the time he contacted transit control and may have assumed it based on Mr. Kyereh's appearance and his own past experiences with intoxicated passengers. The information that a bus operator provides to transit control will inform the appropriate dispatch response. The jury felt that continued policy refinement and training that is trauma-informed, and anti-racist will help to guard against incorrect and/or negative assumptions being made and passed on.

4. Issue a (yearly) reminder to all TTC frontline staff and (customer facing) supervisors of the policy not to physically touch passengers and review the appropriate de-escalation policies

Comments:

The jury heard that the current TTC policy mandates no physical contact with a passenger who appears to be sleeping. The policy is in place for the safety of the customer and TTC staff and should be reinforced through yearly reminders.

To Toronto Police Service, and all Police Services in Ontario

5. Circulate a reminder to all police officers engaged in report writing for show cause hearings that emphasizes the importance of all reports and recommendations being factual, objective, professional, and free from editorial comments, such as: assumptions, speculation, stereotypes and/or arbitrary views of the author.

6. Provide training to police officers on appropriate report writing and implement a review, or quality control, system to ensure that all show cause reports are reviewed and signed by a senior officer prior to reports being finalized and attached to the Crown Brief. The review will ensure all narratives and recommendations are factual, objective, professional, and free from editorial comments, such as: assumptions, speculation, stereotypes and/or arbitrary views.

Comments:

The jury saw a show cause report for Mr. Kyereh prepared by an experienced officer that incorporated unvetted personal opinion, assumptions, and stereotypes. The jury heard evidence from an expert in anti-Black racism and public health who provided information about racial disparities in policing, corrections, and healthcare. The above recommendations underscore the importance of ensuring all police reports be factual, objective, professional and reviewed to ensure that they do not contain biased assumptions or racial stereotypes. It is not known if anti-Black racism played a role in the quality of police interactions with Mr. Kyereh or in his death; however, several witnesses acknowledged that unconscious bias could result in unfair treatment and outcomes.

To Ministry of Solicitor General, Toronto Police Service, and all Police Services in Ontario

7. Develop a case study, in collaboration with medical experts, for training purposes, utilizing the specific circumstances of Mr. Kyereh's death that emphasizes the potential significance of the various symptoms he presented and reported. The case study will emphasize the consideration of immediate medical intervention, and/or the need to triage the patient to the hospital. All people interacting with a prisoner should participate in this training.

Comments:

The jury heard evidence that medical emergencies can be difficult to recognize and that it is common for new prisoners to be displaying symptoms associated to impairment by drugs, alcohol, and/or mental illness. The jury heard that there are numerous potentially fatal but treatable medical conditions that mimic the effects of intoxication, including methanol poisoning. A medical workup/medical clearance is required to avoid a preventable death because those conditions cannot be assessed using a "naked eye approach". While not known at the relevant time, Mr. Kyereh was experiencing a toxicological emergency.

The evidence showed that his condition deteriorated considerably and that his symptoms became more pronounced during his time in custody at Old City Hall to his seizure at the TSDC. Mr. Kyereh reported sudden blindness while at Old City

Hall. He was non-verbally responsive in court at 1:50 p.m. and his warrant of remand noted that he required medical attention at the jail. The jury was of the view that a case study, based on the circumstances of Mr. Kyereh, would be an effective training tool that could enhance the knowledge and ability of staff interacting with new prisoners and assist their ability to identify situations in which medical investigation or intervention should be prioritized.

8. Collaborate with relevant stakeholders on the development and implementation of health assessment protocols at the time of transfer to the receiving institution, to clearly reinforce the roles and responsibilities for ensuring the timely identification of health risks, and to ensure critical information is recorded and shared, both written and verbally, with receiving officers immediately upon transfer. Consider involving a registered nurse to observe the prisoner's arrival at the Admission and Discharge unit to perform a visual assessment in order to triage urgent health risks.
9. Develop training to be provided to both operations and healthcare staff emphasizing specific observations about a prisoner at the time of transfer that should result in an immediate health care assessment. Joint experiential exercises should be conducted regularly (e.g. mandatory during onboarding and annual renewal) with representatives from all applicable departments. Consider inviting relevant police services to this training. This training should include the following: comprehensive health screening process for prisoners upon admission, including mental health assessments, to identify any pre-existing conditions or potential health risks.

Comments:

The jury heard evidence that there is no consistent or formal physical health assessment protocols shared at the time of transfer of a prisoner from police custody to a correctional institution. Nor is there a unified understanding or practice amongst front line staff for determining circumstances when the receiving institution will not accept custody of a prisoner who needs immediate medical attention, as contemplated in 6.4(f) of the Inmate Management section of the Ministry of the Solicitor General Institutional Services Policy and Procedures Manual.

At the time of Mr. Kyereh's transfer to the TSDC, the court transport officer mentioned to correctional officers at the TSDC that he had complained of blindness while in the cells at Old City Hall. This information was also communicated to the mental health nurse at the TSDC who attempted to conduct a mental health assessment of Mr. Kyereh from outside of his cell. Sudden onset blindness is a significant symptom indicative of a medical emergency, but Mr. Kyereh's report of blindness was not investigated. The court transport officer and correctional officers did not appreciate the medical significance of sudden

blindness and the mental health nurse attributed it to a delusion. The jury was of the view that clear health assessment protocols are needed at the time of transfer and that involvement of a registered nurse should be considered as part of that protocol.

10. Continue to ensure that training is provided to all levels of police and correctional services including police officers, court officers, correctional officers, supervisors, and executives. This training will be trauma-informed, intersectional, address anti-racism, and should be mandatory. Trauma-informed policing is a form of educational training for police to interact with community members with the assumption that they have experienced trauma. This can help to eliminate unnecessary harm. This training should be accompanied by practical tools to operationalize trauma-informed policing. This training should highlight:
 - Trauma-informed services and practices are best described as understanding the psychological and physiological impacts of trauma in a strengths-based framework. Having trauma-informed services may provide staff with the skills to identify and address issues early on to work towards getting the necessary supports for clients.
 - When encountering someone who appears to be experiencing symptoms of trauma, law enforcement must first address the victim's safety and security needs.

Comments:

A trauma informed approach may have resulted in earlier medical intervention for Mr. Kyereh. The jury heard evidence that trauma-informed services can provide all staff with the skills to identify and address issues early and facilitate better outcomes.

11. Consult with relevant stakeholders, including experienced front-line staff, to establish a recurring (e.g. quarterly) review process of the current information sharing procedures during transfers between organizations. For example, between Toronto Police court service officers and correctional staff in the admitting and discharge areas. The review process should include an analysis of success metrics to track progress and inform any necessary improvements. These procedures should ensure that all relevant information, inclusive of the proposed Kyereh form, is shared among the parties at the time of transfer of custody of a prisoner.

Comments:

This recommendation is related to 8 and 9 above. The jury heard evidence about gaps and inconsistencies in current information sharing practices and procedures

during transfers between police services and the TSDC. This recommendation seeks to address that through a recurring review process with relevant stakeholders that includes metrics to track progress and inform necessary improvements. The Kyereh Form is explained in recommendation 15 below.

To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario

12. When a Justice of the Peace or Justice directs that a warrant of remand be marked for medical attention, the court officer, or designate, should make reasonable inquiries through crown or defence, as to the specifics and urgency of the court direction. The court officer should document these details in their notebook, and in the proposed Kyereh form, and notify the relevant supervisor on duty. The supervisor should ensure those details are acted on as appropriate, including ensuring that said details are highlighted for the sergeant and/or supervising officer at the receiving correctional institution to ensure proper consideration and assessment occurs, prior to acceptance of custody at the receiving institution. If at any time, the court officer or designate identifies a potential medical emergency, they should be empowered to contact EMS.

Comments:

The jury heard evidence that the warrant of remand for Mr. Kyereh was marked 'Medical Attention Required at Jail' and that notations like this are so ubiquitous that they are typically not treated with any urgency or priority without specificity. This recommendation seeks to address that.

13. Amend CRT 13-02 (Memorandum Books) to require court officers to record, during each tour of duty, any placement into a dry cell, and any observable symptom or report of any symptom made by any prisoner. In addition to any recording, immediately report same to a supervisor. This amendment should be added to the TPS 13-17 for Notes and Reports

Comments:

CRT 13-02 is a court services unit specific policy that refers to officer memo books. The jury heard evidence that none of the court service officers who interacted with Mr. Kyereh during his time in the cells at Old City Hall recorded any information about his physical symptoms, complaint of blindness, or placement into a dry cell in their police memo book. The jury felt that such information should be mandatory and that TPS 13-17 for Notes and Reports (parent policy) should be similarly amended.

14. Suggestion to perform a cost benefit analysis on having a medical professional onsite at the courthouse and/or police station.

Comments:

This recommendation is self-explanatory.

To The Ministry of the Solicitor General, the Toronto Transit Commission, the Toronto Police Service and All Police Services in Ontario

15. The Ministry of the Solicitor General will work with the Toronto Police Service to create a hand-off form for operational staff transferring custody of a prisoner. This form will document inmate health changes during their time in custody inclusive of police, court services, and correctional facility. This should include the symptom checklist and training that was recommended for the TTC. This is intended to inform all personnel involved in the care and custody of the prisoner, including medical personnel. Documentation to commence upon arrival, during custody, through to departure of police custody, noting whether symptoms have improved, worsened, or remained the same, and will include free text space for observations and the name and contact information of the observer. This form is to follow the prisoner at each transfer. Consider calling this form The Kyereh Form.

Comments:

Reference to the TTC is only in respect of the checklist in recommendation 1 above.

Front line police officers, court officers and correctional staff are not healthcare professionals, and this recommendation seeks to improve their ability to identify potential medical emergencies and ensure that certain identified and observable symptoms are accurately noted, shared, and acted on as appropriate. The jury reviewed portions of the Medical Advisory Notes in Appendix of TPS Procedure 01–03 as helpful examples.

The jury also heard and saw evidence that the inaccuracy, and lack of record-keeping and communication resulted in the absence of urgency demonstrated by correctional and healthcare staff upon Mr. Kyereh's arrival to the TSDC and delay in his physical healthcare assessment and potential medical interventions. The jury felt strongly that the hand-off form described in this recommendation would allow better monitoring of a prisoner's health condition. The form would include documentation of the status/health/behaviour of the prisoner for each transfer of custody.

16. Continue efforts to apply a diverse and inclusive lens to ensure that institutional anti-racism policies promote active efforts to eliminate all forms of racism. These policies should be developed in consultation with local Black and racialized communities.

The stakeholders should also provide training to all members, with a particular focus on executive leadership. This training should include specific biases regarding Black and other racialized communities.

17. Ensure that the institutional policies addressing anti-racism have clear and transparent consequences in the event of a breach in a manner that complies with provincial labour and employment laws including collective agreements.

Comments:

The jury heard evidence that continued work in these areas at the executive leadership/corporate level will help drive organizational, behavioural and cultural change for frontline staff. These changes can mitigate the impacts of interpersonal and institutional anti-Black racism with regards to interactions in transit systems, criminal justice systems and timely access to healthcare. The jury also heard evidence that there must be fair and effective accountability mechanisms in place for breaches of institutional anti-racism policies.

18. Continue training for all front-line staff, on what to look for regarding mental health problems
19. Additional training on life threatening medical conditions and when to escalate.

Comments:

The jury heard evidence that there is a need for ongoing training in mental health and that there have been significant changes at the TSDC since 2016 in that regard. In this case, Mr. Kyereh's physical symptoms and complaints were attributed to mental health by correction officers and healthcare staff. The jury heard evidence that mental health training should reinforce the importance of assessing the whole person, which includes the physical health and well-being of the person.

The jury also heard and saw evidence that life threatening medical conditions are not restricted to visible physical injury. The court service officer testified that had he known that sudden blindness was a significant sign of a medical emergency he would have taken Mr. Kyereh to the hospital. The jury supported additional training for all front-line staff who interact with the public to assist them in understanding and identifying the need for additional medical assistance.

To The Ministry of the Solicitor General

20. If there are any observations that cause concern for the prisoner's health, staff that come in contact with the prisoner should notify the supervisor and/or medical staff immediately, and then ensure the unit cards/OTIS are updated, so that any subsequent staff are able to view those updates and act on them if necessary
- 21.

Comments:

This recommendation stems from evidence about the importance of ensuring that the relevant information about a prisoner health condition or symptoms is recorded and is provided to appropriate staff right away. It encourages prompt reporting and updating of the unit card/OTS to ensure that subsequent staff can view updates and act on them as necessary.

22. Amend the suicide prevention checklist to include a third column of "no response" to reflect answers to questions that a prisoner did not in fact provide a response to. Add a free text section for observations or comments.

Comments:

The Suicide Prevention Admission Checklist is a mandatory checklist that is required to be completed for every new admission to the TSDC by the booker. There are a series of direct "yes or no" questions on the checklist that are asked of the prisoner. The booker answered "no" for Mr. Kyereh even though he was verbally non-responsive and did not provide an answer. The jury felt the checklist should be revised to accurately reflect a non-response, and to allow for comments and observations to be made by the booker.

23. Conduct regular health and safety audits within correctional facilities, with a specific focus on the medical care provided to prisoners, to identify areas for improvement and ensure compliance with established standards

Comments:

This recommendation is self-explanatory and stems from evidence the jury heard and saw with respect to nature of medical care provided to Mr. Kyereh at the TSDC from the time of his admission until his seizure.

24. Foster collaboration between correctional facilities operational staff and healthcare professionals. The goal is to improve communication and understanding the needs of each party in order to address the health requirements of prisoners.

Comments:

The jury heard evidence concerning the relationship between correctional officers and health care staff at TSDC, including each team's focus and decision-making authority on health care issues. The jury heard conflicting evidence about TSDC staff's understanding of policies related to admitting persons without medical clearance (as referenced in the comments to recommendations 8 and 9).

25. Develop clinical training for nurses that outline baseline competencies associated with correctional facilities. Consider making this a mandatory qualification.

Comments

The jury heard evidence that there are guidelines and expectations on basic competencies for all nursing staff. The jury felt strongly that ongoing education should occur and that any nurse in the employment of Corrections must have mandatory baseline qualifications. These qualifications would be developed with appropriate medical personnel and reflect the environment of work in Corrections.

CLOSING COMMENT

In closing, I would like to again express my condolences to the family and loved ones of Douglas Amankona Kyereh 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.



February 9, 2024

Dr. Mary Beth Bourne
Presiding Officer



STATEMENT OF SCOPE
Inquest into the Death of Douglas KYEREH

This inquest will look into the circumstances of the death of Douglas Kyereh and examine the events of his death to assist the jury in answering the five mandatory questions set out in s. 31(1) of the *Coroners Act*.

- (a) who the deceased was;
- (b) how the deceased came to his death;
- (c) when the deceased came to his death;
- (d) where the deceased came to his death; and
- (e) by what means the deceased came to his death

The following will be explored only to the extent relevant and material to the facts and circumstances of this death:

1. The circumstances/events surrounding the death of Douglas Kyereh, including his interactions with the Toronto Transit Commission (TTC), Toronto Police Service (TPS), persons at bail court, and staff at the Toronto South Detention Centre (TSDC) on June 11, 2016.
2. Relevant policies as they relate to the circumstances of Douglas Kyereh's death including:
 - a. (TTC) Interaction with members of the public and unresponsive passengers;
 - b. (TPS/MAG) Arrests, Prisoner Care, Show Cause Reports and Bail Court;
 - c. (TSDC) Admissions and healthcare.
3. Whether racism, mental health and/or socio-economic factors had an impact in the assessments and treatment of Douglas Kyereh from persons who interacted with him on June 11, 2016.

The following are excluded from scope, except insofar as necessary to answer the five questions cited above, or otherwise ruled necessary by the Presiding Officer in order to inform jury recommendations:

1. The medical care received by Mr. Kyereh at Mississauga Trillium Hospital and Credit Valley Hospital.
2. The practices and policies regarding *death* notification *with* next of kin are excluded from this inquest, except as context evidence.

Appendix B – Toronto Police Service Response to Kyereh Inquest Recommendations

Kyereh Coroner’s Inquest Recommendation	Toronto Police Service (Service) Response
<p>#5 - Toronto Police Service, and all Police Services in Ontario:</p> <p>Circulate a reminder to all police officers engaged in report writing for show cause hearings that emphasizes the importance of all reports and recommendations being factual, objective, professional, and free from editorial comments, such as: assumptions, speculation, stereotypes and/or arbitrary views of the author.</p>	<p>Implemented</p> <p>This reminder is addressed during a recent eLearning course designed for show cause report writing that emphasises preparing reports free from bias and assumptions.</p> <p>In 2022 the Service released a 1 hour eLearning course titled “<i>Proper Drafting of Show Cause & Synopsis Documents</i>”. This is mandatory for all uniform members and provides both foundational and updated training for members at all levels of experience, specifically focused on the topics included in the course title.</p>

<p>#6 - Toronto Police Service, and all Police Services in Ontario:</p> <p>Provide training to police officers on appropriate report writing and implement a review, or quality control, system to ensure that all show cause reports are reviewed and signed by a senior officer prior to reports being finalized and attached to the Crown Brief. The review will ensure all narratives and recommendations are factual, objective, professional, and free from editorial comments, such as: assumptions, speculation, stereotypes and/or arbitrary views.</p>	<p>Implemented</p> <p>The Service already delivers the recommended training which will be generally outlined below.</p> <p>This is not an exhaustive list of related training courses, but is meant to provide a general understanding of the training that members receive.</p> <p>A show cause quality assurance/compliance review by the divisional Officer-In-Charge (O.I.C.) exists and is outlined in governance – specifically Service Procedure 01-03 Persons in Custody and Service Procedure 01-15 Bail Hearings and Detention Orders.</p> <p>All show cause reports are reviewed, approved, and signed off by a supervisor/O.I.C. prior to a prisoner being released to attend court.</p> <p>Training on report writing skills is provided to new police officers at the earliest stages of their career, and is reinforced through additional training at various milestones.</p> <p>Police Officers are onboarded to the Service holding the rank of Cadet-In-Training. Their onboarding training is delivered both through the Toronto Police College (T.P.C.) and the Ontario Police College (O.P.C.).</p> <p>Through the T.P.C., recruits receive foundational lectures dedicated to the principles of quality note-taking and report writing. These principles include reports being thorough, accurate, and detailed. They are instructed on topics such as chronological reporting and accurately reporting on details pertinent to the investigation. Recruits are provided with samples of high-quality reports which are used to guide their learning.</p>
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	<p>Recruits complete numerous practical exercises where they are presented with details of an incident (including video recordings) and are then instructed to compose and submit a report for instructor review. Remedial work is assigned, where necessary, to ensure learners meet established standards.</p> <p>Once deployed into the field as Police Officers, new members' report writing skills continue to be assessed and advanced throughout their field training by both their Coach Officers, and their supervisors. This supervisor review continues for all frontline members, as report submissions through the Records Management System (R.M.S.) must be reviewed and approved. Any member identified as requiring additional training or support in relation to report writing is addressed by the Unit's supervision processes.</p> <p>Additional report writing training, including the drafting of Show Cause documents, is included in specialty training members receive based on investigative assignments, for example training during the General Investigators Course at the T.P.C.</p> <p>Additional training is also provided to Service members as needed. For example, in 2022 the Service released a 1 hour eLearning course titled "<i>Proper Drafting of Show Cause & Synopsis Documents</i>". This is a mandatory course for all uniform members and provided both foundational and updated training for members at all levels of experience, specifically focused on the topics included in the course title.</p>
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<p>#7 - To the Ministry of the Solicitor General, Toronto Police Service and all Police Services in Ontario:</p> <p>Develop a case study, in collaboration with medical experts, for training purposes, utilizing the specific circumstances of Mr. Kyereh’s death, that emphasizes the potential significance of the various symptoms he presented and reported. The case study will emphasize the consideration of immediate medical intervention, and/or the need to triage the patient to the hospital. All people interacting with a prisoner should participate in this training.</p>	<p>In Progress</p> <p>The Special Constable Training Section will be developing a case study based on the specific circumstances of Mr. Kyereh’s death that emphasizes the potential significance of the various symptoms he presented and reported.</p> <p>The Service delivers training to all newly promoted Sergeants, and in 2024 resumed training for newly promoted Staff Sergeants. Both these ranks would hold positions where they would be either the Divisional Officer-in-Charge (O.I.C.) and/or the Officer responsible for the intake and care of prisoners into police custody upon arrest.</p> <p>Service governance places specific expectations on the officers performing these roles and the training is based on this governance.</p> <p>In addition, the Special Constable Training Section provides training to Special Constables that would perform the “Booker” role, a position that involves significant responsibilities related to persons in custody. Service governance also places specific expectations on the members performing this role.</p> <p>The Special Constable onboarding training currently includes two case studies that share similarities to the circumstances of Mr. Kyereh’s death. The Special Constable Training Section will be developing an additional case study for this training focussing specifically on the circumstances of Mr. Kyereh’s death. Components of this training course, including this new case study, will be included in the training of new Sergeants and Staff Sergeants referenced above.</p> <p>The Toronto Police College intends to develop this case study in collaboration with medical experts assigned to the Wellness Unit. This training will likely be provided to Bookers and during the onboarding of</p>
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	<p>both Sergeants and Staff Sergeants upon promotion (the people with the procedural and common practice responsibility for managing persons in custody). Other service members who <i>may</i> interact with prisoners such as duty counsel and or translators etc., likely would not have any role or engagement that would permit them the ability or responsibility to effectively evaluate prisoner medical condition and may not necessarily receive this training.</p> <p>The promotional process training for both Sergeants and Staff Sergeants reinforces Service procedures related to persons in custody. These members are required to comply with Service Procedure 01-03 Persons in Custody Appendix A Medical Advisory notes – which outlines safety and health assessment responsibilities related to persons in custody.</p>
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<p>#8 - To the Ministry of the Solicitor General and the Police Services in Ontario:</p> <p>Collaborate with relevant stakeholders on the development and implementation of health assessment protocols at the time of transfer to the receiving institution, to clearly reinforce the roles and responsibilities for ensuring the timely identification of health risks, and to ensure critical information is recorded and shared, both written and verbally, with receiving officers immediately upon transfer. Consider involving a registered nurse to observe the prisoner's arrival at the Admission and Discharge unit to perform a visual assessment in order to triage urgent health risks.</p>	<p>In Progress</p> <p>Toronto Police Service Special Constables are governed by Service governance and unit-specific policies. These policies place specific expectations on Special Constables performing their duties.</p> <p>Special Constables currently provide correctional facilities with Injury/Illness reports, Warrants of Remand indicating medical attention (at a correctional facility), and hospital discharge paperwork when provided. Service generated forms also provide medical information, if disclosed by the prisoner.</p> <p>Once the proposed Kyereh intake form is developed by the Ministry of the Solicitor General, discussions can take place to implement protocols regarding the transfer of prisoners to correctional facilities.</p>
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<p>#9 - To the Ministry of the Solicitor General and the Police Services in Ontario:</p> <p>Develop training to be provided to both operations and healthcare staff emphasizing specific observations about a prisoner at the time of transfer that should result in an immediate health care assessment. Joint experiential exercises should be conducted regularly (e.g. mandatory during onboarding and annual renewal) with representatives from all applicable departments. Consider inviting relevant police services to this training. This training should include, the following: comprehensive health screening process for prisoners upon admission, including mental health assessments, to identify any pre-existing conditions or potential health risks.</p>	<p>In Progress</p> <p>Implementation of this recommendation is dependent on the Ministry of the Solicitor General developing this training and inviting police services to this training.</p> <p>The Toronto Police College has been in contact with the Corrections Policy, Planning and Service Delivery Branch of the Ministry of the Solicitor General (Ministry) to determine how the Service can best support the implementation of the recommendation.</p> <p>The Service is committed to the ongoing professional development of Service members and looks forward to an invitation from the Ministry of the Solicitor General to attend this training, which will include but not be limited to, joint experiential exercises regarding prisoner transfers and health care assessments.</p>
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<p>#10 - To the Ministry of the Solicitor General and the Police Services in Ontario:</p> <p>Continue to ensure that training is provided to all levels of police and correctional services including: police officers, court officers, correctional officers, supervisors, and executives. This training will be trauma-informed, intersectional, address anti-racism, and should be mandatory. Trauma-informed policing is a form of educational training for police to interact with community members with the assumption that they have experienced trauma. This can help to eliminate unnecessary harm. This training should be accompanied by practical tools to operationalize trauma-informed policing. This training should highlight:</p> <ul style="list-style-type: none"> - Trauma-informed services and practices are best described as understanding the psychological and physiological impacts of trauma in a strengths-based framework. Having trauma-informed services may provide staff with the skills to identify and address issues early on to work towards getting the necessary supports for clients. - When encountering someone who appears to be experiencing symptoms of trauma, law enforcement must first address the victim's safety and security needs. 	<p>Implemented</p> <p>The Service is committed to the ongoing professional development of its members, which includes new-member onboarding, yearly mandatory requalification training where required, ongoing skills development, and training focused on specific assignments/ranks.</p> <p>Providing training that is trauma-informed has been an ongoing strategy of the T.P.C., and this principle has been strategically integrated into a number of areas of training, including training delivered in alignment with the Toronto Police Service Board's 81 Police Reform Directives.</p> <p>In alignment with the police reform recommendations, in late 2022 the T.P.C. released the new mandatory 5-day onboarding course for new Police Officers titled "<i>The Fair And Unbiased Policing Course</i>". This training has since been expanded to include all new Special Constables, new Communications Operators, and new Parking Enforcement Officers. The next stage of release will expand the training to all other members not hired in large cohorts. Police Officers receive refresher training every year during In-Service Training Program (I.S.T.P.), and a refresher will be added every two years for all other members.</p> <p>The Fair And Unbiased Policing Course prioritizes trauma-informed content, and has modules dedicated to the topics listed in this recommendation including: Centering Black Experiences, Indigenous Experiences, Bias Avoidance, Anti-Oppressive Communication, 2SLGBTQ+ Intersectionality, Persons with Disabilities, Ethical and Inclusive Leadership and many other modules.</p> <p>Trauma-informed training is also included in the yearly In-Service Training Program (I.S.T.P.), which is delivered to all frontline Police Officers and all Special Constables. This programming is updated yearly, and over the last three years has included content related to</p>
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mental health, anti-bias – specifically Centering Black Experiences and Indigenous Experiences, and new for 2024, training on the impact of adverse childhood experiences and considerations for law enforcement.

Trauma-informed principles are weaved into training delivered across the T.P.C., including during investigative focused courses, and through training delivered by the Incident Response Team which focuses on curriculum related to de-escalation principles and use-of-force.

The Service also continues to release additional training as needs are identified. For example in 2023 the T.P.C. released a mandatory two-hours-long eLearning course for Police Officers, Special Constables (includes all Court Officers), Communications Operators, Station Duty Clerks, and Missing Persons Coordinators, titled *“Using a Trauma Informed Approach”*. The objective of this course is to train members to:

- *Recognize the biological impacts of trauma on the brain*
- *Identify the different types of trauma*
- *Recognize the range of reactions that can occur as a result of a traumatic event*
- *Recognize the importance of your role and the potential impact you can have when interacting with a victim of trauma*
- *Recognize the individual impacts trauma can have on diverse populations*

Special Constables continue to complete all mandatory Service training, and courses including Canadian Police Knowledge Network (C.P.K.N.) and eLearning delivered content. The mandatory eLearning module, *“Using a Trauma-Informed Approach,”* was completed by all Special Constables in 2023. The Special Constables’ one-day Ethics, Inclusion and Human Rights Unit course content remains consistent with that of the uniform branch when addressing anti-racism and is delivered

	<p>annually. Additionally, this year's course has been supplemented with a component on Emotional Intelligence.</p> <p>In alignment with the Toronto Police Service Board's 81 Police Reform Directives, the Toronto Police Service will continue to integrate trauma-informed principles into the training delivered to members.</p>
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<p>#11 - To the Ministry of the Solicitor General and the Police Services in Ontario:</p> <p>Consult with relevant stakeholders, including experienced front-line staff, to establish a recurring (e.g. quarterly) review process of the current information sharing procedures during transfers between organizations. For example, between Toronto Police court service officers and correctional staff in the admitting and discharge areas. The review process should include an analysis of success metrics to track progress and inform any necessary improvements. These procedures should ensure that all relevant information, inclusive of the proposed Kyereh form, is shared among the parties at the time of transfer of custody of a prisoner.</p>	<p>Implemented</p> <p>The Court Services Management Team, including the Prisoner Transportation Section, meets with Corrections personnel on a weekly basis.</p> <p>Topics include the transportation of prisoners to and from a correctional facility, delays, prisoner searches and any other items of concern or issue.</p> <p>Once developed and implemented, the use of the proposed Kyereh intake form and the review process can be incorporated into these meetings.</p>
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<p>#12 - To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario:</p> <p>When a Justice of the Peace or Justice directs that a warrant of remand be marked for medical attention, the court officer, or designate, should make reasonable inquiries through crown or defence, as to the specifics and urgency of the court direction. The court officer should document these details in their notebook, and in the proposed Kyereh form, and notify the relevant supervisor on duty. The supervisor should ensure those details are acted on as appropriate, including ensuring that said details are highlighted for the sergeant and/or supervising officer at the receiving correctional institution to ensure proper consideration and assessment occurs, prior to acceptance of custody at the receiving institution. If at any time, the court officer or designate identifies a potential medical emergency, they should be empowered to contact EMS.</p>	<p>In Progress</p> <p>Court Services will update the Court Services Unit Specific Policy 13-02 Memorandum Books to reflect the details in this recommendation, including the completion of the Kyereh intake form once developed by the Ministry of the Solicitor General.</p> <p>In the interim, Court Services has addressed the issue surrounding memorandum books with a Court Services parade announcement to all members providing direction to address the concerns noted in this recommendation. Unit Commander Directive 2024-02 Memorandum Books – Recording Pertinent Information was prepared and disseminated on 2024.05.23 for parade, posting, member email distribution, and added to unit intranet Governance section.</p> <p>Additionally, Court Services has implemented a protocol specific to medical attention within a Unit Commander Directive. This protocol will be included in training of new recruits, ongoing training and re-visited as appropriate. Unit Commander Directive 2024-01 Court Orders – Medical Attention was disseminated on 2024.05.23 for parade, posting, email distribution and added to unit intranet Governance section.</p> <p>Court Services members will continue to identify potential medical emergencies during the course of their duties and are already empowered to contact Toronto Paramedic Services in such cases.</p>
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<p>#13 - To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario:</p> <p>Amend CRT 13-02 (Memorandum Books) to require court officers to record, during each tour of duty, any placement into a dry cell, and any observable symptom or report of any symptom made by any prisoner. In addition to any recording, immediately report same to a supervisor. This amendment should be added to the TPS 13-17 for Notes and Reports.</p>	<p>In Progress</p> <p>Court Services will update the Court Services Unit Specific Policy 13-02 Memorandum Books to reflect the details in this recommendation.</p> <p>In the interim, Court Services has addressed the issue surrounding memorandum books with a Court Services parade announcement to all members providing direction to address the concerns noted in this recommendation. Unit Commander Directive 2024-02 Memorandum Books – Recording Pertinent Information was prepared and disseminated on 2024.05.23 for parade, posting, member email distribution, and added to unit intranet Governance section.</p> <p>Prisoner condition is already addressed in Service Procedure 01-03 Persons in Custody, as well as Booking Officer training, and as such further amendment to Service Procedure 13-17 Notes and Reports is not necessary at this time. However, the Service is exploring other relevant areas of governance where enhancements to recording details such as placement of prisoners in dry cells, can be made.</p>
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<p>#14 - To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario:</p> <p>Suggestion to perform a cost benefit analysis on having a medical professional onsite at the courthouse and/or police station.</p>	<p>In Progress</p> <p>The suggested cost benefit analysis has been initiated by Strategic Projects. A current state analysis is in the process of being completed and the next step will involve comparing the current state to a potential future state in which there would be a medical professional onsite at the Ontario Court of Justice, Superior Court, and Toronto Regional Bail Centre, as well as each divisional lockup.</p> <p>For the Ministry of the Attorney General (M.A.G.), we requested information on the current situations at the Ontario Court of Justice, Superior Court as well as the Toronto Regional Bail Centre.</p>
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<p>#15 - To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario:</p> <p>The Ministry of the Solicitor General will work with the Toronto Police Service to create a hand-off form for operational staff transferring custody of a prisoner. This form will document inmate health changes during their time in custody inclusive of: police, court services, and correctional facility. This should include the symptom checklist and training that was recommended for the TTC. This is intended to inform all personnel involved in the care and custody of the prisoner, including medical personnel. Documentation to commence upon arrival, during custody, through to departure of police custody, noting whether symptoms have improved, worsened, or remained the same, and will include free text space for observations and the name and contact information of the observer. This form is to follow the prisoner at each transfer. Consider calling this form The Kyereh Form.</p>	<p>In Progress</p> <p>The Court Services Governance Section will participate in all appropriate discussions with the Ministry of the Solicitor General on the development of the Kyereh intake form to address this recommendation.</p>
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<p>#16 - To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario:</p> <p>Continue efforts to apply a diverse and inclusive lens to ensure that institutional anti-racism policies promote active efforts to eliminate all forms of racism. These policies should be developed in consultation with local Black and racialized communities.</p> <p>The stakeholders should also provide training to all members, with a particular focus on executive leadership. This training should include specific biases regarding Black and other racialized communities.</p>	<p>Implemented</p> <p>Training developed and delivered across the Toronto Police College (T.P.C.) is informed by a number of sources, including a particular focus on community stakeholders. Equity, Inclusion, and Human Rights (E.I.H.R.) training specifically is informed by a number of community stakeholders groups and committees, in addition to the Service’s community consultation committees, in alignment with the community stakeholder involvement responsibilities outlined in the Toronto Police Service Board’s 81 Police Reform Directives report.</p> <p>Over recent years the T.P.C. has made significant advancements in equity, inclusion and human rights related training, including training in relation to biases associated to Black and other racialized communities.</p> <p>Beginning in 2021 the T.P.C. onboarded new civilian E.I.H.R. Instructors, with expertise in both E.I.H.R. content and adult learning. These new members lead the development and delivery of the College’s E.I.H.R. training curriculum delivered to all frontline officers (and Special Constables including Court Officers) during yearly In-Service Training. This training focuses on a number of topics and principles with modules dedicated to anti-Black racism and other related content. The training includes eLearning and in-class deliveries, in addition to simulator scenario training.</p> <p>Beginning in late 2022, the T.P.C. released the new mandatory five-day onboarding course for new Police Officers titled “<i>The Fair And Unbiased Policing Course</i>”. This training has since been expanded to include new Special Constables, new Communications Operators, and new Parking Enforcement Officers. The next stage of release will expand the training to all other members not hired in large cohorts. Police Officers receive refresher training every year during mandatory In-Service Training, and a refresher will be added every two years for all other members.</p>
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This *Fair And Unbiased Policing Course* prioritizes trauma-informed content, and has modules which include: Centering Black Experiences, Indigenous Experiences, Bias Avoidance, Anti-Oppressive Communication, 2SLGBTQ+ Intersectionality, Persons with Disabilities, Ethical and Inclusive Leadership and many other relevant modules.

Additional trainings/workshops are periodically delivered to members of the Toronto Police Service, including senior/executive leadership. For example in 2022, two subject matter specialists Dr. Fearon and Dr. Farrell delivered a workshop to Senior Officers titled: “*Enhancing the Delivery of Effective and Bias Free Policing in the City of Toronto*” which addressed community perceptions related to policing in Toronto, and examined programs in other police jurisdictions addressing anti-bias and related topics.

Another example is training related to anti-bias provided to Senior Officers involved in decisions related to member promotional interviews.

Training content related to anti-bias will continue to be included in training delivered across the T.P.C., with a particular focus on Black and other racialized communities, in alignment with the Toronto Police Service Board’s 81 Police Reform Directives.

The Service also has a number of policies and procedures that promote fair and unbiased policing, including the advancement of human rights in policing, and practices and processes that support the elimination of harassment and discrimination.

The Service’s recent development of an Equity Strategy represents the organization’s commitment to create transparency and accountability for driving systemic change that results in fair and unbiased policing. The Strategy includes tangible action items that address the myriad of

	<p>programs and practices that the organization is continuously building upon to remove barriers for all forms of racism.</p> <p>One such initiative, the Governance Equity Review process, involves a review of our organization’s policies with an equity lens. This process was in part implemented in response to the Toronto Police Service Board’s 81 Police Reform Directives. Recommendation 66 of this report specifically required that the Board “direct the Chief of Police to develop, in consultation with the City of Toronto’s Confronting Anti-Black Racism Unit (C.A.B.R.) and other experts in the field, an anti-racism lens to be applied in auditing existing Toronto Police Service procedures and the development of future procedures.” As a result, the creation of the Governance Equity Review process includes a committee comprised of members who are performing diverse roles across the Service, as well as those who have relevant subject matter expertise, to review all Service governance within an equity framework, including an anti-Black racism lens.</p>
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<p>#17 - To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario:</p> <p>Ensure that the institutional policies addressing anti-racism have clear and transparent consequences in the event of a breach in a manner that complies with provincial labour and employment laws including collective agreements.</p>	<p>Implemented</p> <p>The Service concurs with this recommendation and is committed to reviewing and updating, where necessary, our existing procedures to ensure they outline clear and transparent consequences for anyone who exhibits behaviours that are not in compliance with Service governance.</p> <p>The Toronto Police Service Board (Board) and the Service are committed to the protection of human rights and anti-racism practices in both the workplace and the delivery of police services. Every person has the right to receive police services without discrimination or harassment and all members have the right to work in an environment without discrimination or harassment, as provided by law, including the Ontario <i>Human Rights Code</i> (Code).</p> <p>Several Board policies contain accountability measures for the Service in ensuring the elimination of harassment and discrimination in the delivery of police services and in the workplace. The Board Policy on Human Rights includes the requirement that the Chief of Police develop procedures to implement the principle of equal treatment in police services and in the workplace consistent with the Code. The policy includes the provision of training and education and a complaints process, which is clear, accessible, fair and transparent, and in accordance with the <i>Community Safety and Policing Act</i> (C.S.P.A.), where applicable.</p> <p>The Board's Race and Ethnocultural Equity Policy requires that the Chief of Police develop procedures that reflect the policy that discriminatory treatment of members of the public or the Service will not be tolerated, and "practices that may be racist, as well as behaviours that underlie and reinforce such practices, will not be tolerated..." The policy requires that the Chief of Police develop procedures that require annual reporting to the Board on "the effectiveness and impact of the</p>
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implementation of this policy... an assessment of the impact and effectiveness of such procedures on practices throughout the organization, and... details of the mechanisms to ensure accountability by all levels of management.”

The Service is dedicated to providing work environments and policing services that are fair, respectful and unbiased. Service Procedure 13-14 Human Rights outlines the process for reporting any incident where it is alleged a member contravened the Code. This procedure also provides direction for the handling of complaints containing an allegation that a member contravened the Code, which are received internally as conduct complaints or received directly from the Human Rights Tribunal of Ontario (H.R.T.O.).

The *Occupational Health and Safety Act* (O.H.S.A.) legislates that workers are provided a workplace that is free of harassment. Section 32.0.1 of the O.H.S.A., requires an employer to prepare a policy with respect to workplace harassment. It outlines what the policy shall include and the duties of an employer to protect a worker from workplace harassment. Service Procedure 08-12 Workplace Harassment outlines what constitutes workplace harassment and the process for reporting workplace harassment.

Service Procedures 13-02 Police Officer External Complaint Process, 13-03 Police Officer Internal Complaint Process, and 13-09 Civilian Complaint and Discipline Process, all govern the police officer and civilian complaint processes and ensure that parties to a complaint are dealt with in a way that is fair, consistent and impartial. The Service is committed to ensuring that the complaint process is accountable and transparent both to members and to the public.

In accordance with the requirements of the O.H.S.A., Section 1.9 of the Standards of Conduct entitled “Fairness, Discrimination and

Harassment” prohibits discriminatory behaviour and outlines the types of behaviours that are not acceptable. Section 1.3 of the Standards of Conduct entitled “Contravention of Service or Legislative Governance and/or Misconduct” states that the failure of members to comply with any of the provisions laid out in Toronto Police Service or Legislative governance shall be deemed to be disobeying a lawful order and will be subject to discipline.

In addition to the existing governance, there is continuous work being done in this area which includes the “Toronto Police Service Equity Strategy: the Road to Creating an Inclusive Workplace and Fairness in Community Safety” (the Strategy) released in December 2023, and the collaboration of the Working Group on Respectful Workplaces in Policing.

The Strategy is a framework of the Service’s commitment to drive systemic change that results in fair and unbiased policing which builds and nurtures an equitable, supportive and inclusive space for all. The Strategy is a roadmap that considered over 20 reports and 1,100 recommendations from many significant events, reports and reviews over the last decade, including: the Toronto Police Service Board’s 81 Police Reform Directives report, Workplace Well-Being, Harassment and Discrimination (Deloitte) Review and The Way Forward. The Strategy is also closely and strategically aligned to the objectives of the Ontario Human Rights Commission (O.H.R.C.) final report on its inquiry into anti-Black racism by the Toronto Police Service.

The Service is also working to improve accountability measures on a provincial level. The Service, in partnership with the Ontario Provincial Police (O.P.P.), is working with over twenty police services across the Province creating the Working Group on Respectful Workplaces in Policing (Working Group) with the goal of creating police workplaces that are psychologically safe and respectful for all police service employees.

	<p>The Working Group has been working on developing best practices, as a collective, to help support efforts to improve the workplace. This includes looking to enhance ways in which both Toronto Police Service employees and the organization itself ensures that accountability mechanisms are applied in a consistent, fair manner.</p> <p>The <i>Community Safety and Policing Act (2019)</i> which came into force on April 1, 2024 includes new regulations specific to Special Constables (including court officers), which are:</p> <p>O.Reg. 410/23 Code of Conduct for Special Constables (which includes Legislative governance that a special constable shall not, in the course of their duties, treat any person in a manner that the special constable, at the time, knows or reasonably ought to know would contravene the <i>Human Rights Code</i>); and</p> <p>O.Reg. 411/23 Complaints about Special Constables (which outlines the complaint process for the investigation into misconduct of a special constable).</p>
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<p>#18 - To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario:</p> <p>Continue training for all front-line staff, on what to look for regarding mental health problems.</p>	<p>Implemented</p> <p>Mental health and substance use disorder training has and continues to be an integral part of training. This training, along with the equally important de-escalation training is enshrined in the training development of officers starting with recruit training and continuing throughout an officer's career. The training is provided in many training formats such as lectures, reality based scenarios and through online courses.</p> <p>Central to much of this training, is recognizing behaviours, signs and symptoms associated to major mental health disorders. An important distinction is that Toronto Police Service police constables learn to assess the behaviour of individuals who may be experiencing a mental health disorder and/or a behavioural health crisis. Police constables do not diagnose mental illness, as this is not within their purview. Medical diagnoses are reserved for medical and behavioural health clinicians. This is an important distinction, as police constables often do not have the medical information of individuals that may indeed have a major mental health disorder. Therefore, the individual's behaviour is a contributing factor to assessing what may be affecting the person during an interaction with the police. An equal consideration is that officers are taught to recognize behaviour that may be of criminal intent versus behaviour that is being driven by a major mental health disorder, and will act accordingly within their powers and authorities.</p> <p>As mentioned above, mental health and substance use disorders awareness is included in annual In-Service Training Program (I.S.T.P.). I.S.T.P. is a provincial mandated re-qualification program, which within the Service is three days of instruction and re-qualification. During I.S.T.P., mental health awareness lectures are provided. Each year different themes are presented, which usually address a major mental health disorder(s) and how to de-escalate an individual who may be in crisis because of such a disorder. This awareness training is also</p>
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	<p>continued into reality-based scenarios, with an emphasis placed on de-escalation and safe outcomes.</p> <p>The Service provides specialized mental health training in the form of the Mobile Crisis Intervention Teams (M.C.I.T.) Level 1 course. This course is 80 hours, provided over 10 days. It is open to police officers who have reached at least the rank of second-class constable. The course is designed to provide in depth knowledge of major mental health and substance use disorders and how to de-escalate individuals who may be in crisis. This course is a pre-requisite for both police officers and mental health nurses assigned to the M.C.I.T. program.</p> <p>Another course in which mental health training and de-escalation is prominent is the Divisional Crisis Support Officer (D.C.S.O.) program. The course is offered to officers who are assigned to support the M.C.I.T. when they are responding as the primary unit to person in crisis calls for service. The D.C.S.O. course is a two-day, 20-hour program of instruction with lectures covering mental health and substance use disorders. It also includes lectures regarding the intersection of mental health and vulnerable communities including racialized, indigenous and 2SLGBTQI+ persons.</p> <p>Additionally, specifically in relation to the Special Constables (which includes Bookers and Courts Services roles) these members receive training delivered by the Wellness Unit on recognizing and managing persons in crisis.</p>
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<p>#19 - To Toronto Police Service and Toronto Police Court Services Operations, and all Police Services in Ontario:</p> <p>Additional training on life threatening medical conditions and when to escalate.</p>	<p>Implemented</p> <p>The Service already delivers training on life threatening medical conditions and when to escalate care, and is committed to continue reviewing and updating the training content as appropriate and applicable.</p> <p>The Service continues to require members to become certified in First Aid on an ongoing basis. This training is updated as new needs are identified. For example, in recent years training related to opioid overdoses and the use of Naloxone was added (Naloxone is now issued to frontline officers as a tool to counteract an opioid overdose).</p> <p>Additionally, in 2024 the First Aid training is expanding to include training on the appropriate use of tourniquets, as these will be issued to frontline officers.</p> <p>Members continue to receive training related to a variety of circumstances they may become involved in, including when interacting with persons-in-crisis, and the need for engaging medical care where appropriate either through Toronto Paramedic Services, or transporting persons to hospital (for example during apprehension under the <i>Mental Health Act</i>).</p> <p>Newly promoted Sergeants and Staff Sergeants continue to receive training to prepare them for their new rank/responsibilities. One such responsibility may be to act in the role of the Officer-In-Charge and be responsible for prisoners coming into the custody of the Service at divisional units. This training includes content specifically in relation to the parading/booking of prisoners coming into police custody at divisional units, and the health assessment that is a component of the booking process. These members receive training to reinforce that the Officer-in-Charge is required to evaluate the mental and physical</p>
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	<p>condition of a person coming into custody. Where a prisoner appears ill, shows symptoms of distress, or adverse reaction, or reports any of these symptoms, as a result of drug use or any other reason, further medical advice shall be sought and/or the prisoner shall be transported to the hospital for medical examination.</p> <p>Special Constables perform the “Booker” role at divisions, and are involved in the intake and management of persons in custody. These members receive a dedicated training course to prepare for this role and the curriculum includes content related to the health, safety, and wellness of persons in custody, and their responsibilities related to monitoring and reporting identified concerns, or changes in the condition of these persons.</p> <p>Effective April 2024, enhancements have been made to Court Services’ Wagon Operators onboarding course, which now includes a module on “Assessing Prisoners for Injury or Illness”. This module includes topics related specifically to the title, as well as assessments made at police divisions, courthouses, and correctional facilities, and will include an emphasis on “Duty of Care.”</p> <p>All Special Constables requalify in First Aid/CPR alongside members of the uniform branch, so the content remains consistent.</p> <p>Future amendments to Appendix A of 01-03 Persons in Custody may include a reference to “sudden onset blindness” and that the communication thereof be expedited to the field.</p>
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PUBLIC REPORT

June 6, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Response to the Jury Recommendations from the Coroner's Inquest into the Deaths of Gladys Helen Ryan and William Thomas Ryan

Purpose: Information Purposes Only Seeking Decision

Recommendations:

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

Financial Implications:

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 Board of the Toronto Police Service (Service) review and potential implementation of the jury recommendations from the Coroner's inquest into the deaths of Gladys Helen Ryan and William Thomas Ryan.

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

Discussion:

Background

A Coroner's inquest into the deaths of Gladys Helen Ryan and William Thomas Ryan was conducted in the City of Toronto during the period of September 18 to October 3, 2023. An interaction between William Thomas Ryan and the Cobourg Police Service on October 27, 2017, was the impetus for this inquest. As a result of the inquest, the jury found the manner of death for both to be homicide and has made 32 recommendations.

Coroner's 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 32 recommendations made as a result of this inquest, the following two (2) have been directed to all police services in Ontario;

#10 Review current police training at the Ontario Police College (basic constable training) and ongoing professional development training to ensure the inclusion of elder abuse and Intimate Partner Violence (I.P.V.) risk assessment training, and how they intersect; and

#21 Collaborate on the development and implementation of violent/live fire protocols to clearly identify the roles and responsibilities for ensuring staff and patient safety and to ensure critical information is shared to responding officers immediately. Annual mandatory interactive training to be provided to staff. Joint experiential exercises to be conducted regularly with representatives from all applicable departments, with an invitation to police and paramedics services.

The purpose of this report is to provide the Board with a status update on the Service's implementation of recommendations 10 and 21.

The following is a summary of the circumstances of the deaths of Gladys Helen Ryan and William Thomas Ryan and issues addressed at the inquest, as delivered in the Verdict Explanation, by Dr. Murray Segal, Presiding Coroner. For ease of reference the Verdict Explanation (including all recommendations) is attached to this report as Appendix A.

Summary of the Circumstances of the Death:

In brief, on October 27, 2017, paramedics took the Ryans, who were an elderly couple, to hospital in relation to debilitating health concerns affecting Mr. Ryan. Because of Mrs. Ryan's cognitive challenges and her inability to manage on her own, she too was transported to the same hospital, by separate ambulance.

Mr. and Mrs. Ryan had been assisted over the summer, receiving a host of support services from the LHIN service provider agencies, such as personal support workers (PSWs), physiotherapy and nursing. The PSW had contacted paramedics on October 27, 2017, in response to Mrs. Ryan's expressed

concerns for Mr. Ryan's mental health as he had expressed suicidal thoughts that morning. Mrs. Ryan also told the responding paramedics that she had concerns for her own safety and disclosed incidents of verbal and physical abuse to them.

Mr. Ryan initially opposed the paramedic's recommendation to attend hospital for his low blood pressure but ultimately agreed to go after speaking with the attending OPP officer. The paramedics advised the triage nurse and care nurse at the emergency department to keep the couple separated due to Mrs. Ryan's expressed safety concerns. After Mr. Ryan was medically cleared and was awaiting transportation home, he and Mrs. Ryan were placed in a hospital room together.

Unknown to authorities, Mr. Ryan had smuggled a handgun into hospital. He shot his wife dead and told hospital staff that Mrs. Ryan had shot herself. The gun was not recovered on or near Mrs. Ryan's body. Police responded speedily to the hospital. In essence, what occurred was that upon entering Mr. Ryan's emergency department hospital room, police asked Mr. Ryan where the gun was. He pulled it out from under his sheet and pointed it in the general direction of the officers. After a very brief exchange, Mr. Ryan was shot numerous times and succumbed to his injuries.

The Special Investigation Unit (SIU), mandated by Ontario law to investigate serious injuries caused by police to others, investigated. After that investigation, the two named officers who discharged their guns were absolved of criminal responsibility. The OPP conducted a parallel investigation, determining that the gun used to kill Mrs. Ryan was the gun that the police found in Mr. Ryan's possession.

Stakeholder Analysis

Strategic Planning and 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 deaths of Gladys Helen Ryan and William Thomas Ryan.

Service subject matter experts from the Toronto Police College, Sex Crimes Unit, Community Partnerships and Engagement Unit, and Emergency Management and Public Order 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 response is attached to this report as Appendix B.

Conclusion:

As a result of the Coroner's inquest into the deaths of Gladys Helen Ryan and William Thomas Ryan, and the subsequent two (2) 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 10 and 21. These recommendations have been implemented and are incorporated into current Service procedures, training, and best practices.

A/Staff Superintendent Jacqueline Baus, 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

Attachments:

Appendix A – Verdict Explanation – Inquest into the Deaths of Gladys Helen Ryan and William Thomas Ryan

Appendix B – Toronto Police Service Response to Ryan and Ryan Inquest Recommendations

Appendix A - Verdict Explanation – Inquest into the Deaths of Gladys Helen Ryan and William Thomas Ryan



VERDICT EXPLANATION

Inquest into the Deaths of Gladys Helen RYAN and William Thomas RYAN

**Murray Segal, Presiding Officer
September 18 - October 3, 2023
Virtual Inquest**

OPENING COMMENT

This verdict explanation is intended to give the reader a brief overview of the circumstances surrounding the deaths of Gladys Helen Ryan and William Thomas Ryan, 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.

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SUMMARY OF THE CIRCUMSTANCES OF THE DEATH

In brief, on October 27, 2017, paramedics took the Ryans, who were an elderly couple, to hospital in relation to debilitating health concerns affecting Mr. Ryan. Because of Mrs. Ryan's cognitive challenges and her inability to manage on her own, she too was transported to the same hospital, by separate ambulance.

Mr. and Mrs. Ryan had been assisted over the summer, receiving a host of support services from the LHIN service provider agencies, such as personal support workers (PSWs), physiotherapy and nursing. The PSW had contacted paramedics on October 27, 2017, in response to Mrs. Ryan's expressed concerns for Mr. Ryan's mental health as he had expressed suicidal thoughts that morning. Mrs. Ryan also told the responding paramedics that she had concerns for her own safety and disclosed incidents of verbal and physical abuse to them.

Mr. Ryan initially opposed the paramedic's recommendation to attend hospital for his low blood pressure but ultimately agreed to go after speaking with the attending OPP officer. The paramedics advised the triage nurse and care nurse at the emergency department to keep the couple separated due to Mrs. Ryan's expressed safety concerns. After Mr. Ryan was medically cleared and was awaiting transportation home, he and Mrs. Ryan were placed in a hospital room together.

Unknown to authorities, Mr. Ryan had smuggled a handgun into hospital. He shot his wife dead and told hospital staff that Mrs. Ryan had shot herself. The gun was not

recovered on or near Mrs. Ryan's body. Police responded speedily to the hospital. In essence, what occurred was that upon entering Mr. Ryan's emergency department hospital room, police asked Mr. Ryan where the gun was. He pulled it out from under his sheet and pointed it in the general direction of the officers. After a very brief exchange, Mr. Ryan was shot numerous times and succumbed to his injuries.

The Special Investigation Unit (SIU), mandated by Ontario law to investigate serious injuries caused by police to others, investigated. After that investigation, the two named officers who discharged their guns were absolved of criminal responsibility. The OPP conducted a parallel investigation, determining that the gun used to kill Mrs. Ryan was the gun that the police found in Mr. Ryan's possession.

THE INQUEST

Dr. Paul Dungey, Regional Supervising Coroner for the East Region, Kingston Office, called a mandatory inquest on August 6, 2021, into the deaths of Gladys Helen Ryan and William Thomas Ryan. William Thomas Ryan's inquest was mandatory under s.10 (4.6.2) of the *Coroners Act*. The inquest of Gladys Helen Ryan was discretionary but deemed necessary under s. 19 of the *Act* considering the factors in s. 20. On July 20, 2023, the Chief Coroner, Dr. D. Huyer, ordered that a joint inquest be held under s. 25(2) of the *Act*.

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

The jury heard evidence from an expert in Intimate Partner Violence (IPV) with particular reference to the elderly. In particular, they learned about the rate of IPV in Canada, among the older population and the heightened risk to older women. The jury heard evidence pertaining to risk factors including declining mental and physical health, suicidal ideation, access to weapons, and apprehended fear. Evidence was heard from the various professionals who worked with the Ryans in the months leading up to the fatalities. Policies and training of the professionals who worked with the Ryans were explored. The recording and exchanges of information regarding risk factors in the months leading to the deaths, and on the last day of their lives, was a central focus of the jury's examination and recommendations respecting preventative measures. What occurred at the hospital in a busy emergency department was examined including a review of a violent/live fire situation.

The inquest was conducted in a virtual manner, with remote participation by parties with standing and remote testimony from all witnesses. In keeping with the open court principle, the inquest was streamed live.

The jury sat for nine days, heard evidence from 17 witnesses, reviewed exhibits including several agreed statements of fact, and deliberated for six hours in reaching a verdict.

VERDICT

Name of Deceased: Gladys Helen Ryan
Date and Time of Death: October 27, 2017, 11:08 pm
Place of Death: Northumberland Hills Hospital
Cobourg, Ontario
Cause of Death: Gunshot wound to the head
By What Means: Homicide

Name of Deceased: William Thomas Ryan
Date and Time of Death: October 27, 2017, 11:10 pm
Place of Death: Northumberland Hills Hospital
Cobourg, Ontario
Cause of Death: Multiple gunshot wounds.
By What Means: Homicide

RECOMMENDATIONS

1. **Ministry of Health (Emergency Health Services Branch):** To review the Ambulance Documentation Standard and the Ambulance Call Report (ACR) completion manual for paramedic services across Ontario with a view to improving how information about Intimate Partner Violence (IPV) risk factors is flagged for hospital staff in an ACR, for example, including relevant check boxes & a comment area to note source who communicated risk factors and/or details.
2. **Ministry of Health, Ontario Hospital Association and Hospitals:** Develop an appropriate mechanism on electronic triage patient records to ensure that where staff input data on abuse, that the fact it has been completed is prominently visible to the user. Incorporate safety considerations when developing the mechanisms.
3. **Ministry of Health:** Develop and implement information sharing policies and protocols to enhance coordination of assessments and intervention by LHINs/HCCSS organizations and their contracted service provider organizations (including PSWs), paramedics, police and nursing, particularly around attendance at hospital emergency departments.
4. **LHINs/HCCSS organizations and their contracted service provider organizations (including PSWs):** Review current policies and procedures to ensure they include the following:
 - a. Direction on how to identify IPV risk factors;
 - b. IPV risk assessment and risk management strategies; and
 - c. Clear guidance on when and how information regarding IPV may be shared with other health care providers, paramedics or police.
5. **LHINs/HCCSS organizations and their contracted service provider organizations (including PSWs):** Review current policies to ensure they include procedures on how information about client safety, including intimate partner violence risks, is shared between service provider organizations and the LHIN/HCCSS to ensure reciprocal notification.
6. **LHINs/HCCSS organizations:** Develop and implement policy guidance for staff who receive information from a service provider organization indicating a request for police assistance or for staff who are asked directly by the client for police assistance. The guidance should address the need to treat the client as a credible source of information and include a requirement to document the information and report it to a supervisor.
7. **Paramedics Services across Ontario and Central Ambulance Communication Centres:** Review internal information sharing protocols and work to ensure that paramedics teams have the necessary guidance and training on how and what types of information they should be sharing with colleagues who may be providing service

to the same household, where operationally feasible. The policy guidance and training should include safety risks, including those related to IPV.

8. **Ministry of Health, Ontario Hospital Association and Hospitals across Ontario:** Consider steps to modernize the delivery of ambulance call reports to ensure that reports can be received electronically and in the timeliest possible manner to assist with patient care, and that the Ministry pursue funding options to assist hospitals with this transition.

Comment

The above recommendations pertain to the accurate recording of information including risk factors for IPV, mechanisms to red flag key concerning information that is passed between professionals, such as personal support workers, the LHIN, paramedics, police, triage nurses, nursing and medical staff.

9. **Ministry of Training, Colleges and Universities; College of Nurses; College of Physicians and Surgeons; Ministry of Health (Emergency Health Services Branch); Ontario Personal Support Workers Association; and Regulators of Health Professionals who provide support in the home:** Develop elder abuse and IPV education and include as a mandatory component of training for personal support workers (and regulated health professionals who provide support in the home), paramedics, nurses and doctors.
10. **Ministry of the Solicitor General and all Police Services in Ontario:** Review current police training at the Ontario Police College (basic constable training) and ongoing professional development training to ensure the inclusion of elder abuse and IPV risk assessment training, and how they intersect.
11. **LHIN/HCCSS:** Revise current mandatory abuse prevention, recognition and response training to address IPV as a specific form of abuse including in the elderly community and ensure all staff who have contact with clients and the supervisors from whom staff may seek advice receive this training.
12. **LHINs/HCCSS organizations:** Require that service provider organizations contracted to deliver home and community care services provide the following training to their staff who have contact with clients, and the supervisors from whom staff may seek advice:
 - a. Direction on how to identify IPV risk factors;
 - b. IPV risk assessment and risk management strategies; and
 - c. Communicating information with others within the organization and with the LHIN/HCCSS to ensure a coordinated response plan.
13. **Paramedics Services across Ontario:** Provide training on risk factors related to IPV and seniors to all paramedics, paramedic supervisors, chiefs and deputy chiefs.

14. **Ministry of Health:** Work in consultation with all regional LHINs/HCCSS to develop materials on structured risk assessment and risk management strategies as part of a plan of care to deal with IPV in the elderly population.
15. **Ministry of Health:** Work in consultation with all regional LHINs/HCCSS to establish minimum training standards for community care service providers, including PSWs, on IPV risk assessment and IPV risk management strategies when caring for the elderly population.
16. **Ministry of Health:** Work in consultation with all regional LHINs/HCCSS to establish minimum training standards for community care service providers, including PSWs, on identifying IPV risks and how to communicate them to supervisors to ensure the development of a coordinated care plan which will ensure client safety.
17. **Ministry of Health:** Develop policies and procedures to assist health care professionals in flagging cases of IPV in the elderly population to ensure a coordinated and integrated approach to providing appropriate health care services. Provide ongoing funding directed to training health care professionals including care service providers including PSWs, regulated health professionals and paramedics.

Comment

The above recommendations speak to the need to enhance policies and require commensurate training to recognize risk factors relating to IPV in the elderly including recording, red flagging, sharing among service delivery partners and taking appropriate actions to address instances where IPV risk factors have been identified.

18. **Hospitals in Ontario, Paramedic Services, LHIN/HCCSS and other members of regional situation tables** to develop, in collaboration with local IPV agency/agencies, training and resources on identifying IPV risk factors, responding to victims of IPV, having regard to the circumstances and dynamics of the region and the community.
19. **Hospitals in Ontario:** Develop in collaboration with local IPV agency/agencies a robust partnership agreement to respond to the needs of local women victims of IPV who access care through the hospital.

Comment

Advancing collaboration among local partners to address IPV risk factors among the elderly was underscored including reliance on the expertise of local IPV agencies and maximization of the opportunities presented at regional situation tables to address exchanges of information regarding IPV risk factors.

20. **Ministry of Health, Hospitals:** Review and ensure that structured screening tools are available to assist hospital triage staff in identifying IPV concerns to ensure

patient and staff safety. Develop mandatory training on these screening tools which may be delivered in an interdisciplinary fashion with other health service providers, such as paramedics. Ministry of Health to provide funding to support the recommendation.

Comment

The jury heard evidence that enhancements to available screening tools and training on same would assist in addressing IPV risk factors.

21. **Ministry of Health, Hospitals, all Police Services in Ontario:** Collaborate on the development and implementation of violent/live fire protocols to clearly identify the roles and responsibilities for ensuring staff and patient safety and to ensure critical information is shared to responding officers immediately. Annual mandatory interactive training to be provided to staff. Joint experiential exercises to be conducted regularly with representatives from all applicable departments, with an invitation to police and paramedics services.

Comment

The jury heard evidence that up-to-date protocols and annual mandatory training of an experiential nature involving personnel from all relevant services would better equip those personnel in responding to violent/live fire incidents.

22. **To the Government of Ontario, Ministry of Solicitor General, Ministry of Health, Ministry of Children, Community and Social Services, Ministry of Seniors:** Review and provide sufficient funding required for the implementation of the above recommendations directed to the development of screening and risk assessment tools and training of health care professions and police.
23. **To Government of Ontario:** Provide seed funding through Elder Abuse Prevention Ontario (EAPO) to develop a local network on elder abuse prevention, including intimate partner violence with the elder population.
24. **To Government of Ontario:** Ensure coordination of efforts take place between government ministries in charge of violence against women services (Ministry of Children, Community and Social Services) and senior services (Ministry for Seniors and Accessibility).
25. **Ministry of Health:** Review opportunities through evolving Ontario health care models and/or regional situation tables for enhanced information sharing across the continuum of care to assist vulnerable, equity seeking/equity deserving groups of patients/clients in navigating and accessing relevant supports and resources in the community. Following review, find funding to support, and provide guidance on implementation of best practices.

26. **LHIN/HCCSS:** Develop and implement a safety screening form to be completed at the time of the initial assessment by care coordinators. The safety screening form will include inquiries on firearms or any weapons in the home, and any identified risks will be shared with home care service providers as it becomes a workplace.
27. **LHIN/HCCSS:** Upon being advised that their clients are the subject of a Situation Table discussion, consult with applicable home care service providers to receive information and input to assist in addressing the acutely elevated risk. Home care service providers should also be advised of the outcome of Situation Tables involving their clients to ensure their ability to participate in the coordinated response.
28. **Office of the Chief Coroner:** Amend the definition of homicide in the classifications of death in the Coroner's Rules to include a death caused by another person where the person believed that there was an imminent threat to the safety of themselves and/or others.
29. **LHINs/HCCSS organizations, Hospitals in Ontario, Paramedic Services:** Establish an educational review committee that is responsible for implementing an audit and review process for related policies, procedures and training as required to ensure training is up to date, completed, tracked, and recorded for all employees at least annually.
30. **Office of the Chief Coroner:** Amend the *Coroners Act* to require the recipient of an inquest recommendation to advise the Office of the Chief Coroner if a recommendation is complied with or to provide an explanation if it is not implemented.
31. **Government of Ontario:** Immediately institute a provincial implementation committee dedicated to ensuring that the recommendations from this Inquest are comprehensively considered, and any responses are fully reported and published. The committee should include senior members of relevant ministries central to IPV and an equal number of community IPV experts. It should be chaired by an independent IPV expert who could speak freely on progress made on implementation.
32. **Government of Ontario:** Formally declare intimate partner violence as an epidemic.

Comment

The jury adopted and endorsed several key recommendations arising out of the Kuzyk, Warmerdam, Culleton inquest in Eastern Ontario in 2022.

CLOSING COMMENT

In closing, I would like to again express my condolences to the family, loved ones, and friends of Gladys Helen Ryan and William Thomas Ryan for their profound loss.

I would like to thank the witnesses, parties to the inquest for their thoughtful participation, and to thank the inquest counsel, investigator, and constable for their hard work and expertise. The work of the facilitator was very helpful. 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.



March 11, 2024

Murray Segal
Presiding Officer



STATEMENT OF SCOPE

Inquest into the Deaths of Gladys Helen RYAN and William Thomas RYAN

This inquest will look into the circumstances of the deaths of Gladys Helen Ryan and William Thomas Ryan and examine the events of his death to assist the jury in answering the five mandatory questions set out in s. 31(1) of the *Coroners Act*.

- (a) who the deceased was;
- (b) how the deceased came to his or her death;
- (c) when the deceased came to his or her death;
- (d) where the deceased came to his or her death; and
- (e) by what means the deceased came to his or her death

The following will be explored only to the extent relevant and material to the facts and circumstances of this death:

1. The process of real-time information sharing between community care coordinators, personal care workers, paramedic, police, and hospital clinicians involved in situations where intimate partner violence concerns may be present and where the client may be unable to communicate their risk
 - (i) To ensure personnel and client safety
 - (ii) To ensure relevant care is provided to the client
2. Training provided to community care coordinators, personal care workers, paramedic, police, and hospital clinicians regarding identification of intimate partner violence risks in the elderly population and information sharing where the client may be unable to communicate their risk
 - (i) To ensure personnel and client safety
 - (ii) To ensure relevant care is provided to the client
3. Safety training provided to and safety protocols for hospital and police personnel to assist them in identifying risk factors and responding to violent/live fire situations that may arise in hospital
 - (i) To ensure patient / visitor safety
 - (ii) To ensure personnel safety

The inquest will not explore the following issues:

1. The Special Investigations Unit's investigation will not be within the scope of the inquest, although some of the investigative file may be used in evidence.
2. The Ontario Provincial Police's investigation into the incident will not be within the scope of the inquest, although some of the investigative file may be used in evidence.
3. The Ministry of Labour, Training, and Skills Development investigation into the incident will not be within scope of the inquest, although some of the investigative file may be used in evidence.
4. The inquest will not inquire into criminal or civil liability.
5. The inquest will not inquire into the medical care provided to the decedents prior to October 2020.

Appendix B – Toronto Police Service Response to Ryan and Ryan Inquest Recommendations

Ryan and Ryan Coroner’s Inquest Recommendation	Toronto Police Service (Service) Response
<p>#10 – Directed to all Police Services in Ontario</p> <p>Ministry of the Solicitor General and all Police Services in Ontario:</p> <p>Review current police training at the Ontario Police College (basic constable training) and ongoing professional development training to ensure the inclusion of elder abuse and I.P.V. risk assessment training, and how they intersect.</p>	<p>Implemented</p> <p>The Service is committed to continuous learning and improvements in all areas of policing, including Intimate Partner Violence (I.P.V.) and Elder Abuse. The Toronto Police College (T.P.C.) continually reviews, develops, and updates training to ensure officers are equipped with the knowledge, skills, and abilities required to provide appropriate responses and service delivered to the communities we serve.</p> <p>In 2024, the annual In-Service Training Program (I.S.T.P.), mandatory training for all police constables, sergeants, and staff sergeants, includes a component on I.P.V. and how it may intersect with elder abuse and other vulnerable persons. This training focuses on additional increased risk factors officers should consider when investigating intimate partner incidents and I.P.V.</p> <p>Currently the T.P.C. offers several courses with curricula about I.P.V. and Elder Abuse.</p> <p>The I.P.V. Investigator’s Course was reviewed and updated in 2024 and now includes a session dedicated to I.P.V. involving elders titled “Discussion of Elder Abuse: an Assistant Crown Attorney talking to Police”. This session includes a review of the Inquest into the Deaths of Gladys Helen Ryan and William Thomas Ryan and the associated recommendations. The I.P.V. Investigator’s Course also covers the following topics:</p> <ul style="list-style-type: none"> • Service Procedure 05-04 “Intimate Partner Violence”; • Bill C-75; • Bill C-48; • Bill C-332; • using a trauma-informed approach;

Ryan and Ryan Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<ul style="list-style-type: none"> • Ontario Domestic Assault Risk Assessment (O.D.A.R.A.); • related inquests; • Criminal Code charges; • body worn cameras and statement taking; • resources and safety planning; • written revocable consent; • victim management; • witness protection; • Children's Aid Society (C.A.S.); • homicidal intimate partner violence; and • the Partner Assault Response Program. <p>In addition to the I.P.V. Investigator's course, the T.P.C. is continuously updating and developing new training and conferences for Service members. I.P.V. is also taught on the Coach Officer Course; Sergeant and Staff Sergeant Onboarding Courses; as well as the post-Ontario Police College (O.P.C.) recruit training.</p> <p>In relation to Elder Abuse, the T.P.C. is currently re-designing the Service's Elder Abuse Course in coordination with the O.P.C. as per the <i>Community Safety and Policing Act</i>. In June, 2024, Service members, including T.P.C. instructors participated in a three-day conference, entitled "Supporting Older Adults". The annual conference is presented by Law Enforcement Agencies & Partners Protecting Seniors (L.E.A.P.P.S.). The purpose of the conference is to increase awareness of issues affecting older adults, and provide officers with guidance in relation to investigations. The conference provides a forum for officers to work with community members and think-outside-the-box, while planning for and integrating new response models to effectively support vulnerable persons.</p> <p>In September 2024, the T.P.C. is hosting a one-day symposium that will focus on investigations involving vulnerable seniors. Guest speakers from Sunnybrook Health Sciences Centre, the Office of the Public Guardian and Trustee (O.P.G.T.),</p>

Ryan and Ryan Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<p>the Ministry of the Attorney General, and the Service's Financial Crimes Unit will educate investigators and prosecutors on various topics such as:</p> <ul style="list-style-type: none"> • consent and capacity issues; • mental health factors; • the role and referral process of the O.P.G.T.; • grandparent scams; • emotional and physical abuse; • neglect; • evidence gathering; • crimes involving power of attorneys; and • remedies and resources available to support older adults at risk. <p>The speaker panel will lead attendees through several scenarios highlighting how police can respond and manage cases involving vulnerable seniors. Subject matter experts and several resource agencies will also be on hand for further questions and network building during the entire event. The symposium is open to approximately 200 police and civilian members from the Service and across the Province.</p> <p>Service Procedures 05-04 "Intimate Partner Violence" and 05-22 "Elder and Vulnerable Adult Abuse" govern the Service's response to these types of investigations, which can intersect. Procedure 05-04 "Intimate Partner Violence" requires a Domestic Violence Risk Management – Ontario Domestic Assault Risk Assessment (O.D.A.R.A.) report to be completed for all I.P.V. occurrences and only an accredited I.P.V. Investigator, who has received the O.D.A.R.A. training, and a certificate from Waypoint Health Center, can complete the Domestic Violence Risk Management – O.D.A.R.A.</p> <p>In addition to training and governance, the Service has a Vulnerable Persons Coordinator (V.P. Coordinator) who operates out of the Community Partnerships & Engagement Unit. The V.P. Coordinator works with Service members, the T.P.C.</p>

Ryan and Ryan Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<p>and the community to ensure that the needs of the elderly and vulnerable persons are addressed. This includes responding to a large number of inquiries from community members and officers alike concerning the victimization of elderly or vulnerable persons, and providing consultation for officers conducting criminal/elder abuse investigations. The V.P. Coordinator is a member of several committees and groups, such as, Toronto Seniors Strategy Accountability Table, Law Enforcement Agencies & Partners Protecting Seniors (L.E.A.P.P.S.), North York Abuse Network, and Elder Abuse Consultation Team. The V.P. Coordinator acts as a liaison for officers and community service/support agencies within Toronto and regularly conducts presentations to increase awareness and educate the public in regards to crimes perpetrated against the elderly and those that are more vulnerable.</p> <p>The Service and the V.P. Coordinator also participate in a number of Community Consultative Committees, including the Seniors Community Consultative Committee (S.C.C.C.) which was formed in 2016 as a response to a recommendation from the Toronto Senior Strategy. The S.C.C.C. is co-chaired by a senior Service member and a community member and is comprised of subject matter experts and senior advocates (including self-advocates), with the goal of enabling dialogue, problem solving and innovation. Subject matter experts from the S.C.C.C. voluntarily attend the T.P.C. regularly to provide presentations at the Elder Abuse Investigators Course. The S.C.C.C. also creates sharable content regarding relevant topics, such as: Elder Abuse Awareness; Social Isolation; and Abuse & Neglect. This content is disseminated in different formats like videos, booklets, and guides for officers. The consultation process is meant to establish a process that affords opportunities for enhanced community safety through community based activities, leadership opportunities, mutual exchange of information and the development of joint problem solving initiatives.</p>

Ryan and Ryan Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
<p>#21 – Directed to all Police Services in Ontario</p> <p>Ministry of Health, Hospitals, all Police Services in Ontario:</p> <p>Collaborate on the development and implementation of violent/live fire protocols to clearly identify the roles and responsibilities for ensuring staff and patient safety and to ensure critical information is shared to responding officers immediately. Annual mandatory interactive training to be provided to staff. Joint experiential exercises to be conducted regularly with representatives from all applicable departments, with an invitation to police and paramedics services.</p>	<p>Implemented</p> <p>The Service has and continues to collaborate and partner with various health services across the City of Toronto providing support and policing expertise. At the time this report was written, Emergency Management and Public Order (E.M.P.O.) has scheduled six (6) Active Attacker Awareness presentations this calendar year with community health partners. These presentations are multifaceted and customized to the unique needs of the community health partners. Presentations include cues for precursors/information on what to look for, processes for active attacker drills, statistical information, shelter-in-place/lockdown/safety protocols, and, when requested, participation in exercises with community health partners.</p> <p>E.M.P.O. also conducts assessments and reviews with community health partners. In 2023, E.M.P.O. conducted several of these assessments and reviews with community health partners such as The Hospital for Sick Children, Sunnybrook Health Sciences Centre, University Health Network, and Unity Health Toronto. These assessments and reviews included walk-throughs of the facilities, vulnerability assessments, and reviews of Code Silver (Active Attacker) and Code Purple (Hostage Situation) Protocols.</p> <p>In addition to presentations and assessments/reviews, Service members from E.M.P.O. are active members of several committees, such as Health Emergency Management Table and the William Osler Public Safety Committee. At these committees, Service members provide policing perspectives and expertise, participate in case reviews, information sharing, and provide awareness of current event/incidents occurring in the City of Toronto.</p> <p>The Service will continue to provide support and assistance when approached by community health partners, building strong collaborative partnerships.</p>



PUBLIC REPORT

July 4, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: **City Council Decision – EX14.3 – Extending the Mandate of the City’s Chief Information Security Officer**

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

This report recommends that:

1. The Board direct the Chief to work with the City’s Chief Information Security Officer, to formulate organizational cyber security frameworks; and,
2. The Board forward a copy of this report to the Executive Committee for information.

Financial Implications:

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

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Discussion:

Executive Committee Item 14.3 – Extending the Mandate of the City’s Chief Information Security Officer

City Council, at its meeting held on May 22 and 23, 2024, adopted item EX14.3 – Extending the Mandate of the City’s Chief Information Security Officer. The Motion is available at the following link:

[Agenda Item History - 2024.EX14.3 \(toronto.ca\)](#)

In considering this item, Council approved the following:

1. Requested the following Agencies, in collaboration with the Chief Information Security Officer, to formulate organizational cyber security frameworks aligned with:
 - a. overarching City cyber security objectives;
 - b. established international cyber security standards including International Organization for Standardization, Statement on Standards for Attestation Engagement, the International Society of Automation/the International Electrotechnical Commission, National Institute of Standards and Technology, and the Payment Card Industry Data Security Standard; and
 - c. the City’s Digital Infrastructure Strategic Framework

City of Toronto Agencies:
Toronto and Region Conservation Authority;
Toronto Pan Am Sports Centre;
Toronto Police Service;
Toronto Public Library;
Waterfront Toronto.
2. Requested the Agencies set out [...] above to provide the necessary information, access and visibility into their cyber security programs to facilitate the cyber security risk management partnership with the Chief Information Security Officer.
3. Requested the Agencies set out [...] above to operationalize the Chief Information Security Officer’s recommendations to mitigate identified risks identified in the cyber security risk management partnership.
4. Requested the Agencies set out [...] above to engage in consultation with the Chief Information Security Officer on all initiatives that could potentially affect cyber security, including but not limited to rates of compliance, remediation plans and strategies aimed at reducing risks and promoting compliance.
5. [...] Requested the Agencies listed [...] above to engage with the Chief Information Security Officer in the event of a cyber security incident or data breach

affecting the agency or corporation, and to work with the Chief Information Security Officer to contain, mitigate and resolve the cyber security incident or data breach.

Conclusion:

It is, therefore, recommended that:

1. The Board direct the Chief to work with the City's Chief Information Security Officer, to formulate organizational cyber security frameworks; and,
2. The Board forward a copy of this report to the Executive Committee for information.

Respectfully submitted,

Dubi Kanengisser
Executive Director



PUBLIC REPORT

June 17, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: **City Council Decision - Infrastructure and Environment Committee Item 13.1 - A Micromobility Strategy for Toronto**

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

This report recommends that the Toronto Police Service Board (Board) refer this report to the Chief of Police for consideration.

Financial Implications:

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

Summary:

At its meeting held on May 22 and 23, 2024, City Council adopted item “*IE13.1 – Infrastructure and Environment Committee Item 13.1 - A Micromobility Strategy for Toronto*” with the following requests to the Board:

1. City Council request the Toronto Police Service Board to request the Chief of Police, in consultation with the General Manager, Transportation Services, to conduct an educational blitz in the summer of 2024 and an educational and enforcement blitz in the spring and the fall beginning in 2025 to enhance public awareness of key safety issues, i.e. illegal sidewalk riding, wrong way riding in cycle tracks, illegal e-moped use in cycle tracks, and illegal parking in bike lanes, and to improve compliance, and request the General Manager, Transportation

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Services, to report back to City Council in the fall of 2024 on the progress and status of this initiative.

2. City Council request the Toronto Police Service Board to request the Chief of Police to work with the General Manager, Transportation Services, to prepare a briefing note for dissemination to Toronto Police Service division superintendents, outlining what micromobility devices are allowed/not allowed in the City of Toronto, such briefing note to include where, when, and the status of any pilots.

Discussion:

The Board is in receipt of the following item from Council's meeting held on May 22 and 23, 2024. Given the timing of Council's request, and in an effort to ensure that the Service was able to consider this request within Council's timelines, Board Staff previously forwarded the recommendations to the Chief for urgent consideration and they are now being presented to the Board for information.

The full agenda item is available at this link:

[Agenda Item History - 2024.IE13.1 \(toronto.ca\)](#)

Conclusion:

It is, therefore, recommended that the Board refer this report to the Chief of Police for consideration.

Respectfully submitted,

Dubi Kanengisser
Executive Director



PUBLIC REPORT

June 12, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2023.83

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards – S.I.U. Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the 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*

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S.I.U. Terminology

BWC – Body-Worn Camera

Complainant – Refers to the Affected Person

ETF – Emergency Task Force

SO – Subject Official

WO – Witness Official

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated April 10, 2024, 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 Director’s Decision* has been reprinted from the S.I.U. Director’s report, number 23-TCI-508, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=3794

S.I.U. Incident Narrative

“In the early morning of December 12, 2023, the TPS received a 911 call. The caller reported that the Complainant had threatened him with a shotgun during an argument at their residence near Wellesley Street East and Parliament Street, Toronto. Police officers were dispatched to the address.

Uniformed officers were the first on scene. They established a perimeter around the outside of the building. As the incident involved a firearm, the ETF was enlisted to enter the residence and take the Complainant into custody.

A team of ETF officers attended at 51 Division and were briefed on the 911 call by a detective at about 10:45 a.m. A search warrant had been secured for the residence.

The ETF officers, the SO among them, arrived at the address at about 11:30 a.m. They entered the building through the front door and were making their way up to the Complainant’s unit when they received word that the Complainant had been spotted with a shotgun on an upper-floor rear balcony. The SO continued up another stairway where they made their way across a small room and encountered the Complainant. The Complainant was by the doorway to a small exterior staircase that descended towards a balcony. The SO grabbed the Complainant near the bottom of the staircase and took him to the balcony floor. Additional officers arrived on the balcony and assisted in handcuffing the Complainant.

The Complainant was taken to hospital following his arrest and diagnosed with a fracture of the right foot.”

S.I.U. Analysis and Director’s Decision

“The Complainant was seriously injured in the course of his arrest by TPS officers on December 12, 2023. The SIU was notified of the incident and initiated an investigation naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant’s arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

Given the briefing that ETF had about the nature of the 911 call and the search warrant in effect, naming the Complainant as the subject of the ‘threatening’ investigation, I am satisfied he was subject to lawful arrest by the SO.

I am also satisfied that the force brought to bear by the SO in aid of the Complainant’s arrest, namely, a takedown, was legally justified. The officer had good reason to believe that the Complainant might be in possession of a shotgun when he was initially confronted by officers. That being the case, it was imperative that the Complainant’s movements be immediately restricted to prevent him accessing a firearm. A takedown would accomplish that objective without the necessary infliction of serious injury. That the Complainant was injured is unfortunate, but had probably more to do with items scattered on the balcony floor than the grounding itself. In fact, the BWC footage establishes the takedown was not performed with undue force.

For the foregoing reasons, 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 as is required by provincial legislation.

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

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);

- Procedure 01-03 (Persons in Custody);
- Procedure 02-18 (Executing a Search Warrant);
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System); and,
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act*, 2019, S.O. 2019, c 1, Sch 5

Conclusion:

The P.R.S. – 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 P.R.S. – S.I.U. Liaison investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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



PUBLIC REPORT

June 12, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2023.85

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards – S.I.U. Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the 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*

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S.I.U. Terminology

BWC – Body-Worn Camera

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 April 12, 2024, 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 Director’s Decision* has been reprinted from the S.I.U. Director’s report, number 23-TCI-515, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=3801

S.I.U. Incident Narrative

“In the early morning of December 16, 2023, the SO and WO #1, working together in plain clothes, were on the lookout for the Complainant. The TPS had received a 911 call regarding an armed robbery at a store on Front Street East. The suspect, subsequently identified as the Complainant, had wielded a knife during the robbery and stolen cigarettes. The officers located him on the east sidewalk of Victoria Street between Dundas Street East and Gould Street. They exited their vehicle and moved towards the Complainant.

At the sight of the SO and WO #1 approaching, the Complainant backed away. The parties moved southbound a distance and began to grapple with each other. The Complainant punched and kicked at the officers. The SO punched back. The parties ended up on the ground as the struggle continued. The officers repeatedly punched the Complainant about the head and face until they managed to pin him flat on the ground. Moments later, with the arrival of additional officers, the Complainant’s arms were controlled behind the back and handcuffed.

The Complainant was transported to hospital by police and diagnosed with a broken nose.”

S.I.U. Analysis and Director's Decision

"The Complainant was diagnosed with a serious injury following his arrest by TPS officers on December 16, 2023. The SIU was notified of the incident and initiated an investigation naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The Complainant fit the description of the male who had reportedly committed an armed robbery at a store. In the circumstances, I am satisfied that the SO and WO #1 were within their rights in seeking to take him into custody for robbery.

I am also satisfied that the force used by the officers against the Complainant was within the range of legally justified force. The Complainant vigorously resisted his arrest, repeatedly punching at the officers. The officers were entitled to meet the Complainant's force with force of their own, and they did so in like manner, delivering punches of their own. While the officers eventually got the better of the Complainant – delivering significantly more punches than they absorbed – the law does not require parity. While officers must measure their force with proportionality in mind, they are entitled to resort to greater force where such force is necessary to overcome an arrestee's resistance. In the context of a combative individual, whom the officers had reason to believe was armed with a knife, striking out at the officers and steadfastly struggling against their efforts to take him into custody, I am satisfied that the SO and WO #1 did no more than that. Once the Complainant was effectively subdued and prone on the ground, no more strikes were delivered.

It remains unclear when and how the Complainant's broken nose was incurred. There is evidence that it was self-inflicted when, while at the hospital waiting to be seen, the Complainant slammed his head into a wall. Be that as it may, as there are no reasonable grounds to conclude that either the SO or WO #1 comported themselves other than lawfully in their dealings with the Complainant, there is no basis for proceeding with criminal charges. The file is closed".

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

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

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System); and,
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act, 2019, S.O. 2019, c 1, Sch 5*

Conclusion:

The P.R.S. – 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 P.R.S. – S.I.U. Liaison investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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



PUBLIC REPORT

June 12, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Firearm Injury of Complainant 2023.86

Purpose: Information Purposes Only Seeking Decision

Recommendation:

It is recommended that the Toronto Police Service Board (Board) forward a copy of this report to the Solicitor General as per O. Reg. 552/92 s.8.

Financial Implications:

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

Summary:

The Professional Standards – S.I.U. Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the 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

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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*
- Provincial Regulations

S.I.U. Terminology

CEW – Conducted Energy Weapon

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 April 18, 2024, 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 Director's Decision* has been reprinted from the S.I.U. Director's report, number 23-TFP-522, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=3807

S.I.U. Incident Narrative

“The evidence collected by the SIU, including interviews with the Complainant and the SO, and other police and non-police eyewitnesses, as well as video footage that largely captured the incident, gives rise to the following scenario.

In the afternoon of December 21, 2023, officers were dispatched to Roncesvalles Avenue, south of Bloor Street West, following reports of a male breaching the peace. The male was said to be holding two sharpened sticks and threatening pedestrians and cyclists in his vicinity.

The Complainant, of unsound mind at the time, was the male. He held two sharpened sticks and was wielding them at third-parties.

WO #1 and WO #2 were the first to arrive in their cruiser. They located and approached the Complainant on the east side of Roncesvalles Avenue. The Complainant yelled incoherently at them and turned to run away. The officers pursued the Complainant, directing him to drop the sticks and lay on the ground. The parties were heading southbound on Roncesvalles Avenue when WO #3 and WO #4 (in their cruiser) and the SO arrived on scene.

The officers pursued the Complainant on Roncesvalles Avenue towards High Park Boulevard / Fermanagh Avenue. As they neared the intersection, three of them –WO #1, WO #2 and WO #4 – discharged their CEWs at him. The use of the weapon proved ineffective each time, in large measure owing to the heavy coat the Complainant was wearing, preventing the probes from penetrating to the skin. As the parties travelled past High Park Boulevard / Fermanagh Avenue, the Complainant turned around and, from a position on the southeast corner of the intersection, began to run in a northwest direction. The SO, armed with a less-lethal shotgun, followed behind the Complainant and fired his weapon four times. The Complainant was struck from behind by the sock rounds but kept on moving. Seconds later, as the Complainant made his way onto the west sidewalk of Roncesvalles Avenue, the SO approached from behind and kicked him to the ground. Other officers immediately rushed in and handcuffed the Complainant behind the back.

The Complainant was transported to hospital following his arrest. He had not sustained any serious injuries”.

S.I.U. Analysis and Director’s Decision

“On December 21, 2023, the TPS notified the SIU that one of their officers had earlier that day fired a less-lethal firearm at a male – the Complainant. The SIU initiated an investigation naming the SO 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 incident.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The Complainant was mentally disordered at the time of the incident and a clear threat to himself and others. In the circumstances, he was subject to arrest under section 17 of the Mental Health Act.

The force used by the SO in aid of the Complainant’s apprehension was legally justified. The Complainant had threatened third-parties with sharpened sticks and it was imperative that he be taken into custody as quickly as possible in the interest of public safety. There was no real opportunity to de-escalate the situation. The Complainant was dissociated and unable to respond rationally to what was going on. He was also

running in and out of traffic, making communication nearly impossible. Attempting to wrestle control of the Complainant was a dangerous prospect given the sharpened sticks in his possession. On this record, I am unable to reasonably conclude that the SO acted with excess when he fired his less-lethal sock rounds at the Complainant, particularly when several CEW deployments had not worked to incapacitate him. Had the less-lethal shotgun discharges worked, they would have temporarily distracted the Complainant, without the infliction of serious injury, allowing for a window of time in which to safely approach and disarm him – a reasonable result.

For the foregoing reasons, there is no basis for proceeding with criminal charges against the SO. 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 firearm discharge in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-03 (Persons in Custody);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-09 (Conducted Energy Weapon);
- Procedure 15-17 (In-Car Camera System); and,
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act, 2019;*
- *Community Safety and Policing Act, 2019, s.81*
- Ontario Regulation 291/23 (Use of Force and Weapons)

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.’s policies and procedures associated with this firearm discharge were lawful, in keeping with current

legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

The following additional comments are provided.

The designated officers were presented with an armed person who had been chasing after and threatening pedestrians and cyclists with two sharpened sticks. The threat to public and officer safety was in clear jeopardy. In this circumstance, the officers chose to first attempt a less lethal response which ultimately proved to be successful in resolving this incident.

The force options the officers utilized and the decision making process behind those choices were reasonable and in line with T.P.S. Incident Response training. The force the officers did use was lawful and reasonably justified given the circumstances and these actions were necessary to bring this incident under control effectively and safely.

The entirety of this interaction was captured on the involved officers B.W.C. and this video evidence assisted the S.I.U.'s investigation in determining what happened and why.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

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



PUBLIC REPORT

June 12, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Vehicle Injuries to Complainants 2023.87

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards S.I.U. Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act (S.I.U.A.) 2019*

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S.I.U. Terminology

Complainants – Refers to the Affected Persons

SO – Subject Official

WO – Witness Official

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated April 19, 2024, 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 Director’s Decision* has been reprinted from the S.I.U. Director’s report, number 23-TVI-527, which can be found via the following link:

S.I.U. Incident Narrative

“The evidence collected by the SIU, including interviews with Complainant #1 and Complainant #2, and video footage that captured the incident, gives rise to the following scenario. As was his legal right, the SO did not agree an interview with the SIU or the release of his notes.

In the evening of December 23, 2023, Complainant #1 was operating a Toyota Camry southbound on Bayview Avenue approaching Sheppard Avenue East. Complainant #2 occupied the front passenger seat. Their two small children were seated in the back. Complainant #1 had just driven past the Loblaws store on the east side of Bayview Avenue when, from the passing lane of Bayview Avenue, just north of Teagarden Court, Complainant #1 initiated a U-turn around the south end of a raised centre median that divided south and northbound traffic. As the Camry entered onto the northbound passing lane of Bayview Avenue, its driver side was struck by a TPS cruiser.

The SO was operating the cruiser. His partner, WO #1, was in the front passenger seat. The officers had made their way west on Finch Avenue East from Leslie Street and were south on Bayview Avenue en route to the scene of a reported break and enter in progress when the collision occurred. The cruiser’s lights and siren on, the SO had entered onto the northbound passing lane just north of the raised centre median to overtake southbound traffic when the Camry turned in front of him.

The officers exited their cruiser after the collision and rendered assistance to the Camry’s occupants. A paramedic travelling in the area also stopped to assist. The children, neither of whom was seriously injured, were removed from the Camry. The Complainants were also extricated and transported to hospital. Complainant #1 had

sustained multiple rib and pelvic fractures. Complainant #2 suffered a lacerated liver and an orbital bone fracture”.

S.I.U. Analysis and Director’s Decision

“Complainant #1 and Complainant #2 were seriously injured in a motor vehicle collision on December 23, 2023. As their vehicle was struck by a TPS cruiser, the SIU was notified of the incident and initiated an investigation. The SO was identified as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the collision.

The offence that arises for consideration is dangerous driving causing bodily harm contrary to section 320.13(2) of the Criminal Code. As an offence of penal negligence, a simple want of care will not suffice to give rise to liability. Rather, the offence is predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have observed in the circumstances. In the instant case, the issue is whether there was a want of care in the manner in which the SO operated his vehicle, sufficiently egregious to attract criminal sanction that caused or contributed to the collision. In my view, there was not.

The SO and WO #1 were engaged in the execution of their duties responding to a priority call for service when their vehicle collided with the Camry. The issue is whether they comported themselves within the confines of the criminal law as they made their way to the scene of a reported break and enter.

I accept that there are aspects of the manner in which the SO operated his cruiser, particularly in the moments leading to the collision that could fairly be characterized as dangerous. Entering onto an oncoming lane of traffic at speed as the SO did is bound to risk public safety. I am unable, however, to reasonably conclude that the officer’s conduct departed markedly from a reasonable standard of care in the circumstances.

The SO’s speed as he made his way across Finch Avenue East and Bayview Avenue is subject to legitimate scrutiny. For stretches of his 3.9 kilometre route to the scene of the collision, the officer was well in excess of the 50 km/h speed limit, clocking in as high as 136 km/h. The risks inherent in that kind of speed were exacerbated by the road and weather conditions at the time – wet and raining. On the other hand, it is apparent on the ICCS video footage that third-party vehicular traffic was not directly placed in jeopardy at any point prior to the final seconds before the collision. In fact, there was little traffic on the roadway on Finch Avenue East. The dangers associated with the SO’s speed were also lessened to an extent by the use of the cruiser’s emergency lights and siren, active throughout the event, which would have provided notice to traffic of the cruiser’s presence. Lastly, it is important to note that police officers are exempt from the speed limit by virtue of section 128(13)(b) of the Highway Traffic Act. While that provision does not confer carte blanche on officers to speed without regard to public safety, it does reflect a recognition in the law that police will of necessity have to

speed on occasion in the discharge of their duties. In the situation that prevailed, with police responding to a priority call for service, one would expect officers to attend at the scene as quickly as safety will allow.

The wisdom of entering into the northbound passing lane of Bayview Avenue at the raised centre median, at speed, was questionable. Here too, however, the SO's conduct was not without extenuating considerations. Too reiterate, the officers were attempting to get to the scene of a break and enter; time was of the essence. As southbound traffic was backed-up in that area, it made sense that the SO would attempt to circumvent the vehicles ahead of him by entering into the oncoming lane of traffic, which was free of traffic at that point. Nor was it clearly foreseeable that a vehicle would make a U-turn in front of the officer – the cruiser's emergency lights and siren were on at the time, and southbound traffic was expressly prohibited from making a U-turn where Complainant #1 made his U-turn. Of course, had the SO lowered his speed as he approached and then overtook the southbound traffic in the northbound lane, he might have been able to react to Complainant #1's vehicle by stopping ahead of a collision. That indiscretion, however, weighed in the balance with the mitigating considerations, falls short of transgressing the limits of care prescribed by the criminal law.

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case”.

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison and Professional Standards – Investigative Unit (P.R.S. – I.N.V.) conducted an administrative investigation as is required by provincial legislation. This investigation was reviewed by the Traffic Services (T.S.V.), as is required by Procedure 13-16 (Special Investigations Unit).

This investigation examined the circumstances of these vehicle injuries in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 07-03 (Life Threatening/Fatal Collisions);
- Procedure 07-05 (Service Vehicle Collisions);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-11 (Use of Service Vehicles);
- Procedure 15-17 (In-Car Camera System); and,
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act (S.I.U.A.)*, 2019;
- *Highway Traffic Act (H.T.A.)*

Conclusion:

The P.R.S. – S.I.U. Liaison in consultation with investigators from T.S.V. and Police Vehicle Operations determined that the T.P.S.'s policies and procedures associated with these vehicle injuries 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.

This investigation found that the conduct of the Subject Official (S.O.) was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

The following additional comments are provided.

The T.S.V. Reconstructionist Squad and T.S.V. investigators attended the scene of this collision and assisted the P.R.S. – S.I.U. Liaison with the Chief's Administrative Investigation into the circumstances of this collision. Based on physical evidence examined and video footage collected of the collision, T.S.V. investigators concluded the S.O. was not at fault in this collision. It was determined this collision occurred when the Complainant failed to yield to the oncoming police vehicle and then made a prohibited U-turn directly in front of the S.O. police vehicle causing the collision.

H.T.A. charges were not pursued by T.S.V. investigators against the Complainant.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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



PUBLIC REPORT

July 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Amber Morley
Deputy Mayor, Board Member

Subject: **Establishing the Board's Human Resources Committee**

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

This report recommends that:

1. The Toronto Police Service Board (Board) amend the Board's By-law number 162 (the Committees By-law), by adding section 3B as follows:

3B Human Resources Committee;

3B.1 The Board establishes a committee to be called the Human Resources Committee, for the purpose of reviewing all human resource matters for which the Board is responsible, ensuring that the Board's oversight responsibilities in human resource matters are fulfilled with the utmost diligence and ethical standards;

3B.2 The Human Resources Committee shall be composed of at least two Board Members, including the Chair or their delegate, who will each have a term that coincides with the term of the Board Members' tenure with the Board. Additional Board Members may be appointed at the Board's discretion by resolution; and

3B.3 A majority (50% +1) of the members of the Human Resources Committee constitutes a quorum of the Committee.

2. Approve the mandate of the Human Resources Committee as set out in *Appendix A*.

Toronto Police Service Board

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3. Amend section 6 of the Board's Grievance Settlement Policy, to add, after the words "approval of the Board", the phrase "or a Board Committee to which this duty was delegated by resolution."
4. Delegate to the Human Resources Committee the approval of all accounts for external labour relations counsel, and all monetary grievance settlements over \$1,000,000, as required by the Board's Grievance Settlement Policy.

Financial Implications:

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

Summary:

The purpose of this report is to establish a Human Resources Committee which will assist the Board in fulfilling its oversight and governance function, as it relates to human resources matters for which the Board is responsible. This includes, but is not limited to:

- a) Reviewing and advising the Board on performance goals, remuneration and working conditions for the Chief, remuneration and working conditions for Command Members, and the performance goals of the Board's Executive Director;
- b) Reviewing and approving, as appropriate, all accounts for external labour relations counsel, as well as all monetary grievance settlements over \$1,000,000;
- c) Reviewing all Policies and reports related to diversity and inclusion, and making any recommendations to the Board for consideration;
- d) Reviewing employee surveys, including surveys of employee morale, Toronto Police Service culture, employee engagement, and job satisfaction that have been referred to the Human Resources Committee by the Board, and making any recommendations to the Board for consideration;
- e) Reviewing Toronto Police Service programs for, and performance of, employee recruitment, hiring, training, retention and promotions that have been referred to the Human Resources Committee by the Board, with particular attention paid to ensuring the police service reflects the community it serves;
- f) Annually, reviewing the Chief's processes and plans for executive development and succession; and
- g) Reviewing all requests for changes to the Toronto Police Service's organizational structure, in consultation with the Chief, and making any recommendations to the Board for consideration.

Discussion:

Background

Relevant Board Policies and Compliance

Section 42(1) of the *Community Safety and Policing Act, 2019 (Act)* permits the Toronto Police Service Board (Board) to establish committees, by by-law, and to delegate any of the Board's powers under the *Act* to the committee.

Committee Composition and Appointment

1. The committee will be named the Board's Human Resources Committee.
2. The Human Resources Committee will be composed of a minimum of two (2) Board Members, including the Chair of the Board or their delegate, who will be appointed *ex officio* to the Human Resources Committee. Additional Board Members may be appointed by resolution of the Board at its discretion.
3. Committee Members will be appointed to the Human Resources Committee by the Board upon the enactment of this amendment to the Committees By-law and upon the expiry of the term of any of the Committee Members.
4. The term of any of the Committee Members will coincide with the term of that Board Member tenure on the Board.
5. The Board may revoke the appointment of any Committee Member(s), in its sole discretion.
6. In the event a Committee Member ceases to be a Committee Member for any reason whatsoever prior to the expiry of their term, the Board will determine whether to appoint a replacement Committee Member for the remainder of the term.
7. The Chair of the Board or their delegate will be the Chair of the Human Resources Committee.

Committee Mandate and Responsibilities

The Human Resources Committee's mandate will include:

- Oversight with regards to performance goals, remuneration and working conditions for the Chief of Police and performance goals for the Executive Director, and with regards to the remuneration and working conditions for Command Members;
- Oversight over employee engagement initiatives, HR programs, executive development and succession planning and organizational structure; and
- Acting as the Search Advisory Committee and providing oversight for any search for the Chief, Command Members and Executive Director, as necessary.

A detailed mandate for the Human Resources Committee is included as *Appendix A*.

Operational Guidelines

1. Meeting Frequency and Agenda Setting

The Human Resources Committee will meet as necessary, and upon request by the Chair of the Board, the Executive Director of the Board, or a majority of the Committee Members.

2. Quorum and Decision-making

A majority of Committee Members will constitute quorum.

3. Participation of Board Members

Any Board Member may participate in all meetings of the Human Resources Committee; however only Committee Members may vote on any Committee decisions.

4. Reporting

The Human Resources Committee will report as necessary and no less than once a year to the Board on its activities, findings and recommendations.

5. Policies

The Human Resources Committee may draft Policies governing any aspect of its mandate, responsibilities and operational guidelines, for consideration by the Board.

6. Compliance with Legislation and Board Policies

The Human Resources Committee will comply with relevant legislation, including the *Act* and its regulations, and will abide by all applicable Board Policies.

Equity Analysis

The establishment of a Human Resources Committee will ensure that the Board strengthens its ability to exercise its oversight and governance function in a way that is more transparent and inclusive. This Committee will increase accountability for important processes and will allow members of the public to participate, engage and be better educated on various human resources matters.

Conclusion:

It is therefore recommended that:

The Toronto Police Services Board (Board) amend the Committees Bylaw by adding section 3B as follows:

3B Human Resources Committee;

3B.1 The Board establishes a committee to be called the Human Resources Committee, for the purpose of reviewing all human resource matters for which the Board is responsible, ensuring that the Board's oversight responsibilities in human resource matters are fulfilled with the utmost diligence and ethical standards;

3B.2 The Human Resources Committee shall be composed of at least two Board Members, including the Chair or their delegate, who will each have a term that coincides with the term of the Board Members' tenure with the Board. Additional Board Members may be appointed at the Board's discretion by resolution; and

3B.3 A majority (50% +1) of the members of the Human Resources Committee constitutes a quorum of the Committee.

It is further recommended that the Human Resources Committee assist the Board in fulfilling its oversight and governance function by:

- a) Reviewing and advising the Board on performance goals, remuneration and working conditions for the Chief, remuneration and working conditions for Command Members, and the performance goals of the Board's Executive Director;
- b) Reviewing and approving, as appropriate, all accounts for external labour relations counsel, as well as all monetary grievance settlements over \$1,000,000;
- c) Reviewing all Policies and reports related to diversity and inclusion, and making any recommendations to the Board for consideration;
- d) Reviewing all employee surveys, including surveys of employee morale, Toronto Police Service culture, employee engagement, and job satisfaction that have been referred to the Human Resources Committee by the Board, and making any recommendations to the Board for consideration;
- e) Reviewing Toronto Police Service programs for, and performance of, employee recruitment, hiring, training, retention and promotions that have been referred to the Human Resources Committee by the Board, with particular attention paid to ensuring the police service reflects the community it serves;
- f) Annually, reviewing the Chief's processes and plans for executive development and succession; and

- g) Reviewing all requests for changes to the Toronto Police Service's organizational structure, in consultation with the Chief, and making any recommendations to the Board for consideration.

Respectfully submitted,

Amber Morley
Deputy Mayor, Board Member

Contact

Dubi Kanengisser
Executive Director
Email: dubi.kanengisser@tpsb.ca

Appendix A

Human Resources Committee Mandate and Responsibilities

1. Executive Oversight

- a. The Human Resources Committee will review and make recommendations to the Board for performance goals, remuneration and working conditions for the Chief of Police and the performance goals of the Executive Director of the Board.
- b. The Human Resources Committee will review and make recommendations to the Board, in consultation with Board staff and legal advisors, for remuneration and working conditions for Command Members.

2. Search Advisory Committee

The Human Resources Committee will serve as the Search Advisory Committee that will oversee the executive search process for Chief, Command Members and Executive Director, where necessary, conduct initial interviews prior to a final interview before the Board, and negotiate contracts.

3. Employee Engagement

The Human Resources Committee will review confidential surveys on employee morale, culture, engagement, and satisfaction that have been referred to the Human Resources Committee by the Board and will make any recommendations to the Board for consideration and approval;

4. HR Programs Oversight

- a. When referred to it by the Board, the Human Resources Committee will discuss engagement initiatives and programs for hiring, training, retention and promotion in consultation with the Chief of Police, and will review the Toronto Police Service's performance in this regard.
- b. When referred to it by the Board, the Human Resources Committee will review and make recommendations with respect to the Board's human resources policies and the Toronto Police Service's reports related to human resources matters.

5. *Executive Development and Succession Planning*

The Human Resources Committee will review all plans and/or processes and support the Board in executive development and succession planning for all Command Members, at least annually.

6. *Organizational Structure*

The Human Resources Committee review all requests for changes to the Toronto Police Service's organizational structure, in consultation with the Chief, and will make any recommendations to the Board for consideration and approval.



RUNNYMEDE HEALTHCARE CENTRE POST-TRAUMATIC STRESS INJURY (PTSI) CENTRE OF EXCELLENCE FOR FIRST RESPONDERS

CONNIE DEJAK, PRESIDENT AND CEO, RUNNYMEDE HEALTHCARE CENTRE AND
DR. CANDICE M. MONSON, PH.D., PROFESSOR OF PSYCHOLOGY AT TORONTO METROPOLITAN UNIVERSITY
JULY 31ST, 2024

CONNIE DEJAK

President and CEO, Runnymede Healthcare Centre

Runnymede Healthcare Centre (RHC) is a system leader providing innovative rehabilitation and medically complex care for adults with neurological disorders, other chronic illnesses, and palliative needs. RHC helps patients restore functional abilities so that they may reintegrate back into the community. RHC is located at Runnymede Road and Dundas St., in West Toronto and comprises both a treatment facility and a soon-to-be-completed 200-bed long-term care facility adjacent to the hospital.



SYSTEM CHALLENGES



The absence of a fully dedicated purpose-built First Responder facility with trauma-informed supports.



Long Wait Times for accessing mental healthcare and PTSI support.



To avoid wait times or due to gaps in First Responder-specific programs, individuals look to the intensive private healthcare system where they require up-front payment and/or face significant costs of care.



Lack of continuity and difficulty navigating care across settings and providers. Cumbersome administrative process for accessing available supports and coverage.



Stigmatizing attitudes persist for individuals, groups or communities in accessing appropriate support.



The need for family involvement and family-oriented programming to help sustain recovery for First Responders and equip families with tools to promote wellbeing.



There is a lack of available programming during the bridging period between when a First Responder finishes treatment and when they return to full-time work.

RUNNYMEDE'S COMMITMENT TO FIRST RESPONDERS AND THEIR FAMILIES

Runnymede Healthcare Centre PTSD Centre of Excellence for First Responders will provide First Responders with a full continuum of services including assessment, diagnosis, therapeutic treatment, post-treatment, and return-to-work supports through two new purpose-built facilities one, at 3434 Dundas Street West in Toronto, and one in rural Peel Region. The Centre will deliver services through a combination of individual and group formats, as well as by appointment and full-day programs. To ensure broad provincial access, it will integrate virtual options through all programs and services. As the first and only Centre of its kind in the country, Runnymede will lead PTSD research, drive innovation and education, and set standards of evidence-based PTSD care across Canada and around the globe.



DIFFERENTIATED VALUE PROPOSITION



Purpose-Built and Publicly Funded Facilities

The PTSI Centre of Excellence will be solely for First Responders and their families. The purpose-built facilities will promote healing and wellness and are designed around the unique needs and cultures of First Responders.



Shared Collaborative Approach

First Responder Member Associations and Services will be intertwined into the collaborative program planning, decision-making, and oversight.



Integrated, One Stop Shop

The PTSI Centre of Excellence will help navigate all First Responders and their families to appropriate and timely access across the end-to-end continuum of care, from prevention to treatment and return to wellness, throughout a person's professional career and beyond.



Pioneers in Research, Education & Innovation

The PTSI Centre of Excellence will become the leader in PTSI research, education, and innovation, accelerating translation of evidence into clinical practice to improve PTSI programming and treatments.



PTSI Prevention, Care & Research

The PTSI Centre of Excellence will leverage its experience, research, and data to set PTSI standards of care for First Responders and disseminate knowledge and education across the province (and beyond) to improve overall care for First Responders and their families.



Rehabilitative Approach

The PTSI Centre of Excellence will empower a rehabilitation-focused care journey for First Responders to get back to life and back to living well.

STATION NO. 3434

- Located at 3434 Dundas Street West, Toronto.
- Main site offering a full continuum of outpatient services ranging from assessment, intensive treatment and post-treatment care.
- Station 3434 will also house facilities that encourage health and wellness throughout the rehabilitation journey.

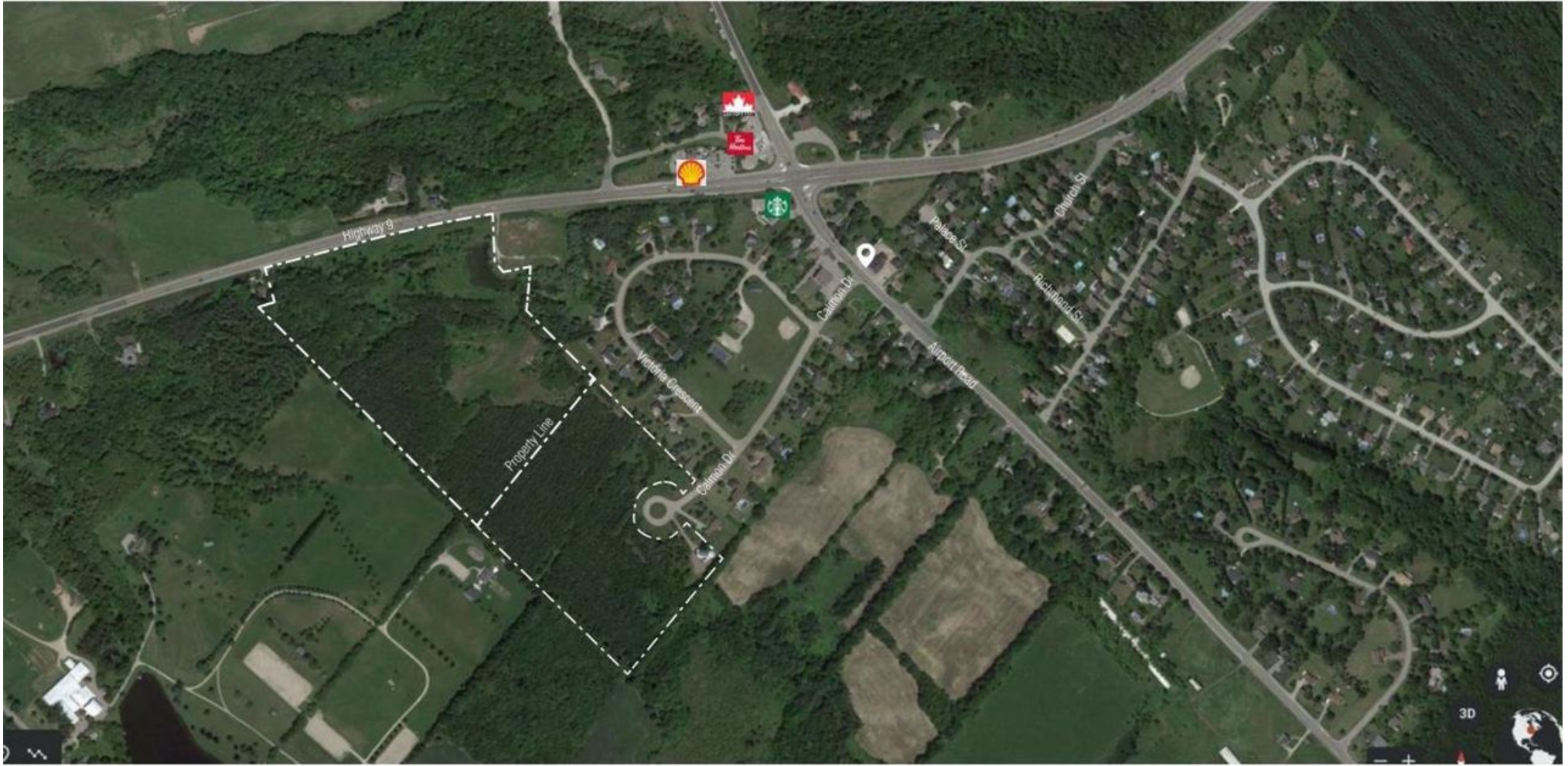




CALEDON RECOVERY CENTRE

- Located at 27 Calmon Drive, Caledon
- One-story, 40-bed facility
- Main site for intensive rehabilitation support for PTSD and any concurrent Mental Health and Addictions







CLINICAL ADVISORY COMMITTEE



Dr. Candice Monson,
PhD Chair



Dr. Terry Keane, PhD
Member



Dr. Nick Carleton, PhD
Member



Dr. Venkat Bhat, MD
Member



Karen Leonard, OT
Member



Connie Dejak,
Ex-officio



Dr. Vivian Sapirman, MD
WSIB Designate



Dr. Nicola Yang, MD
Member



Samantha Zahra, Paramedic &
Registered Psychotherapist
(Qualifying), Member



Dr. Sherry Stewart, PhD
Member

BRIDGING THE GAP BETWEEN SCIENCE AND PRACTICE

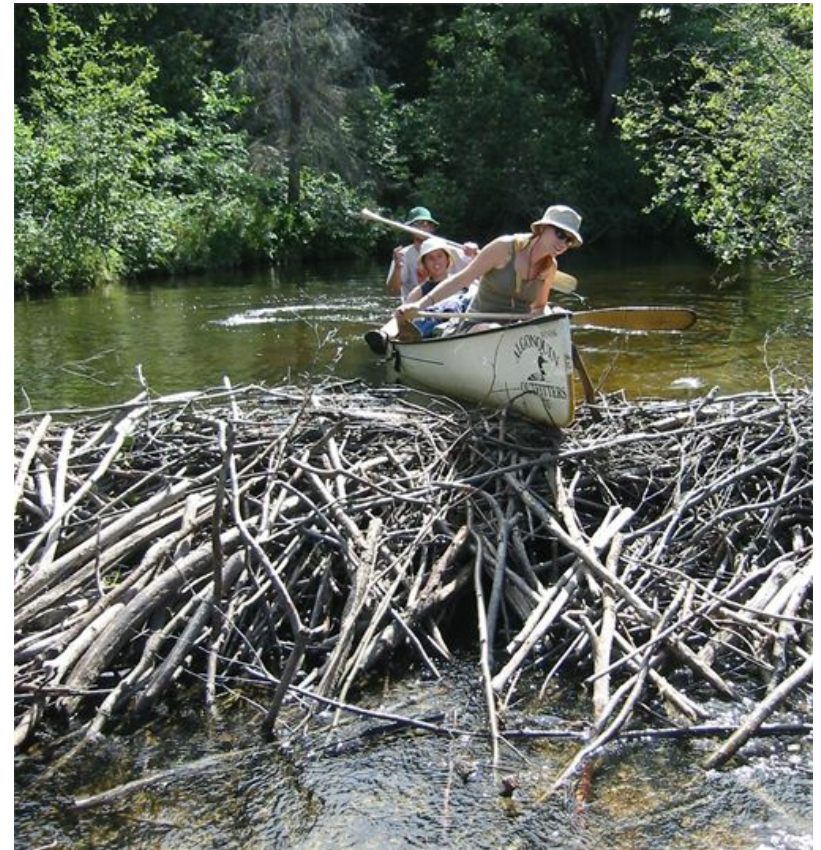
DR. CANDICE MONSON

- 25+ years of experience
- \$25+ USD million of research funding
- 200+ publications
- Trained 10,000 clinicians and students
- Founded mental health start-up
- Author of 2 evidence-based treatments for PTSD recommended in treatment guidelines worldwide



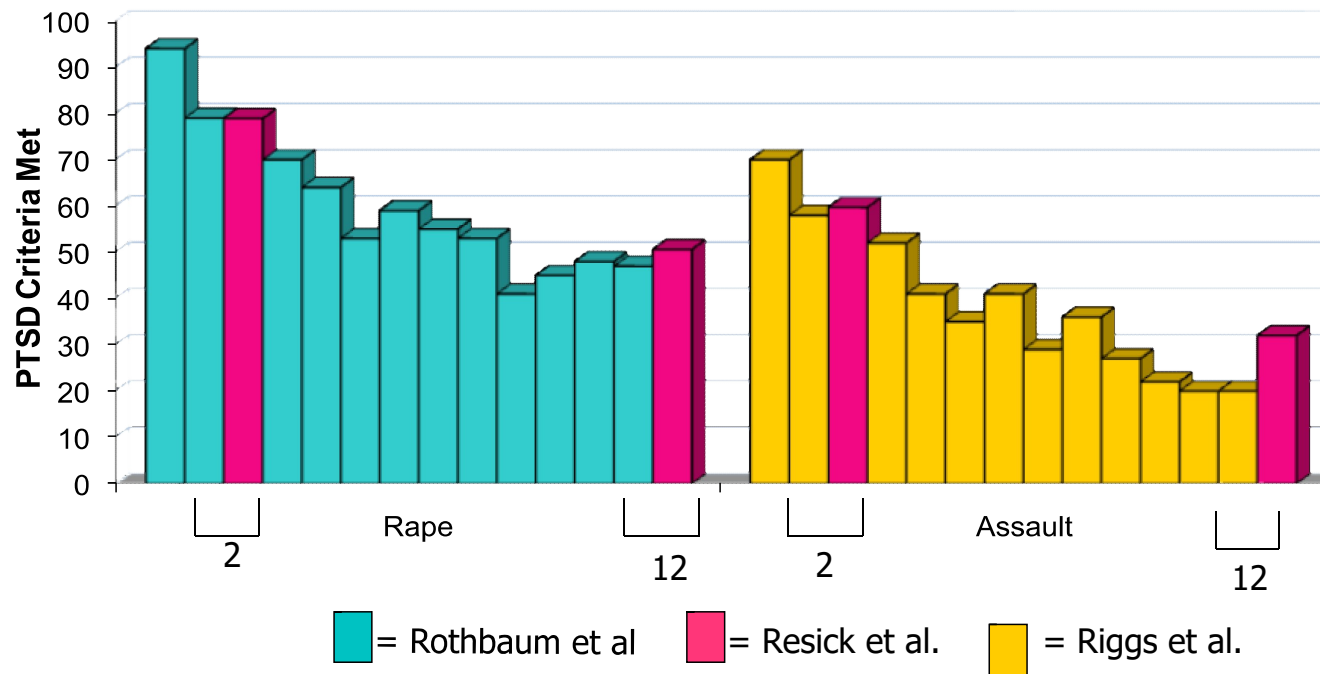
PTSD = IMPEDED RECOVERY

If the event is severe
enough, nearly everyone
will have PTSD symptoms in
the wake of trauma

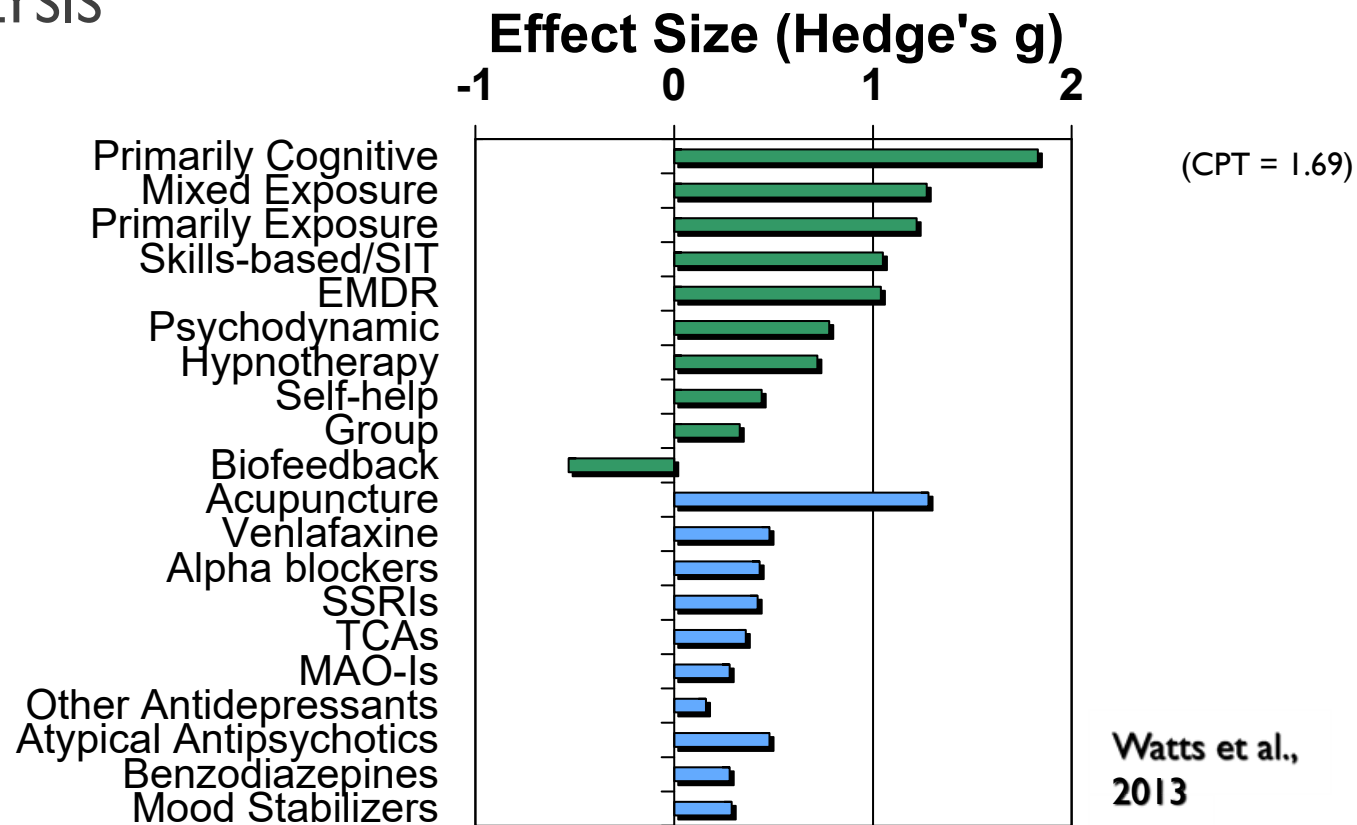


NORMAL RECOVERY

Weekly PTSD



ANALYSIS



Note. Effect sizes are computed from the difference between groups at post-treatment, combining intention-to-treat and completer approaches.

SUMMARY OF FUNCTIONAL PROGRAM

Care Pathways in Functional Program*

The RHC PTSI Centre of Excellence has seven interrelated care paths, delivered at two sites:

- ✓ Referral Intake, Assessment and Diagnosis
- ✓ Stream A: Ambulatory Intensive (Station No. 3434)
- ✓ Stream B: Ambulatory Less intensive (Station No. 3434)
- ✓ Residential Care (Caledon Recovery Centre)
- ✓ Client/Volunteer Alumni Support
- ✓ Post-Treatment Support
- ✓ Virtual Support



Populations in Functional Program*

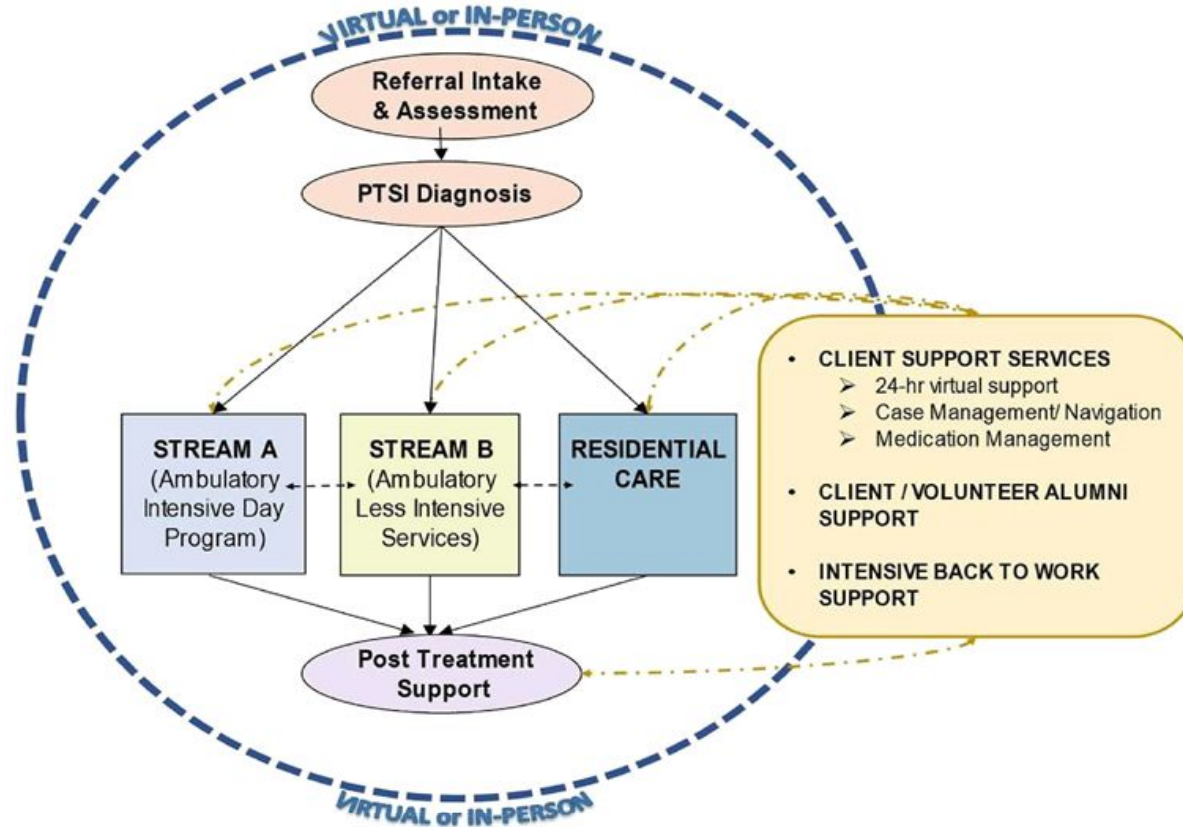
The Centre of Excellence will serve the following populations:

- ✓ Firefighters
- ✓ Police Officers
- ✓ Paramedics
- ✓ Nurses
- ✓ Physicians
- ✓ Personal Support Workers
- ✓ Correctional Officers
- ✓ Their families

*These care pathways and populations have since evolved from the original documentation based on work completed to date.

FUNCTIONAL PROGRAM: RHC PTSI CENTRE OF EXCELLENCE PROGRAMS AND SERVICES

On overview of proposed PTSI Centre of Excellence Program and flow pathways in the 2022 Functional Program.



SCOPE OF SERVICES

Caledon Recovery Centre <i>40 residential beds ~1 month intensive support</i>	Station No. 3434 <i>Main site for all ambulatory PTSD programs</i>	Virtual Care <i>Care delivered through a virtual modality where appropriate</i>
<p>Referral Intake, Assessment, and Initial Diagnosis: Centralized intake process of screening and responding to PTSD referrals for First Responders and front-line healthcare providers, conducting standardized clinical assessments, confirming an initial diagnosis and developing an initial care plan to determine the appropriate stream of care for a client to enter based on their individual needs.</p>		
<p>*Residential Care: A month of intensive, supportive residential therapy through regular fitness and mindfulness sessions, individual therapy sessions, family counselling sessions, and group therapy sessions.</p>	<p>*Stream A - Ambulatory Intensive Day Program: Four-week outpatient, in-person program, focusing on interventions for symptom management and recovery through regular individual therapy, group therapy, family counselling, and fitness/mindfulness sessions.</p>	<p>Post-Treatment Support: Ongoing 24/7 virtual support post-completion of programs/services through therapy booster sessions, building back to work assurance, and education to avoid relapse.</p>
<p>*Stream B - Ambulatory Less Intensive: Ten weeks of appointment-based weekly virtual or in-person programming including individual therapy, group therapy, family counselling, and fitness/mindfulness sessions (on demand).</p>		
<p>Client Support Services: 24-hour virtual support for navigation of services across the province for First Responders with PTSD and individual navigation support for clients enrolled in PTSD Centre of Excellence programs through assignment of a Care Navigator.</p>		
<p>Client/Volunteer Alumni Support: Peer-led support group programs and pairing with a Peer Mentor who is a volunteer alumnus, with the role definition/programming based on existing Peer Support Programs in the First Responder community.</p>		

Thank you.

**Toronto Police Service Board
Public Meeting
July 31, 2024**

**** Speakers' List ****

2. Updated Toronto Police Service Organizational Chart – 2024

Deputation: Nicole Corrado (written deputation only)

3. Interim Update - Toronto Police Service's Multi-Year Staffing Plan

Deputations: Hallie Wells (in person)
Marlee Wasser (in person)
Miguel (in person)
Sarah Dickey (in person)
Sean Meagher (in person)
Sebastian Decter (in person)
Elliot Van Woudenberg (in person)
Diana Chan McNally (in person)
Giuseppe Scoleri (in person)
Daniel Tate (in person)
Michael Crossley (in person)
Helen Armstrong (virtual)
Lubaba Gemma (virtual)
Val (virtual)
Mahesh Nileswhar (virtual)
Olivia Blondin (in person)
Mehak Aggarwal (in person)
Matthew Doughty (in person)
Alexandra Sproule (virtual)
Neil T Forester (virtual)
Sarah McCarthy (virtual)
Wayne Victor Anthony Virgo (in person)

John Sewell (written deputation only)
Toronto Police Accountability Coalition

Emily O'Brien (written deputation only)
Stephen (written deputation only)
Leanne Huneault (written deputation only)

9. Toronto Police Service Board – 2023 Annual Report

Deputations: Derek Moran (in person) (written submission included)
Nicole Corrado (written deputation only)

10. Toronto Police Service 2023 Annual Statistical Report

Deputation: Derek Moran (in person) (written submission included)

11. Body Worn Camera Annual Report

Deputation: Lubaba Gemma (virtual)

12. Inquest into the Death of Robert Morfitt Verdict and Recommendations of the Jury

Deputation: Nicole Corrado (written deputation only)

13. Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Douglas Amankona Kyereh

Deputations: Knia Singh (virtual)
Nicole Corrado (written deputation only)

14. Response to the Jury Recommendations from the Coroner's Inquest into the Deaths of Gladys Helen Ryan and William Thomas Ryan

Deputation: Nicole Corrado (written deputation only)

15. City Council Decision – EX14.3 – Extending the Mandate of the City's Chief Information Security Officer

Deputation: Daniel Tate (in person)

**16. City Council Decision - Infrastructure and Environment Committee
Item 13.1 - A Micromobility Strategy for Toronto**

Deputations: Miguel Avila (in person)
Vikas Nath (in person)
Derek Moran (in person)

17. Chief's Administrative Investigation Reports

Deputations: Oyeyinka Oyelowo (in person)
Nicole Corrado (written deputation only)

Name: Nicole Corrado

Agenda item: 2. Updated Toronto Police Service Organizational Chart – 2024

Format: Written only

Plain text: The Missing and Missed reports, and all Police information should be released along with an Easy Read version for neurodivergent people with learning differences. I could help write an Easy Read version of the MMIT, explaining what the MMIT does, and what progress they have made. As for crowd control, I would suggest having civilian crowd hosts and MCs, to allow Freedom of Speech and Right To Protest. I have also seen bylaw officers and unarmed police cadets (students) casually around to help maintain order, along with the use of construction vehicles to close the road so the march is safe for everyone. Nicole Corrado

Toronto Police Accountability Coalition
www.tpac.ca info@tpac.ca

July 25, 2024

To: Toronto Police Service Board
Subject: staffing levels for the future

The Chief has indicated he will be reporting on staffing levels for the future at the September Board meeting.

We have some suggestions which the Chief should include in his report, and we ask the Board to instruct him to do so.

We believe there are a number of ways to reduce the number of officers required now and in the future. None of the changes we suggest will reduce safety and security in Toronto: some changes (putting some functions in the hands of social agencies rather than police) can be expected to improve safety and security; others will create efficiencies and lower costs. Too many officers are doing work which can be done much more efficiently by social agencies and civilians.

a) Too many officers doing work not needed or better done by others.

i) Two officers in a car after dark

In 2019 the Toronto police service negotiated an agreement with the Toronto Police Association to relax the rule which requires two officers in a car after dark – but management has never implemented this change. According to Toronto police data, the vast majority of the calls for service do not involve violence or the threat of violence, and those calls can be responded to with one officer in a car. If the agreement were implemented, a considerable number of officers would no longer be required for the night shift.

ii) Random patrol

According to Chief Demkiw, half the total police budget - \$511 million – is spent on patrol and service calls, involving 2600 uniformed officers and 885 civilians. Random patrol, driving around the city to see what is going on, is a great waste of time, money and police resources. A seminal Kansas City study from the 1970s has shown that random patrol neither increases arrest rates nor does it make people feel more safe and secure. Stopping random patrol activity both frees up officers for more core police work and would reduce the number of officers required in Toronto by about 800.

iii) Parades and demonstrations

The Toronto police dealt with 3600 such events in 2023, assigning 103 uniformed staff and 40 civilians. Much of the work police do is to close roads and redirect cars. It is a significant waste of resources to

require armed police officers in great numbers to attend all these events: much better consider employing 103 civilians and 40 officers, or some such ratio, and save a great deal of public money.

iv) Parking and traffic

Toronto police currently assign 319 officers and 80 civilians to these tasks. There is no good reason why armed officers should be issuing parking tickets. Similarly, traffic management should be largely civilianized. We suggest a better ratio of 80 officers and 319 civilians.

v) Crime Prevention

Thirty years ago, David Bayley, a political scientist and pioneering academic researcher on the subject of policing, wrote that "The police do not prevent crime. This is one of the best kept secrets of modern life. Experts know it, the police know it, but the public does not know it. Yet the police pretend they are society's best defence against crime and if they are given more resources, especially personnel, they will be able to protect communities against crime. That is a myth." *Police for the Future*, page 3.

Toronto Police devote 590 officers and 190 civilians to crime prevention. Clearly, some of the activities involved in this area of work (such as under-cover work involving organized crime or terrorist activities) require professional police staff, but many other programs need to be examined and trimmed if found to be ineffective at preventing criminal activity. This staffing allocation must be seriously rethought, and the number of officers should be reduced by at least several hundred, and the civilians should be reduced as well.

vi) The Mounted Unit

With the availability of drones, horses are no longer required to search for suspects or missing people. Horses should never be used to police demonstrations. The mounted unit is largely used for public relations purposes, which, with a cost of \$6 million a year is not a reasonable way to spend public money. The mounted unit should be disbanded, saving the need for some 20 officers and the cost of caring for 14 horses.

b) Work better done by social agencies

In the activities discussed below, funds now used by police for these activities should be diverted to the appropriate agencies to perform this work. The number of officers will be reduced – we can only make estimates of that number - but the public funds will be used much more efficiently and effectively.

i) Mental crisis calls.

Only 1000 mental crisis calls were diverted to the Toronto Community Crisis Centre primarily run by the Gerstein Centre in 2023: 12,000 were handled by armed police officers. Community agencies can respond better at much lower cost to these calls than can police, who should only be attending if advised by the agency of some issue of violence they cannot deal with. If 90 per cent of these calls are handled by the TCCC, the public will be better served, at less public expense, and some 100 fewer officers will be required.

There is the potential to refer other types of social crisis calls and minor disputes to non-police responders as well. If policing was treated as a last resort option for dealing with some intimate partner or other domestic calls, as well as neighbour to neighbour disputes, it would likely reduce the need for officers and build non-violent and equitable resolutions for a number of calls.

ii) Youth and neighbourhood policing

While the Toronto police service prides itself on youth diversion (youth who are referred by police to complete programming with social service and other agencies, as a requirement of not pursuing charges), it is clearly not a priority: there were only 129 youth pre-charge diversions made by the entire police service over the course of one year. Once a youth is caught in the criminal justice system, life chances deteriorate significantly, at great cost to society and to the individual. Youth pay a heavy price for police actions which put them into the criminal justice system.

Much of what is called neighbourhood policing is really intelligence gathering. What's needed instead is community support personnel to strengthen communities so they can deal with issues which are not criminal in nature.

Community youth services should deal with calls regarding youth and get police out of this activity except in cases of significant violence or threats. Some 100 fewer officers will be required.

iii) Homelessness and drug overdoses

These calls are much better handled by workers familiar with homelessness and its programs and by health services, rather than police. Some 100 fewer officers will be required.

iv) Hate Crime Unit

Many calls responded to by this unit – currently with 28 officers – are serious complaints, but they are not hate crimes, which require a very high bar to be met, something seen in the fact that very few hate crimes are prosecuted each year. It makes more sense to refer such calls in appropriate situations to equity and dispute resolution experts (there are many excellent practitioners in these areas), who can investigate these complaints and sometimes resolve them between the parties.

**

Our suggestions will have the added benefit of reducing calls for service for armed officers, which should help to reduce police response times. Officers will be focused on responding to emergency calls quickly, rather than on other activities. Overtime costs – premium pay – will be reduced. Money saved must be invested into the community and social services that will be handling calls, ensuring their success and capacity to assist people. Money also must be invested in the supports and infrastructure that will address the root causes of crime and youth alienation.

There are other feasible options for reducing the need for armed officers, which will ensure that the most qualified and well-trained people will be interacting and helping to resolve issues for people who need help.

The police services board should make a priority of doing an in-depth examination of how police services are delivered, and for alternative practices that have been proven to work to reduce disorder and violence, such as we propose in this letter.

John Sewell for
Toronto Police Accountability Coalition,
July 25, 2024.

Name: Emily O'Brien

Agenda item: 3. Interim Update - Toronto Police Service's Multi-Year Staffing Plan

Format: Written only

Plain text: The Toronto Police multi- year staffing plan meet the demand and growth of the City of Toronto because the current staffing situation is obviously not working: - response times for priority 1 calls need to be faster the current 17-22 min response time is not adequate - violent crime is up 18% -property crimes up 23% -other criminal code violations 22% Resources are needed "boots on the ground" Neighbourhood police officers have positive effect yet these are removed to back fill vehicle response - clearance rates in cases for Fraud is 5.85 % - clearance rates for auto theft is 4.7% The City needs to support the Police budget so that Toronto's get the service we need to ensure safety, and security and adequate investigative depth so criminals who prey on Torontonians are arrested not caught and released What we are seeing is lack of funding and this lack of funding directly effects a STAFFING PLAN So as a tax paying citizen and a victim of a home invasion attempt I support adequate funds available so we are Safe The reality is the mayor took office and her first move was increased Property tax 10% in an unprecedented manner- we demand a safe city and criminals who pray on Torontonians face property justice

Name: Stephen

Agenda item: 3. Interim Update - Toronto Police Service's Multi-Year Staffing Plan

Format: Written only

Plain text: “It’s really hot today, thanks man - me and the others around here really appreciate it”. This was an unhoused man who was thanking me for offering some ice cold water on one of Toronto’s hottest days. A day like so many where their needs, aspirations, and lives are forgotten by most. And, if our unhoused neighbours aren’t outright forgotten, then they are treated like vermin and eradicated. This simple act of sharing some water on a hot day, treating another human being with dignity, is just one small thing that we can all carry forth in our day to day lives – and institute on a systemic level. This matters for the multi year staffing plan, as TPS can save 9 to 18 million dollars, and prevent the need for up to 88 to 175 police officers to engage in policing the homeless (which I will now outline). It’s no secret that there is a housing crisis here in Toronto. In 5 years, there has been a 69% increase in people experiencing homelessness in Toronto (citations are listed below). Rigorous research highlights that most folks who are homeless are on the street because they cannot afford to rent or buy a place to live. In Toronto, this is extremely pronounced. So many folks end up in encampments. Imagine losing everything due to factors outside your control. You find refuge with a community at an encampment, trying to get back on your feet but struggling due to the lack of supports in Toronto. And instead of finding that support, your home is torn down. Over and over. Is this the best we can do? No, it’s not. We can fund our communities. We can support our unhoused neighbours to get back on their feet again. We can fund transitional housing, based on the idea that housing is a human right. Providing some water on a hot day, which can absolutely be life saving, is just the start. Next is treating the encampments as communities and homes, communities that are ideally temporary stopgaps. There wouldn’t need to be encampments if people had the proper supports and resources they need to get back in homes. We can follow the lead of Vienna, whose public housing complexes ensure that residents pay no more than 25% of their income. Cities like Vienna, and countries like Finland, Sweden, and Singapore who have followed this model have nearly 0 visible signs of homelessness – such as encampments. The best solution is getting folks housed, which precludes the need for encampments to emerge in the first place. In fact, the best solution aligns with TPS’s goal of reducing emergency response times for priority 1 emergencies. By stopping this policing of unhoused folks, TPS can save 9 to 18 million dollars, and prevent the need for up to 88 to 175 police officers to engage in policing the homeless. The solution is clear: we can stop policing our unhoused neighbours, we can free that 9 to 18 million dollars to be used to support our unhoused neighbours, so that finances can be used to support our communities who are struggling so dearly to make ends meet. Thank you for your time.
<https://homelessness.ucsf.edu/our-impact/studies/california-statewide-study-people-experiencing-homelessness> <https://torontofoundation.ca/vitalsigns-issue-2/>

Name: Leanne Huneault

Agenda item: 3. Interim Update - Toronto Police Service's Multi-Year Staffing Plan

Format: Written only

Plain text: Dear Toronto Police Services Board, My name is Leanne Huneault, and I've been a resident of Toronto since 2017. I'm grateful for the opportunity to share my thoughts on the future of Toronto police staffing. For the past seven years, I've lived in downtown Toronto, and get around the city as either a pedestrian or TTC rider. As I move throughout the city, it's clear to me that we are failing our city's most vulnerable residents: the number of unhoused residents, whether on the streets, waiting in front of shelters for support, or camping in city parks (because this is where they feel safest) has clearly increased. I want to take pride in my city, but it is so hard to do when we so obviously don't prioritize the physical, mental, and economical well being of these human beings. For years, we've seen increases to the police budget, yet these increases have not made a positive impact on the lives of people who need fundamental support: they need housing, mental health support, access to safe spaces. Increasing funding to police staffing will not help achieve these goals. Criminalizing poverty gets us nowhere. Instead of adding more police staff, please fund alternate services that are better trained and more specifically suited to support the needs of our unhoused neighbours: Toronto Community Crisis Service, more shelter beds, more supportive and modular housing. Thank you. Leanne

So the word “REFORM” is mentioned 19 times in this report. In one of those times it says – “The Board and the Service will continue to prioritize policing reform, in line with reports and recommendations received over the past several years, as well as the Board’s strategic plan.” As part of this “strategic plan,” I recommend this board incorporate into it, comments made recently at city council by city solicitor Wendy Walberg, on how by-laws cannot be used as a way of placing a limit on freedom of expression.

Councillor James Pasternak at city council on May 23 - "I understand that the City/a municipality, it's very troublesome to try and use BY-LAWS to implement bubble-zones."

City Solicitor Wendy Walberg - "I would not recommend that."

Councillor Pasternak - "...my understanding was that it'd be very hard to use BY-LAWS, to implement what council had asked you to do"

City Solicitor: "There are certainly other tools available - yes."

https://www.youtube.com/live/Qc1aOLCWcRA?si=hRZdOr_UiTGUWRQ_&t=10069

City Solicitor Wendy Walberg to Councillor Matlow regarding SAFETY-ZONES being - "a way of LIMITING SPEECH...and i would strongly advise against implementing any sort of a LIMIT on the FREEDOM OF EXPRESSION"

https://www.youtube.com/live/Qc1aOLCWcRA?si=gK3ErXHQgmm_awtC&t=9872

So in this report it also says - “We bid farewell to several dedicated Board Members who served in 2023 and early 2024:...”

[495793 Ontario Ltd. \(Central Auto Parts\) v. Barclay](#), 2016 ONCA 656 (CanLII) — 2016-1

Court of Appeal for Ontario — Ontario

standard of care — police — stolen — investigation — auto

[...] **As in Webb v. Waterloo Regional Police Services Board** (2002), 161 O.A.C. 86, 2002 CanLII 41983 (ONCA), 2002 CanLII 41983 (C.A.), **standard police media policies and practices and the public’s right to know have to be considered.** [...]

[Endean v. British Columbia](#), 2016 SCC 42 (CanLII), [2016] 2 SCR 162

2016-10-20 | 42 pages | cited by 58 documents

video link — open court principle — superior — inherent jurisdiction — outside

[...] It must be understood as an “ensemble of practices” and principles that are called upon in various contexts to serve our society’s democratic ideals, one of which being **the public’s “right to know the law and to understand its application”**: E. Cunliffe, “Open Justice: Concepts and Judicial Approaches” (2012), 40 Fed. L. [...]

[Gilles E. Néron Communication Marketing Inc. v. Chambre des notaires du Québec](#), 2004 SCC 53, [2004] 3 SCR 95

Supreme Court of Canada — Canada (Federal)

2004-07-29 | 63 pages | cited by 189 documents

broadcast — letter — journalists — fault — notaries

PUBLIC’S RIGHT TO KNOW. The right of members of the public to be informed about the operations of government and public officials.

[...] **The public’s right to information is embodied in freedom of expression** and freedom of the press. [...] The broadcast of January 12, 1995 was legitimate given **the public’s right to be informed** and **the right to freedom of expression** with respect to **issues of public interest.** [...] 110 What sets this case apart from the usual action in delict is its constitutional dimension, and the **public’s right to know**, and the role of the press in discovering and getting **the facts** out into **the public domain** even though on occasion, as here, the presentation of **the facts** leaves something to be desired. [...]

29. Premier Ford at this press conference below is reminding those in government who they work for - 'the boss,' which is as he puts it, "the people":

At the very beginning of this press conference, Premier Doug Ford says - "...i promised we would get Ontario back on track. I ran on a commitment, to restore accountability and trust...and end their culture of waste, and mismanagement in government. . .because one thing every politician, at every level, and every region, needs to remember, is that we all share the same boss, we all work, for the people." - <https://youtu.be/b9CJpGnFRKg?t=2s>



Ford on Toronto city council: 'Most dysfunctional political arena in the country'

7,314 views

333



CTV News
Published on Jul 27, 2018

[R. v. Sharpe](#), 2001 SCC 2 (CanLII), [2001] 1 SCR 45

Supreme Court of Canada — Canada (Federal)

2001-01-26 | 144 pages | cited by [1,444 documents](#)

Constitutional law — Charter of Rights — Freedom of expression — Child pornography — Criminal Code, R.S.C. 1985, c. C-46, s. 163.1(4).

Constitutional law — Charter of Rights — Fundamental justice — Child pornography — Criminal Code, R.S.C. 1985, c. C-46, s. 163.1.

Criminal law — Child pornography — Criminal Code, R.S.C. 1985, c. C-46, s. 163.1.

[...] In *Irwin Toy*, supra, at p. 976, the majority identified three values which form the **foundation of the right to free expression**: **(1) seeking and attaining truth is an inherently good activity**; **(2) participation in social and political decision-making should be fostered and encouraged**; and (3) diversity in the forms of [...]. 182 We will now address the nature of the expression in light of the three core values of freedom of expression: **(1) the search for truth**; (2) participation in political decision-making; and (3)

[Re Service Employees' International Union, Local 204 and Broadway Manor Nursing Home et al. and two other applications](#), 1983 CanLII 1928 (ON SC)

Superior Court of Justice — Ontario

1983-10-24 | 118 pages | cited by [60 documents](#)

freedom of association — collective agreement — strike — bargain — infringement

Constitution Labour and employment Rights and freedoms

[...] In a democracy the sovereign power rests with **the people** as a whole and is exercised on their behalf by representatives whom they elect. Those elected representatives are responsible to and **answerable** to the people for the use they make of the **sovereign power** that is entrusted to them [...]

[Lac La Ronge Indian Band v. Canada](#), 1999 SKQB 218

Court of Queen's Bench for Saskatchewan — Saskatchewan

1999-11-30 | 246 pages | cited by [7 documents](#)

lands — land — treaty — acres — reserves

[...] Within itself the word "depute" contains the notion of superior **and inferior**. [...] The former possesses **authority**, but passes it on or shares it with the latter. [...] In each instance it is necessary to ascertain what authority was conveyed to the deputy. [...]

Name: Nicole Corrado

Agenda item: 9. Toronto Police Service Board – 2023 Annual Report

Format: Written only

Plain text: Please add “neurodivergent” and “person with a disability” in your statistics. The majority of police related civilian deaths are to a person with a disability. There is a vital need to put more money and effort into the non police alternative Toronto Community Crisis Service. Please expand this service to city wide, and expand their capacity to include calls that involve minor violence (like the man with the dowels mentioned later in this meeting). The MMIT and MCIT are having great progress. Please continue to reform the Missing Persons program, and the Mobile Crisis Intervention Team, for calls that need police. Nicole Corrado

So in this report, a reference to “Arrested and Charged Persons” is mentioned three times.

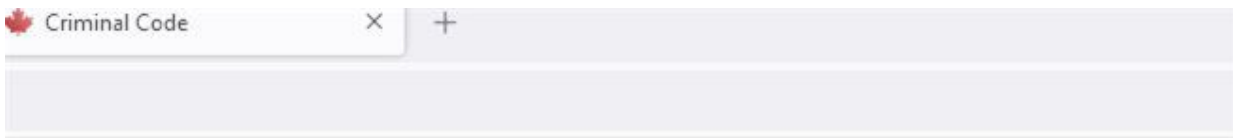
The Constitution Act, 1982, Schedule B to the Canada Act 1982 (UK), 1982, c 11
Consolidated Statutes of Canada – Canada (Federal)

[...] Everyone has the right to life, liberty and **security of the person** and the right not to be deprived thereof except in accordance with the principles of fundamental justice. [...]

Interpretation Act, RSC 1985, c I-21
Consolidated Statutes of Canada – Canada (Federal)

[...] **security** means sufficient security, and **sureties** means sufficient sureties, and when those words are used **one person** is sufficient therefor, unless otherwise expressly required; (**caution** ou **cautionnement**)

Does the Toronto Police keep track of any statistics regarding the Criminal Code crime of OBSTRUCT?



Offences relating to public or peace officer

129 Every one who

- (a) resists or wilfully obstructs a public officer or peace officer in the execution of his duty or any person lawfully acting in aid of such an officer,
- (b) omits, without reasonable excuse, to assist a public officer or peace officer in the execution of his duty in arresting a person or in preserving the peace, after having reasonable notice that he is required to do so, or
- (c) resists or wilfully obstructs any person in the lawful execution of a process against lands or goods or in making a lawful distress or seizure,

is guilty of

- (d) an indictable offence and is liable to imprisonment for a term not exceeding two years, or
- (e) an offence punishable on summary conviction.

R.S., c C-34, s. 118; 1972, c. 13, s. 7.

The definition of OBSTRUCTION from the Gary P. Rodrigues *The Police Officers Manual, 2000*:

OBSTRUCTION. Any act, **not** necessarily an unlawful act, including a concealment, which frustrates or makes more difficult the execution of a peace officer's **duty** (R. v. Moore (1977), 36 C.C.C. (2d) 481 (B.C. C.A.)).

Misera est servitus ubi jus est vagum aut incertum. It is a miserable **slavery** where the law is vague or uncertain.

Criminal Code
115011
every one, person and owner, and similar expressions, **include Her Majesty and an organization**; (*quiconque, individu, personne et propriétaire*)

Cochrane v. Ontario (Attorney General), 2007 CanLII 29973 (ON SC)
Superior Court of Justice — Ontario
2007-07-27 | 24 pages
Constitutional law — Fundamental principles — Validity of legislation — Dog owner's liability
Charter of Rights — Enforcement
Judges and courts — Stare decisis
Constitution Practice and procedure Rights and freedoms

[...] [39] **The Attorney General suggests, in the alternative, that the problem could be addressed by either adding the word "only" such that the definition reads "includes only" or replacing the word "includes" with the word "means".** [...] [40] **The Attorney General points to two cases in which "includes" introduces an exhaustive list.** In *Re Canada 3000 Inc.*, 2006 SCC 24 (CanLII), [2006] 1 S.C.R. 865, the court stated at para. 47 that "(t)he English word 'includes' may also, depending on the context, precede a list that exhausts the definition." The [...] [41] **In R. v. Loblaw Groceteria Co. (Manitoba) Ltd.**, 1960 CanLII 84 (SCC), [1961] S.C.R. 138, **the court stated that "include" may be an exhaustive definition, depending on the context.** [...] **the Attorney General submits that the list is exhaustive even with the word "includes".**

Appendix A: Glossary of Terms - Charge: An accusation that someone committed a crime that must be proven in court, a charge is directed towards an individual and drawn from a statute.

The definition from The Dictionary of Canadian Law for CROWN CHARGES:

CROWN CHARGES. All charges, fees, assessment levies and dues in respect of Crown timber, costs, expenses and penalties imposed under this Act or the regulations or payable to the Crown **by virtue of any contract.**

Appendix A: Glossary of Terms - Offence: A violation against any federal, provincial, or municipal statute/by-law.

R. v. G.M., 1985 CanLII 3583 (ON CJ) — 1985-11-22
Ontario Court of Justice — Ontario
young person — offence — disposition — punishment — beyond a reasonable doubt

[...] **OFFENCE.** A word with no fixed or technical meaning, denoting an act contrary to, offending against, and punishable by, law, **but particularly one made to by statute rather than by common law**, the latter being usually called crimes, and also particularly one punishable on summary conviction. [...] **The distinction between crimes and offences is a matter of common usage of words rather than of legal definition.** [...] Thus, the usual terminology is of "road traffic offences". In *R. v. Cohn* (1984), 15 C.C.C.

Name: Nicole Corrado

Agenda item: 12. Inquest into the Death of Robert Morfitt Verdict and Recommendations of the Jury

Format: Written only

Plain text: Although tragically a peaceful response may not have been possible in this case, the police mindfulness training is not effective if it is focused on violence and seeing the suspect as “other” or an “enemy”. The police should see the suspect as a client they are called to help, and see the person as another human being in need of help to do the right things. This peaceful and loving approach could transform society and perhaps prevent another situation like this one.
Nicole Corrado

Name: Nicole Corrado

Agenda item: 13. Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Douglas Amankona Kyereh

Format: Written only

Plain text: This case demonstrates the need for a culturally appropriate non police response for people with a mental health condition experiencing a neurological event. Rudely awaking a Black homeless man in the Metro, arresting him, and then throwing him into a bullpen style prison is just shockingly cruel. The man was clearly sick from a substance and should have been treated by paramedics and brought to the hospital. Instead he was arrested simply for being an inconvenience to commuters. Why doesn't Toronto work with the local churches instead to help care for the homeless? The police were treating him like garbage. I take the Montreal Metro and say hello to the homeless people. They are my neighbours too, they just don't have a permanent home. Nicole Corrado

Name: Nicole Corrado

Agenda item: 14. Response to the Jury Recommendations from the Coroner's Inquest into the Deaths of Gladys Helen Ryan and William Thomas Ryan

Format: Written only

Plain text: This case shows how age and gender bias can turn fatal. Just because a man is old doesn't mean he isn't abusing his wife, or abusing other women. I have had negative encounters with an older man who harasses women at outdoor concerts. Nicole Corrado

Name: Nicole Corrado

Organization: Autistic self advocate

Agenda item: 17. Chief's Administrative Investigation Reports

Format: Written only

Plain text: This is a prime example of why we need more unarmed civilian mental health responders. The man was clearly in a state of neurological dysregulation. His alleged “threats” were likely “movie talk”, or echolalic speech. Or they may have been part of a fantasy world his mind was in (sticks could be believed to be magical wands). The problem with a police response is the automatic presumption of threat, and the ridiculously broad definition of a “weapon” or “edged object”. The “sharpened sticks” appear from the SIU photograph to be flimsy garden dowels that would break into pieces if you actually tried to stab anyone with them. While it is wonderful that the man was not seriously injured, it is of great concern that the police responded by yelling, chasing, and ultimately tasing, beanbagging, and kicking the man. The sticks and the running may have been stimming used to regulate the brain. While he did need to be protected from running into traffic, the police or a civilian rescue could have allowed him to move and stim without harming anyone. They could have offered other sensory objects to hold. And allowing him to run, (but not in traffic) would have made a difference. The very presence of police is triggering, but a non police response would be calming. I would like to see a different third party like MHAAP or Toronto Community Crisis Team reevaluate this case. The SIU reporter seems to be misinformed about people with mental health conditions and the Ontario Mental Health Act. The report says the man was subjected to “arrest” under the Mental Health Act. That is incorrect. A person is not arrested, they are apprehended. No charges are laid. And the SIU uses outdated terms like “of unsound mind”, and “mentally disordered” rather than respectful terms like “person experiencing a neurological dysregulation event” and “person with a mental disorder”. Nicole Corrado



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July 30, 2024

Re: Deputation, July 31, 2024, TPSB BOARD MEETING ITEM #13

Chief of Police Re: Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Douglas Amankona Kyereh

DEPUTATION from counsel for the family at the inquest: Knia Singh

Dear Toronto Police Board Members,

I would like to start my deputation by asking that we observe a meaningful moment of silence for founder of the Zero Gun Violence movement, the Honorable Louis March. Louis March passed away July 20, 2024.

Louis March did everything in his power to reduce gun violence in the city of Toronto.

I can say this with confidence because I worked closely with Louis for over a decade specifically since the Danzig shooting in 2012.

Louis had a deep love for community and the people that made it up.

Louis did not take breaks. He was a tireless advocate calling for resources for those most in need to address the root causes of gun violence. I feel it is important to recognize Louis in this forum because the police are here to ensure public safety. Louis was a strong advocate for public safety who would work with anyone who had the same objective. We will miss you Louis March.

I am here to make a deputation regarding the Chief's report regarding the Jury recommendations to the Toronto Police from the Coroner's Inquest into the death of Mr. Douglas Kyereh.

As counsel for the family on the inquest I can say this was a very complex set of factors that had many variables, however there were some critical key factors that I did not see addressed in the Toronto Police Report. The first and most important one is the role racial bias prejudice played in the sequence of events preceding Mr. Kyereh's death.

1. Racial bias in Detention recommendations by Officer Gris; and
2. Lack of 11(d) Charter protection – the presumption of innocence.

Racial bias in release recommendations

This report from the Toronto Police fails to address the racially biased recommendation to detain Mr. Kyereh by Detective Gris. Detective Gris' comments were filled with inaccuracies and prejudicial assumptions and racial bias by Detective Gris without asking Mr. Kyereh any questions and ascertaining facts to support his position there were multiple assumptions made and put on paper as fact. As counsel experienced in criminal law, and bail practices, the recommendations to the Crown by police officers play a pivotal role in what initial position the Crown takes on bail. If the Crown consents to release, that can dramatically speed up the prospects of release. The

Coroner's inquest revealed that expert opinion from the toxicologist stated, "the expert opined that Mr. Kyereh would have consumed methanol prior to boarding the TTC bus on June 10, 2016, and that *had he come to medical attention when he was at bail court, or at the booking desk at the TSDC, he might have survived* (pg15 of the Chief's report para.3).

To elaborate on that point, the officer's recommendation to detain severely limited Mr. Kyereh's chances of being released and receiving medical attention at an earlier point in time which according to the expert may have increased his chances of survival. Upon review of the officer's recommendations, they are inaccurate and addressed under item #6 in Appendix B. The following is an excerpt from the exhibits used at the inquest. It is the officer's recommendation to the Crown found in the TPS bail brief prepared for court.

OFFICER'S RECOMMENDATIONS:

*** DETENTION ORDER ***

The accused has been in Canada since 2009, as of 2011 he began to familiarize himself with the Criminal justice system, and in June of 2013 he began to accumulate convictions. Since then, he has averaged one conviction per month. The accused escaped a country plagued with its own problems and dangers and came to Canada, only to squander a glorious opportunity to make a life. The accused has been no less than a drain on social resources, having contributed absolutely nothing back to the society that gave him that chance.

He has no family, no address, no employment, no income. He steals from cars to support himself, except that he prefers to consume alcohol instead. He has no respect for the law or any authority. He does as he pleases and fights when told he is wrong. The accused is a nuisance to those making a contribution to society, taking from them possessions they worked very hard to acquire, then fighting with those dutifully employed to protect the innocent. What kind of existence is that? With convictions for Fail to Comply Probation/Recognizance, Fail to Appear Court, Escape Lawful Custody, Fail to Stop, and Obstruct, the accused has demonstrated a blatant disregard for the justice system and authority in general. On primary grounds, the accused must be held to ensure his appearance in court.

With convictions for Assault and Fail to Comply Recognizance, the accused has demonstrated a propensity for violence. This incident involved a Toronto Transit Commission Supervisor engaged in his duties attempting to remove the accused, intoxicated and passed out on a bus. The supervisor sustained a 2" long, deep scratch that drew blood onto his uniform at the hands of the accused. This demonstrates the accused's willingness to engage anyone that confronts him. On secondary grounds, the accused must be held to protect others from his unpredictable and volatile demeanour, and to prevent the accused from the commission of further criminal offences. With numerous convictions for theft, prowling, possession of stolen property, possessing break-in tools, the accused has shown us that no one is safe. In a highly populated metropolis, every parked car is another source of income. It is expected by the community at large that, on tertiary grounds, criminals such as the accused be held in custody to protect the innocent from carrying out nuisance tasks, such as replacing stolen identification or broken car windows, caused by the accused.

The TPS Chief's report states that the police already have systems in place to address this deficiency in writing police reports; "A show cause quality assurance/compliance review by the divisional Officer-In-Charge (O.I.C.) exists and is outlined in governance – specifically Service Procedure 01-03 Persons in Custody and Service Procedure 01-15 Bail Hearings and Detention Orders. All show cause reports are reviewed, approved, and signed off by a supervisor/O.I.C. prior to a prisoner being released to attend court. Training on report writing skills is provided to new police officers at the earliest stages of their career, and is reinforced through additional training at various milestones." How long has procedure 01-03 been in place and are there mechanisms to address instances like this where that process has failed to stop inaccuracies and racial bias from being passed on as recommendations to Crown Attorneys?

I find that the TPS Report from the Office of the Chief of Police fails to address the critical issue of racial bias in the recommendation for detention by detective Gris for Mr. Kyereh. Thus, prolonging his time in custody, adding to the time delay of Mr. Kyereh potentially receiving medical attention.

What cannot be gleaned from the Jury recommendations in this case is that under cross examination by counsel it was revealed by the investigating officers that they did not investigate the occurrence and alleged assault and failed to even interview the TTC operator who was allegedly assaulted. As an experienced criminal defence lawyer, I can say had the officers investigated and learned that Mr. Kyereh was physically shaken prior to him responding with a strike, the discretion of the officers may have come into play as to whether to even lay an assault charge or not considering the live element of self-defence.

Not laying a charge would have avoided the entire issue of Mr. Kyereh being in custody and having a negative recommendation to detain may have been avoided, thereby improving Mr. Kyereh's chances of receiving medical attention since he would not have been in custody during the time leading up to his seizure and the missed signs of blindness and unsteadiness may have been caught by someone in the public.

There are many instances during this interaction where "what if" plays a role. In my respectful submission the critical points are:

1. The lack of investigation into what occurred by the attending officers;
2. The recommendation to detain based on racial prejudice; and
3. The lack of follow up by court officers on the report of sudden blindness.

I would ask if the TPS Chief's report could address those critical moments during the TPS interaction with Mr. Kyereh.

Without being involved in the inquest these subtle nuances would be hard to detect based on the Jury recommendations alone, which is why on behalf of the family I thank the TPSB for providing this opportunity to make deputation on this matter. Hopefully this can give the service insight into potential future occurrences which may save lives going forward and prevent tragedies such as this one from occurring under similar circumstances.

Sincerely,



George (Knia) Singh J.D.