



Public Meeting

**Friday,
May 31, 2024
at 9:00AM**



PUBLIC MEETING AGENDA
Friday, May 31, 2024 at 9:00AM
Livestreaming at

<https://youtube.com/live/wO-d9OBD8wM?feature=share>

Call to Order

Indigenous Land Acknowledgement

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

Chief's Monthly Verbal Update

1. Confirmation of the Minutes from the regular public meeting held on [April 30, 2024](#).

Presentations and Items for Consideration

2. **Toronto Police Service Honour Wall**
 - 2.1 **Presentation**
 - 2.2 May 17, 2024 from Myron Demkiw, Chief of Police
Re: [Toronto Police Service Honour Wall](#)
3. **Hate Crimes**
 - 3.1 **Presentation**

- 3.2 April 23, 2024 from Myron Demkiw, Chief of Police
Re: Toronto Police Service 2023 Annual Hate Crime Statistical Report

4. April 24, 2024 from Myron Demkiw, Chief of Police
Re: Purchase of Body Worn Cameras, Conducted Energy Devices, and In-Car Cameras from Axon Canada

5. April 16, 2024 from Myron Demkiw, Chief of Police
Re: Request for Funds: Youth in Policing Luncheon and Awards

6. April 23, 2024 from Myron Demkiw, Chief of Police
Re: Contract Award to Paladin Technologies Inc. for Enterprise Closed Circuit Television Management Services

7. April 25, 2024 from Myron Demkiw, Chief of Police
Re: New Toronto Police Service (TPS) Service Procedure 17-14 Artificial Intelligence Technology

8. April 22, 2024 from Dubi Kanengisser, Executive Director
Re: City Council Decision – MM 16.19 – Authority to Donate Surplus Vehicles

9. May 15, 2024 from Dubi Kanengisser, Executive Director
Re: Proposed Revisions to Board’s Procedural By-Law

10. April 23, 2024 from Myron Demkiw, Chief of Police
Re: Annual Report: April 1, 2023 to March 31, 2024 – Grant Applications and Contracts

11. April 10, 2024 from Myron Demkiw, Chief of Police
Re: Annual Report: Police Towing Contract - January 2023 to December 2023

12. April 25, 2024 from Myron Demkiw, Chief of Police
Re: Annual Report of Co-operative, Joint and Consolidated Procurements for 2023

13. April 22, 2024 from Myron Demkiw, Chief of Police
Re: Toronto Police Service Audit & Quality Assurance Annual Report

14. April 23, 2024 from Myron Demkiw, Chief of Police
Re: Annual Report of Non-Competitive Purchases for 2023

15. April 23, 2024 from Myron Demkiw, Chief of Police
Re: Semi-Annual Report: Publication of Expenses – July 1 to December 31, 2023

16. **Chief's Administrative Investigation Reports**
 - 16.1 April 10, 2024 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Vehicle Death of Complainant 2023.56

 - 16.2 April 10, 2024 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2023.79

 - 16.3 April 10, 2024 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2023.76

 - 16.4 April 10, 2024 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2023.71

17. April 26, 2024 from Myron Demkiw, Chief of Police
Re: Annual Report: Occupational Health & Safety Update and Member Wellbeing Strategy Update for January 1, 2023 to December 31, 2023
(with a confidential appendix)

The Police Service Board will adjourn the public portion of the meeting and reconvene in-camera for consideration of confidential matters pursuant to Section 44 (1) of the *Community Safety and Policing Act* (CSPA).

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. **Labour Relations Matters**
 5. **Board Updates on Confidential Proceedings**

Adjournment

Next Meeting

Regular Board Meeting

Monday, June 24, 2024

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

Members of the Toronto Police Service Board

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

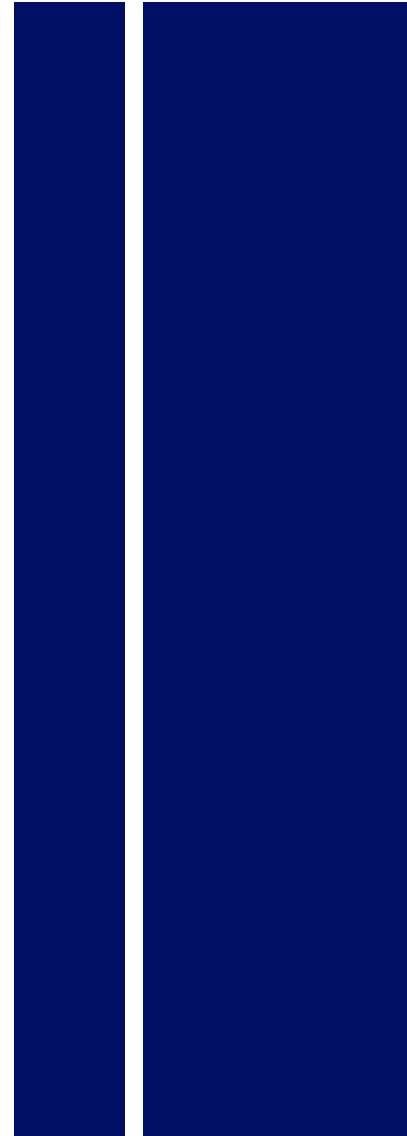
Lisa Kostakis, Vice-Chair
Nadine Spencer, Board Member
Shelley Carroll, Member & Councillor



Toronto Police Service Board Public Presentation

Honour Wall

May 2024



Memorial Walls

Headquarters – Grenville Lobby



Toronto Police College



Headquarters Museum



OHRC Minutes of Settlement

November 11, 2015 the Ontario Human Rights Commission filed a claim at the Human Rights Tribunal of Ontario

Alleging discrimination with respect to employment on the basis of disability

At the time, only members who died from physical injuries while working were placed on our memorial walls.

Minutes of Settlement – April 2017

Memorialize Members who die from Mental Health Injuries

- All members to be placed onto one wall
- Formal Application Process
- Defined Criteria for Inclusion on the Memorial Wall
- Expert Review on Application Procedure - Equal Opportunity
- Expert Report – Evaluation of Procedure three (3) years post launch



Finding the Path Forward

The passage of time has allowed for better understanding and an ability to accommodate the evolving attitudes around mental health

Because of the Line of Duty

and

In The Line of Duty

Mental Health Injuries

Physical Injuries

Toronto Beyond the Blue - Dilnaz Garda

In 2021 OPP Commissioner Thomas Carrique, with a working group, created the first memorial of its kind in Canada to memorialize members who had died by suicide.



Vision

Chief's vision for the **Hall of Honour** – Grenville Lobby

One memorial for all members – **Honour Wall** with four panels:

WW I - In the Line of Duty - Because of the Line of Duty - WW II



Importance of Recognition

Stakeholders and expert engagement

Equal recognition while acknowledging the uniqueness of these deaths is needed

All Members included

Recognition of the trauma, either cumulative or in one instance, that occurs as a result of service to the community

Criteria - A Member Death where injury or trauma, sustained during the course of their policing duties, was determined to be a significant contributing factor.

Memorial is centred on how they lived and served not how they died.

Opportunities for De-stigmatization, Prevention and Intervention

- access to programs, targeted interventions and other supports
- highlights the extent of mental health impacts to ensure there are appropriate resources and supports

Honour Wall Advisory Committee

Chief's Committee – provides thoughtful perspectives

Comprised of senior leaders throughout the Service

Includes external stakeholders

Dilnaz Garda – Canda Beyond the Blue

Jason Tomlinson - Toronto Police Association

Scott Maxwell – Wounded Warriors Canada

Opportunity to learn, inform areas of work and inspire programs

Inaugural
Because of the Line of Duty
Ceremony

May 2, 2024

Next Steps

This is just the start – there are many more members that we will work to have recognized on the Honour Wall

Procedure and application is posted online

Superintendent Tyrone Hilton

- Lead the working group to design the Hall of Honour
- Plan the memorial ceremonies for all members
- Decommission secondary memorials

Acknowledgements

Chief Myron Demkiw

Chief James Ramer (ret.)

Commissioner Thomas Carrique

Mr. Ryan Teschner

Mr. Jim Hart

Mr. James Cornish

Ms. Deirdre Ostrom – Peake (Labour)

Ms. Sie-Wing Khow (Legal Services)

Superintendent Don Belanger

Superintendent Tyrone Hilton

Inspector Stefan Prentice

Dr. Ash Bender

Mr. Amandi Esonwanne (City Legal)

Ms. Sandy Murray (Board Office)



CONFIDENTIAL REPORT

May 17, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Toronto Police Service Honour Wall

Purpose: Information Purposes Only Seeking Decision

Recommendation:

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

1. Receive this Report

Financial Implications:

There are no financial implications relating to the recommendations contained within this report.

Summary:

The Toronto Police Service (Service) currently has three (3) dedicated memorials to honour Service members who have lost their lives in the line of duty.

They are located at the following locations:

1. Toronto Police Headquarters – Grenville Lobby
 - a. Includes memorial panels for World War I and II veterans as well as Line of Duty Members
2. Toronto Police Headquarters – Museum
3. Toronto Police College – Auditorium Hallway

Toronto Police Service Board

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

On November 11, 2015, the Ontario Human Rights Commission (O.H.R.C.) filed a claim with the Human Rights Tribunal of Ontario (H.R.T.O.) on behalf of Linda Adamson, widow of Staff Sergeant Edward Adamson #2812, alleging discrimination with respect to employment on the basis of disability. Staff Sergeant Adamson died by suicide and had experienced psychological trauma from his involvement in a critical incident at work. The Board and the Service were both named parties in the claim.

At the time the claim was filed, these memorials only recognized Service Members who had died as a result of physical injuries sustained while on duty. There was no recognition for Service Members who had died by suicide as a result of mental health trauma sustained while in the performance of duty.

On April 18, 2017, the Board, Service and O.H.R.C. entered into a minutes of settlement (M.O.S.), that were amended on consent of the parties on December 12, 2023. These M.O.S., in part, provide for the following:

1. The Service will transform the Toronto Police Headquarters - Grenville Lobby memorial into the, "**Honour Wall**". The entire Grenville lobby area will also be renamed the "**Hall of Honour**".
2. The Service will develop and make public an application procedure where Members who have died as a result of having suffered psychological trauma due to their service to the community, can have their names engraved on the Honour Wall. That procedure will have set criteria and ensure Members who die from mental health injuries will have an equal opportunity for inclusion as Members who die from physical injuries.
3. The Service will have an expert evaluate the procedure three (3) years after it has been implemented to ensure it provides equal opportunity for inclusion of Members who die from mental health injuries as it does for Members who die from physical injuries.

Discussion:

Background

On November 11, 2015, the Ontario Human Rights Commission (O.H.R.C.) filed a claim with the Human Rights Tribunal of Ontario (H.R.T.O.) alleging discrimination with respect to employment on the basis of disability. The Board and the Service were both named parties in the claim.

On April 18, 2017, the Board, Service and O.H.R.C. entered into a minutes of settlement (M.O.S.). These M.O.S. were signed only in reference to the memorial located at the Toronto Police College, referred to as the, "Memorial Wall".

The 2017-M.O.S. provided that Members who had died from mental health injuries would have equal opportunity for inclusion as Members who had died from physical injuries on the Memorial Wall. The 2017-M.O.S. provided that the Service would

develop an application procedure to be released publicly with set criteria that would ensure all Members had equal opportunity for recognition on the Memorial Wall and that these names would be engraved on the same wall.

The Service developed a procedure which was publicly posted and started accepting applications for consideration. The Service struggled to fully implement the M.O.S. and did not authorize any names for inclusion. At the time, the Service was attempting to navigate an extremely complex set of circumstances with families, friends and loved ones who were grieving. There were strong conflicting feelings and attitudes from families in relation to memorializing Members who had died due to mental health injuries alongside those who had died from physical injuries.

As the Service worked towards full implementation, it was clear that memorializing Members on one wall pitted those with opposing views against each other placing the Service in an untenable position.

The intervening time, from April 2017 until October 2022, provided the Service with the opportunity to engage with stakeholders and its expert, Dr. Ash Bender. Dr. Bender was also an expert agreed to by the O.H.R.C., in the M.O.S., to evaluate the implementation of the procedure. This time also saw the overall evolution of societal attitudes towards those suffering mental health issues and within the culture of the Service as well. While there is still much work to be done there has been clear progress on destigmatizing mental health since 2017 and recognizing the issue without stigmatizing those who are afflicted.

Since 2017, the O.H.R.C. has worked with the Board and the Service toward implementation. In 2022, the O.H.R.C. Chief Commissioner Patricia DeGuire agreed to meet with the Board and Service including then Board Chair Jim Hart, Board Executive Director Ryan Teschner and Chief James Ramer. The O.H.R.C. agreed to allow the Board and Service to outline how the Service was currently positioned and to hear a proposal from the Service to amend the M.O.S.

Also included were Ontario Provincial Police Commissioner Thomas Carrique, Dr. Ash Bender and Canada Beyond the Blue President Dilnaz Garda, along with Toronto Police Association Directors Peter Grande and Jason Tomlinson (also Chair of the Ontario Police Memorial Foundation).

Through the work of Ms. Garda and Commissioner Carrique, the deaths of O.P.P. Service Members are solemnly recognized in a manner that recognizes the unique circumstances in each situation that resulted in a Member's death.

In the Line of Duty Death - A Member Death where injury or trauma, sustained during the course of their policing duties, was determined to be a predominant contributor.

Because of the Line of Duty Death - A Member Death where injury or trauma, sustained during the course of their policing duties, was determined to be a significant contributing factor.

Since the initial meeting, O.H.R.C. Commissioner DeGuire continued to engage with Chief Myron Demkiw in a number of smaller informal meetings as Chief Demkiw's vision for the Headquarters Grenville Lobby took shape. These meetings were proving to be fruitful and the O.H.R.C., Board and Service cooperatively executed two amendments to the 2017-M.O.S. to allow these discussions to continue.

Chief Demkiw envisioned the Grenville Lobby remade in its entirety as the Toronto Police Service Hall of Honour. This would transform the entire lobby into a place of reverence that would honour the sacrifice of all Service Members who have died due to trauma suffered in service to others. These members would be memorialized on an Honour Wall that would create unique panels on the same physical wall that would provide for equal recognition while acknowledging the uniqueness of these deaths. It will also provide a vehicle by which the magnitude of the issue of Because of the Line of Duty Deaths can be acknowledged without stigmatization.

The four (4) panels would honour Service Members who died in the following circumstances:

1. Veterans of World War I
2. Veterans of World War II
3. In the Line of Duty
4. Because of the Line of Duty

These ongoing meetings also resulted in modifying the criteria for inclusion to ensure the criteria were not so restrictive that Members who should be included are not excluded. For example, a physician's note is no longer required and discipline, while potentially relevant, is not an automatic disqualifier.

On December 12, 2023, a final amendment to the M.O.S. was cooperatively executed by the O.H.R.C., Board and Service that would see Chief Demkiw's vision for the Hall of Honour and the Honour Wall realized.

In order to ensure there was thoughtful consideration of applications to the Honour Wall, Chief Demkiw struck the Honour Wall Advisory Committee. Director of People and Culture, Nancy Casselman, is the Chair of this committee that is comprised of a diverse group that considers and provides recommendations to the Chief on each application. The committee is comprised of the following members:

1. People and Culture
2. Professionalism, Accountability and Awards
3. Equity Inclusion and Human Rights
4. Wellness
5. Toronto Police College

6. Uniform Field Operations
7. Chief's Ceremonial Unit
8. Wounded Warriors Canada
9. Canada Beyond the Blue
10. Toronto Police Association

Mr. James Cornish (Special Counsel and Strategic Advisor to the Chief) and Ms. Sie-Wing Khoo (Acting General Counsel) sit with the committee to provide assistance but do not provide legal advice. Inspector Stefan Prentice serves as the committee coordinator.

The committee recommendations are captured in minutes applying Chatham House Rules to ensure there is a safe space for all views to be shared. The committee does not record a vote, however, a summary of all viewpoints is shared with the Chief for his consideration. This is an important feature of the committee as it is anticipated that some applications will be extremely complex. The committee may also engage internal/external experts on an ad hoc basis in some cases.

The composition of the committee was designed with a view to the positions its members hold as leaders within the Service, rather than by the individual person. The committee serves a purpose greater than considering applications and making recommendations. The committee's objectives include; advancing efforts to de-stigmatize mental health, support prevention and intervention strategies and celebrate the way Service Members lived and served their community, regardless of how they died.

To support these objectives, leaders on the committee can take the lessons learned from considering applications and make real change within the organization, and within their units. The Chief is also well positioned to ensure the work of the committee is visible and aligned with all other areas of the Service.

Ms. Garda, Mr. Maxwell and Mr. Tomlinson have been tireless advocates for Member health and wellbeing and have made significant contributions to de-stigmatizing mental health issues and creating pathways for prevention, de-stigmatization and support for Members. Ensuring lived experience is embedded into every aspect of the committee's work is critical to ensuring there is also a diverse perspective in every conversation.

On February 29, 2024, the Service published the updated Honour Wall Procedure and Application Form (TPS 730) to its external website in the published procedures section. The application form is also posted on the external website in the forms section. There is also work underway to update the Office of the Chief and In Memoriam sections of the external website to include information on how to apply and obtain assistance if needed.

All applications will come to the Office of the Chief who will forward them to the committee coordinator for follow up and placement on the committee agenda.

The committee had its first meeting on January 24, 2024, and a subsequent meeting on February 29, 2024, where it considered four (4) applications and provided recommendations.

I have considered each application and can inform the Board that I have approved the following members for inclusion on the Toronto Police Honour Wall and their names will be inscribed on the Because of the Line of Duty panel:

1. Edward Adamson, Staff Sergeant 2812
2. Michael Pedley, Detective 2916
3. Darius Garda, Police Constable 10220
4. John Chisholm, Chief of Police

On Thursday May 2, 2024, the Service, joined by families, the Board and the O.H.R.C., hosted a ceremony to honour these members and celebrate their lives and service.

Next Steps

The Chief has directed staff to go back into our history to ensure that members who should be considered for inclusion on the Honour Wall are identified. Engagement with families and loved ones can then occur, where possible, and potentially an application can be made by them or on their behalf.

The committee will continue to meet regularly to ensure that applications are considered in a timely fashion, with the understanding that more complex applications may require a bit more time. The committee will strive to consider an application within six (6) months. All applications will receive a response regardless of the decision undertaken.

The Service will continue to engage and report to the O.H.R.C. as it receives applications and makes decisions. The O.H.R.C. has been very engaged in this journey with the Service and the Service remains committed to this relationship.

All members selected for inclusion on the Honour Wall, regardless of the panel to which their name is inscribed, will be equally celebrated and recognized for their service. Superintendent Tyrone Hilton, Chief's Ceremonial Unit, leads all Service memorial services and will continue to lead any new memorial ceremonies that will take place. Superintendent Hilton is also leading the physical remodelling of the Grenville Lobby into the Hall of Honour, including the physical design of the Honour Wall. Superintendent Hilton will engage external stakeholders as part of this redesign project.

Relevant Board Policies and Compliance

This report provides an update on the Service's compliance with the Human Rights Tribunal of Ontario Minutes of Settlement HR-2015-22578-C.

The Service will bring forward its final report after December 2026. This date marks three (3) years from the signing of the final addendum to the M.O.S. at which point the Service will engage its expert, Dr. Bender, if available, to provide an expert report on whether the Service's procedure provides an equal opportunity for inclusion on the Honour Wall.

Conclusion:

Mental health and wellbeing is a priority for the Service. Mental health and wellbeing enables our Members to be at their best. We also know that these are every day, societal issues that touch every single person in some way and at some point in their lives.

The Service is extremely pleased to have completed this stage of the work in this extremely important aspect of honouring those who have made the ultimate sacrifice in service of the community. Honouring how they lived and served is at the centre of this work. But more importantly, learning the valuable lessons to ensure we can prevent future deaths is critical.

The Service will ensure that de-stigmatization, prevention and intervention are at the heart of this work to ensure we have the greatest opportunities to support all members, their families and loved ones when they need it the most.

One death, any death, is one too many.

Nancy Casselman, Director People and Culture and Inspector Stefan Prentice, Intelligence Services, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

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

Attachments:

Toronto Police Service Honour Wall Procedure
Toronto Police Service Honour Wall Application, TPS Form 730

Toronto Police Service – Honour Wall

This procedure establishes the Toronto Police Service – *Honour Wall* which commemorates members of the Toronto Police Service who have died in service of the community. The Toronto Police Service - *Honour Wall* consists of four panels that will commemorate the following:

1. Members who have died in service during World War I
2. Members who have died in service during World War II
3. Members who have died In the Line of Duty
4. Members who have died Because of the Line of Duty

These panels will be placed on the same physical wall and have equal prominence.

The Chief of Police is responsible for authorizing all inscriptions onto the Toronto Police Service - *Honour Wall*.

Definitions

Line of Duty Incident

Includes an event in which a member is involved, or otherwise exposed to, while in the lawful performance of duty, and for the purpose of protecting and serving the public.

Injury or Trauma

Adverse impact(s) sustained by the member which may be the result of a single Line of Duty Incident, or the result of multiple such incidents.

Because of the Line of Duty Death

A Member Death where injury or trauma, sustained during the course of their policing duties, was determined to be a significant contributing factor.

Member

Means any police officer, civilian member, or auxiliary member of the Toronto Police Service. Includes members who have separated from the Service.

In the Line of Duty Death

A Member Death where injury or trauma, sustained during the course of their policing duties, was determined to be a predominant contributor.

Honour Wall – Advisory Committee

A committee established by the Chief of Police to administer the Toronto Police Service – *Honour Wall* procedure and make recommendations to the Chief as to whether a deceased member meets the criteria for inclusion and upon which panel their name should be inscribed. The committee is outlined in Appendix A (Yet to be created).

Application Process

The Chief of Police is responsible for ensuring there is a process in place for the receipt and review of all applications for member name inclusion on the Toronto Police Service - Honour Wall.

Toronto Police Service members who die from mental health injuries will have an equal opportunity, as members who die from physical injuries, for inclusion on the Honour Wall.

Procedure

When a member dies, any member or the deceased member's family may make a application to the Chief of Police, in the prescribed form (available online), to have the death recognized on the Toronto Police Service – *Honour Wall*. Upon determination by the Chief of Police that the criteria for such recognition have been met, the name of the deceased member shall be inscribed on one of the *Honour Wall* panels.

The Chief of Police may make an application to have members considered for inscription on the Honour Wall retroactively.

Applications shall contain a comprehensive summary of the facts and circumstances concerning the member's death. Applications shall indicate how the member's death meets each of the criteria set out below. On behalf of the Chief of Police, the Honour Wall Advisory Committee shall review the application and based on the established criteria and any other relevant considerations, make a recommendation to the Chief of Police as to whether or not the deceased member's name will be inscribed on the *Honour Wall*, and, if so, on which panel it should be placed.

The Chief of Police shall make the final determination for inclusion on the *Honour Wall* and on which panel the deceased's name will be placed.

The *Honour Wall* commemorates those who have died as a result of their service. By paying homage to members who, through their service and devotion, embody the noble qualities, ideals and values of the Service, it is intended to inspire those who continue to serve, to celebrate the life of the deceased and provide a place for families and those impacted to honour them, to destigmatize mental health injuries and to prevent future deaths. As such, those professional activities that distinguish the individual as a member of the Service must have predominantly or significantly contributed to the member's death.

In order to best achieve the goals of creating this *Honour Wall*, a wall devoted solely to those who have died in service of the community, this procedure has been established and will be maintained. The *Honour Wall* will serve as a powerful reminder that the duties of Toronto Police Service Members inherently expose them to traumatic events that, despite the best efforts of the Service, can cause injuries – including injuries that are often not visible.

The following are the criteria and the administrative process for advancing a candidate for inclusion on the *Honour Wall*. The process establishes the role of both the Chief of Police and the Honour Wall Advisory Committee.

Criteria

The following criteria apply to determinations regarding inclusion on the Toronto Police Service - *Honour Wall*:

1. The deceased member must have been an active member of the Service, engaged in their duties, at the time of the incidents giving rise to the injury or trauma.
2. The deceased member must have been acting in good faith, in the lawful performance of duty, and upholding the duties of their position and core values of the Service at the time the incidents giving rise to the injury and trauma occurred.
3. The injury or trauma must have been a predominant or significant contributing factor that led to the death of the deceased member (as described). The Chief of Police and the Honour Wall Advisory Committee may engage experts or others as they see fit, in order to thoughtfully consider whether these criteria have been met and if met, determine which panel the Member will be inscribed on.

4. The Chief of Police, at their discretion, may decline to approve any application if the deceased member was facing the potential of criminal or disciplinary charges for serious misconduct at the time of the death. However, the potential of criminal or disciplinary charges will not automatically disqualify an application where the injury and trauma may have contributed to the behaviour(s) that gave rise to the alleged misconduct.

The Office of the Chief, or designate, will provide responses to all applications. A application is complete when all of the information requested in the application form has been provided, together with all supporting documentation the applicant wishes to be considered or which the Chief of Police requests.

The decision of the Chief of Police on any application is final; however, should new information become subsequently available, the applicant may request a reconsideration based upon the inclusion of that new material. The Chief of Police retains the discretion not to reconsider a decision, or to decline to approve a reconsideration application, depending on the circumstances.

The Service will endeavor to provide decisions to all applications within a six (6) month timeframe. Complex applications may require additional time and consultations by the Chief, in which case applicants will be notified that their application will require more than 6 months.

Inscription and Remembrance Ceremonies

The Service will recognize each member whose name is inscribed on the Honour Wall in the following way:

1. The Service will conduct an inscription ceremony for each member when their name is first added to the Honour Wall. Every inscription ceremony will be given the same significance, recognition and importance. Families and/or loved ones of those members being inscribed shall be consulted in advance the inscription ceremony.
2. There will be a minimum of one remembrance ceremony each year, for each panel. The yearly remembrance ceremony for each panel may be conducted on the same date or on different dates. Each panel's remembrance ceremony will be given the same significance, recognition and importance.

The inscription and remembrance ceremonies will be coordinated by the Chief's Ceremonial Unit or designate.

Note: The Chief of Police and the Honour Wall Advisory Committee are not restrained from engaging and consulting with any expert, stakeholder, or any other person in their consideration of any aspect of an application, when considering any determinations on criteria for inclusion or when preparing for Inscription or Remembrance Ceremonies.



TORONTO POLICE SERVICE Honour Wall Application

The Toronto Police Service Honour Wall commemorates those members of the Toronto Police Service (Service) who lost their lives in Service to the community.

Any deceased member of the Service who meets the eligibility criteria as set out in the Service - Honour Wall Procedure, will have their name, rank, badge number and date of death engraved on the Service Honour Wall located in the Hall of Honour at Toronto Police Service Headquarters.

During this time of heavy grief, if you require support in completing this application, in whole, or in part, please contact the Office of the Chief and a representative will assist you at officeofthechief@torontopolice.on.ca.

DECEASED MEMBER:

(Surname, G1) *(Rank or Title)* *(Badge No.)* *(Unit)* *Date of Death (YYYY/MM/DD)*

HONOURS, AWARDS AND DISTINCTIONS

In this section, please list Honours, Awards and Distinctions.

NEXT OF KIN:

Next of Kin: _____ Relationship: _____

Address: _____
(Street Name, No., City, Province & Postal Code)

Home Phone: _____ Cellular Phone: _____ Fax No.: _____

E-mail Address: _____

Submission Options:

E-mail: officeofthechief@torontopolice.on.ca

Mail/Hand Deliver to the Office of the Chief at 40 College Street, Toronto, Ontario, M5G 2J3

SUBMITTED BY:

(Surname, G1) *(Rank, if applicable)* *(Badge #)* *(Unit)*

Address: _____
(Street Name, No., City, Province & Postal Code)

Phone Number: _____ Fax No.: _____

E-mail Address: _____

Submitting Party Signature: _____

(Signature) *(Rank, if applicable)* *(Badge #, if applicable)*

PARTICULARS:

Date of Incident: _____ to _____ Date of Application: _____
(YYYY/MM/DD) (YYYY/MM/DD) (YYYY/MM/DD)

Event/Occurrence Number(s): _____
(if known)

SUMMARY OF CIRCUMSTANCES:

In this section, please provide as much information as possible about how the member served the community.

Please provide a complete summary of how the member's death was connected to their duties as a member of the Service and how their duties were either a predominant or significant contributing factor to their death. This could be a physical injury or a mental health injury.

Please provide as much information as possible that you feel is relevant. Please contact the Office of the Chief if you require any support with completing this application.

ATTACHMENTS

List and attach any information, articles or documents you feel the Chief should consider as part of the application.

OFFICE OF THE CHIEF:

Date Application Received by the Office of the Chief: _____
(YYYY/MM/DD)

Received by: _____

ADMINISTRATIVE USE ONLY:

Employment Date: _____ Years of Service: _____
(YYYY/MM/DD)

DISTRIBUTION: *Original - When completed by submitting party, forward to the Office of the Chief*



Toronto Police Service 2023 Annual Hate Crime Statistical Report

Intelligence Services- Hate Crime Unit

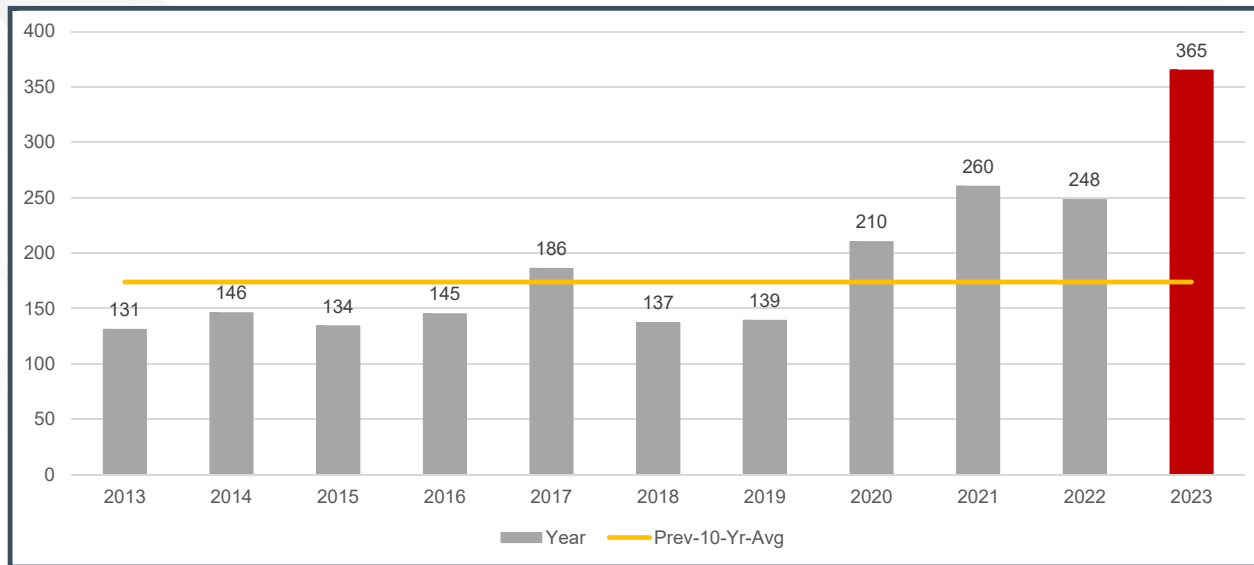
HCU MANDATE

The Service expanded the mandate of the Hate Crime Unit (HCU) on October 30, 2023, directing it to:

- Investigate all hate crime and hate propaganda cases;
- Liaise with the Ministry of the Attorney General in relation to hate crime investigations, if necessary;
- Provide follow-up and assistance in regards to all hate related incidents;
- Maintain an information base of hate-related occurrences and arrests;
- Assist in developing public education programs in partnership with other members of the Service and the community;
- Act as a central focus for the dissemination of information and provide support to Divisional Hate Crime Coordinators (DHCC), other police services, government agencies and the community;
- Investigate, assist and provide expertise to all criminal and non-criminal hate related investigations, including occurrences related to the Middle East October 7 conflict; and
- Investigate any arrest/occurrence generated as a result of protests and/or demonstrations related to the Middle East conflict. (Effective February 16, 2024)



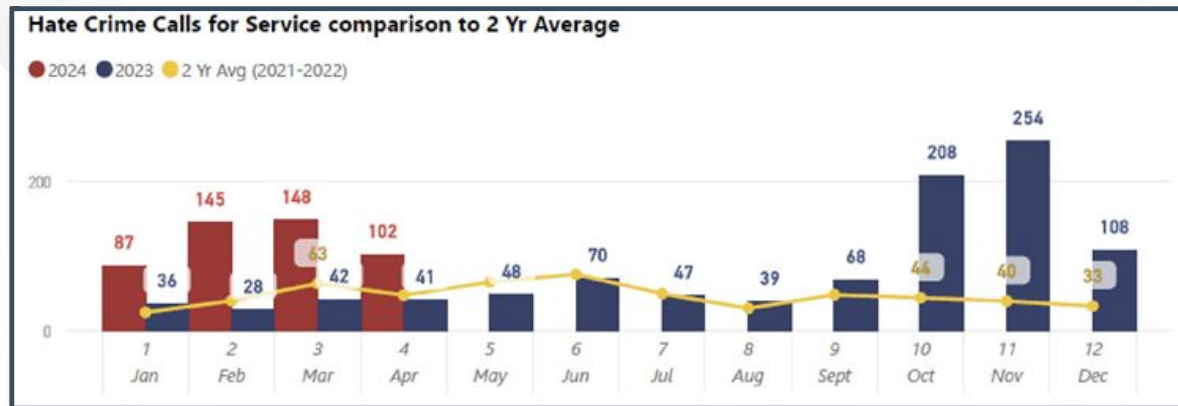
REPORTED HATE CRIMES 2013-2023



Note: In 2023, there was an increase in the total number of hate crime occurrences reported to the Service. In comparison to 2022, the number of reported occurrences increased from 248 to 365, representing a 47 per cent increase.



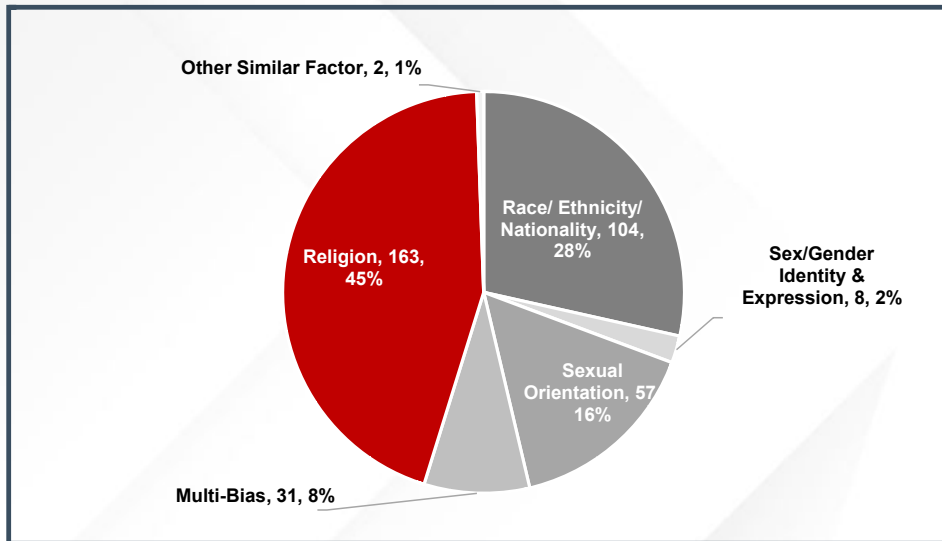
CALLS FOR SERVICE



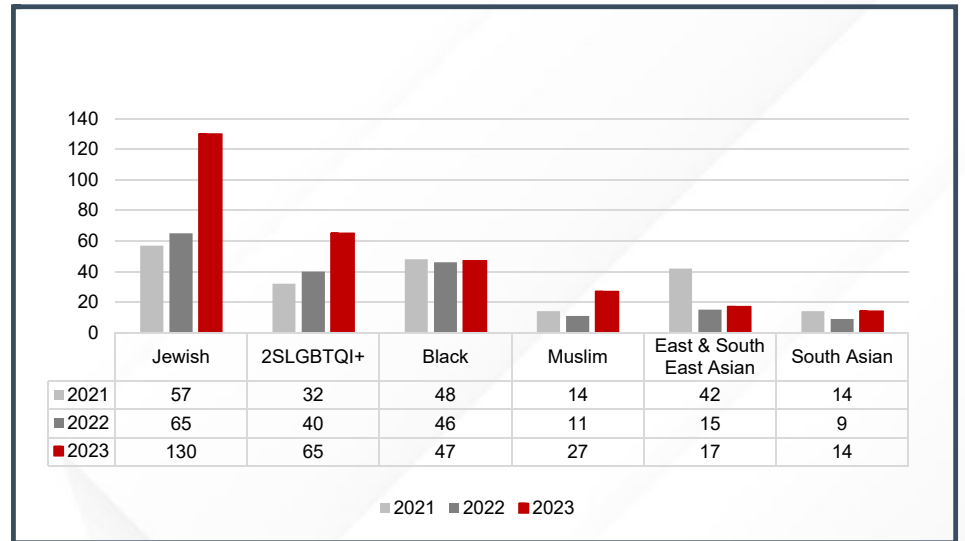
- Hate Crime Calls for Service increased 373 per cent in October compared to the past two year average.
- Hate Crime Calls for Service increased 387 per cent between October to December 2023 compared to the past two year average.



HATE CRIME VICTIMIZATION



Motivation of Hate Crime by Bias Category in 2023



Hate Crime Breakdown by Victimized Community Groups - 2021-2023



COMMONLY REPORTED HATE CRIME OFFENCE LOCATIONS

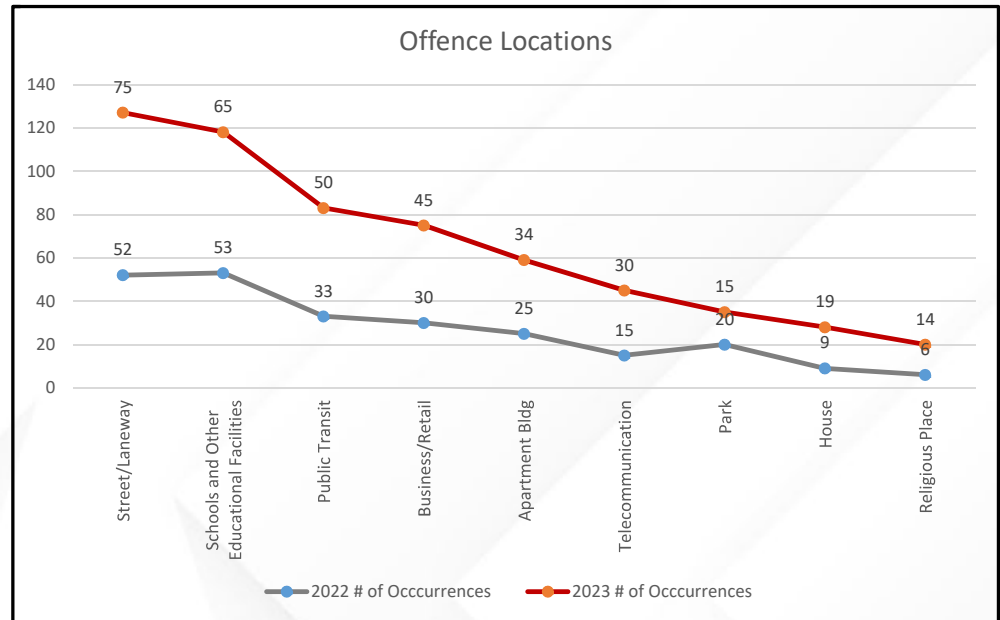
In 2023, 18% of reported hate crimes occurred at or on school property, representing a 23 per cent increase compared to the previous year reporting.

In 2023, 18 per cent of reported hate crimes occurred at or on street/laneways. The percentage of offences reported at these locations is similar to previous year reporting.

In 2023, 21 per cent of reported hate crimes occurred at or on public transit locations, representing a 52 per cent increase compared to the previous year reporting.

In 2023, 14 per cent of the reported hate crimes occurred at or on telecommunication locations, representing a 52 per cent increase compared to the previous year reporting.

Hate crime reporting for offences committed online or via telecommunications doubled in 2023 when compared with 2022.



Note: The total number of reported hate crimes in 2023 and 2022 were 365 and 248 occurrences respectively. Offence locations with less than five occurrences are not included in the above chart.

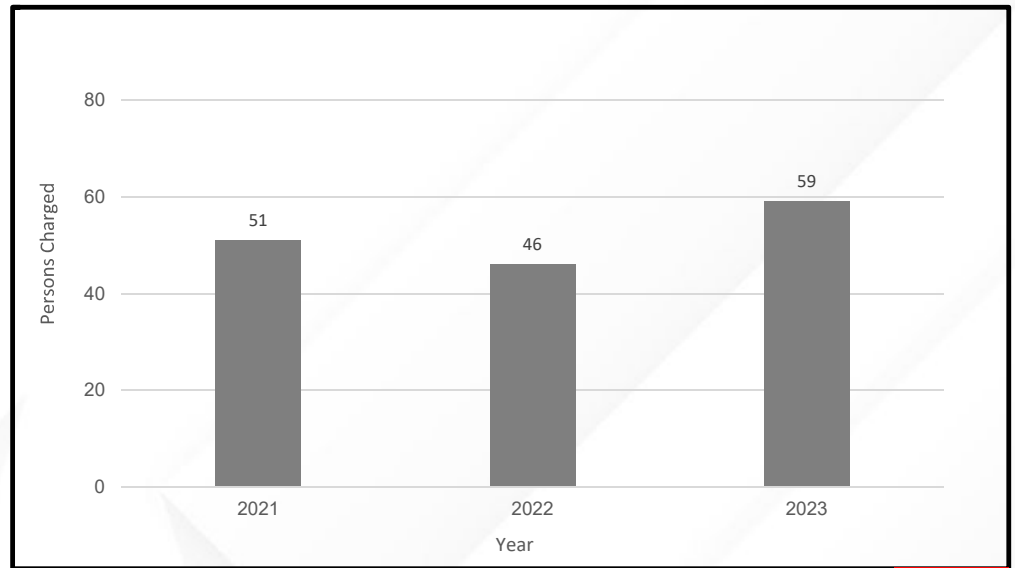


HATE MOTIVATED ARRESTS & CHARGES

2023: 59 persons charged in relation to 61 occurrences resulting in 156 charges. There was a 39 per cent increase in the number of charges laid in 2023 compared to 2022. The most frequently laid charges were related to uttering threats, mischief and criminal harassment.

2022: 46 persons were charged in relation to 52 occurrences, resulting in 112 charges.

2021: 51 persons were charged in relation to 57 occurrences, resulting in 86 charges.

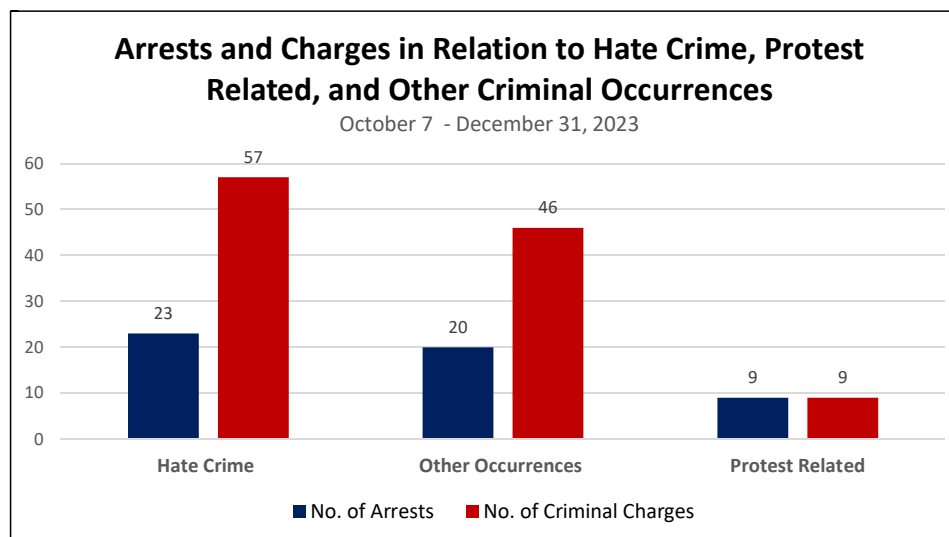


Note: In 2023, the number of charges laid increased by 58 per cent over the average number of charges laid compared to the past two years.



ARRESTS & CHARGES IN RELATION TO HATE CRIME OCCURRENCES AND PROTEST RELATED REPORTS BETWEEN OCT 7 to DEC 31, 2023

- Between Oct 7 and Dec 31, 2023, the Service arrested 23 persons and laid 57 criminal charges in relation to hate-motivated criminal occurrences.
- Nine persons were arrested and nine criminal charges were laid in relation to protest related occurrences.
- An additional 20 persons were arrested and 46 criminal charges were laid in relation to other criminal occurrences. These occurrences were investigated by the Hate Crime Unit and determined not be hate motivated and are not related to protests.

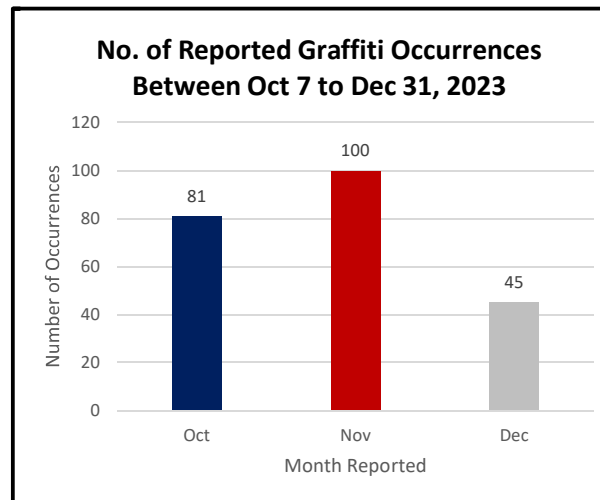


Occurrence Classification				
	Hate Crime	Other Criminal Occurrences	Protest Related	Total
No. of Arrests	23	20	9	52
No. of Criminal Charges	57	46	9	112



GRAFFITI RELATED OCCURRENCES REPORTED BETWEEN OCT 7 TO DEC 31, 2023

- On November 8, 2023, the Service launched its *Hate-Motivated Graffiti Intake Form*. The Form is a new online tool that provides the community an alternative method to report hate-motivated graffiti.
- Since the launch, the Service has received over 300 web submissions as of April 30, 2024.
- Between November 8 and December 31, 2023, TPS attended 302 Hate Crime - Calls for Service (HC-CFS), 112 (37 per cent) of these HC-CFS were reported through the Form.
- The Service received 107 graffiti related occurrences between November 8 to December 31, 2023. 57 of the 107 (53 per cent) graffiti related occurrences were generated as a result of the Form.



REPORT
HATE-MOTIVATED 

Graffiti 


Report online at:
tps.to/report OR
scan the QR Code



HATE CRIME INVESTIGATION

ANTI-MUSLIM/ANTI-PALESTINIAN -ASSAULT

- The HCU investigated three separate hate-motivated criminal occurrences between November 15 and 18, 2023.
- The first two incidents occurred on November 15 in different locations within Toronto.
- During the first incident the accused approached the victim and made anti-Muslim statements towards him before pepper spraying him in the face. Hours later, the accused approached a second victim and pepper sprayed the victim while shouting anti-Palestinian statements.
- TPS News Release was published.
- Three days later, the accused attended a Mosque and vandalized the front door.
- While outside of the Mosque, the accused uttered threats and assaulted three additional victims by throwing a rock towards them.
- The accused was arrested a short time later and charged with multiple offences including administering a noxious substance, and an assault with a weapon.
- MAG was notified of the arrest. This case is currently before the courts.



HATE CRIME INVESTIGATION

UTTERING THREATS – INTERNATIONAL INVESTIGATION

- The HCU received a report alleging that the complainant had received anti-Semitic emails that were threatening in nature.
- The HCU initiated an investigation, and with the assistance of the Service's Coordinated Cyber Centre and the International Assistance Unit, the accused was identified in the United States.
- The HCU sought the assistance of the Southern Nevada Counter Terrorism Center.
- The accused was located, arrested and charged by the Las Vegas Metropolitan Police Department (LVMPD).
- The HCU and LVMPD worked collaboratively and liaised with the Ministry of the Attorney General (MAG) and the Las Vegas District Attorney's Office throughout the investigation.
- The accused was convicted of uttering threats and sentenced by a US Court of Law.



HATE CRIME INVESTIGATION

ATTEMPT MURDER: ANTI-2SLGBTQI+

- The HCU was notified by divisional investigators that a victim had sustained multiple stab wounds.
- Information received from the victim was that the accused had made homophobic statements during the assault.
- The HCU worked with divisional investigators to locate the scene, and identify the accused.
- The accused was identified with the assistance of witness statements and a video canvass.
- The accused was arrested and charged with several offences including attempt murder.
- HCU obtained judicial authorization to search for evidence relating to the offence.
- MAG was notified of the incident.
- This case is currently before the courts.



HATE CRIME EDUCATION AND INITIATIVES

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

TPS Command Posts

Translation of Hate Crime Education Pamphlet

TPS Hate Crime Dashboard

Hate Crime Video Series

Humber College Poster Challenge



HATE LEAVES A MARK

HATE IS A HUMAN ISSUE.

Report Hate Crimes.

For more information on crime prevention, scan the following QR code on your smart phone or visit our website mentioned below.

www.torontopolice.on.ca/crimeprevention/



To report a crime anonymously, call Crime Stoppers at 1-800-222-4477 (TIPS) or online at www.crimestoppers.com



What is a Hate Crime?

About TPS Data & Maps My Neighbourhood Media Centre Services Careers Contact

HATE-MOTIVATED GRAFFITI

If this is an emergency or you are watching someone commit this act, please call 9-1-1.

This form is an intake for [hate-motivated graffiti](#) only. To report other types of graffiti, please visit [Graffiti Reporting](#).

Information contained in this form will be reviewed by a member of TPS. You may be contacted for additional information.

If you wish to remain anonymous, please visit the [Crime Stoppers Toronto](#) website and click on "Submit a Tip" button.

Tell us about the hate-motivated graffiti

Toronto Police Service is responsible for hate-motivated graffiti within the [City of Toronto](#). If you are outside of Toronto, please contact the police service of the area you're in.

Where is the graffiti located?*

Begin typing and select an address or intersection from the list.

e.g. 40 College St or Bay St and King St

When did you see it?*

yyyy-mm-dd --

Why do you believe this is "hate-motivated"?*

If you saw who did this, please provide a description of the person(s) (maximum 250 characters):

Additional details (maximum 250 characters)*

e.g. exact location of the graffiti; description of the graffiti; how you found it, etc.

Tell Us About Yourself

We require valid contact information. You may be contacted about this incident if we are unable to locate the graffiti.

Toronto Police Service - Chief of Police

About TPS Data & Maps My Neighbourhood Media Centre Services Careers Contact

Explaining Hate-Motivated Crime Video Series

Reporting Hate Crime Pamphlets

Hate the Hate, Report the Crime [\[DOWNLOAD FILE\]](#)

Hate the Hate, Report the Crime (Arabic) [\[DOWNLOAD FILE\]](#)

Hate the Hate, Report the Crime (French/Français) [\[DOWNLOAD FILE\]](#)

Hate the Hate, Report the Crime (Spanish) [\[DOWNLOAD FILE\]](#)

Hate the Hate, Report the Crime (Punjabi) [\[DOWNLOAD FILE\]](#)

Hate the Hate, Report the Crime (Italian/Italiano) [\[DOWNLOAD FILE\]](#)

Hate the Hate, Report the Crime (Polish/Polski) [\[DOWNLOAD FILE\]](#)

Hate the Hate, Report the Crime (Portuguese/Português) [\[DOWNLOAD FILE\]](#)

Hate the Hate, Report the Crime (Punjabi) [\[DOWNLOAD FILE\]](#)

* These links for user documents require you to be logged in. We'll remember you, so you won't have to log in every time.



THANK YOU





PUBLIC REPORT

April 23, 2022

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Toronto Police Service 2023 Annual Hate Crime
Statistical Report**

Purpose: Information Purposes Only Seeking Decision

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

Summary:

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

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

The Report also provides an overview of the alleged hate crimes committed in 2023, as well as the various hate crime related education, training, and community outreach initiatives that were undertaken by the H.C.U. and other units within the Service.

Toronto Police Service Board

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

Discussion:

In 2023, the H.C.U. continued its ongoing efforts to focus on building and enhancing community partnerships, including encouraging the public reporting of hate crimes. Internal education of service members, as well as external education, continued to be priorities as well.

The Service experienced a 47 percent increase in reported hate crimes in 2023 over 2022. In comparison to 2022, the number of reported occurrences increased from 248 to 365. The Middle East conflict that began on October 7, 2023, is a significant contributing factor to the increased reporting. As part of the Service's ongoing commitment to effectively respond to hate crimes, the Service found it necessary to expand its H.C.U. from six officers to a team of 32 members. The expansion of the H.C.U. was needed to increase its investigative capacity, respond to the significant increase in reporting and strengthen the relationship between the Service and affected communities. Furthermore, the expansion enabled the Service to expand the H.C.U. mandate to include the review, follow-up and investigation of all suspected hate crimes, including reported incidents relating to the Middle East conflict.

In 2023, the highest number of reported hate crimes targeted members of the Jewish community, Black community, the Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer (2SLGBTQI+) communities and the Muslim community. The three most frequently reported criminal offences motivated by hate in 2023, in order, were mischief to property, assault, and uttering threats.

As in past years, these offences occurred in a variety of different locations and settings. The following offence location types are listed in order of frequency from highest to lowest: schools, streets/laneways, dwelling places, business/retail, public transportation, parks, religious places of worship, outdoor public places, community and cultural centres, construction sites, government buildings, shelters, medical facilities, and via telecommunication (online/telephone).

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

In an effort to overcome these challenges in 2023, H.C.U. members actively engaged in proactive community outreach. Community outreach is focused on increasing awareness of hate crimes and the community resources available to support victims of hate crimes.

On November 8, 2023, the Service launched the Hate-Motivated Graffiti Intake Form. The form is a new online tool that provides the community an alternative and accessible method to report hate-motivated graffiti. The intake form is monitored 24/7 for officers to be dispatched to investigate incidents promptly and trigger the removal or cover up of graffiti in a timely manner.

In 2023, the H.C.U. worked closely with the Service's Analytics and Innovation Unit and the Business Change Management Unit to implement an internal Hate Crime Dashboard. An external facing dashboard will be launched in 2024.

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

Relevant Board Policies and Compliance

This report outlines the Service's compliance with Provincial Adequacy Standards; Law Enforcement 007 – Hate or Bias Motivated Crime and Law Enforcement 008 – Hate Propaganda

Conclusion:

The Report provides the Board with a comprehensive statistical overview of the hate crimes reported and investigated in the City of Toronto throughout 2023.

Deputy Chief Rob Johnson, Specialized Operations Command, 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:

Toronto Police Service 2023 Annual Hate Crime Statistical Report



Toronto Police Service

2023 Annual Hate Crime Statistical Report

Intelligence Services - Hate Crime Unit

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

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



Executive Summary

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

The Report explains the mandate of the Toronto Police Service's Hate Crime Unit and the methodology that is used by the Hate Crime Unit to collect statistical data. The data is based on hate crimes reported to the Toronto Police Service (the Service) between January 1, 2023 and December 31, 2023.

The Report also provides an overview of the training and education provided to Service members with respect to hate crimes in 2023, as well as the various community outreach initiatives that were undertaken by the Hate Crime Unit and other units within the Service.

The number of reported hate crime occurrences increased from 248 in 2022 to 365 in 2023, representing a 47 per cent increase. Over the past ten years, between 2012 and 2022, the average number of reported hate crimes has been approximately 174 per year.

The number of arrests related to hate crimes in 2023 increased from 46 persons in 2022 to 59 persons in 2023. Approximately, 52 per cent of reported hate crime occurrences in 2023 involved incidents of mischief to property (i.e. graffiti) in circumstances where there was limited or no suspect description available. These occurrences frequently transpired without the victim or any witnesses present, posing significant challenges to these types of investigations.

In 2023, religion, race/ethnic/national origin and sexual orientation were the most frequently targeted bias categories and exceeded the previous-five-year-average. Anti-Jewish (36 per cent), anti-2SLGBTQI+ (18 per cent), anti-Black (13 per cent), and anti-Muslim (7 per cent) criminal occurrences were the highest reported. The three most frequently reported criminal offences motivated by hate in 2023 were 'mischief to property', 'assault', and 'uttering threats'. The Jewish community, Black community, and the 2SLGBTQI+ communities were the most frequently targeted groups for mischief to property occurrences. The 2SLGBTQI+ communities was the most frequently targeted group for assault occurrences.

There are multiple factors that can affect the fluctuation in the number of reported hate crimes and the different community groups that are victimized. These factors include geopolitical events as well as heightened awareness stemming from community educational programs, hate crime training, and increased media coverage.

In 2023, the increases in reported hate crimes in the following victimized group categories were as follows:



-
- Antisemitic occurrences increased from 65 in 2022 to 135 occurrences in 2023. Of the 135 occurrences in 2023, 130 were anti-Jewish and 5 were anti-Israeli occurrences.
 - Anti-2SLGBTQI+ reported hate crimes increased from 40 in 2022 to 65 occurrences in 2023.
 - Anti-Muslim, anti-Palestinian and anti-Arab occurrences increased from 12 in 2022 to 36 occurrences in 2023. Of the 36 occurrences in 2023, 27 were anti-Muslim, 8 were anti-Palestinian occurrences and one was an anti-Arab occurrence.

The conflict in the Middle East that began on October 7, 2023 is believed to be a significant contributing factor to the increased reporting. There was a 32 per cent increase in the number of reported hate crimes after October 7 during the months of October, November and December in 2023. Mischief to property offences were the highest reported.

Additionally, there has been a continued increase in reported 2SLGBTQI+ hate crimes in Toronto. Over 27 per cent of the reported occurrences were unprovoked assault offences targeting members of the 2SLGBTQI+ communities. Over the past three years there has been a notable rise in anti-2SLGBTQI+ reported occurrences with protests relating to events such as *Drag Story Hours*, and debates concerning the inclusion of sexual orientation and gender identity into school curriculums being potential contributing factors.

In response to the conflict in the Middle East that began on October 7, the Service committed significant resources to address an increase in hate crime reporting in the city, including:

- An increase to the size of the Hate Crime Unit from a dedicated team of six (6) officers to thirty-two (32) members.
- Command Posts around the city's Jewish, Muslim, 2SLGBTQI+ neighborhoods, schools, businesses, and religious institutions. The Service heightened visibility and presence in communities across the city to enhance community safety and to provide residents across the city a greater sense of security.
- In November, the Service launched the *Hate-Motivated Graffiti Intake Form*. The Form is a new online tool that provides the community an alternative and accessible method to report hate-motivated graffiti. The intake form is monitored 24/7 for officers to be dispatched to investigate incidents promptly and trigger the removal or cover up of graffiti in a timely manner.

The Service recognizes that education and training are critical components of hate crime prevention and reporting. The Hate Crime Unit participated in internal and external hate crime initiatives with government agencies, academics, and community groups to promote hate crime education, awareness and reporting. These initiatives included developing educational materials, community consultations, and in-person and virtual hate crime seminars.



In 2023, the Hate Crime Unit worked closely with the Service's Analytics and Innovation Unit and the Business Change Management team to implement an internal Hate Crime Dashboard. An external facing dashboard will be launched in 2024.



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I. Introduction

The Toronto Police Service Hate Crime Unit (HCU) is a subunit of Intelligence Services – Security Section. The Security Section consists of Intelligence officers, specialized hate crime investigators, a civilian analyst and researchers. The Service has had a dedicated HCU since 1993.

Hate crime investigations are unique and complex. The HCU is responsible for providing specialized hate crime investigative support to units across the Service. These investigations require a timely and sensitive police response, specialized knowledge of the hate crime laws, and most importantly, an awareness of the significant impact these crimes have on victims, communities and society as a whole. In 2023, before October 7, the HCU consisted of two Detectives, four investigators.

In 2023, the Service experienced a 47 per cent increase in reported hate crimes. The conflict that began on October 7, 2023, is believed to be a significant contributing factor to the increased reporting. As part of the Service’s ongoing commitment to effectively respond to hate crimes, the Service added the following HCU positions: a dedicated Detective Sergeant, three Detectives, 11 Detective Constables, and eight Special Constables.

The expansion also included a new dedicated Inspector position. The Inspector is in charge of Intelligence Services – Security Section and has the discretion to assign additional officers from Intelligence Services to assist in the investigation and prevention of hate-motivated crimes, thereby assisting the HCU, as they deem necessary.

The expansion enabled the HCU to increase its investigative capacity and respond to the significant increase in hate crime reporting. Furthermore, the expansion enabled the Service to increase training, broaden community outreach, and address the need to provide resources, reassurance and support to victimized groups and the community in a timely manner.

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

Mandate

The Service expanded the mandate of the HCU on October 30, directing it to:

- Investigate, assist and provide expertise to all investigations and prosecutions, including incidents relating to the Middle East October 7 conflict.
- Provide follow-up and assistance in regards to all hate related incidents;
- Investigate all hate crime and hate propaganda cases;



-
- Liaise with the Ministry of the Attorney General in relation to hate crime investigations, if necessary;
 - Maintain an information base of hate occurrences and arrests to assist divisional analysts and investigators;
 - Assist in developing public education programs in partnership with other members of the Service and the community; and,
 - Act as a central focus for the dissemination of information and provide support to Divisional Hate Crime Coordinators (DHC), other police services, government agencies and the community.

Members of the HCU are responsible for reviewing and recording all suspected hate-motivated occurrences to ensure consistent identification/classification and to ensure a thorough investigation is conducted. Hate crime trends and patterns across the City help inform Service-wide strategies such as hate crime prevention, community outreach and public education. Proactive outreach consists of internal and external training, community engagement and media messaging. Examples of the Service's education and outreach initiatives can be found in Section 7 (pg. 28) of this report.

A Hate Crime Coordinator is assigned to each Division. The Hate Crime Coordinators are referred to as the Divisional Hate Crime (DHC) Coordinators.

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

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

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



II. Methodology

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

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

In some cases, the suspect may be completely unaware of the victim’s actual background and incorrectly assume the victim belongs to a particular group. Due to this fact, the victim becomes a target based on the suspect’s misperception. For example, there have been cases where individuals have been wrongly perceived by the suspect as being members of the 2SLGBTQI+ community and become victims of hate-motivated assaults. Similarly, in other cases, victims have been targeted due to their association with members of certain identifiable groups, though the victims themselves are not members of those groups.

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

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

Limitations

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

Under reporting continues to present a challenge that affects the HCU’s ability to investigate and prevent hate-motivated offences in various communities. As a result, the HCU continues to prioritize working with communities and media outlets to encourage and assist victims to report these crimes as an essential aspect of its mandate. The HCU continues to meet and consult with



a variety of established community organizations involved in anti-hate advocacy and is continually reaching out to build partnerships with new groups.

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

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

Community Impact

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

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

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

Criminal Code – Hate Provisions

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

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



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

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

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

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

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

Finally, section 718.2(a)(i) of the *Criminal Code* requires a court that imposes a sentence (for *any* offence) to consider, “evidence that the offence was motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or on any other similar factor”, as an aggravating factor in deciding on the appropriate sentence. For example, if an individual carves neo-Nazi hate symbols, imagery or words such as the letters KKK and/or racial slurs, into the door of a vehicle, the offender may be charged by police with the criminal offence of mischief. The investigators will document the occurrence and collect all related evidence such as witness/victim statements, photographs and video footage. The occurrence would be classified as a hate motivated crime. The consent of the Attorney General would not be required to commence criminal proceedings for such a case and all hate-related evidence would be presented to the courts at the time of sentencing.



III. Results

Reported Hate Crime Occurrences

In 2023, there were 365 hate crime occurrences reported to the Service. This represented a 47 per cent increase in hate crime occurrences compared to 2022 when 248 occurrences were reported. Figure 1 displays hate crime occurrences in Toronto from 2013 to 2023, with the 10-year hate crime occurrence average. Since 2020, the number of hate crime occurrences has increased beyond the 10-year average each year. There was a 110 per cent increase in reported hate crimes in 2023 compared to the 10-year average, representing a difference of 191 occurrences (2023=365 occurrences | 10-Yr-Avg=174 occurrences).

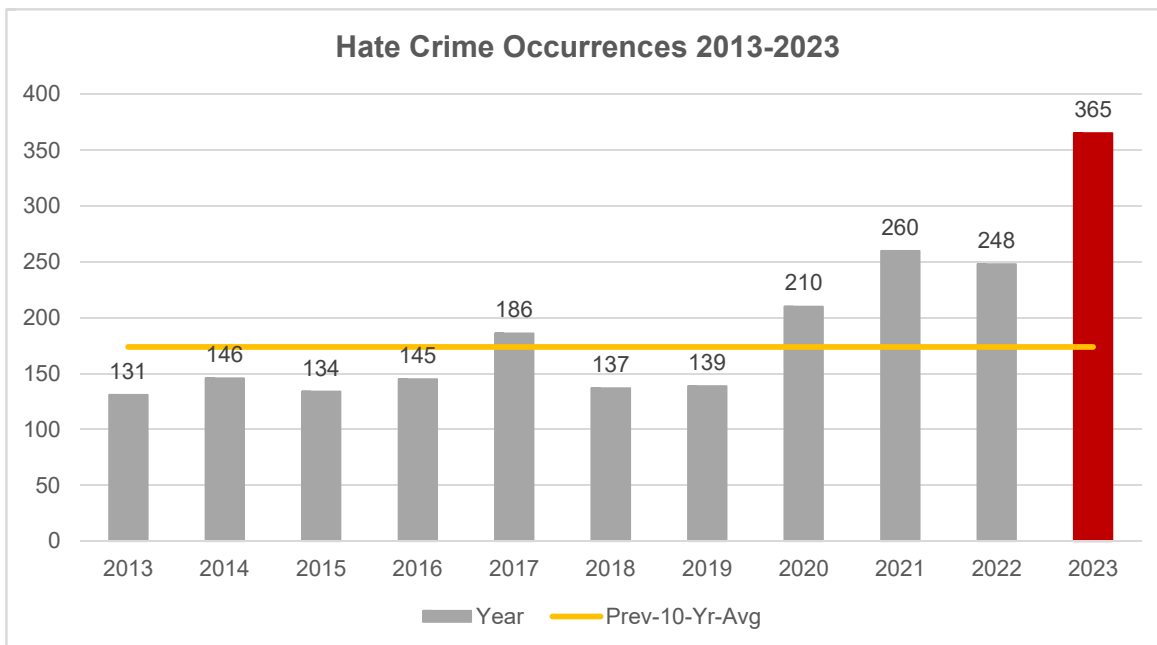


Figure 1. Hate Crime Occurrences by Year compared with the 10-Year-Average

Table 1 (below) provides a comparative analysis of reported hate crimes per month between the years 2021 and 2023. The highest number of reported hate crimes were during the months of November (45), June (44) during Pride Month and October (43).

The Middle East Conflict that began on October 7, 2023 is believed to be a significant contributing factor to the increased reporting during the months of October and November. This increase coincides with the large number of antisemitic and anti-Muslim, anti-Palestinian and anti-Arab hate crime reporting during these months.

In total, there was a 32 per cent increase in hate crime reporting post-October 7 between the months of October and December 2023.



Table 1. Comparative Analysis of Monthly Hate Crime Reporting 2021-2023

Month/ year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2021	15	15	36	20	27	28	22	13	31	26	16	11	260
2022	18	25	29	20	24	25	16	12	20	22	18	19	248
2023	15	18	27	36	28	44	30	18	31	43	45	30	365
Total	48	58	92	76	79	97	68	43	82	91	79	60	873

There are multiple factors that can affect the fluctuation in the number of reported hate crimes and the different community groups that are victimized. These factors include geopolitical events as well as heightened awareness stemming from community educational programs, hate crime training, and increased media coverage. International events can have a direct impact on diaspora communities within Toronto’s diverse population; leading to concerns of social divisiveness, stress, and fear within the community.

The Service’s continued commitment to community outreach, education, and alternate reporting initiatives, such as the online *Hate-Motivated Graffiti Intake Form*, may also contribute to increased hate crime reporting and awareness.

Motivation of Hate Crime Victimization

Religion, race/ethnicity/nationality, and sexual orientation were the predominant motivating factors for hate crimes in 2023.

Hate crimes targeting a religion accounted for 45 per cent (163 occurrences) of reported hate crime occurrences in 2023 (Figure 2). In comparison to 2022, there was a year-over-year increase of 85 occurrences (2023=163 occurrences | 2022= 78 occurrences). Eighty per cent of the hate crimes targeting a religion were anti-Jewish occurrences (130 occurrences), and 17 per cent were anti-Muslim (27 occurrences).

In 2023, hate crimes targeting a race/ ethnicity/ nationality were the second most targeted bias category representing 28 per cent of reported hate crime occurrences (104 occurrences). The Black and East & Southeast Asian communities were the predominant victimized community groups within this category. The number of reported hate crimes targeting a race/ethnicity/nationality were lower in comparison to 2022 (2023=104 occurrences | 2022= 91 occurrences).

There was a year-over-year increase of 104 per cent for hate crimes targeting a sexual orientation from 2022 to 2023 (2023=57 occurrences | 2022=28 occurrences). Hate crimes targeting a sexual orientation accounted for 16 per cent of the total hate crimes reported in 2023 (57 occurrences).



Motivation of Hate Crime by Bias Category in 2023

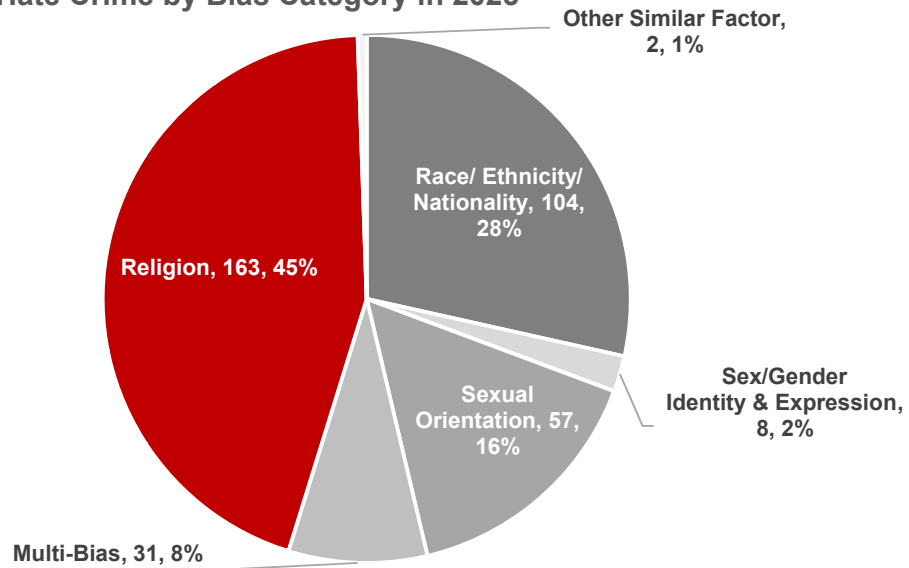


Figure 2. Motivation of Hate Crime by Bias Category is based on the total number of hate crime occurrences reported in 2023. The age, disability, and language bias categories compose 0 per cent of hate crime occurrences reported.

Hate Crimes by Bias Category 5-Yr- Comparison



Figure 3. The graph displays year-end 2023 hate crime occurrences by bias category compared to the previous 5-year average (2018-2022). The bias categories with the largest difference between 2023 and the 5-year average were religion, sexual orientation, and race/ethnicity/nationality. The age, disability and language bias categories compose 0 per cent of the reported hate crime occurrences in 2023.

Community Victimization

Victim groups are categorized by the suspect’s perception. Anti-Jewish (36 per cent), anti-2SLGBTQI+ (18 per cent), anti-Black (13 per cent) and anti-Muslim (7 per cent) criminal



occurrences were the highest reported accounting for approximately two-thirds of the total hate crime reported in 2023 (Figure 4).

In 2023, Toronto experienced a 108 per cent increase in anti-Jewish/Israeli hate crime reporting (2023=135 occurrences | 2022=65 occurrences). Anti-Muslim, anti-Palestinian, and anti-Arab reported hate crimes increased approximately 200 per cent from 2022 to 2023 (2023=36 occurrences | 2022=12 occurrences). The Middle East Conflict that began on October 7 is believed to be a significant contributing factor to the increased reporting.

There was a 63 per cent increase in 2SLGBTQI+ hate crime reporting in 2023 compared to 2022. In 2023, approximately one-third of the anti-2SLGBTQI+ reported hate crimes occurred during the month of June during Pride Month (20 occurrences). Hate crimes targeting 2SLGBTQI+ communities in Toronto have increased year over year since 2021, which is consistent with national hate crime reporting trends^[1] Additionally, there has been an increase in protest activity in Toronto opposing kid-friendly *Drag Story Hours* and debates concerning the inclusion of sexual orientation and gender identity in the school curriculum. Media outlets have reported similar protest activity in other Canadian cities.

In 2023, there was an increase in anti-South Asian hate crimes (2023= 14 | 2022=9). Of note, six (6) of the 14 reported anti-South Asian hate crime occurrences all of which were unprovoked assaults or threats of violence.

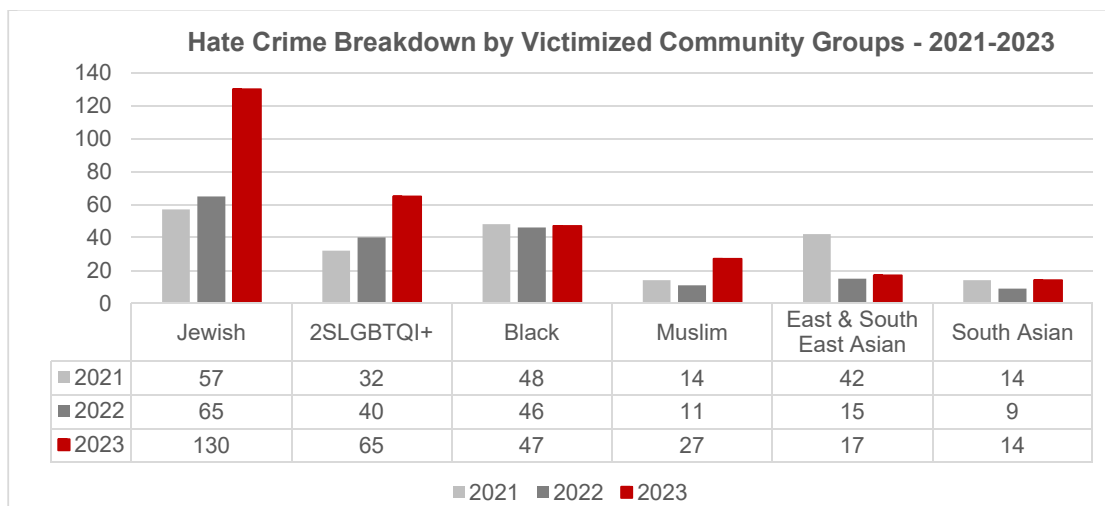


Figure 4. Hate Crime Breakdown by Victimized Community Groups 2021-2023. Anti-Jewish, Anti-2SLGBTQI+, and anti-Black hate crimes were the most frequently reported occurrences in 2023.

¹ Statistics Canada. <https://www150.statcan.gc.ca/n1/daily-quotidien/240313/dq240313b-eng.htm> (statcan.gc.ca). Accessed April 9, 2024



Hate Crime by Multi-Bias Occurrences

When more than one identifiable group is targeted, the occurrence is classified as multi-bias. In 2023, there were 31 reported hate crime occurrences classified as multi-bias, compared with 33 occurrences in 2022.

Of the 31 hate crime occurrences categorized as multi-bias, the Black community and Jewish community were targeted in 19, and 15 of the occurrences respectively (Figure 5).

When comparing the number of reported multi-bias hate crime occurrences with a single bias motivation a similar trend is observed; the Black, Jewish and 2SLGBTQI+ communities reporting the highest numbers in each categories. The number of reported multi-bias occurrences targeting members of the Black, Jewish and 2SLGBTQI+ communities decreased in 2023 from 2021.

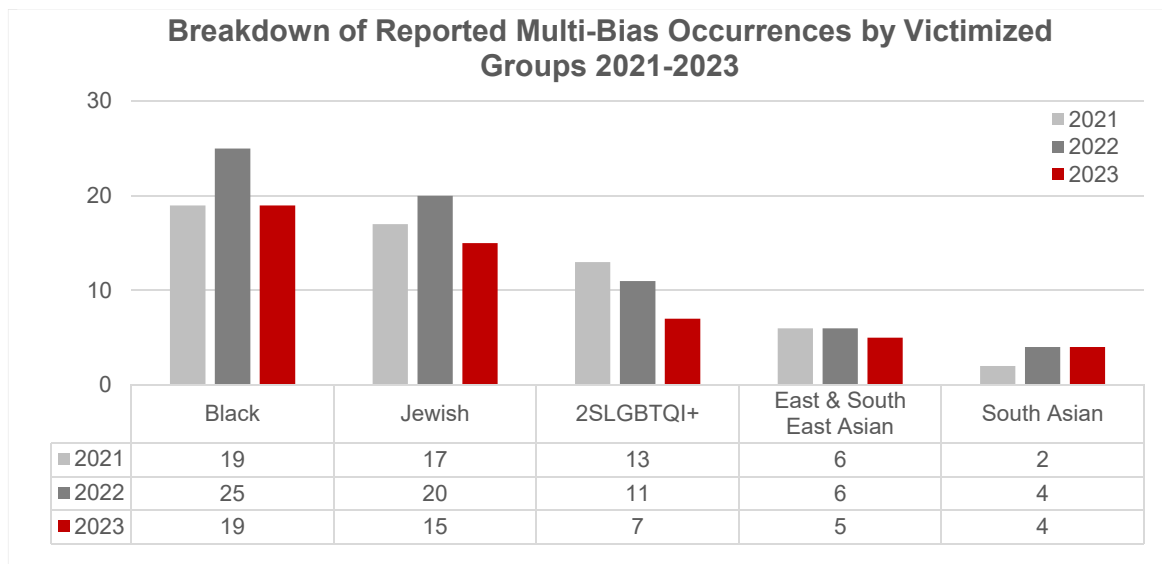


Figure 5. Breakdown of Reported Multi-Bias Occurrences by Victimized Community Groups 2021 to 2023.

Hate-Motivated Criminal Offences

In 2023, the most prevalent hate crime offences reported were mischief to property (included in “mischief related²”), unprovoked assaults (included in “assault related³”), and uttering threats (Figure 6).

In 2023, mischief to property occurrences represented approximately 52 per cent of the total reported hate crime occurrences, which is consistent with previous year reporting. There was a

² Mischief-related offences include : Mischief Interfere with Property, Mischief Over \$5000, Mischief to Data, Mischief to Religious Property, Educational Institutions, etc., and Mischief Under \$5000

³ Assault-related offences include: Assault, Aggravated Assault, Assault with Weapon, Assault with a Weapon/ Bodily Harm, Sexual Assault, Assault



33 per cent increase in reported hate-motivated mischief occurrences in 2023, compared to 2022. Examples of mischief to property include graffiti and damage to property.

Between 2022 and 2023, there was a 37 per cent increase in assault related offences (2023=86 occurrences | 2022=63 occurrences). Hate-motivated assaults accounted for 22 per cent of all reported hate crime occurrences in 2023, and 25 per cent in 2022, and 33 per cent in 2021. Assault related offences include: assault (54) and assault with a weapon/bodily harm (22).

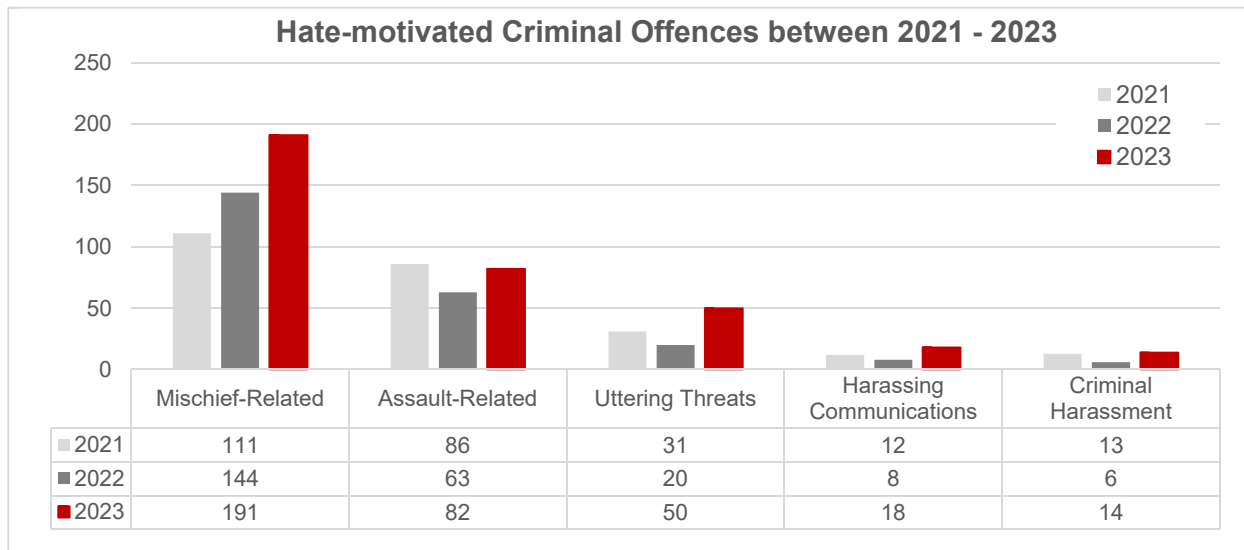


Figure 6. The above chart displays the most commonly reported hate-motivated criminal offences in Toronto from 2021 to 2023. Offences with less than five occurrences are not displayed in the chart above.

Over the past year, uttering threat occurrences increased by 30 occurrences, from 20 occurrences in 2022 to 50 in 2023. Hate-motivated uttering threat occurrences account for 14 per cent of the reported occurrences in 2023, and 8 per cent of the occurrences in 2022.

In 2023, hate-motivated mischief related occurrences targeting members of the Jewish community (98 occurrences), 2SLGBTQI+ community (27 occurrences) and Black community (26 occurrences) were the highest reported.

Hate-motivated assault related occurrences were the second most common hate crime offence category reported in 2023. The most frequently targeted victim groups were 2SLGBTQI+ communities (18 occurrences), Black communities (11 occurrences), and South Asian communities (11 occurrences). Assaults against the Muslim community increased from two (2) occurrences in 2022 to ten (10) occurrences in 2023. Four (4) of the ten (10) occurrences were reported after October 7, 2023. Similarly, in 2023, there were three (3) reports of assaults against members of the Sikh community, compared to zero (0) in 2022.



Uttering threat hate-motivated occurrences more than doubled, totaling 50 occurrences in 2023 compared to twenty (20) in 2022. In 2023, the most frequently targeted victimized groups for uttering threat occurrences were the Jewish community (14 occurrences), the 2SLGBTQI+ community (10 occurrences) and the Black community (6 occurrences). Notably, uttering threat occurrences targeting the Jewish community increased by 13 occurrences, from one (1) in 2022 to 14 occurrences in 2023. Additionally, anti-2SLGBTQI+ and anti-Black uttering threat occurrences rose from six (6) occurrences in 2022 to ten (10) in 2023; and from four (4) occurrences in 2022 to six (6) in 2023, respectively.

Divisional Hate Crime Reporting Trends

The majority of TPS Divisions experienced an increase in the number of reported hate crime occurrences in 2023 compared to the previous year with the exception of 22 Division, 51 Division, and 55 Division (Figure 7).

The Divisions with the highest number of reported hate crime occurrences in 2023 were 32 Division (70 occurrences), 52 Division (37 occurrences), 53 Division (35 occurrences) and 55 Division (30 occurrences); in total, these four Divisions experienced 47 per cent of total reported hate crimes in 2023. The following divisions experienced the largest increases in hate crime reporting between 2022 and 2023: 32 Division (increase of 43 occurrences), 11 Division (increase of 20 occurrences), and 53 Division (increase of 20 occurrences). Conversely, 22 Division, 51 Division, and 55 Division had the largest decrease in reported hate crimes (decrease of 14 occurrences, seven occurrences and three occurrences, respectively).

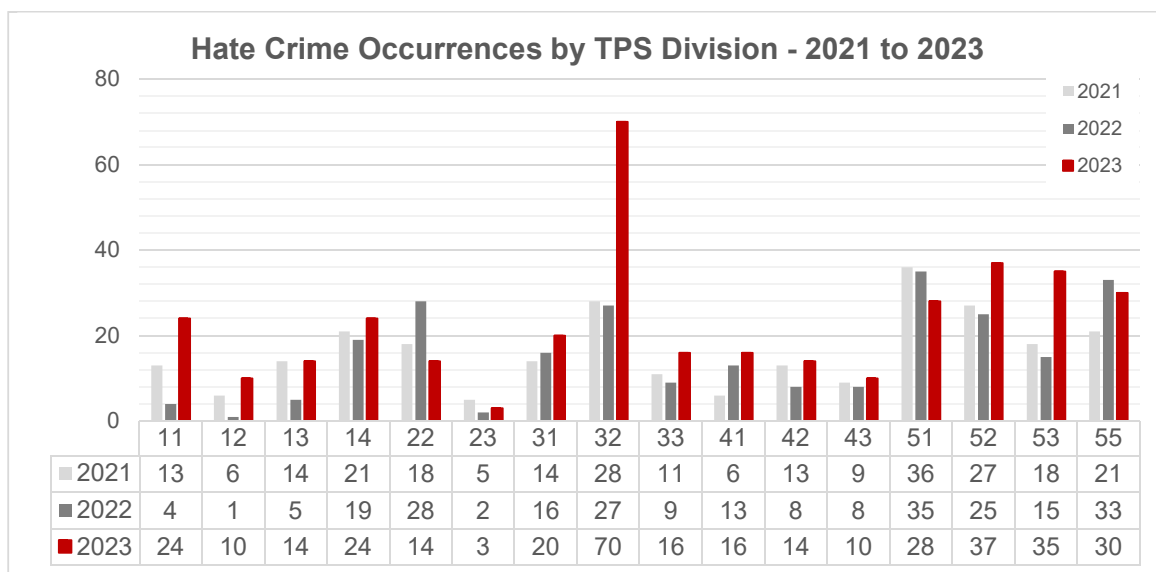


Figure 7. Hate Crime Occurrences by TPS Division. The Divisions with the highest hate crime reporting were 32 Division, 52 Division, and 53 Division.



Table 2 provides a breakdown of monthly hate crime reporting in 2023 by division. In 2023, 32 Division reported the highest number of hate crimes, particularly witnessing spikes during the months of April, July, November, and December. Moreover, an increase in hate crime reporting in 14 Division, 32 Division, 52 Division, and 53 Division, during the months of October, November, and December, is believed to be attributed to the Middle East Conflict that began in October.

Table 2. Reported Hate Crime by Month and TPS Division

	Division																Total
	D11	D12	D13	D14	D22	D23	D31	D32	D33	D41	D42	D43	D51	D52	D53	D55	
Jan	1	2	-	-	-	-	-	5	-	-	-	-	3	1	1	2	15
Feb	-	2	1	1	1	-	1	3	-	1	-	1	2	1	-	4	18
Mar	5	2	-	-	1	-	-	2	1	3	-	-	2	6	2	3	27
Apr	3	-	1	2	2	1	2	7	5	2	1	4	2	2	1	1	36
May	3	-	1	3	1	-	-	6	1	1	1	2	4	2	-	3	28
Jun	-	3	3	3	2	-	3	5	1	4	4	-	2	4	6	4	44
Jul	3	1	2	3	1	-	2	9	3	-	-	-	2	2	-	2	30
Aug	1	-	1	-	-	-	1	5	1	1	2	-	1	-	1	4	18
Sep	3	-	2	1	2	1	3	5	1	-	1	-	2	3	6	1	31
Oct	-	-	1	6	3	1	2	2	-	3	2	1	1	8	10	3	43
Nov	2	-	1	3	1	-	4	13	3	-	2	1	3	5	6	1	45
Dec	3	-	1	2	-	-	2	8	-	1	1	1	4	3	2	2	30
Total	24	10	14	24	14	3	20	70	16	16	14	10	28	37	35	30	365

Figure 8 displays the spatial distribution of hate crime occurrences in Toronto during 2023. The majority of occurrences occurred in close proximity within Toronto’s downtown core, which is represented by 14 Division, 52 Division and 51 Division. Additional hate crime groupings occurred in 11 Division, 13 Division, 31 Division, 32 Division, 53 Division, and 55 Division.

The increase in hate crime reporting within 32 Division and 53 Division could be largely attributed to higher anti-Jewish hate crime reporting.

In 32 Division, hate crimes targeting the Jewish community increased from 10 occurrences in 2022 to 42 occurrences in 2023. The majority (27) of the anti-Jewish occurrences reported in 32 Division were reported prior to the start of the Middle East conflict that began on October 7, 2023.

In 53 Division, hate crimes targeting the Jewish community increased from four (4) occurrences in 2022 to 14 occurrences in 2023. Eight (8) of the fourteen (14) occurrences were reported after October 7.

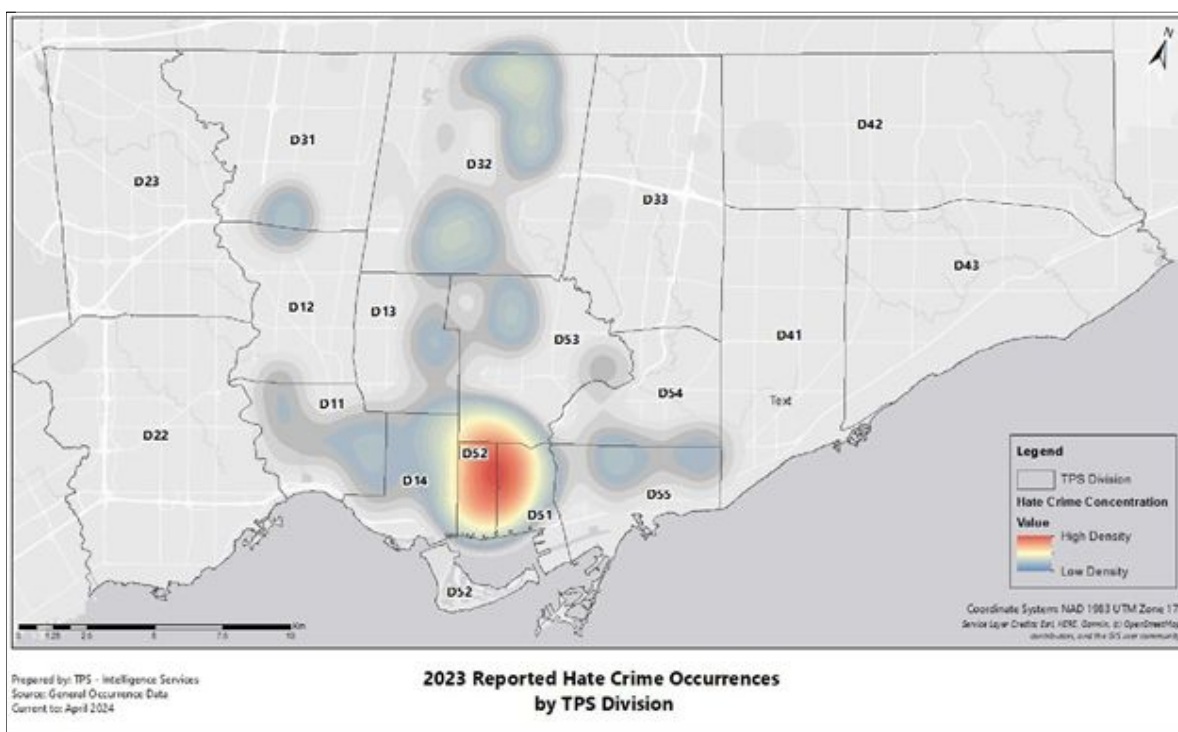


Figure 8. 2023 Reported Hate Crime Occurrences by TPS Division. There was a concentration of Hate crime occurrences within the City of Toronto’s downtown core within 52 Division and 51 Division.

In 11 Division, anti-Jewish hate crime reporting increased from one (1) occurrence in 2022 to eight (8) occurrences in 2023. Five (5) of the eight (8) hate crime occurrences were mischief related to property and occurred within a single location at a school over a span of two months.

There was an increase in reported anti-Muslim hate crimes in 43 Division in 2023 (2022=one occurrence | 2023= six occurrences). Two (2) of the six (6) occurrences involved one accused, who was arrested and charged with criminal harassment in April 2023.

Location Types by Offences

In 2023, the most common location types for hate crime reporting were streets/laneways (75 occurrences), schools/educational institutions (65 occurrences), and public transit (50 occurrences) (Table 2). The most common reported hate crime offences were mischief to property and assault related offences. The offence of uttering threats was the most common offence committed via telecommunication, online/telephone, (14 occurrences).

Approximately 72 per cent of the mischief to property occurrences occurred at schools/educational institutions, streets/laneways, business/retail, and apartment buildings. This is likely due to several factors including:



- Highly public accessible areas
- Lack of surveillance cameras.
- High visibility for graffiti and vandalism messaging.
- Reduced pedestrian traffic outside of daylight hours.

Approximately 80 per cent of assault related offences in 2023 occurred in street/laneways, public transit, and business/retail locations, which is consistent with trends observed in 2022. This is likely due to high pedestrian traffic in public areas providing opportunities for perpetrators to confront strangers and commit unprovoked assaults. (Table 3).

Table 3. Hate Crime Offences by Location Type in 2023

Location Type	Mischief Related	Assault Related	Uttering Threats	Harassing Communications	Criminal Harassment	Theft Related	Disturbing Religious Worship/Meeting	Indecent Communication	Wilful Promotion of Hatred	Fail to Comply Probation	Total
School - Universities, Colleges, Other Educational Institutions	56	2	3	3	1	-	-	-	-	-	65
Street/Laneway	37	27	8	-	3	-	-	-	-	-	75
Apartment Building - Common Area, Residence, Garage	22	6	6	-	1	-	-	-	-	-	35
Business/Retail	22	12	6	4	1	-	-	-	-	-	45
Public Transit	18	27	3	-	2	-	-	-	-	-	50
House - Garage, Vehicle	11	1	2	-	2	3	-	-	-	1	20
Park	10	1	4	-	-	-	-	-	-	-	15
Religious Place	8	4	2	-	-	-	-	-	-	-	14
Outdoor Public Place	2	-	-	-	-	-	-	-	-	-	2



Location Type	Mischief-Related	Assault-Related	Uttering Threats	Harassing Communications	Criminal Harassment	Theft-Related	Disturbing Religious Worship/Meeting	Indecent Communication	Willful Promotion of Hatred	Fail to Comply Probation	Total
Community Centre	2	-	-	-	1	-	-	-	-	-	3
Cultural Centre	2	1	-	1	-	-	-	-	-	-	4
Construction Site	1	-	-	-	-	-	-	-	-	-	1
Government Building	-	-	-	-	-	-	1	-	-	-	1
Parking Lot	-	1	-	-	-	-	-	-	-	-	1
Shelter	-	-	2	-	-	-	-	-	-	-	2
Medical Facility	-	-	-	2	-	-	-	-	-	-	2
Telecommunications - Phone calls, Social Media, Online Meetings, Emails	-	-	14	8	3	-	2	2	1	-	30
Total	191	82	50	18	14	3	3	2	1	1	365

Telecommunications

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

In 2023, 30 online and telecommunication hate crime occurrences were reported, compared with 15 occurrences in 2022. These occurrences represent approximately 8 per cent of the total hate-motivated occurrences in 2023 compared to 6 per cent in 2022.

In 2023, almost half of the hate crimes committed (14) were via telecommunication targeting members of the Jewish/Israeli community. Of the 14 occurrences, almost 79 per cent (11) of these occurrences were reported after October 7, 2023.



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

Toronto Population and Demographics

The City of Toronto has a population of approximately 2.8 million people⁴ and is one of the most multicultural cities in the world. According to the 2021 Statistics Canada Census, 55 per cent of the population in Toronto belonged to a visible minority group (Figure 9) and approximately 43 per cent of the population had knowledge of a language other than English or French.

In 2018, Statistics Canada reported that approximately one million people who are 2SLGBTQI+ reside in Canada and account for 4 per cent of the total population over age of 15.⁵ Additionally, approximately 75,000 of Canadians are transgender or non-binary and represent 0.24 per cent of the Canadian population over age 15.⁶ This data does not provide statistics specific to specific regions of the country. Therefore, it is not representative of the population of the 2SLGBTQI+ community in Toronto.

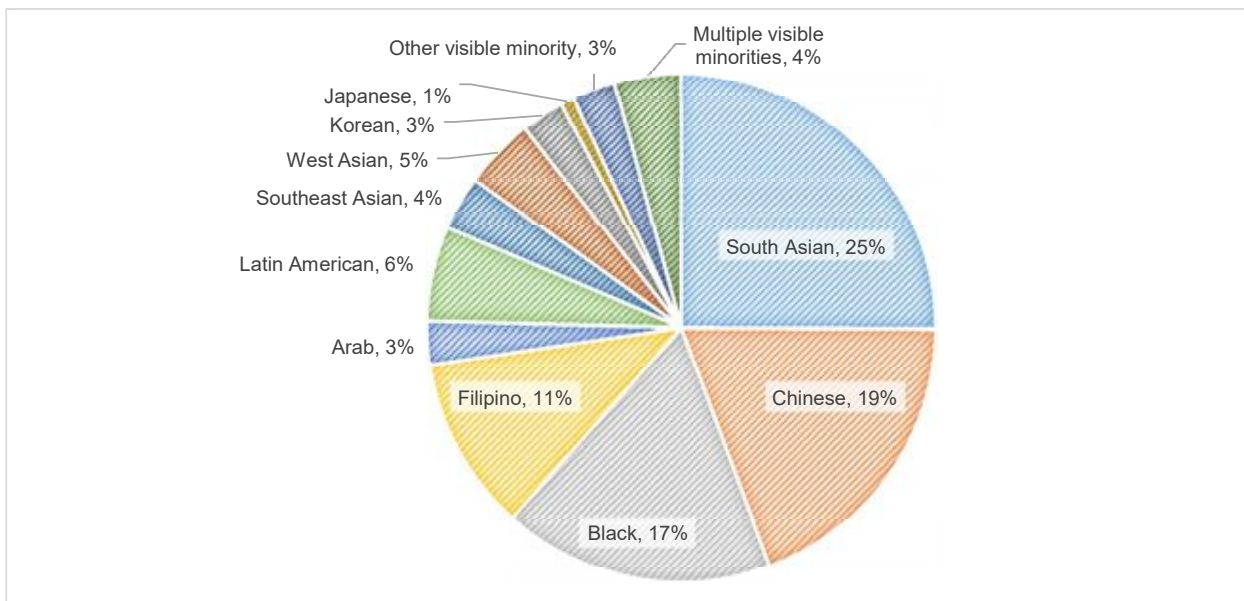


Figure 9. Visible Minority Population in Toronto (Source: Statistics Canada, 2021 Census of Population)

⁴ Statistics Canada. Census Profile, 2021 Census of Population: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&GENDERlist=1&STATISTIClist=1&HEADERlist=0&DGUIDlist=2021A00053520005&SearchText=toronto>. Accessed April 9, 2024.

⁵ Statistics Canada. A statistical portrait of Canada's diverse LGBTQ2+ communities: <https://www150.statcan.gc.ca/n1/daily-quotidien/210615/dq210615a-eng.htm>. Accessed April 9, 2024.

⁶ Statistics Canada. LGBTQ2+ Communities in Canada: <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2021062-eng.htm>. Accessed April 9, 2024.



As previously mentioned, in 2023, hate crime occurrences targeting members of the Jewish, 2SLGBTQI+ and Black communities were the highest report. The Jewish community represented approximately 4 per cent of the population in the City of Toronto and experienced approximately 36 per cent of total hate crimes in 2023. The Black community represented approximately 17 per cent of the Toronto population and experienced approximately 13 per cent of total hate crimes in 2023.

IV. Accused / Suspect Identification

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

In 2023, victims and witnesses were unable to provide information on accused/suspect identification in 165 of the 365 total hate occurrences, accounting for 45 per cent of the occurrences. It is often very difficult to identify suspects, due to the lack of witnesses, digital and forensic evidence.

Moreover, many hate crimes occur without the victim present, as in the case of hate-motivated graffiti or mischief. For example, in 2023, victims and/or witnesses were able to provide accused/suspect information in approximately 22 per cent of the total mischief to property related occurrences, accounting for 41 of the 191 hate-motivated mischief occurrences.

Among accused and suspected persons, males form the dominant offender group with 161 identified in 2023 compared to 26 females. Among identified and unidentified persons committing hate offences, the largest group consisted of males between the ages of 12 to 18 years (Tables 4 and 5).

Table 4. 2023 Accused Identification Specific to Age and Gender

Gender	Under 12 yrs.	12-18 yrs.	19-25 yrs.	26-40 yrs.	Over 40 yrs.
Female	-	-	1	3	3
Male	-	6	4	30	18

Note: The table above is based on the sex and age group of those charged with hate criminal offences in 2023. There were a total of 61 occurrences where criminal charges were laid on a suspect.



Table 5. Suspect Identification Based on 2023 Victim/Witness Statements

Gender	Under 12 yrs.	12-18 yrs.	19-25 yrs.	26-40 yrs.	Over 40 yrs.
Female	-	5	-	8	6
Male	3	40	11	24	25

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

V. 2023 Arrests/Charges

As in previous years, offenders may be charged with a number of offences, not all of which are hate-motivated. Only charges relating directly to hate-motivated criminal offences are included in Figure 10.

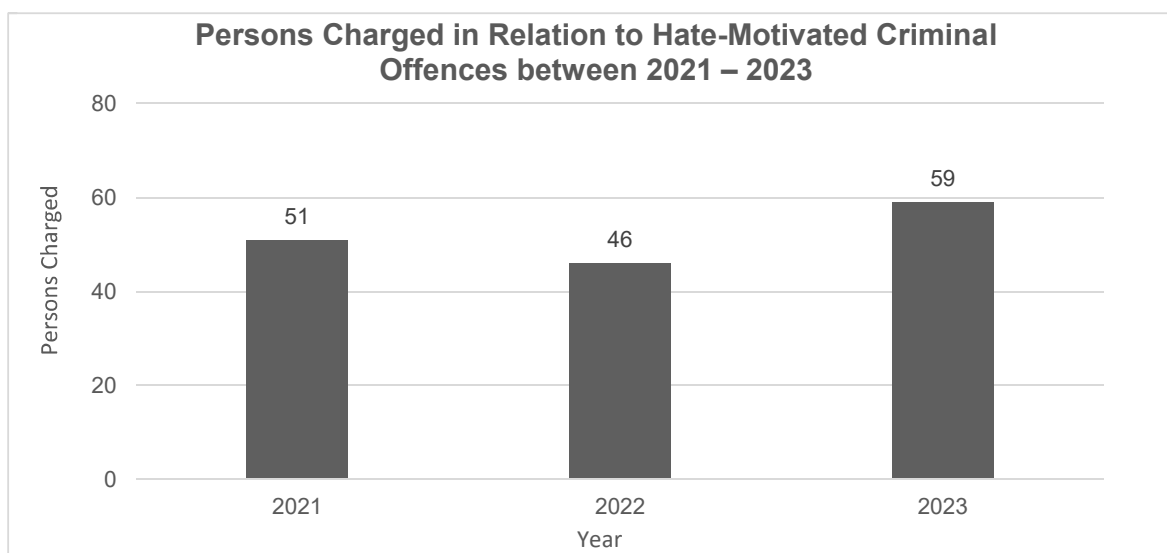


Figure 9. Persons Charged in Relation to Hate-Motivated Criminal Offences 2021 – 2023.

The number of arrests increased in 2023 with 59 persons arrested for hate-motivated offences as compared to 46 persons arrested in 2022. A total of 156 hate-motivated criminal charges were laid against persons arrested in 2023 as compared to 112 charges being laid against persons in 2022. The total number of charges laid have increased year over year since 2020. The number of charges in 2023 is approximately 39 per cent higher than in 2022 and 81 per cent higher than in 2021. The 156 hate-motivated criminal charges in 2023 were in relation to 61 occurrences. Approximately one third of the occurrences resulting in hate-motivated criminal charges occurred after October 7. (Table 6).



Table 6. Charges Laid by Offence Type

Offence Type	2020	2021	2022	2023
Assault	18	33	33	25
Uttering Threats- Bodily Harm/ Death	14	16	29	43
Mischief Under \$5000	5	6	22	16
Criminal Harassment	13	7	8	11
Assault with Weapon/Bodily Harm	17	14	7	27
Aggravated Assault	1	-	2	1
Disturbing Religious Worship/Meeting	-	1	2	-
Robbery	-	-	2	-
Assault by Choking	-	1	1	-
First Degree Murder	-	-	1	-
Discharge Firearm	-	-	1	-
Attempt Murder	-	-	1	-
Break and Enter	-	-	1	-
Possession of a Weapon	1	-	1	8
Mischief Interfere with Property	2	1	1	6
Assault Peace Officer	1	-	-	-
Mischief Over \$5000	1	-	-	1
Harassing Communications	-	2	-	-
Sexual Assault	-	1	-	-
Fail to Comply Probation	-	2	-	-
Theft Under	1	-	-	1
Mischief to Religious Property, Educational Institutions, etc.	3	2	-	1
Dangerous Operation of Motor Vehicle	-	-	-	2
Indecent Act	-	-	-	2
Attempt to Commit Offence	-	-	-	1



Offence Type	2020	2021	2022	2023
Carry Concealed Weapon	-	-	-	3
Indecent Communication	-	-	-	1
Indecent Exhibition	-	-	-	1
Intimidation	-	-	-	3
Mischief Endanger Life	-	-	-	1
Administer Noxious Thing	-	-	-	1
Unauthorized Possession of a Weapon	-	-	-	1
Total	77	86	112	156

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



VI. Sentencing

The following court dispositions include all hate-motivated criminal cases, which concluded in the judicial system in 2023. The dispositions include hate crime cases that commenced between 2020 and 2023.

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

Historical Cases 2020-2022

In 2023, there were 44 hate-motivated criminal cases involving 41 accused persons that concluded before the courts. These cases originated from occurrences that transpired between 2020 and 2022.

These 44 cases were completed as follows: 21 cases concluded with a finding of guilt, 17 cases were withdrawn, one case was dismissed, three (3) cases resulted in an acquittal, and two cases were stayed. ([Appendix D](#)). Four of the 44 concluded cases involve young offenders.

There are currently 40 hate-motivated criminal cases remaining before the courts arising from occurrences that occurred in 2020, 2021 and 2022.

2023 Cases

In 2023 there were 61 hate-motivated criminal cases brought before the courts that originated from occurrences reported in 2023. There were a total of 59 accused and 156 hate-motivated charges laid. Four of the 59 accused were charged in relation to more than one case. Seventeen of the 61 cases have concluded with 11 having a finding of guilt ([Appendix D](#)). None of the seventeen concluded cases involved young offenders.

In 2023, there were 46 hate-motivated criminal cases pending before the courts from 2023, 26 cases from 2022, and eight cases remaining from 2021.



VII. Intelligence, Education and Community Outreach Initiatives

Intelligence Gathering and Investigative Support Role

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

In 2023, the HCU continued to be an active partner of the provincial Hate Crime and Extremism Investigative Team (HCEIT). HCEIT consists of members from Ontario police services that receive provincial funding for the joint collection and sharing of information, enforcement, and education on hate crimes. The member police services include:

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

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

In 2022 and 2023, the HCU worked closely with the Service's Analytics and Innovation (A&I) and Business Change Management (BCM) team to develop an internal and external hate crime dashboard.

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



can be reviewed regularly by the Crime Management Teams within each division whereby members can monitor any local hate crime events and trends and respond accordingly.

Meanwhile, the external dashboard will promote transparency in hate crime data and trends with the public, including links to resources for affected victims and community members. The internal dashboard was launched in Spring 2023, with the public-facing dashboard becoming available in 2024. This public-facing resource will provide information about how the Service responds to hate crimes and the reporting process, while also improving awareness and understanding of these issues.

Training and Education

In 2023, HCU members participated in international, national, provincial and local hate crime and extremism training relating to hate crime laws and trends, investigative strategies, and the prosecution of hate crimes. HCU members participated virtually and in-person with members of various police services, community agencies, and other partners. These training opportunities took place in Ottawa, York Region, Toronto, Vancouver (British Columbia), and Pittsburgh (Pennsylvania).

In 2012, the Ontario Police College (OPC) in partnership with HCEIT created an Advanced Hate Crime Investigators Course for police officers. The course focuses on an enhanced understanding of the investigation of hate crimes and the application of federal legislation to hate propaganda investigations. The course was offered in March and October 2023, and was attended by members from various Ontario police services, including members from the Service. The Service's HCU delivered training to the attendees. This training will continue in 2024.

In March 2022, the Canadian Race Relations Foundation (CRRF) and the Chiefs of Police National Roundtable announced the creation of a Hate Crime Task Force (HCTF). The HCTF is co-chaired by the CRRF and the Royal Canadian Mounted Police. It is focused on developing national standards for hate crime education, training, and victim support. The Service's HCU is one of the task force members. In 2023, the HCU continued its work with the HCTF to create a standardized national definition of hate crime and hate incident in an effort to improve the reporting and recording of hate crimes.

In September 2023, the HCU was invited to attend the *Eradicate Hate Global Summit* in Pittsburgh (PA) (<https://eradicatehatesummit.org/>). The Summit provides a unique, multi-disciplinary forum to share ideas and build working relationships to drive the development and deployment of effective approaches to reduce hate-fueled violence by bringing together international subject matter experts that represent various government agencies, community leaders, academics and law enforcement members. Based on its recognized subject matter expertise, the TPS HCU was invited to attend the 2023 Summit to: a) represent Canada on the Law Enforcement Toolkit Working Group, which aims to develop and disseminate informational supports on hate-fueled violence for police agencies around the world, and b) co-Chair the Law



Enforcement Toolkit Working Group - Police Training Subcommittee, which will establish international standards for police training on hate-fueled violence and identify "best practice" examples that can serve as templates for police agencies working to develop training in this subject matter area.

In November 2023, the HCU hosted its annual meeting with DHCC's from the Service's 17 divisions and districts. The purpose of the meeting was to review hate crime laws and trends, amendments to the Service's hate crime procedure, investigative challenges, and to discuss the impact of hate crimes on the community. Guest lecturers included representatives from the 2SLGBTQI+ communities, META Platforms Inc., and the Ministry of the Attorney General's office.

In 2023, the Service continued its commitment to provide ongoing and timely training that is relevant to the changing needs of its members, and our communities. To address the rise in reported hate crimes and hate incidents, the Toronto Police College developed a mandatory e-learning module: *Foundations of Islam & Islamophobia – Community Trust and Allyship in Policing*. The objective of the course was to provide Service members with foundational knowledge about the practice of Islam, as well as important content about the impacts and key investigative principles related to hate crime offences. The training module was released in December 2023.

The Service also developed the mandatory e-learning module: *Foundations of Judaism & Understanding Antisemitism* which was released in early 2024. The course was designed to introduce Toronto Police Service members to Judaism and the importance of allyship, as well as the historical and ongoing impacts of antisemitism.

Community Consultations and Outreach

In 2023, the HCU actively engaged with many diverse community organizations and representatives for the purposes of consultation, education, discussions related to public order and safety in the context of demonstrations, and to address community concerns specific to hate crimes. Examples include:

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

In February 2023, the HCU attended the *Building a Case Against Hate* conference alongside 500 law enforcement officials from more than 60 police departments and other agencies across Canada. The conference was hosted in Toronto by the Friends of Simon Wiesenthal Centre and the Ontario Police College. Guest speakers included community leaders representing the Jewish, Chinese, and 2SLGBTQI+ communities, META (Facebook), and the Canadian Security



Intelligence Service. Presentation topics included online hate, criminal extremism, case studies and the community impact of hate crimes.

In March 2023, the HCU participated as a panelist on the *Racial Equity: From Intention to Action – Why All The Hate?* The webinar was hosted by the Ontario Council of Agencies Servicing Immigrants and featured representatives from the Ontario Human Rights Commission, Canadian Council of Muslim Women, and a human rights consultant, and social justice advocate.

In May 2023, the HCU delivered a presentation on “*Understanding Hate Crime Investigations and Challenges*” at the Hamilton Hate Crime Symposium. The symposium was hosted by the Hamilton Police Service Victim Services and Hate Crime Unit. Attendees included representatives from various community service agencies, police services and Victim Assistance Witness Program.

The collaboration between the Toronto Police Service and Humber College Faculty of Media & Creative Arts has been in place for several years. The partnership allows for student voices to play a key role in current issues facing the city. In December 2020, the HCU and CPEU partnered with Humber College to develop a *Hate Crime Pamphlet Challenge*. The winning pamphlet, *Hate the Hate: Report the Crime* pamphlet, was made publicly available in June 2021 on the Service’s website and distributed across Toronto internally and externally (<https://www.torontopolice.on.ca/crimeprevention/hatecrime.php>).

In October 2023, the HCU collaborated with Humber College third year Bachelor of Advertising class on an initiative to encourage hate crime reporting and raise awareness through a poster challenge. The poster, *HATE LEAVES A MARK*, was selected as the winning design. A QR code is incorporated into the poster design which directs the community to the Service’s hate crime webpage and to the multilingual *Hate the Hate: Report the Crime* pamphlet. The initiative was funded by HCEIT. These posters will be made publicly available through the Service.

In November 2023, representatives from HCU, Community Partnerships and Engagement Unit (CPEU), Equity Inclusion and Human Rights Unit and Corporate Communications created a public *Hate-Motivated Crime Video Series*. The video series include the following topics:

- What is a hate crime
- Why is it important to report a hate crime
- How do community relationships help prevent hate crimes
- What is TPS doing to encourage hate crime reporting

These videos are currently available on the Service’s hate crime information webpage.

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



Phase I consisted of a collaborative effort between members of the Community Policing Liaison Committee and 43 Division. This effort produced a video which was distributed to community leaders, Faith-based leaders, and local councillors, addressing hate crimes and the importance of reporting such crimes.

In Phase 2, officers expanded the campaign to various schools and youth groups and adult language instruction centres in 43 Division, focusing on children aged 9 to 13 and adults. Teachers and students were encouraged to have classroom discussions on the topics of recognizing and speaking up against hate and the importance of reporting. A poster campaign was created by the school aged students and displayed on social media platforms including Twitter, Facebook, and Instagram. The campaign will continue in 2024 and is expected to expand to other neighborhoods within the Service.

The HCU has a long history of proactive collaboration with the Muslim and 2SLGBTQ+ Community Consultative Committees (CCC) and the Muslim and 2SLGBTQ+ liaison officers who are assigned to the CPEU. These collaborations include ongoing town hall meetings, education and awareness presentations, and event support and assessments.

In December 2021, the Service formed the Jewish Community Consultative Committee (JCCC) to promote further dialogue and information exchange between the police and community to identify issues and develop strategies for maintaining and enhancing community safety. In addition to the formation of the JCCC, the position of Jewish Liaison Officer was created with a focus on relationship building and community safety in Jewish communities across the city.

Members of the above CCC's help to provide key messaging to identified communities relating to Service initiatives and responses to issues impacting the safety and security of the community. This includes promoting high visibility policing during religious holidays and the police response to local, national, and international occurrences and events.

In response to the conflict in the Middle East that began on October 7, the Service committed significant resources to address the increase in hate crime reporting in the city. Those resources include:

- An increase to the size of the HCU from a dedicated team of six officers to 21 investigators and eight Special Constables along with an analyst and two researchers.
- Command Posts around the city's Jewish, Muslim, 2SLGBTQI+ neighborhoods, schools, businesses, and religious institutions. The Service heightened visibility and presence in communities across the city to enhance community safety and to provide residents across the city with a greater sense of security.
- The appointment of an additional Muslim Liaison Officer to foster relationships with the community and supplement the ongoing work of the Muslim Community Consultative Committee.



- In November, the Service launched the *Hate-Motivated Graffiti Intake Form*. The Form is a new online tool that provides the community an alternative and accessible method to report hate-motivated graffiti. The intake form is monitored 24/7 for officers to be dispatched to investigate incidents promptly and trigger the removal or cover up of graffiti in a timely manner.

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

The HCU will continue its proactive outreach efforts in 2024 by working closely with the CPEU to deliver hate crime presentations and training to members of the Chief's CCC.

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

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

Throughout 2023, HCU members and DHC Coordinators assisted and/or provided crime prevention and safety awareness training on the topic of hate crimes within their local Divisions. This training was delivered at places of worship, schools, community centers, and at town hall meetings.

Media Outreach

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

In November 2023, the HCU delivered a technical media briefing regarding hate crime investigations, how to define hate crimes and the challenges. This virtual event was attended by most major local and national print and broadcast news outlets, including the Globe and Mail, the Toronto Star, CTV News and CityTV.

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



Appendix A- Offences by Bias Category

Criminal Offences	Religion	Race/ Ethnicity/ Nationality	Sexual Orientation	Multi-Bias	Sex/Gender	Other Similar Factor	Total
Mischief - Related	108	36	24	19	3	1	191
Assault - Related	17	42	15	5	3		82
Uttering Threats	19	17	8	4	2		50
Harassing Communications	10	2	4	2			18
Criminal Harassment	5	4	4			1	14
Theft - Related		2	1				3
Disturbing Religious Worship/Meeting	2			1			3
Indecent Communication	1	1					2
Fail to Comply Probation			1				1
Wilful Promotion of Hatred	1						1
Total	163	104	57	31	8	2	365



Appendix B - 2023 Breakdown by Victim Group & Offence

Bias Category	Victim Group	Offence	Number of Occurrences	
Ethnicity/ Nationality	East & South East Asian	Chinese	Assault	1
			Assault	2
			Assault w Weapon/ Bodily Harm	2
			Criminal Harassment	1
			Mischief Under \$5000	1
			Uttering Threats - Bodily Harm	1
		East Asian	Assault	1
			Assault	2
			Mischief Under \$5000	3
			Uttering Threats - Bodily Harm	2
		Korean	Uttering Threats - Death	1
		Central & South Asian	East Indian	Assault
	Uttering Threats - Death			1
	Pakistani		Assault	1
	Punjabi		Assault	1
	South Asian		Assault	2
			Assault	2
			Assault w Weapon/ Bodily Harm	1
			Criminal Harassment	1
	Middle Eastern	Arab	Uttering Threats - Death	1
		Israeli	Mischief to Property - Damage	1
			Assault	2
			Mischief Under \$5000	1
			Uttering Threats - Property	1
		Palestinian	Assault	2
			Assault w Weapon/ Bodily Harm	2
			Indecent Communication	1
			Mischief Under \$5000	1
			Uttering Threats - Bodily Harm	1
			Uttering Threats - Death	1
	Eastern European & West Asian	Armenian	Mischief Over \$5000	1
		Russia	Assault	1
Turkish		Uttering Threats - Death	1	
Ukrainian		Theft related	2	
Hispanic	Hispanic	Assault	2	



Bias Category	Victim Group		Offence	Number of Occurrences
Race	Black	Black	Assault	6
			Assault w Weapon/ Bodily Harm	5
			Criminal Harassment	2
			Harassing Communications	2
			Mischief Interfere with Property	1
			Mischief Over \$5000	1
			Mischief Under \$5000	24
			Uttering Threats - Bodily Harm	2
			Uttering Threats - Death	4
	White	White	Assault	1
			Mischief Under \$5000	2
Uttering Threats - Bodily Harm			1	
Multiple Races	Multiple Races	Assault	1	
Religion	Jewish	Jewish	Assault	4
			Criminal Harassment	1
			Disturbing Religious Worship or Certain Meeting	2
			Harassing Communications	10
			Indecent Communication	1
			Mischief Interfere with Property	11
			Mischief to Religious Property, Educational Institutions, etc.	3
			Mischief Under \$5000	84
			Uttering Threats	1
			Uttering Threats - Bodily Harm	1
			Uttering Threats - Death	12
	Muslim	Muslim	Aggravated Assault	1
			Assault	4
			Assault w Weapon/ Bodily Harm	5
			Criminal Harassment	4
			Mischief to Religious Property, Educational Institutions, etc.	2
			Mischief Under \$5000	6
			Wilful Promotion of Hatred	1
			Uttering Threats - Bodily Harm	1
	Uttering Threats - Death	3		
	Sikh	Sikh	Assault	3
			Mischief Under \$5000	1
	Hindu	Hindu	Uttering Threats	1



Bias Category	Victim Group		Offence	Number of Occurrences
	Christian	Anglican	Mischief to Religious Property, Educational Institutions, etc.	1
Sex/Gender	2SLGBTQI+	Trans	Assault	1
			Assault w Weapon/ Bodily Harm	2
			Mischief to Religious Property, Educational Institutions, etc.	1
			Mischief Under \$5000	2
			Uttering Threats - Bodily Harm	2
Sexual Orientation	2SLGBTQI+	2SLGBTQI+	Aggravated Assault	1
			Assault	6
			Assault w Weapon/ Bodily Harm	8
			Criminal Harassment	4
			Harassing Communications	4
			Mischief Interfere with Property	1
			Mischief to Religious Property, Educational Institutions, etc.	1
			Mischief Under \$5000	22
			Fail to Comply Probation	1
			Theft Related	1
			Uttering Threats - Bodily Harm	2
			Uttering Threats - Death	5
Uttering Threats - Property	1			
Other Similar Factor	Xenophobia	Xenophobia	Criminal Harassment	1
	White Supremacy	White Supremacy	Mischief Under \$5000	1



Appendix C - 2023 Breakdown of Offences by Division and by Victim Type

Division	Bias Category	Victim Group	Offence	# of Occurrences
D11	Jewish	Jewish	Mischief Interfere with Property	1
			Mischief Under \$5000	7
	Black	Black	Mischief Under \$5000	4
	2SLGBTQI+	2SLGBTQI+	Assault w Weapon/ Bodily Harm	1
			Mischief Under \$5000	2
		Transgender	Mischief to Religious Property, Educational Institutions, etc.	1
	East & South East Asian	Chinese	Criminal Harassment	1
		East Asian	Assault	1
	Eastern European	Russia	Assault	1
	Central & South Asian	East Indian	Assault	1
	Multiple Races	Multiple Races	Assault	1
Sikh	Sikh	Assault	1	
D12	East & South East Asian	Chinese	Assault w Weapon/ Bodily Harm	1
		East Asian	Mischief Under \$5000	2
	2SLGBTQI+	2SLGBTQI+	Mischief Under \$5000	2
		Transgender	Uttering Threats - Bodily Harm	1
	Jewish	Jewish	Mischief Under \$5000	1
	Central & South Asian	East Indian	Assault	1
Muslim	Muslim	Mischief to Religious Property, Educational Institutions, etc.	1	
D13	Jewish	Jewish	Disturbing Religious Worship or Certain Meeting-176	1
			Harassing Communications	1
			Mischief Interfere with Property	1
			Mischief Under \$5000	4
			Uttering Threats - Death	1
	2SLGBTQI+	2SLGBTQI+	Assault	1
			Criminal Harassment	1
			Mischief Under \$5000	1
			Uttering Threats - Death	1
	Sikh	Sikh	Assault	1
Black	Black	Criminal Harassment	1	



Division	Bias Category	Victim Group	Offence	# of Occurrences
D14	Jewish	Jewish	Harassing Communications	1
			Mischief Interfere with Property	1
			Mischief Under \$5000	6
			Uttering Threats - Death	1
	2SLGBTQI+	2SLGBTQI+	Assault	2
			Assault w Weapon/ Bodily Harm	1
			Criminal Harassment	1
			Mischief Under \$5000	1
	Central & South Asian	East Indian	Assault	1
		South Asian	Criminal Harassment	1
	Hindu	Hindu	Uttering Threats	1
	Middle Eastern	Palestinian	Assault w Weapon/ Bodily Harm	1
	Black	Black	Mischief Under \$5000	1
White Supremacy	White Supremacy	Mischief Under \$5000	1	
D22	Jewish	Jewish	Mischief Under \$5000	3
			Uttering Threats - Death	1
	2SLGBTQI+	2SLGBTQI+	Assault	1
			Mischief Under \$5000	2
			Uttering Threats - Death	1
	Eastern European	Ukrainian	Theft related	2
	Muslim	Muslim	Mischief Under \$5000	2
Black	Black	Mischief Under \$5000	1	
D23	Jewish	Jewish	Mischief Under \$5000	2
	Black	Black	Mischief Under \$5000	1
D31	Black	Black	Assault	1
			Assault w Weapon/ Bodily Harm	2
			Mischief Interfere with Property	1
			Mischief Under \$5000	1
			Uttering Threats - Bodily Harm	1
	Jewish	Jewish	Mischief Under \$5000	5
			Uttering Threats - Bodily Harm	1
	2SLGBTQI+	2SLGBTQI+	Assault w Weapon/ Bodily Harm	2
Criminal Harassment			1	
Mischief Interfere with Property			1	



Division	Bias Category	Victim Group	Offence	# of Occurrences
			Mischief to Religious Property, Educational Institutions, etc.	1
	Muslim	Muslim	Mischief Under \$5000	1
	Hispanic	Hispanic	Assault	1
D32	Jewish	Jewish	Assault	2
			Harassing Communications	4
			Mischief Interfere with Property	2
			Mischief to Religious Property, Educational Institutions, etc.	3
			Mischief Under \$5000	24
			Uttering Threats	1
			Uttering Threats - Death	6
	Black	Black	Harassing Communications	1
			Mischief Under \$5000	5
			Uttering Threats - Bodily Harm	1
	Middle Eastern	Israeli	Assault	1
			Mischief Under \$5000	1
		Palestinian	Mischief Under \$5000	1
	Uttering Threats - Death		1	
	Muslim	Muslim	Aggravated Assault	1
			Assault w Weapon/ Bodily Harm	1
			Mischief Under \$5000	1
	Central & South Asian	Punjabi	Assault	1
		South Asian	Assault	1
	2SLGBTQI+	2SLGBTQI+	Assault w Weapon/ Bodily Harm	1
			Mischief Under \$5000	1
	Christian	Anglican	Mischief to Religious Property, Educational Institutions, etc.	1
	East & South East Asian	Chinese	Assault w Weapon/ Bodily Harm	1
West Asian	Armenian	Mischief Over \$5000	1	
White	White	Mischief Under \$5000	1	
Hispanic	Hispanic	Assault	1	
Xenophobia	Xenophobia	Criminal Harassment	1	
D33	Jewish	Jewish	Harassing Communications	1
			Indecent Communication	1
			Mischief Interfere with Property	1
			Mischief Under \$5000	5



Division	Bias Category	Victim Group	Offence	# of Occurrences
	Black	Black	Criminal Harassment	1
			Mischief Under \$5000	2
	2SLGBTQI+	2SLGBTQI+	Mischief Under \$5000	2
		Transgender	Mischief Under \$5000	1
	Central & South Asian	South Asian	Assault	1
D41	Black	Black	Mischief Under \$5000	4
2SLGBTQI+	2SLGBTQI+	Assault	Harassing Communications	1
			Uttering Threats - Death	1
			Transgender	Uttering Threats - Bodily Harm
Middle Eastern	Palestinian	Assault	1	
		Uttering Threats - Bodily Harm	1	
Jewish	Jewish	Mischief Under \$5000	1	
Central & South Asian	South Asian	Assault	1	
East & South East Asian	East Asian	Assault	1	
Muslim	Muslim	Assault w Weapon/ Bodily Harm	1	
D42	Jewish	Jewish	Mischief Under \$5000	5
Muslim	Muslim	Assault	1	
		Criminal Harassment	1	
		Wilful Promotion of Hatred	1	
2SLGBTQI+	2SLGBTQI+	Assault w Weapon/ Bodily Harm	1	
		Mischief Under \$5000	1	
		Theft related	1	
White	White	Mischief Under \$5000	1	
Black	Black	Assault	1	
D43	Muslim	Muslim	Assault	1
Assault w Weapon/ Bodily Harm			1	
Criminal Harassment			2	
Mischief Under \$5000			1	
Uttering Threats - Death			1	
Jewish	Jewish	Mischief Interfere with Property	2	
Central & South Asian	South Asian	Assault	1	
D51	2SLGBTQI+	2SLGBTQI+	Assault w Weapon/ Bodily Harm	1



Division	Bias Category	Victim Group	Offence	# of Occurrences
			Mischief Under \$5000	2
			Fail to Comply Probation	1
			Uttering Threats - Death	1
		Trans	Assault	1
		Assault w Weapon/ Bodily Harm	1	
		Mischief Under \$5000	1	
	Black	Black	Assault	1
			Assault w Weapon/ Bodily Harm	2
			Mischief Under \$5000	1
			Uttering Threats - Death	2
	Jewish	Jewish	Criminal Harassment	1
			Mischief Interfere with Property	1
			Mischief Under \$5000	1
			Uttering Threats - Death	1
	Central & South Asian	East Indian	Assault	2
			Uttering Threats - Death	1
	East & South East Asian	East Asian	Mischief Under \$5000	1
Uttering Threats - Bodily Harm			1	
Sikh	Sikh	Assault	1	
Muslim	Muslim	Criminal Harassment	1	
D52	Jewish	Jewish	Assault	1
			Assault	1
			Disturbing Religious Worship or Certain Meeting	1
			Harassing Communications	2
			Mischief Under \$5000	4
			Uttering Threats - Death	1
	2SLGBTQI+	2SLGBTQI+	Aggravated Assault	1
			Assault	1
			Assault w Weapon/ Bodily Harm	1
			Harassing Communications	1
			Mischief Under \$5000	1
			Uttering Threats - Bodily Harm	1
	East & South East Asian	Chinese	Assault	1
			Assault	2
			Uttering Threats - Bodily Harm	1



Division	Bias Category	Victim Group	Offence	# of Occurrences	
		East Asian	Assault	1	
	Black	Black	Assault	2	
			Mischief Over \$5000	1	
			Mischief Under \$5000	1	
	Muslim	Muslim	Assault	1	
			Assault w Weapon/ Bodily Harm	1	
			Mischief Under \$5000	1	
			Uttering Threats - Death	1	
	Middle Eastern	Israeli	Arson	1	
			Assault	1	
Palestinian		Assault	1		
West Asian	Turkish	Uttering Threats - Death	1		
White	White	Assault	1		
D53	Jewish	Jewish	Harassing Communications	1	
			Mischief Interfere with Property	1	
			Mischief Under \$5000	11	
			Uttering Threats - Death	1	
	2SLGBTQI+	2SLGBTQI+	Criminal Harassment	1	
			Harassing Communications	1	
			Mischief Under \$5000	5	
	Transgender	Transgender	Assault w Weapon/ Bodily Harm	1	
	Middle Eastern	Arab	Uttering Threats - Death	1	
			Israeli	Uttering Threats - Property	1
			Palestinian	Assault w Weapon/ Bodily Harm	1
				Indecent Communication	1
	East & South East Asian	Chinese	Mischief Under \$5000	1	
		East Asian	Uttering Threats - Bodily Harm	1	
Black	Black	Assault w Weapon/ Bodily Harm	1		
		Uttering Threats - Death	1		
Central & South Asian	South Asian	Assault w Weapon/ Bodily Harm	1		
Muslim	Muslim	Assault w Weapon/ Bodily Harm	1		
D55	Jewish	Jewish	Mischief Interfere with Property	1	
			Mischief Under \$5000	5	
	Black	Black	Assault	1	



Division	Bias Category	Victim Group	Offence	# of Occurrences
			Harassing Communications	1
			Mischief Under \$5000	3
			Uttering Threats - Death	1
	2SLGBTQI+	2SLGBTQI+	Harassing Communications	1
			Mischief Under \$5000	2
			Uttering Threats - Bodily Harm	1
			Uttering Threats - Death	1
			Uttering Threats - Property	1
	Muslim	Muslim	Assault	1
			Mischief to Religious Property, Educational Institutions, etc.	1
			Uttering Threats - Bodily Harm	1
			Uttering Threats - Death	1
	Central & South Asian	Pakistani	Assault	1
	White	White	Uttering Threats - Bodily Harm	1
	East & South East Asian	Korean	Uttering Threats - Death	1
Sikh	Sikh	Mischief Under \$5000	1	



Appendix D – Completed Hate Court Dispositions

The dispositions set out below include all hate crime cases which concluded in the court system in 2023. The occurrences that led to these criminal proceedings transpired between 2020 and 2023.

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

2023 Dispositions

Case No.	No. of Charges	Charge(s)	Disposition
1	1	Assault	Found Guilty - 6 months & 3 year probation
	2	Fail to Comply with Probation	Withdrawn
2	1	Uttering Threats	Found Guilty - 41 day pre-sentence custody, 3 year probation
	2	Uttering Threats	Withdrawn
	3	Uttering Threats	Withdrawn
	4	Assault	Found Guilty - 41 day pre-sentence custody, 3 year probation
	5	Fail to Comply Probation	Withdrawn
3	1	Assault Causing Bodily Harm	Found Guilty - 8 months Pre-Sentence Custody
	2	Assault with a Weapon	Withdrawn
	3	Fail to Comply with Release Order	2 year Probation
4	1	Mischief Under \$5000	Withdrawn



Case No.	No. of Charges	Charge(s)	Disposition
	2	Mischief Under \$5000	Withdrawn
	3	Mischief Endanger Life	Withdrawn
5	1	Assault	Found Guilty - Suspended Sentence and 2 year probation
6	1	Attempt to Commit Theft	Withdrawn
	2	Assault	Found Guilty - 44 day pre-sentence custody, 2 year probation & 10 year prohibition order
	3	Fail to Comply Probation	Withdrawn
7	1	Uttering Threats	Withdrawn
	2	Criminal Harassment	Withdrawn
	3	Criminal Harassment	Withdrawn
8	1	Dangerous Operation Motor Vehicle	Withdrawn
9	1	Dangerous Operation of Motor Vehicle	Found Guilty - Suspended sentence and 18 month probation
	2	Assault with a Weapon	Withdrawn
10	1	Criminal Harassment	Withdrawn
	2	Criminal Harassment	Found Guilty - Suspended sentence, 18 month probation, discretionary firearms/weapons prohibition
	3	Criminal Harassment	Withdrawn
	4	Indecent Exhibition	Withdrawn



Case No.	No. of Charges	Charge(s)	Disposition
	5	Indecent Act	Withdrawn
	6	Assault	Withdrawn
11	1	Assault with a Weapon	Found Guilty - 90 days, 5 year prohibition, 12 month probation
	2	Assault with a Weapon	Withdrawn
	3	Possession of a Weapon	Withdrawn
	4	Fail to Comply with Release Order	Found Guilty - 90 days, 5 year prohibition, 12 month probation
	5	Fail to Comply with Release Order	Withdrawn
	6	Fail to Comply with Release Order	Withdrawn
12	1	Criminal Harassment	Found Guilty - 80 day pre-custody, 2 year probation, 10 year weapons prohibition, DNA Order, 10 year Sex Offender Registry
	2	Criminal Harassment	Withdrawn
	3	Criminal Harassment	Withdrawn
	4	Criminal Harassment	Withdrawn
13	1	Possession of a Weapon	Withdrawn - Peace Bond
	2	Assault with a Weapon	Withdrawn - Peace Bond
	3	Possession of a Weapon	Withdrawn - Peace Bond
	4	Assault with a Weapon	Withdrawn - Peace Bond
	5	Assault with a Weapon	Withdrawn - Peace Bond
	6	Fail to Attend Court	Withdrawn - Peace Bond



Case No.	No. of Charges	Charge(s)	Disposition
14	1	Uttering Threats	Withdrawn
	2	Fail to Comply with Release Order	Withdrawn
	3	Fail to Comply with Release Order	Withdrawn
15	1	Assault	Withdrawn – Peace Bond
16	1	Assault	Found Guilty – Suspended Sentence - 12 month probation
	2	Fail to Comply with Release Order	
	3	Fail to Attend Court	
17	1	Assault	Found Guilty - 10 year Prohibition Order, 3 year probation, 60 days pre-sentence custody
	2	Assault	
	3	Assault	
	4	Assault	

2022 Dispositions

Case No.	No. of Charges	Charge(s)	Disposition
1	1	Assault	Found Guilty - Suspended sentence, 12 months probation & 5 years weapons prohibition
	2	Assault	Found Guilty - Suspended sentence, 12 months probation & 5 years weapons prohibition
	3	Assault	Found Guilty - Suspended sentence, 12 months probation & 10 years weapons prohibition
	4	Fail to Comply with Probation	Withdrawn
	5	Uttering Threats	Withdrawn
	6	Uttering Threats	Withdrawn
	7	Uttering Threats	Withdrawn



Case No.	No. of Charges	Charge(s)	Disposition
2	1	Uttering Threats	Found Guilty – 109 days concurrent, 2 year probation, 10 years discretionary firearms/weapons prohibition
	2	Assault with Weapon	Found Guilty – 109 days, 2 year probation, 10 year discretionary firearms/weapon prohibition, 195 days equivalent of pre-sentence custody
	3	Possession of a Weapon	Withdrawn
	4	Fail to Comply with Conditions	Withdrawn
3	1	Break and Enter Commit	Stay of Proceedings
	2	Uttering threats	Stay of Proceedings
	3	Mischief/Obstruct Use of Property	Stay of Proceedings
	4	Possession of Property Obtained by Crime	Stay of Proceedings
4	1	Criminal Harassment	Withdrawn
5	1	Assault	Found Guilty - Suspended sentence, 12 months probation, DNA order, 5 years firearm/weapon prohibition, 237 days pre-sentence custody (time credited)
6	1	Uttering Threats	Found Guilty – Conditional discharge, 24 month probation
	2	Assault	Found Guilty – Conditional discharge, 24 month probation
7	1	Uttering Threats	Acquitted
	2	Assault	Acquitted
	3	Assault	Acquitted
	4	Uttering Threats	Acquitted
	5	Criminal Harassment	Acquitted
8	1	Aggravated Assault	Found Guilty – 15 months prison sentence
	2	Uttering Threats	Withdrawn
	3	Fail to Comply with Disposition	Found Guilty – 15 months prison sentence
	4	Assault	Withdrawn
	5	Uttering Threats	Withdrawn
9	1	Assault	Found Guilty – 2 years probation, 2 years mandatory prohibition order
	2	Uttering Threats	Withdrawn



Case No.	No. of Charges	Charge(s)	Disposition
10	1	Possession of a Weapon	Withdrawn
	2	Mischief Under \$5000	Found Guilty - \$1,000 restitution, 12 months of conditions ***Courts did not designate the matter as a hate crime***
11	1	Mischief Under \$5000	Withdrawn
12	1	Mischief Under \$5000	Withdrawn
	2	Mischief Under \$5000	Withdrawn
13	1	Mischief Under \$5000	Withdrawn
14	1	Uttering Threats	Stayed
15	1	Assault	Withdrawn
	2	Uttering Threats	Withdrawn
16	1	Mischief Under \$5000	Found Guilty – 90 days on each charge concurrent, sentence order, 2 year probation, 10 years discretionary firearm/weapon prohibition
	2	Mischief Under \$5000	
	3	Mischief Under \$5000	
	4	Mischief Under \$5000	
	5	Mischief Under \$5000	
	6	Mischief Under \$5000	
	7	Mischief Under \$5000	
	8	Mischief Under \$5000	
	9	Mischief Under \$5000	
	10	Mischief Under \$5000	
	11	Mischief Under \$5000	Withdrawn
	12	Mischief Under \$5000	Withdrawn
	13	Mischief Under \$5000	Withdrawn
	14	Mischief Under \$5000	Withdrawn
	15	Mischief Under \$5000	Withdrawn
	16	Mischief Under \$5000	Withdrawn
17	1	Uttering Threats	Acquitted
	2	Uttering Threats	Acquitted
	3	Criminal Harassment	Acquitted
18	1	Robbery	Withdrawn
	2	Assault	Conditional Discharge
	3	Mischief Under \$5000	Conditional Discharge



Case No.	No. of Charges	Charge(s)	Disposition
19	1	Criminal Harassment	Withdrawn
	2	Uttering Threats	Suspended Sentence & Probation 30 months & Pre-Sentence custody 120 days Equivalent
	3	Disobey Court Order	Suspended Sentence & Probation 30 months & Pre-Sentence custody 120 days Equivalent
	4	Disobey Court Order	Withdrawn
20	1	Uttering Threats	1 day concurrent & 3 year probation
	2	Uttering Threats	Withdrawn
	3	Criminal Harassment	1 day concurrent & 3 year probation
	4	Breach of Probation	Withdrawn
21	1	Mischief Under \$5000	Conditional Discharge & Probation 12 Months
22	1	Disturb Person Assembled for Worship	Withdrawn
	2	Uttering Threats	Withdrawn
23	1	Uttering Threats	Conditional Sentence Order - 12 months and 3 year probation
	2	Mischief Under \$5000	Withdrawn
	3	Assault	Conditional Sentence Order - 12 months and 3 year probation
	4	Uttering Threats	Withdrawn
24	1	Assault	Found Guilty – Suspended sentence, 18 months probation (concurrent)
	2	Assault	Found Guilty – Suspended sentence, 18 months probation (concurrent)
	3	Fail to Comply with Release Order	Found Guilty – Suspended sentence, 18 months probation (concurrent)
	4	Fail to Comply with Probation	Found Guilty – Suspended sentence, 18 months probation (concurrent)



Case No.	No. of Charges	Charge(s)	Disposition
	5	Fail to Comply with Probation	Found Guilty – Suspended sentence, 18 months probation (concurrent)
25	1	Cause Disturbance	Withdrawn - Peace Bond
	2	Uttering Threats	Withdrawn - Peace Bond
	3	Assault	Withdrawn - Peace Bond
	4	Assault with Weapon	Withdrawn - Peace Bond
	5	Possession of a Weapon	Withdrawn - Peace Bond
26	1	Disturb Persons Assembled for Worship	Withdrawn - Peace Bond
	2	Uttering Threats	Withdrawn - Peace Bond
27	1	Assault	Withdrawn

2021 Dispositions

Case No.	No. of Charges	Charge(s)	Disposition
1	1	Assault	Found Guilty - 63 days prison sentence in addition to 90 days served (PSC), 24 months probation, 10 year firearms/weapons prohibition
2	1	Assault	Dismissed
3	1	Mischief Under \$5000	Withdrawn - Diversion
4	1	Mischief Under \$5000	Withdrawn
5	1	Assault	Found Guilty - Suspended sentence, 12 months probation
	2	Assault	Found Guilty - Suspended sentence & 12 months probation
	3	Fail to Comply Probation	Withdrawn
	4	Fail to Comply Probation	Withdrawn
6	1	Assault Cause Bodily Harm	Withdrawn
	2	Assault with Weapon	Withdrawn



Case No.	No. of Charges	Charge(s)	Disposition
7	1	Uttering Threats to Kill Animal	Withdrawn
	2	Criminal Harassment	Withdrawn
	3	Criminal Harassment	Withdrawn
8	1	Assault Cause Bodily Harm	Found Guilty - 10 year prohibition order, 24 month probation
	2	Assault	Withdrawn
	3	Assault	Withdrawn
	4	Assault with Weapon	Withdrawn
	5	Assault with Weapon	Withdrawn
	6	Assault with Intent to Resist Arrest	Withdrawn
	7	Disobey Court Order	Withdrawn
	8	Fail to Comply with Release Order	Withdrawn
9	1	Mischief Under \$5000	Withdrawn
10	1	Assault	Found Guilty - 12 months probation & \$100 surcharge
11	1	Criminal Harassment	Withdrawn
	2	Uttering Threats	Withdrawn
12	1	Assault	Found Guilty - Suspended sentence, 12 months probation, 5 years discretionary firearms/weapons prohibition, 20 days pre-sentence custody
	2	Mischief Under \$5000	Found Guilty - Suspended sentence, 12 months probation
13	1	Assault	Withdrawn
	2	Assault with a Weapon	Found Guilty - 1 day jail, 12 month probation, 5 year weapons prohibition
	3	Mischief Under \$5000	Withdrawn
14	1	Mischief Interfere with Property	Transfer within Jurisdiction



Case No.	No. of Charges	Charge(s)	Disposition
	2	Mischief Interfere with Property	Withdrawn - Peace Bond
	3	Mischief Interfere with Property	Withdrawn - Peace Bond
	4	Criminal Harassment	Withdrawn - Peace Bond
	5	Harassment by Repeated Communication	Withdrawn - Peace Bond
	6	Harassment by Repeated Communication	Withdrawn - Peace Bond
	7	Disobey Court Order	Withdrawn - Peace Bond
	8	Disobey Court Order	Withdrawn - Peace Bond
	9	Breach of Recognizance	Withdrawn - Peace Bond

2020 Dispositions

Case No.	No. of Charges	Charges	Disposition
1	1	Assault	Withdrawn
2	1	Criminal Harassment	Found Guilty - Conditional Discharge, 12 month probation, mandatory firearms/weapons prohibition
	2	Mischief Under \$5000	Withdrawn
3	1	Criminal Harassment	Acquitted
	2	Causing Disturbance	Acquitted



PUBLIC REPORT

April 24, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Purchase of Body Worn Cameras, Conducted Energy Devices, and In-Car Cameras from Axon Canada

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

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

1. approve a contract increase with Axon Canada (Axon) for the purchase of additional equipment, licences and life cycle-refresh over the term of the existing contract to support the hiring of 150 net-new Police Constables, at an estimated cost of \$5.3 million (M) excluding taxes specifically for:
 - a. 150 additional Body-Worn Cameras (B.W.C.s) and lifecycle refresh;
 - b. 150 Conducted Energy Devices (C.E.D.s) and lifecycle refresh;
 - c. 50 In-Car Cameras (I.C.C.s) with Automated License Plate Recognition (A.L.P.R.)Technology; and
 - d. a provisional allocation of \$0.2M for any in-year requirements, and;
2. authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

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Financial Implications:

On December 16, 2022 (Min. No. P2022-1216-7.0 refers) the Board approved a renegotiated contract with Axon for the period of January 1, 2023 to December 31, 2027 with the option to extend for five additional one year terms, at a total cost of approximately \$98.8M excluding taxes over the 10-year period. The board approved renegotiated contract included:

- 2,600 B.W.C.s, including lifecycle refresh;
- 2,600 C.E.D.s, including lifecycle refresh;
- 640 I.C.C.s with A.L.P.R. technology, including lifecycle refresh; and
- unlimited storage of seized digital evidence.

Since approval of the renegotiated contract, the Service's staffing plans to meet operational requirements go beyond the assumptions made in the contract by 150 net-new Police Constables. This is the portion of officers that would require this equipment from the net new 306 officers included in the Council-approved 2024 Operating Budget Request.

Table 1 summarizes the current obligations within the Service's existing operating and capital budgets and the estimated incremental cost of additional B.W.C.s, C.E.D.s and I.C.C.s from Axon to equip the increase in overall Police Constable strength beyond the current contract value assumptions. The estimated cost of these products for the remaining contract duration (from 2024 to 2032, including the five option years) is \$5.1 million (M), excluding taxes.

The 2024 portion of this cost is \$0.9M and is provided for in the Service's 2024 operating budget. The associated future costs will be included in the budget process for each subsequent year of the Agreement.

A provisional amount of \$0.2M has also been included in the 2024 estimate to address any unforeseen needs this year. This provision increases the contract value to approximately \$5.3M. However, such additional purchases would depend on operational requirements and funds availability.

Table 1: Total Revised Contract value for B.W.C.s, I.C.C.s and C.E.D.s (\$M's)

Year	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	Total
Existing Contract	15.7	7.9	7.9	7.9	7.9	10.3	10.3	10.3	10.3	10.3	98.8
Additional Requirements (funding provided in the 2024 approved budget)	0.0	0.9	0.5	0.6	0.6	0.6	0.6	0.6	0.7	0.0	5.1
Emergent Requirements (Funding is not provided)	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Total	15.7	9.0	8.5	8.5	8.5	10.9	10.9	10.9	11.0	10.3	104.1

Summary:

The purpose of this report is to request the Board's approval for an increase to the existing contract with Axon of approximately \$5.1M excluding taxes, to equip an additional 150 Police Constables with B.W.C.s, C.E.D.s and 50 I.C.C.s, plus an additional \$0.2M as a provisional amount for any in-year requirements for a total of \$5.3M.

Discussion:

Background

On December 16, 2022 the Board approved a consolidated contract award to Axon for B.W.C.s, I.C.C.s, C.E.D.s and use of Evidence.com for the period from January 1, 2023 to December 31, 2027 with five one-year optional extension terms to the end of 2032, at an estimated 10-year cost of \$98.8M excluding taxes.

This contract award marked the start of a long-term commitment to ensure public-facing members of the Service were equipped to transparently deliver policing services through the support of a suite of tools from Axon. The positive impact of these tools have set the standard for policing across Canada.

Continued Benefits of the Current Axon Suite of Systems

B.W.C.s

- Body-worn cameras provide an objective record of interactions between law enforcement officers and the public, promoting transparency and accountability in policing practices;

- The cameras capture real-time footage that can serve as crucial evidence in investigations, aiding in the documentation of incidents, interviews, and crime scenes; and
- The presence of body-worn cameras can deter confrontational behaviour from both civilians and officers, leading to de-escalation of tense situations. Additionally, the footage can be utilized for training purposes to enhance officer safety and improve tactics.

C.E.D.s

- Reduces the risk of harm to officers and the public by providing a non-lethal use of force option that can be quickly deployed at greater distances.

I.C.C.s with A.L.P.R.

Pairing an in-car camera system with A.L.P.R. (Automatic License Plate Recognition) software offers several benefits:

- In-car cameras capture footage of interactions, providing visual evidence to support police activities and ensure accountability
- ALPR technology automatically scans licence plates, aiding in vehicle identification in turn assisting with locating at-risk individuals (missing and vulnerable) as well as stolen vehicles used for serious crimes.

Evidence.com

- Improved disclosure to courts;
 - Initial disclosure compliance from ~50% Service-wide to 95%; and
 - Initial disclosure delay from 160 days to 30 days.
- Automatic indexing of digital evidence into cases saves case managers time and speeds investigations (weeks down to hours);
- Automation of 9-1-1 call transcription and disclosure - saving time and labour;
- Mobile Apps allow front-line officers to collect evidence from citizens securely via email/text messages;
- Offsets B.W.C. workload for front-line officers through automation and redaction toolkits; and
- Opportunities to present better evidence in court to support prosecutions.

Since the approval of a renegotiated contract, the Service's staffing plans to meet operational requirements go beyond the assumptions made in the contract by 150 net-new Police Constables. In order to appropriately equip these additional officers, Board approval is required to increase the contract value by \$5.3M.

Relevant Board Policies and Compliance

The Board's By-law No. 163 Purchasing By-law, Section 15.1 outlines the following allowable non-competitive procurement exceptions:

(Note each good or service purchased from Axon has its own purchasing considerations)

B.W.C.s & I.C.C.s

'(f) Additional purchases from a vendor of Goods or Services that were not included in the original procurement, when a change cannot be made for economic or technical reasons without causing significant inconvenience or substantial duplication of costs to the Service;'

C.E.D.'s

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

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

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

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

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

(a) fifteen percent (15%) of the total cost of the original approved Contract Value at the time of Award; and

(b) the authority of that person as set out in section 20.3.'

Conclusion:

For the reasons outlined above, the Service is seeking the Board's approval to increase the current contract with Axon to equip an additional 150 Police Constables with B.W.C.s and C.E.D.s, as well as I.C.C.s for the additional vehicles required for the new Police Constables.

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

Respectfully submitted,

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



PUBLIC REPORT

April 16, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Request for Funds: Youth in Policing Luncheon and Awards

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Services Board (Board) approve an expenditure in the amount of \$6 thousand (K) from the Board's Special Fund, less the return of any funds not used, to support the Annual Youth In Policing Initiative (Y.I.P.I.) luncheons listed within this report.

Financial Implications:

The Board's Special Fund will be reduced by \$6K, which is the total cost of expenditures related to the annual events listed in this report.

Summary:

The Board, at its meeting on February 28, 2022, granted standing authority to the Chair and the Vice Chair to approve expenditures from the Board's Special Fund for a total amount not to exceed \$6K for this internal event annually hosted in whole or in part by the Board and the Toronto Police Service (Service). The Standing Authority would only apply to events that are to be identified in the list which is provided to the Board for information at the beginning of each calendar year (Min. No. P208/10 refers).

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Discussion:

Background

STRATEGY MANAGEMENT UNIT Y.I.P.I. LUNCHEON AND AWARDS						
	2018	2019	2020	2021	2022	2023
Youth in Policing Initiative Luncheon	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Total	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000

The above noted request for funding from the Board's Special Fund has been reviewed to ensure that it meets the criteria set out in the Board's Special Fund Policy and is consistent with the following goal of the Service:

- Embrace partnerships to create safe communities

Below is the breakdown of costs for the graduations and the dates for the events:

Winter/Spring Graduation	Summer Graduation	Fall Graduation
Saturday June 8, 2024	Friday, August 23, 2024	Saturday, December 7, 2024
Approximately 160 attendees (students, community and family members)	155 Summer hires	Approximately 160 attendees (students, community and family members)
\$2,000.00	\$2,000.00	\$2,000.00

The annual funding for the Y.I.P.I. lunches have been ongoing over the years. The graduation lunches are now being enhanced to include recognition and awards to students who have made significant contributions to the program in the following categories:

- **Rising Star** - this person takes the initiative to ask questions and participate in workday meetings, and also takes advantage of whatever knowledge is available to them
- **Creativity** - this student demonstrates a high level of creativity in the arts, especially with group projects and assignments
- **Community Involvement Award** - this student demonstrates a long term commitment to their community by dedicating time and effort in order to create beneficial change

- **Most Improved** - this student has developed and made significant progress throughout the program
- **Leadership** - this student demonstrates exceptional leadership skills, inspiring others to be involved and motivated
- **Team Player** - this student demonstrates a willingness to work with their fellow students and ensures that peers are included and valued
- **Knowledge** - a student who participates in training days and contributes many facts, and asked very educational and insightful questions
- **Initiative** - this student demonstrates excellent work ethic and has gone above and beyond in executing their tasks
- **M.V.P.** - someone who is recognized by their placement supervisors as hard-working, charismatic and well-mannered
- **Hidden Gem** - despite not being outspoken, this person makes a difference by consistently helping out and displays an excellent work ethic and attitude

Conclusion:

The Service is one of the largest municipal police services in North America and is responsible for policing the most diverse city in the world, with almost half of the city's current population being born outside of Canada. The City boasts 200 ethnic groups with over 140 languages spoken. As the most multicultural city in the world, this program enhances the Service's reputation in the role it plays in engaging dialogue and forming positive relationships with the youth in our city.

The Y.I.P.I. program enhances the link between the police and the neighbourhoods we serve. It gives students the opportunity to work with sworn and civilian members, giving them a sense of belonging, acceptance, respect, access and an opportunity to interact with members of the Service. Presentations from police officers and community partners, training, teamwork and life skills are integral parts of the program's curriculum. It also offers participants the opportunity to select the Toronto Police Service as an employer of choice. There are approximately 40 Y.I.P.I. Alumni employed within the Service; 23 sworn, 14 civilian and 4 cadets.

The participation of the Board and the Service in this event is based on a partnership established in 2006 between the Ministry of Children, Community and Social Services, the Toronto Police Services Board and the Toronto Police Service.

Ms. Svina Dhaliwal, Chief Administrative Officer and Staff Superintendent Joe Matthews, Strategy Management, will attend to respond to any questions that the Board may have regarding this report.

Respectfully submitted,

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



PUBLIC REPORT

April 23, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Contract Award to Paladin Technologies Inc. for Enterprise Closed Circuit Television Management Services

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

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

- 1) approve a contract award to Paladin Technologies Inc. (Paladin) for Enterprise Closed Circuit Television (C.C.T.V.) management services including equipment supply, installation, maintenance and professional services for a three year period commencing July 1, 2024 to June 30, 2027, plus two one-year optional extension periods at a total estimated cost of \$8.3 Million (M) over the five-year term;
- 2) authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form; and
- 3) authorize the Chief to exercise the options to extend the contract subject to ongoing business needs, continued funding, and satisfactory vendor performance.

Financial Implications:

The value of the contract with Paladin is estimated to be \$8.3M over five years, inclusive of the two one-year optional extension periods. The actual costs incurred will be funded from the following sources:

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Operating Budget - An amount of \$175,000 has been included in the 2024 Toronto Police Service (Service) operating budget. A similar amount will be included as part of future operating budget requests.

Capital Program - An amount of \$5.7M has been included in the Service's 2024-2029 capital budget as part of the State of Good Repair project. The amount will continue to be included as part of future capital budget requests.

Emergent and Grant Funded Work - An amount of \$1.5M has been included in the Service's 2024-2029 capital budget as part of emergent and grant funded work (i.e. Public Space Closed Circuit Television expansion, Service building renovations, new systems/integrations)

Summary:

The purpose of this report is to request the Board's approval for a contract award to Paladin for enterprise C.C.T.V. management services, including equipment supply, installation, maintenance and professional services.

Discussion:

Background

Effective and reliable C.C.T.V. systems are crucial for protecting our members, City buildings, and the public, as well as ensuring compliance with all legislated Service video requirements. To ensure the security cameras are in good working order and to minimize repair work, it is important that regular maintenance is performed on the camera systems.

The Service's Infrastructure Services Unit oversees the maintenance of this equipment. Over the last number of years, the number of C.C.T.V. systems within the Service has significantly increased without a corresponding increase in support staff. To manage this maintenance, Infrastructure Services utilizes the services of an external vendor to perform preventative maintenance on the Service's security cameras. This has proven to be an efficient and cost-effective way of providing this service.

Procurement Process

The Service's Purchasing Services Unit published a Request for Proposal (R.F.P.) # 1591155-23 for Enterprise C.C.T.V. Management Services on MERX on November 8, 2023, which closed on December 11, 2023. 34 suppliers downloaded the R.F.P. documents from MERX and three proposals were submitted.

There were three stages to the R.F.P. evaluation process – Mandatory Requirements, Rated Criteria and Pricing. All three proponents passed the first two stages and moved on to the pricing evaluation stage. Paladin scored the highest overall, and is therefore being recommended for award.

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 by-law 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 by-law 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 the contract award to Paladin for the provision of enterprise C.C.T.V. management services including equipment supply, installation, maintenance and professional services.

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

Respectfully submitted,

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



PUBLIC REPORT

April 25, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: New Toronto Police Service (TPS) Service Procedure 17-14 Artificial Intelligence Technology

Purpose: Information Purposes Only Seeking Decision

Summary:

In the context of public safety, Artificial Intelligence (A.I.) technologies offer immense benefits, but require careful consideration to mitigate risks and ensure ethical use. This report is to inform the Toronto Police Service Board (Board) of the completion and content of the Toronto Police Service's procedure 17-14 Artificial Intelligence.

Discussion:

Background

Relevant Board Policies and Compliance

The Board adopted the Use of Artificial Intelligence Technology Policy in February 2022 and set requirements for the Service to develop procedures and processes for the review and assessment, prior to the use of new A.I. technology.

Research and Consultation

The Board's Use of Artificial Intelligence policy was the first of its kind in Canada.

Preliminary research conducted determined that no municipal police agency in Canada had existing operational procedures and processes that review and assess A.I. technology for use in policing.

The preliminary research conducted to prepare the Service's A.I. Technology procedure expanded towards international regions, and while information about best practices and guidelines were available, functional A.I. governance and procedures for a public safety

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organization did not exist at the time. This meant that the novel creation of Service A.I. procedures would be required.

The Service has engaged directly with public safety agencies, government officials, community organizations, civil liberties groups, and other key stakeholders to solicit feedback and input on the development of A.I. guidelines.

Furthermore, consultation with other industry leaders specializing in A.I. technology has been instrumental in informing the design and implementation of these procedures. By engaging leading technology companies, financial institutions, and higher education sectors, the Service has leveraged forward-looking expertise.

The culmination of research provided direction and material to develop a procedure that would guide the Service with a structured approach toward the adoption and use of A.I. technology.

Consultation with stakeholders has been a critical aspect of the initiative, ensuring that the perspectives and concerns of all relevant parties are taken into account. The Service recognized and mirrored the Board's transparent approach which integrated public consultation and feedback into its design.

In November 2022, the Service's draft A.I. procedure was created and published on the Service website with a request for the public to review and provide feedback. Feedback was received from private citizens, professors, and technologists, as well as representatives from the Ontario Human Rights Commission and the Information and Privacy Commission of Ontario.

Building upon the feedback and incorporating additional research findings, Service Procedure 17-14 was finalized to guide the process of evaluating AI technology prior to procurement or use by the organization.

The components of the Service A.I. procedure include:

1. Pre-Screening Assessment: Evaluating identified A.I. technology for the potential benefits for public safety with adherence to ethical principles, and compliance with relevant regulations.
2. The creation of the A.I. Technology Committee which guides incoming evaluations for a thorough and comprehensive understanding of the identified A.I. technology. This committee is also responsible for organizing key stakeholders, subject matter experts and consultative groups for a balanced and comprehensive approach.
3. Artificial Intelligence Assessment: Assessing the technical capabilities, reliability, and accuracy of A.I. algorithms and systems.
4. Ethical and Privacy Reviews: Conducting ethical review, and privacy impact assessments to ensure aspects of fairness, transparency, accountability, and privacy are addressed.

While technology evolves, it is anticipated that A.I. technology adoption processes will require updates to maintain the balance between public safety benefits and risks. The

Service's A.I. procedure has been designed in a modular format to ensure that Service governance is capable of adapting alongside the pace of technology.

Additionally, the latest A.I. procedure will be posted on the Service website to inform the community on the requirement and processes prior to use.

In conclusion, the governance advancements have placed the Service as a leader in the approach to responsible use of A.I. technology for improving public safety. By integrating the components of public benefit, transparency, accountability and fairness, we are committed to innovative methods to keep Toronto the best and safest place to be.

Equity Analysis

Artificial Intelligence is rife with equity considerations; risks and benefits. The specific considerations are tied to the way this technology is deployed, the problem to which it is applied, the information being used and the impacts and mitigations. Equity is use-case specific and this procedure is intended to protect against negative outcomes from any A.I. deployment. The A.I. Policy and Procedure are designed to ensure the appropriate scrutiny, assessment and transparency, in order to maintain ethical and equitable use of these technologies and to ensure benefits to the public.

Conclusion:

The Board adopted the Use of Artificial Intelligence policy in February 2022 and set requirements for the Service to develop procedures and processes for the review and assessment, prior to the use of new A.I. technology. This report is to inform the Toronto Police Service Board (Board) of the completion and content of the Toronto Police Service's procedure 17-14 Artificial Intelligence.

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

Recommendation:

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



17-14 Artificial Intelligence Technology

Status: New

Issued: R.O. 20XX.XX.XX-XXXX

Rationale

Artificial intelligence (AI) technology is a tool that can support the mission of the Toronto Police Service (Service) to deliver police services in partnership with our communities to keep Toronto the best and safest place to be. AI technology can provide opportunities to improve efficiency and customer service, resolve complex issues, ensure business continuity and provide assistance in performing repetitive tasks.

The purpose of this procedure, in compliance with the Toronto Police Service Board (Board) policy *Use of Artificial Intelligence Technology* (Board policy), is to provide a framework for the acquisition and use of any AI technology that collects and/or uses information about members of the community.

Procedure

The Service is committed to ensuring the use of AI technology in a manner that is sensitive to the needs of the communities it serves. In that regard, the Artificial Intelligence Technology Committee (AITC) has oversight of the review process for all proposed new AI technology. The AITC membership consists of Service representatives from the following units:

- Committee Chair – Chief Information Officer (CIO) (or designate) - Information & Technology Command (ITC);
- Business Relationship Management (BRM);
- Equity, Inclusion and Human Rights (EIHR);
- Information Management (IM);
- Information Technology Services (ITS);
- Legal Services (LSV); and
- Ad hoc members, as necessary, dictated by the individual project scope or type of technology under consideration.

Member

1. When using AI technology in the course of their duties shall only use
 - that which is Service approved
 - it for which it was originally intended and approved for Service use
 - it in compliance with Service Governance and training
2. When identifying a business or operational need that can be or may be assisted by AI technology that is not currently approved for Service use shall contact BRM.

3. When designated as the capability lead for a request to obtain AI technology shall
 - complete and submit a TPS 209 to BRM
 - perform tasks as directed by the AITC
 - create a project team, as necessary

Member – Business Relationship Management (BRM)

4. When contacted by a Service member regarding AI technology that is not currently approved for Service use shall determine if any existing Service approved technology and/or alternative solution can perform the desired function(s).
5. When an existing Service approved technology and/or alternative solution is identified in item 4 shall
 - advise the requesting member of the existing technology and/or alternative solution
 - deny the AI technology request

➤ *Note: Denial of a request does not preclude the AI technology from being reconsidered at a future date. For example, funding, technological advances, changes in legislation and/or organizational/community readiness may give reason to re-evaluate the AI technology.*
6. When there is not an existing and effective Service approved technology and/or alternative solution identified in item 4 shall
 - ensure a Service member acts as the capability lead
 - complete a Business Initiative Review (BIR) in consult with the capability lead
 - forward the completed BIR and TPS 209 to the Unit Commander – BRM
7. When assigned to maintain the central repository for tracking all AI technology requests shall include the following in the repository
 - the requested technology name and/or potential vendor(s)
 - the name of the capability lead
 - the status of the request throughout the review process
 - reasons for approving/denying the request
8. When provided status updates from the AITC for any requested AI technology shall
 - update the central repository
 - advise the capability lead of the status and, if the request is denied, the reasons for the decision

Unit Commander - Business Relationship Management (BRM)

9. Upon receipt of the BIR and TPS 209 shall ensure
 - the completed BIR and TPS 209 are forwarded to the AITC
 - a member is assigned to maintain the central repository for tracking AI technology requests

Artificial Intelligence Technology Committee (AITC)

10. Upon receipt of a BIR and TPS 209 shall
 - review the BIR and TPS 209
 - determine the scope of intended use
 - consider any alternative options to achieve the same goal as proposed by the new AI technology

- based on the above information, determine if the AI technology will continue through the review process or be denied for use
11. When denying the AI technology request shall advise BRM
- *Note: Denial of a request does not preclude the AI technology from being reconsidered at a future date. For example, funding, technological advances, changes in legislation and/or organizational/community readiness may give reason to re-evaluate the AI technology.*
12. When continuing the AI technology review process shall
- advise BRM
 - engage the capability lead, or assign resources, to document the scope, details and progress of the project
- *Note: The AITC can consider including a project manager to work with the capability lead.*
- engage Analytics & Innovation to examine technical details via an Artificial Intelligence Assessment (AIA)
 - engage Information Privacy & Security (IPS) to examine privacy details
 - determine if the opinions of subject matter experts (internal and/or external) would be beneficial and assign resources to engage as needed
 - determine if community consultation would be beneficial and assign resources to engage as needed
 - refer to the Board policy to determine additional review considerations
 - based on the above information determine if the AI technology will continue through the review process
- *Note: If the review process will not continue refer to item 11.*
13. When continuing the AI technology review process shall obtain approval from the CIO
- to initiate the procurement process and technical testing, if involving a vendor, or
 - to continue with technical testing, when not involving a vendor (i.e. free and/or open-source technology or Service developed technology)
- *Note: If the request to initiate the procurement process and/or testing is denied refer to item 11.*
14. Upon approval from the CIO to initiate procurement and/or begin any technical testing shall ensure
- appropriate resources are assigned
 - IPS is notified to coordinate the Privacy Impact Assessment (PIA)
15. If the procurement process is unsuccessful notify the CIO and comply with item 11.
16. Upon receipt of the technical testing results, PIA and, if applicable, the procurement outcome shall
- evaluate if the technology fulfills the original business need
 - evaluate if the technology functions as intended
 - determine if further testing is required and initiate as necessary
 - determine if the AI technology will be recommended for Service use
- *Note: If the AI technology will not be recommended for Service use refer to item 11*
17. When making a recommendation to adopt the AI technology for Service use shall

- submit all review documents to the CIO
 - make a request to the CIO to engage the Office of the Chief (OOTC), relevant Command Officers and, as necessary, the Board, for approval of the AI technology
18. When AI technology is approved for Service shall
- advise BRM
 - ensure member training requirements and pre-requisites for use are established
 - ensure compliance with procedure [16-01](#) to amend or create Service governance, as necessary
 - ensure an evaluation and re-assessment of the technology takes place post-deployment

Manager – Analytics & Innovation

19. Upon being engaged by the AITC shall ensure an AIA is completed and submitted to the AITC.

Manager - Information Privacy & Security

20. Upon being engaged by the AITC shall ensure a PIA is completed and submitted to the AITC.

Chief Information Officer – Information & Technology Command

21. Upon receipt of a request from the AITC to initiate the procurement process shall ensure
- the OOTC, relevant Command Officers and, as necessary, the Board, are engaged for approval to obtain the AI technology for Service use; and
 - the AITC is advised if the request is approved or denied
22. Upon receipt of a request from the AITC to conduct testing of the AI technology shall ensure the request is reviewed and approved, as necessary.
23. Upon receipt of a recommendation from the AITC to adopt AI technology for Service use shall ensure consultation with the OOTC, relevant Command Officers and, as necessary, the Board, for the purpose of obtaining approval.
24. The CIO shall ensure a list of Service approved AI technology is maintained on the Service external website, per the Board policy.
- *Note: Where the product is covert in nature the product and vendor may be omitted. Where public disclosure of the product or details of the product may impact economic, intellectual property, or other interests, such information may be omitted pursuant to sections 8, 10 and 11 of the Municipal Freedom of Information and Protection of Privacy Act and other relevant legislation and/or case law.*

Supplementary Information

Governing Authorities

Provincial:

- Community Safety and Policing Act, O. Reg. 400/23 Collection of Identifying Information in Certain Circumstances – Prohibition and Duties
- Community Safety and Policing Act, O. Reg. 392/23, Adequate and Effective Policing (General)
- Community Safety and Policing Act, O. Reg. 412/23, Disclosure of Personal Information
- Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M. 56

Associated Governance

Toronto Police Service Board Policies:

- Board Policy - Use of Artificial Intelligence Technology

Service Governance:

- Procedure [16-01](#) Service and Legislative Governance and Legal Agreements
- [Standards of Conduct](#) - Ethical Decision Making
- [Standards of Conduct](#) 1.12– Confidential Information;
- [Standards of Conduct](#) 1.13– Release of Service Documents
- [Standards of Conduct](#) 1.14– Removal of Service File, Record, Exhibit and Property
- [Standards of Conduct](#) 1.15– Use of Service facilities & Equipment
- [Standards of Conduct](#) 1.19– Use of Computers and Telecommunications

Forms:

- [TPS 209](#) Artificial Intelligence Pre-Assessment Screening

Definitions

For the purposes of this Procedure, the following definitions will apply:

Artificial Intelligence (AI) goods and services, including but not limited to software and electronic devices, which collect information about members of the public or their actions, including personal information as defined under the Municipal Freedom of Information and Protection of Privacy Act, or make use of existing information about members of the public or their actions, and which use automated analytical problem-solving models to assist or replace Service Members in identifying, categorizing, prioritizing or otherwise making decisions pertaining to the information or the members of the public to which it pertains. AI technology includes, but is not limited to: machine learning technology, neural networks, natural language processing applications, predictive technologies, computer vision, and technologies which make predictions using algorithms trained on large data sets. [Source: Toronto Police Service Board Policy *Use of Artificial Intelligence Technology*]

Capability Lead for the purpose of this Procedure means a Service member that helps facilitate a proposal to obtain technology for the purpose of fulfilling a business or operational need not currently achieved by any Service approved technology or solution.

DRAFT

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

Learn more about our **Service Core Values** and Competencies [here](#)





PUBLIC REPORT

April 22, 2024

To: Chair and Members
Toronto Police Services Board

From: Dubi Kanengisser
Executive Director

Subject: City Council Decision – MM 16.19 – Authority to Donate Surplus Vehicles

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

It is recommended that the Board receive this report.

Financial Implications:

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

Summary:

The Board is in receipt of correspondence from the City Clerk with regards to an item adopted by City Council at its meeting held on March 20 and 21, 2024. The correspondence was forwarded to the Chief's Office for consideration. This report provides the Board with the decisions of City Council on this matter.

Discussion:

MM16.19– Authority to Donate Surplus Vehicles

City Council, at its meeting on March 20 and 21, 2024, adopted item MM 16.19 – Authority to Donate Surplus Vehicles. The Motion is available at the following link:

<https://secure.toronto.ca/council/agenda-item.do?item=2024.MM16.19>

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In considering this matter, Council adopted, the following:

2. City Council request City of Toronto agencies and corporations, such as the Toronto Transit Commission, and Toronto Police Services Board, to consider the donation of surplus or end-of-life vehicles to the Government of Ukraine for humanitarian purposes.

Conclusion:

The Board Office has forwarded the above correspondence to the Chief of Police for information and consideration as appropriate.

It is recommended that the Board receive this report.

Respectfully submitted,

Dubi Kanengisser
Executive Director



PUBLIC REPORT

May 15, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: Proposed Revisions to Board's Procedural By-Law

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

It is recommended that the Board approve the proposed revised Procedural By-Law.

Financial Implications:

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

Summary:

This report presents and discusses proposed changes to the Board's Procedural By-law. These proposed changes incorporate revisions required pursuant to the new *Community Safety and Policing Act*, along with additional changes identified by Board Office Staff, in consultation with Board Members, to make Board meetings more efficient and effective.

Discussion:

Background

The Board's Procedural By-law (By-law) was enacted in 1996, and was updated and expanded in 2017 (Min. No. P33/17 refers). The Procedural By-law governs the meetings of the Board (both Regular and Special meetings), as well as all of the associated procedural elements. The By-law also governs a number of other aspects,

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such as the duties of the Chair and Vice Chair, Board meeting agendas and minutes, and Committees of the Board.

In 2020, the Procedural By-law was updated to include modifications to the Board's meeting procedures – including with respect to holding electronic meetings – as well as other Board practices, and the changing role of the Board's Executive Director. Board Office Staff, in consultation with counsel from City Legal, drafted a number of amendments to incorporate these changes. These updates were approved by the Board at its meeting on June 19, 2020 (Min. No. P90/20 refers).

At the Board's April 30, 2024 meeting, the Board received notice of proposed revisions to the By-law, in accordance with section 26.2 of the By-law.

Proposed Revisions to the Procedural By-law

On April 1, 2024, the new *Community Safety and Policing Act* (the *Act*) came into force, replacing the *Police Services Act* as the primary statutory framework governing policing in Ontario. This has resulted in a number of required changes to the Procedural By-law, in order to bring it into compliance and alignment with the *Act*.

In addition, a number of changes are being proposed to improve the handling of Board meetings, to make them more efficient and effective. These proposed revisions have been developed in consultation with Board Members. Substantive proposed revisions to the By-law falling under this category include the following:

- Section 3.1(r) was amended to include advisory panels as one of the bodies to which a matter might be referred for consideration.
- Section 8.1 was amended to better align the By-law with current and best practices, including:
 - providing the Chief of Police with the opportunity to make a verbal update to the Board;
 - removing the provision for a consent agenda: all matters before the Board are to be considered equally;
 - listing items deemed confidential; in accordance with the Act, only the general nature of such items will be disclosed.
- Section 11.3A was added to provide that written consent must be sought from all Board Members who are unable to attend a rescheduled regular meeting.
- Section 11.4 was amended to clarify and simplify provisions around the calling of a meeting when the Chair and/or Vice Chair are not present.
- Section 17.3 was amended to include an option for the Chair to determine that an agenda item requested by a member of the public falls under an existing agenda

item scheduled for the next regular meeting, and list the requested deputation under that item.

- In accordance with the Act, the Board discloses the general nature of confidential matters that are to be discussed *in camera*. Section 17.3A was added to clarify that deputations will not be heard on items listed on the confidential agenda.
- To establish a clear process for the submission of Motions by Board Members, Section 21.4 was amended and sections 21.4A-C were added. The process will ensure that Board Office Staff have sufficient time to prepare motions for consideration by the Board, and that Board Members have sufficient time to review proposed motions before discussing them at the meeting. The process also includes a provision to allow the Chair to rule a motion invalid if it is unrelated to the matter under consideration, with the Board having the final decision in case such a determination is appealed. Please note that the language of section 21.4A and 21.4B has been revised from the language provided at the Notice of Proposed Revisions, to better align it with a similar provision in the City's Council Procedures and ensure greater clarity.
- Section 21.6 was amended to remove the provision that, during a Recorded Vote, a Board Member's failure to vote will be deemed a negative vote.

Additional changes include ensuring consistent language across the By-law, use of gender-neutral language where appropriate, and other housekeeping changes to improve clarity and readability.

The proposed revised By-law is included as Appendix A.

Conclusion:

The proposed revised Procedural By-law will align the By-law with the Act, improve its clarity, and improve the processes necessary to ensure Board Meetings are efficient and effective. It is recommended that the Board approved the proposed revised Procedural By-law.

Respectfully submitted,

Dubi Kanengisser
Executive Director

Attachments:

Appendix A: Proposed revised Procedural By-law

APPENDIX A

PROCEDURAL BY-LAW TPSB

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TORONTO POLICE SERVICE BOARD

BY-LAW NUMBER 161

A By-Law to Govern the Proceedings of the Toronto Police Service Board and its Committees

1. PREAMBLE

- 1.1 Subsection 22(1) of the *Community Safety and Policing Act* (the Act) provides that there will be a police service board for every municipality that maintains a police force.
- 1.2 Subsection 46(1) of the Act provides that a board will establish its own rules and procedures in performing its duties under the Act.
- 1.3 The Toronto Police Service Board wants to establish rules governing the conduct of its meetings and other related matters.
- 1.4 The Toronto Police Service Board wants to ensure that those rules reflect the principles of accessibility, responsiveness and accountability to the community, fairness, respect and full debate in the conduct of its meetings and flexibility in responding to changing circumstances at meetings of the Board.
- 1.5 The Toronto Police Service Board wants to ensure that the application and interpretation of the procedural rules contained in this by-law are consistent with the principles set out above.

NOW THEREFORE, the Toronto Police Service Board hereby enacts as follows:

2. INTERPRETATION

- 2.1 This By-law will be interpreted to be consistent with the following principles:
 - (a) The majority of Members have the right to decide;
 - (b) The minority of Members have the right to be heard;
 - (c) All Members have the right to information to help make decisions, unless otherwise prevented by law;
 - (d) Members have a right to an efficient meeting;
 - (e) All Members have the right to be treated with respect and courtesy; and
 - (f) All Members have equal rights, privileges and obligations, subject to additional rights, privileges and obligations granted to the Chair

under this By-law or other Board resolution.

3. DEFINITIONS

3.1 In this By-law:

- (a) “Act” means the Community Safety and Policing Act, 2019, as amended;
- (b) “Agenda Deadline” means the time by which reports or requests must be received in order to be considered by the Chair as a potential matter for an upcoming Board meeting agenda;
- (c) “Board” means the Toronto Police Service Board;
- (d) “Board Administrator” means the administrator of the Board;
- (e) “Business Days” means calendar days exclusive of Saturdays, Sundays and statutory holidays in the Province of Ontario;
- (f) “By-law” means this by-law as amended from time to time;
- (g) “Chair” means the Member elected as Chair of the Board pursuant to subsection 36(1) of the Act;
- (h) “Chief” means the Chief of the Toronto Police Service;
- (i) “Committee” means a committee of the Board which is established by the Board in accordance with the Act and section 10;
- (j) “Confidential Meeting” and “Confidential Agenda” mean a meeting of the Board, or a portion of a meeting, that is closed to the public, and the associated list of items to be considered at the confidential meeting;
- (k) “Council” means the Council of the City of Toronto;
- (l) “Deputation” means an address to the Board or its Committees at the request of a person or representative of a group or organization wishing to speak;
- (m) “Executive Director” means the Executive Director of the Board;
- (n) “Improper Conduct” means behaviour which causes any obstruction to the deliberations or proper conduct of a meeting;
- (o) “Member” means a member of the Board;
- (p) “motion to defer” means a motion made for the purpose of disposing of a matter with or without any proposed amendment, by delaying its consideration indefinitely or until some specified time or event;

- (q) “motion to receive” means a motion made for the purpose of acknowledging receipt of a particular item and placing the item in the records of the Board for future reference;
- (r) “motion to refer” means a motion made for the purpose of disposing of a matter under consideration, with or without any proposed amendment, by referring it and seeking its consideration by any designated Committee, advisory panel, body or official;
- (s) “point of order” means the raising of a question for the purpose of calling attention to any departure from the terms of this By-law or the customary modes of proceedings in debate or in the conduct of the Board’s business;
- (t) “point of procedure” means a question directed to the Chair to obtain information on the rules of the Board bearing on the business at hand in order to assist a Member to make an appropriate motion, raise a point of order or understand the effect of a motion;
- (u) “Presentation” means an address to the Board or Committee at the request or invitation of the Board or a Committee;
- (v) “Quorum” means a majority of the Members of the Board pursuant to section 43(2) of the Act;
- (w) “Recorded Vote” means a vote for which the Board Administrator records all Members present and how they voted; and
- (x) “Vice-Chair” means the Member elected as the Vice-Chair of the Board pursuant to subsection 36(2) of the Act.

3.2 In this By-law, words importing the singular number include the plural and vice-versa, and all references to gender will be read as gender neutral.

4. APPLICATION

4.1 Subject to section 4.3, the rules of procedure set out in this By-law will be observed in all proceedings of the Board, and will govern the order and dispatch of business conducted by the Board.

4.2 The rules of procedure contained in this By-law, with necessary modifications, are likewise applicable to a Committee.

4.3 All points of order or procedure for which rules have not been provided in this By-law will be decided by the Chair, as far as is reasonably possible, first, in accordance with the established rules of City of Toronto Council and second, in accordance with the rules of parliamentary procedure as contained in Robert’s Rules of Order.

4.4 The Board may waive any rules of procedure established by this By-law as

it considers appropriate.

4.5 Notwithstanding section 4.4, the Board cannot waive the following rules:

- (a) Meetings open to the public (section 13);
- (b) Quorum necessary for Board and committee meetings (section 15);
- (c) Reconsidering decisions (section 22); and
- (d) Amending the procedure by-law (section 26).

5. ELECTION OF CHAIR AND VICE-CHAIR

5.1 In accordance with subsections 36(1) and (2) of the Act, the Members of the Board will, at the first public meeting of the Board in each calendar year, elect from amongst its Members present, a Chair and Vice-Chair for the year, in the following manner:

- (a) The election of Chair and Vice-Chair will be conducted by the Board Administrator;
- (b) The Board Administrator will call for nominations;
- (c) Nominations will require a mover and seconder;
- (d) Every nominee will be asked by the Board Administrator if they accept their nomination;
- (e) Prior to the vote being taken, when there is more than one nominee, each nominee will be given an opportunity to speak to the nomination for up to five (5) minutes. Candidates will be called upon in alphabetical order of their surname;
- (f) After the nominees have completed their speeches, or, when there is only one nominee, once there are no more nominations, a vote will be taken;
- (g) If there are more than two nominees who choose to accept their nomination and upon the first vote no nominee receives the majority required for election, the name of the nominee receiving the least number of votes will be dropped and the Board will proceed to vote again and continue to do so until either,
 - (i) A nominee receives the majority required for election; or
 - (ii) It becomes apparent by reason of an equality of votes that no nominee can be elected.
- (h) Where the votes cast in a vote under this section are equal for all the candidates:

- (i) if there are three or more candidates nominated or remaining, the Board Administrator will by lot select one such candidate to be excluded from subsequent voting; or
 - (ii) if only two candidates remain, the tie will be broken and the position of Chair filled by the candidate selected by lot conducted by the Board Administrator.
- (i) For the purpose of subsection (i), “lot” means the method for determining the candidate to be excluded or the candidate to fill the position, as the case may be, by placing the names of the candidates on equal size pieces of paper placed in a box and one name being drawn by the Board Administrator.

6. DUTIES OF THE CHAIR

6.1 The Chair of the Board will:

- (a) preside at all meetings of the Board;
- (b) open the meeting of the Board by taking the chair and calling the Members to order;
- (c) receive and submit all motions presented by the Members;
- (d) put to vote all motions which are duly made and announce the result;
- (e) decline to put to a vote motions which infringe upon the rules of procedure or which are beyond the jurisdiction of the Board;
- (f) ensure that the Members, when engaged in debate, act within the rules of procedure;
- (g) enforce, on all occasions, the observance of order and decorum at a meeting;
- (h) call by name any Member persisting in breach of the rules of procedure and order them to vacate the room in which the meeting is being held;
- (i) advise the Board on any point of order as necessary;
- (j) adjourn the meeting upon motion duly made when the business is concluded;
- (k) adjourn the meeting or suspend or recess the meeting for a time to be specified by the Chair, if considered necessary;
- (l) act as the spokesperson for the Board or designate the Vice-Chair or the Executive Director to do so;

- (m) represent the Board at public or official functions or designate another Board Member or the Executive Director to do so;
- (n) sign all documents for, and on behalf of, the Board including but not limited to by-laws, resolutions, orders, and agreements which have been approved by the Board;
- (o) perform any and all other duties when directed to do so by motion of the Board; and
- (p) where appropriate, expel or exclude from a meeting any person for Improper Conduct.

7. DUTIES OF THE VICE-CHAIR

- 7.1 When the Chair is absent or refuses to act, the Vice-Chair will act in their place, and, while acting, will have the authority, rights, duties and powers of a Chair.
- 7.2 If the position of Chair becomes vacant, the Vice-Chair, if willing, will act in their place and assume the position of Chair for the remainder of the term until an election is held at the first meeting in the calendar year. If the Vice-Chair assumes the position of Chair, an election will be held for the position of Vice-Chair at the next regular meeting. If the Vice-Chair declines to assume the position of Chair, the Members will elect an interim Chair in accordance with the procedures set out in section 5 of this By-law.

8. AGENDA

- 8.1 The Board Administrator will prepare an agenda, for approval by the Executive Director and the Chair, in that order, for the use of the Members at the meetings of the Board:
 - 1. Call to Order
 - 2. Declarations of Interest
 - 3. Verbal Update from the Chief
 - 4. Confirmation of the Minutes from the Previous Meeting
 - 5. Presentations
 - 6. Reports Deferred from Previous Meetings
 - 7. Items for Consideration
 - 8. Confidential Items
 - 9. Adjournment

- 8.2 Each regular meeting will include a public and confidential agenda, as prepared by the Board Administrator and approved by the Chair.
- 8.3 Information on a confidential agenda of the Board will be marked "Confidential".
- 8.4 Any Member may submit an item to be put on an agenda provided that it is received by the Executive Director prior to the Agenda Deadline.
- 8.4A Where a Member submitted an item to be put on the Agenda in accordance with section 8.4, and the Chair determines not to include it on the agenda, or to defer it to a future meeting, the Chair will notify the Member in writing with reasons
- 8.5 The agenda for each regular meeting will be available to each Member at least five (5) clear Business Days preceding the day appointed for the holding of the meeting.
- 8.6 The public agenda for regular board meetings will be posted on the Board's website no later than five (5) clear Business Days prior to the Board meeting.
- 8.7 The Board will deal with matters in the order established on the agenda. The Chair may, at their discretion, alter the established order to facilitate the business of the meeting.
- 8.8 Any Member may add new business to the agenda after the Agenda Deadline if it relates to an urgent matter and the Board consents to the addition.
- 8.9 The Chair will use their reasonable efforts to satisfy the notice provisions set out in this section. Failure to satisfy any of the notice provisions contained in this section does not invalidate the meeting or any proceeding at the meeting.

9. MINUTES

- 9.1 The Board Administrator will cause minutes to be taken of each meeting of the Board, which will include:
 - (a) the place, date and time of the meeting;
 - (b) the name of the Chair and the attendance of the Members, the Executive Director, senior staff of the Toronto Police Service, names of presenters and persons making deputations;
 - (c) the confirmation and correction, if required, of the minutes of the previous meeting;
 - (d) declarations of interest; and

- (e) in accordance with section 43(4) of the Act, a record without note or comment of all resolutions, decisions and other proceedings at the meeting.

9.2 Unless otherwise decided by the Board, the minutes of each Board meeting will be submitted for confirmation or amendment to the Board at its next regular meeting or as soon thereafter as is reasonably practicable.

9.3 The draft public minutes of the Board, as approved by the Chair, will be posted on the Board's website.

10. COMMITTEES OF THE BOARD

10.1 The Board may, subject to the requirements of section 42 of the Act, establish a committee by by-law, and appoint two or more Members to a Committee to exercise any authority conferred on the Board in order to address any matter within the jurisdiction of the Board.

10.1A The Board may appoint one or more additional members, who are not Members of the Board, to a committee, as long as a majority of the committee is composed of Members of the Board.

10.2 The rules governing the procedures of the Board and the conduct of Members will be observed in all Committee meetings so far as they are applicable.

10.3 The Chair will be an ex-officio Member of any Committee appointed pursuant to section 10.1 and will be entitled to vote as a Member of any such Committee.

10.4 The Board will appoint Members to Committees for a specified period of time.

10.5 The Board will appoint a Chair of each Committee.

10.6 Members who are not Members of a specific Committee may attend meetings of that Committee and may, with the consent of the Chair of that Committee, take part in the discussion, but will not be counted in the quorum or entitled to make motions or to vote at these meetings.

10.7 Committee members may deal directly with the Chief or their designates, or members of the Command Team or their designates, when the Committee requires the assistance of the Toronto Police Service.

10.8 The Committee will report on its work to the Board as directed by the Board.

10.9 The Board may establish, by by-law, ad hoc Committees of limited duration, to inquire and report on a particular matter or concern. An ad hoc Committee will dissolve automatically upon submitting its final report to the Board.

11. REGULAR MEETINGS OF THE BOARD

- 11.1 The regular meetings of the Board will be held at least four times each year pursuant to subsection 43(1) of the Act or more frequently at the direction of the Board.
- 11.2 The Board will hold its regular public meetings according to the schedule and at locations set annually and approved by the Board, or at such other place or time as may be determined by the Board.
- 11.3 Regular meetings will not be scheduled for a time which conflicts with a regular meeting or a meeting previously called of the Council of the City of Toronto or any of its committees on which Members sit.
- 11.3A Where the Chair determines that a regular meeting must be rescheduled after the approval of the schedule, the meeting will not be called for a time which a Board Member has indicated they cannot accommodate without their written consent.
- 11.4 The Chair will preside at all Board meetings. In the event the Chair does not attend a meeting at which they are to preside within thirty (30) minutes after the time appointed for the meeting, the Vice-Chair will call the Members to order and will preside until the arrival of the Chair. Where the Executive Director advises the Vice-Chair that the Chair has provided notice that they will not attend, the thirty minutes wait time may be waived by resolution of those Members in attendance. If the Chair and Vice-Chair are not in attendance within thirty (30) minutes after the time appointed for the meeting, then, provided that a Quorum is present, those Members in attendance will, by resolution, appoint one of themselves to act as Acting Chair for that meeting or until the arrival of the Chair or Vice-Chair.
- 11.5 The Board may alter the meeting schedule as it considers necessary.

12. SPECIAL MEETINGS OF THE BOARD

- 12.1 The Chair may, at any time, call a special meeting of the Board on twenty-four hours' notice and will do so whenever requested in writing by a majority of the Members of the Board.
- 12.2 The Board Administrator may give notice of special meetings to the Members of the Board by electronic means.
- 12.3 The notice calling a special meeting of the Board will state the business to be considered at the special meeting and no business may be considered at a special meeting of the Board other than that specified in the notice, unless approved by the Board.
- 12.4 Special meetings will not be called for a time which conflicts with a regular meeting or a meeting previously called of the Council of the City of Toronto or any of its committees on which Members sit, unless all City Councillors

who are also Members consent to the time of the special meeting.

- 12.5 Notwithstanding any other provision contained in this section, the Chair may cancel a special meeting if they called the meeting. The Chair may only cancel a special meeting that was requested by the Members if a majority of the Members consent to the cancellation.

13. PUBLIC AND CONFIDENTIAL MEETINGS

- 13.1 Meetings of the Board will be open to the public except as authorized by subsections 44(2), (3) or (6) of the Act.
- 13.2 No people other than Members and those permitted by the Board will attend confidential meetings, and all others will vacate the meetings when asked by the Chair.
- 13.3 All information pertaining to a confidential meeting will be treated as confidential by all persons in attendance unless the Board agrees to disclose it publicly.
- 13.4 During a confidential meeting, the Board may move any item from the confidential agenda to a public agenda.

13.A ELECTRONIC MEETINGS

- 13.A.1 The Board may, at the direction of the Chair, hold a regular or special meeting where some or all Members participate electronically and are not physically present in the same location.

13.A.2 Where a meeting is being held in accordance with section 13.A.1:

- (a) notice of the meeting and instructions on how members of the public can view and/or participate in the meeting will be included in the agenda and/or notice for the meeting;
- (b) any Member participating in the meeting electronically will be deemed present for the purposes of Quorum under section 15 of the By-law, voting under section 21 of the By-law and for all other purposes; and
- (c) this By-law will apply to the meeting with any other necessary modifications as may be required.

14. CALLING MEETINGS TO ORDER

- 14.1 As soon as possible after the hour fixed for a meeting of the Board, and where a quorum is present, the Chair will take the chair and call the meeting to order.

15. QUORUM

- 15.1 If a Quorum for either a regular or special Board meeting is not present within thirty (30) minutes of the time fixed for the commencement of the meeting, or the resumption of a meeting after an adjournment or recess, the Board Administrator will record the names of the Members present and the meeting will stand adjourned until the time identified in a motion to “fix the time to which to adjourn”, or the next regular meeting of the Board.
- 15.2 If Quorum is lost during a meeting of the Board, the Chair will, upon determining that a Quorum is not present, request the Board Administrator to call for a Quorum period of fifteen (15) minutes, or until a Quorum is present, whichever is sooner.
- 15.3 If there is still no Quorum of the Board after fifteen (15) minutes, the meeting will stand adjourned and the Board Administrator will record the names of the Members present. In this case, all unfinished business will be carried forward to the next meeting of the Board.

16. CONFLICT OF INTEREST DISCLOSURE

- 16.1 Members will be governed by the Municipal Conflict of Interest Act, R.S.O. 1990, c. M.50, as amended.
- 16.2 To fulfill the Board’s function pursuant to Part X of the Act (Public Complaints) or Part XII (Discipline and Termination), Members should not take part in the administration of Part X or Part XII matters if they have a personal interest or where they may be perceived as having a personal interest or bias.
- 16.3 The Board Administrator will record in reasonable detail, the particulars of any disclosure of conflict of interest made by a Member, and the particulars will appear in the minutes of that meeting of the Board.

17. HEARING OF PUBLIC DEPUTATIONS AT BOARD MEETINGS

Items on the Public Agenda

- 17.1 Persons wishing to make a deputation to the Board regarding an item on the public meeting agenda may be heard with the permission of the Chair provided the following requirements are met:
 - (a) the request must be received no later than noon on the business day preceding the day of the meeting;
 - (b) the request must be made to the Board Administrator in a form prescribed by the Board;
 - (c) the request must set out the particulars of the matter and include a copy of any materials that will be presented; and

- (d) the request must indicate the name, and at least one of either the telephone number or email address of the person who will speak to the matter;
- (e) or otherwise at the discretion of the Chair.

Items not on a Public Agenda

17.2 Persons wishing to make a deputation to the Board regarding an item not on a public meeting agenda will only be heard at regular meetings, provided the following requirements are met:

- (a) the request must be received no later than ten (10) Business Days before the date for the meeting;
- (b) the request must be made to the Board Administrator in writing or by email;
- (c) the request must set out the particulars of the matter and include a copy of any materials that will be presented;
- (d) the request must indicate the name, telephone number and email address of the person who will speak to the matter; and
- (e) the request must pertain to a matter that falls within the jurisdiction of the Board.

Assessment of Request for items not on an Agenda

17.3 Upon receipt of the notice requesting a deputation and provided the requirements in section 17.2 are met, the Chair, at their discretion, may decide to:

- (a) list the deputation as an item on the agenda of any future meeting, and advise the requestor;
- (b) list the deputation on a relevant item already on the agenda of the next regular meeting, if one exists, and advise the requestor; or
- (c) refuse the request, and advise the requestor.

No Deputations on Items on a Confidential Agenda

17.3A Persons may not make deputations to the Board with regard to items listed on a confidential agenda.

General Rules for Deputations

17.4 Unless otherwise directed by the Board, deputations will be restricted to five (5) minutes and will be addressed only to the stated business. The time

allotted for any deputation may be extended or reduced as considered necessary at the discretion of the Board.

- 17.5 A deputation on behalf of any organization or group may be made by more than a single representative but the entire submission on behalf of an organization or group will be limited to five (5) minutes. If a person is speaking both on their own behalf and as a representative of an organization or group, the entire submission will be limited to five (5) minutes.
- 17.6 Upon the completion of a deputation to the Board, any discourse between Members and the persons making the deputation will be limited to Members asking questions for clarification for up to five (5) minutes. Members of the Board will not enter into debate with the person making the deputation.
- 17.7 Requests to make a deputation after the meeting has commenced will be considered by the Chair and approved at their discretion.
- 17.8 A person making a deputation will not:
- (i) speak disrespectfully of any person;
 - (ii) use offensive words or language;
 - (iii) speak on any subject other than the subject for which they have received approval to address the Board;
 - (iv) speak concerning the conduct of a police officer or make a complaint against a police officer or member of the Toronto Police Service, staff and Members of the Board; or
 - (v) disobey the rules of procedure or a decision of the Chair.
- 17.9 The Chair may curtail any deputation or debate during a deputation for Improper Conduct or any other breach of this By-law and where, after giving a caution, the Chair rules that the deputation is concluded, the person or persons appearing will immediately withdraw.

Use of translator

17.10 A person making a deputation may use a translator, and the translation time does not count towards the five-minute limit.

18. CONDUCT OF THE PUBLIC

18.1 Members of the public in attendance at a meeting will not:

- (a) address the Board without permission;

- (b) bring signage, placards or banners into meetings and will refrain from any activity or behaviour that would interfere with Board deliberations; or
- (c) engage in Improper Conduct.

19. CONDUCT OF MEMBERS

19.1 No Member will:

- (a) use offensive words or language in meetings of the Board;
- (b) speak on any subject other than the subject in debate;
- (c) criticize any decision of the Board at a meeting except for the purpose of moving that the question be reconsidered; or
- (d) disobey the rules set out in this By-law or a decision of the Chair on questions of order or procedure as set out in this By-law or resolution of the Board, or on the interpretation of the rules of the Board.

19.2 If a Member persists in a breach of section 19.1 after having been called to order by the Chair, the Chair shall without debate put the question, "Shall the member be ordered to leave for the rest of the meeting?" to a vote.

19.3 If the Board votes in the affirmative, the Chair shall order the Member to leave for the rest of the meeting.

19.4 If the Member apologizes, the Chair, with the approval of the Board, may permit the Member to return to the meeting.

20. RULES OF DEBATE AT THE BOARD

20.1 Before speaking to a question or motion, every Member will first receive recognition from the Chair and then the Member will address the Chair.

- (a) When two or more Members wish to speak, the Chair will designate the Member who, in the Chair's opinion, first requested to speak as the Member who speaks first.
- (b) For each matter under consideration, the Chair will maintain a list of Members who have requested to speak and will designate Members to speak in accordance with that list.
- (c) No Member will speak more than once until every Member who wishes to speak has done so.
- (d) A Member may speak more than once on the same matter.

20.2 When a Member is speaking, no other Member will interrupt them except to raise a point of order.

- 20.3 Any Member may require the question or motion under discussion to be read at any time during the debate but not so as to interrupt a Member while speaking.
- 20.4 A Member may ask a question only for the purpose of obtaining information relating to the matter then under discussion.
- 20.5 Questions may only be asked of:
- (a) a Member who has already spoken on the matter under discussion;
 - (b) the Chair;
 - (c) an official of the Toronto Police Service or the City of Toronto Legal Division or the Executive Director or their designate; and
 - (d) any other person in attendance who may be able to assist the Board.
- 20.6 The following matters may be introduced by Members at a meeting of the Board without written notice and without the consent of the Board:
- (a) a point of order or procedure;
 - (b) a motion to suspend or not follow a rule of procedure;
 - (c) a motion to recess or adjourn the meeting;
 - (d) a motion that the vote on a matter be taken; and
 - (e) other motions of a purely procedural nature.

21. VOTING

- 21.1 The Chair will ensure that all Members who wish to speak on a matter have spoken and that the Members are ready to vote and will then put the matter to a vote.
- 21.2 Every Member present at a meeting of the Board when a question is put will vote on the question, unless legally prohibited, in which case the fact of the prohibition will be recorded in the Minutes of the meeting.
- 21.3 The matter put to a vote will be in the form of a motion addressing the matter then under consideration.
- 21.4 Any Member may submit a motion relating to any item on the Agenda by providing a copy to the Executive Director for circulation among Members.
- 21.4A The Chair may refuse to put to a vote any motion submitted in relation to an item on the agenda if the Chair determines that the motion is not relevant to the matter under consideration.

21.4B A Member may appeal the decision of the Chair under section 21.4A to the Board, and the Board, if appealed to, will decide the question without debate and its decision will be final.

21.4C Where a motion is submitted after the meeting has commenced, the Executive Director will inform the Chair of the submission, and the Chair, when necessary, may declare a recess for a duration to be determined by the Chair, to allow the Executive Director and the Board Administrator to prepare the motion and circulate it to Members.

21.5 If there is more than one motion with respect to a matter, the Board Administrator will receive all motions and read the various motions to the Members prior to the vote being taken.

21.6 When a vote is taken, and a Member requests a Recorded Vote, the Board Administrator will record each Member's vote.

21.7 Any motion on which there is an equality of votes will be deemed to be lost.

22. RECONSIDERATIONS

22.1 Subject to section 22.2, after any matter has been decided, any Member may move a motion for reconsideration of the matter.

22.2 In the case of a Recorded Vote, after any matter has been decided, any Member who voted with the majority may move a motion for a reconsideration of the matter.

22.3 No discussion of the matter will occur until the motion for reconsideration is carried.

23. POINTS OF ORDER AND PROCEDURE

23.1 Subject to being overruled by a majority vote of the Members, which vote will be taken without debate, the Chair

- (a) will maintain order and preserve decorum of the meeting;
- (b) will rule upon points of order and points of procedure without debate or comment, other than to state the applicable rule;
- (c) will rule as to whether a motion or proposed amendment is in order or out of order; and
- (d) may call a Member to order.

23.2 When a Member raises a point of order or procedure, he or she will ask leave of the Chair to do so, and after leave is granted, will state the point of order to the Chair and request the Chair's ruling on the point.

23.3 A Member may further address the Chair on the same point of order or

procedure for the purpose of appealing to the Board from the Chair's decision.

- 23.4 If no member appeals, the decision of the Chair will be final.
- 23.5 The Board, if appealed to, will decide the question without debate and its decision will be final.
- 23.6 Whenever any point of order or point of procedure is raised by a Member, it will be immediately taken into consideration and ruled upon by the Chair, and subject to appeal in accordance with section 23.3, the Chair's ruling is final.
- 23.7 When the Chair considers that the integrity of the Chief of Police or other official has been impugned or questioned by a Member, the Chair may permit the Chief or other official to make a statement to the Board on the matter.

24. BY-LAWS

- 24.1 Every by-law when introduced, will be in typewritten form and will contain no blanks except such as may be required to conform to accepted procedure or to comply with the provisions of any Act, and will be complete with the exception of the number and the date of the by-law.
- 24.2 Every by-law which has been passed by the Board will be numbered, dated and signed by the Chair and Executive Director, and will be filed in the Board office.

25. RECORDING DEVICES

- 25.1 The use of cameras, recording equipment, television cameras and any other device of a mechanical, electronic or similar nature used for recording the proceedings of a meeting by members of the public, including the news media, must be used in accordance with the directions of the Board.

26. AMENDMENTS TO BY-LAW

- 26.1 To pass a motion to amend or repeal this By-law requires a two-thirds vote of Members present.
- 26.2 The Board will only consider amendments or repeal of this By-law at a Board meeting if a previous regular Board meeting received notice of the proposed amendment or repeal.

27. ADMINISTRATION

- 27.1 That By-law No 107 is hereby repealed.
- 27.2 This By-law will come into force upon the date immediately following the Board meeting at which it is enacted.

28. **EFFECTIVE DATE**

This by-law is hereby enacted by the Toronto Police Service Board on this ____ day of _____.

Chair

Executive Director



PUBLIC REPORT

April 23, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Annual Report: April 1, 2023 to March 31, 2024 – Grant Applications and Contracts

Purpose: Information Purposes Only Seeking Decision

Recommendation:

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

Financial Implications:

For the reporting period of April 1, 2023 to March 31, 2024, the Service was awarded \$37.2 Million (M) in grant funding from the Provincial government, Federal government, and a Corporation.

Summary:

Grant funding fully or partially subsidizes the program for which a grant is intended. Grants with confirmed annual funding at the time of budget development are included in the Toronto Police Service's (Service) operating and capital budgets. Grants that are awarded in-year, result in a budget adjustment to both expenditure and revenue accounts, with a net zero financial impact to the Service. Any program costs not covered by grants are accounted for in the Service's capital or operating budgets.

Toronto Police Service Board

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

Discussion:

Background

At its meeting of February 28, 2002, the Board granted standing authority to the Chair of the Board to sign all grant and funding applications and contracts on behalf of the Board (Min. No. P66/02 refers). At its meeting of November 24, 2011, the Board approved that the Chief report annually on grant applications and contracts (Min. No. P295/11 refers). This annual report covers the period of April 1, 2023 to March 31, 2024.

Relevant Board Policies and Compliance

This report is in compliance with the Board's Budget Transparency Policy, approved on July 29, 2021 under Board Minute P2021-0729-3.0.

Active Grants

As of March 31, 2024, the Service had a total of 19 active grants. The 19 active grants at this point in time are outlined in Table 1 below:

Table 1 – Active Grants

#	Name of Grant	Frequency of Award	Amount	Year ending
1	Youth In Policing Initiative and Youth In Policing Initiative - After School Program	Annually	\$1,218,600	March 31, 2024
2	Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet	Four-year	\$637,282 \$637,282 \$637,282 \$637,282	March 31, 2022 March 31, 2023 March 31, 2024 March 31, 2025
3	Reduce Impaired Driving Everywhere (R.I.D.E.)	Two-year	\$175,228 \$175,471	March 31, 2023 March 31, 2024
4	Next Generation 9-1-1 (N.G.9-1-1) Grant	Annually for three years	\$1,400,000 \$2,523,335 TBD	March 31, 2023 March 31, 2024 March 31, 2025
5	Preventing Auto Thefts (P.A.T.) Grant – Project DRAGNET	Three-year	\$300,000 \$300,000 \$300,000	March 31, 2024 March 31, 2025 March 31, 2026
6	Bail Compliance and Warrant Apprehension (B.C.W.A.) Grant* - Project Aware * Joint application with Durham Regional Police Service	Three-year	\$800,000 \$800,000 \$800,000	March 31, 2024 March 31, 2025 March 31, 2026

#	Name of Grant	Frequency of Award	Amount	Year ending
7	Victim Support Grant – Support For Survivors Project	One-year	\$100,000	March 31, 2024
8	Children at Risk of Exploitation (C.A.R.E.) Unit Grant	Five-year	\$753,000 \$1,369,500 \$1,167,000 \$1,195,500 \$1,224,800	March 31, 2021 March 31, 2022 March 31, 2023 March 31, 2024 March 31, 2025
9	Ontario Closed Circuit Television (C.C.T.V.) Grant Program	One-time	\$120,000	March 31, 2024
10	NHL and NHLPA Hockey Culture Advancement Event – Neighbourhood Officer Hockey Program	One-time	\$50,000	October 31, 2023 (extended to 2024)
11	Ontario's Strategy to End Human Trafficking	One-time	\$69,600	March 31, 2024
12	Provincial Human Trafficking Intelligence - Led Joint Forces Strategy	One-time	\$217,090	March 31, 2024
13	Provincial Guns and Gangs Initiative Grant	Three-year	\$4,911,000 \$4,911,000 \$4,911,000	March 31, 2023 March 31, 2024 March 31, 2025
14	Community Safety and Policing (C.S.P.) Grant (Local Funding Stream) <u>Three-year Funding Breakdown:</u> - Neighbourhood Officer Program & Expansion - Digital Officer Program - Inclusive Policing Transformation - Data Storage Modernization	Three-year	\$23,624,814 \$23,624,814 \$23,624,814 \$12,239,200 \$6,512,500 \$1,824,800 \$540,000	March 31, 2023 March 31, 2024 March 31, 2025

#	Name of Grant	Frequency of Award	Amount	Year ending
	- Public Safety Response Team		\$33,000,000	
	- Data Governance and Metadata Management		\$3,420,100	
	- Centralized Shooting Response Team		\$13,337,814	
15	Community Safety and Policing (C.S.P.) Grant (Provincial Funding Stream) – Provincial Genetic Genealogy Investigations	Three-year	\$500,000 \$500,000 \$500,000	March 31, 2023 March 31, 2024 March 31, 2025
16	Criminal Intelligence Service Ontario (C.I.S.O.) Police Operations Support Grant	One-time	\$125,534	March 31, 2024
17	C.I.S.O. Proceeds of Crime – Law Enforcement Grant	One-time	\$80,594	March 31, 2024
18	Proceeds of Crime Front-Line Policing Grant – School Safety Symposium/Community Connects Project	Three-year	\$100,000 \$100,000 \$100,000	March 31, 2024 March 31, 2025 March 31, 2026
19	Public Safety Canada (P.S.C.) Contribution Program to Combat Serious and Organized Crime	One-time	\$500,000	March 31, 2024

Some of the grants above were awarded in prior reporting periods, and span multiple years. Therefore they were reported on to the Board in prior years and would not be identified in the report Appendices for this year.

The Service was awarded \$37.2 Million (M) from the above 19 active grants for the reporting period of April 1, 2023 to March 31, 2024 plus an additional \$33.3M committed between April 2024 and March 31, 2026.

Appendix A provides the details of grant applications submitted by the Service, but not necessarily awarded by other levels of government. During the current reporting period, April 1, 2023 to March 31, 2024, there were 10 applications submitted for grant funding, seven of which were approved.

Appendix B provides the details of new grants awarded and contracts signed by the Chair. During the current reporting period, April 1, 2023 to March 31, 2024, the Chair signed 12 grant contracts.

Conclusion:

This report provides the Board with information on grant related activity that occurred during the period of April 1, 2023 to March 31, 2024, as well as the active grants in place as at the same date.

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

Attachments:

Appendix A - Grant Applications Submitted by the Service; Appendix B - New Grants Awarded and Contracts Signed by Chair

Appendix A

**Grant Applications Submitted by the Service
April 1, 2023 to March 31, 2024**

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
<p>Preventing Auto Thefts (P.A.T.) Grant – Project DRAGNET</p> <ul style="list-style-type: none"> A grant program to support police services/boards in combatting and preventing vehicle thefts and associated violent crimes across the province. 	\$900,000	April 1, 2023 to March 31, 2026	<p>Application submitted to Ministry of the Solicitor General in August 2023.</p> <p>Funding approved - See Appendix B.</p>
<p>Preventing Auto Thefts (P.A.T.) Grant – Covert Access Interception Team (C.A.I.T.) Technology Enhancement Project</p> <ul style="list-style-type: none"> A grant program to support police services/boards in combatting and preventing vehicle thefts and associated violent crimes across the province. 	\$900,000	April 1, 2023 to March 31, 2026	<p>Application submitted to Ministry of the Solicitor General in August 2023.</p> <p>Funding NOT approved.</p>
<p>Bail Compliance and Warrant Apprehension (B.C.W.A.) Grant – Project Aware</p> <ul style="list-style-type: none"> A grant program to strengthen the police and justice sector response to those who pose substantial risk to public safety, including repeat offenders, serious violent offenders, and individuals who have committed firearm offences. 	\$2,400,000	April 1, 2023 to March 31, 2026	<p>Joint application with Durham Regional Police Service submitted to Ministry of the Solicitor General in August 2023.</p> <p>Funding approved - See Appendix B.</p>
<p>Bail Compliance and Warrant Apprehension (B.C.W.A.) Grant – Firearm Bail Dashboard Enhancement Project</p> <ul style="list-style-type: none"> A grant program to strengthen the police and justice sector response to those who pose substantial risk to public safety, including repeat offenders, serious violent offenders, and individuals who have committed firearm offences. 	\$1,200,000	April 1, 2023 to March 31, 2026	<p>Application submitted to Ministry of the Solicitor General in August 2023.</p> <p>Funding NOT approved.</p>
<p>Ontario Closed Circuit Television (C.C.T.V.) Grant Program – CCTV Installation and Integration</p> <ul style="list-style-type: none"> A grant program to expand Closed Circuit Television (CCTV) across the province to help address the growing issue of guns and gangs. 	\$120,000	April 1, 2023 to March 31, 2024	<p>Application submitted to Ministry of the Solicitor General in June 2023.</p> <p>Funding approved – See Appendix B.</p>
<p>Victim Support Grant – Support For Survivors Project</p> <ul style="list-style-type: none"> A grant program to enhance police services' capacity to support victims and survivors of intimate partner/domestic violence, human trafficking, and child exploitation through increased collaboration with local organizations and communities. 	\$100,000	April 1, 2023 to March 31, 2024	<p>Application submitted to Ministry of the Solicitor General in June 2023.</p> <p>Funding approved – See Appendix B.</p>

Appendix A

Grant Applications Submitted by the Service April 1, 2023 to March 31, 2024

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
<p>NG911 Program</p> <ul style="list-style-type: none"> Funding to support the implementation of the NG911 system. 	\$3,702,100	April 1, 2023 to March 31, 2024	<p>Application submitted to Ministry of the Solicitor General in September 2023.</p> <p>Funding partially approved – See Appendix B.</p>
<p>Youth In Policing Initiative and Youth In Policing Initiative - After School Program</p> <ul style="list-style-type: none"> A program to provide summer and after school employment opportunities for youth who are reflective of the cultural diversity of the community. 	\$1,218,600	April 1, 2023 to March 31, 2024	<p>Application submitted to Ministry of Children, Community and Social Services in June 2023.</p> <p>Funding approved – See Appendix B.</p>
<p>Proceeds of Crime Front-Line Policing Grant – School Safety Symposium/Community Connects Project</p> <ul style="list-style-type: none"> Funding to support projects that focus on organized crime enforcement, hate crimes, or school safety. 	\$300,000	April 1, 2023 to March 31, 2026	<p>Joint application with Durham Regional Police Service submitted to Ministry of the Solicitor General in August 2023.</p> <p>Funding approved - See Appendix B.</p>
<p>Proceeds of Crime Front-Line Policing Grant – DiverseUnity: Empowering Diverse Groups in Toronto Against Hate Project</p> <ul style="list-style-type: none"> Funding to support projects that focus on organized crime enforcement, hate crimes, or school safety. 	\$300,000	April 1, 2023 to March 31, 2026	<p>Application submitted to Ministry of the Solicitor General in August 2023.</p> <p>Funding NOT approved.</p>

**New Grants Awarded & Contracts Signed by Chair
April 1, 2023 to March 31, 2024**

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
<p>Youth In Policing Initiative and Youth In Policing Initiative - After School Program</p> <ul style="list-style-type: none"> A program to provide summer and after school employment opportunities for youth who are reflective of the cultural diversity of the community. 	\$1,218,600	April 1, 2023 to March 31, 2024	<p>The Chair signed the contract in January 2024.</p> <p>Original contract value was \$1,110,500; amendment was approved in February 2024 to increase the value to \$1,218,600.</p>
<p>Ontario Closed Circuit Television (C.C.T.V.) Grant Program – CCTV Installation and Integration</p> <ul style="list-style-type: none"> A grant program to expand Closed Circuit Television (CCTV) across the province to help address the growing issue of guns and gangs. 	\$120,000	April 1, 2023 to March 31, 2024	The Chair signed the contract in February 2024.
<p>Preventing Auto Thefts (P.A.T.) Grant – Project DRAGNET</p> <ul style="list-style-type: none"> A grant program to support police services/boards in combatting and preventing vehicle thefts and associated violent crimes across the province. 	\$900,000	April 1, 2023 to March 31, 2026	The Chair signed the contract in January 2024.
<p>Bail Compliance and Warrant Apprehension (B.C.W.A.) Grant – Project Aware</p> <ul style="list-style-type: none"> A grant program to strengthen the police and justice sector response to those who pose substantial risk to public safety, including repeat offenders, serious violent offenders, and individuals who have committed firearm offences. 	\$2,400,000	April 1, 2023 to March 31, 2026	The Chair signed the contract in March 2024.
<p>Victim Support Grant – Support For Survivors Project</p> <ul style="list-style-type: none"> A grant program to enhance police services' capacity to support victims and survivors of intimate partner/domestic violence, human trafficking, and child exploitation through increased collaboration with local organizations and communities. 	\$100,000	April 1, 2023 to March 31, 2024	The Chair signed the contract in February 2024.

Appendix B

**New Grants Awarded & Contracts Signed by Chair
April 1, 2023 to March 31, 2024**

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
<p>Criminal Intelligence Service Ontario - Proceeds of Crime Law Enforcement Grant</p> <ul style="list-style-type: none"> Funding used to purchase equipment that will advance our capabilities in collecting and processing physical forensic and video evidence; increasing the quality of our investigations by bringing to light evidence that may not have been detected otherwise; and increasing our capacity by reducing the amount of time required to collect and process these evidence types. 	<p>\$80,594</p>	<p>April 1, 2023 to March 31, 2024</p>	<p>The Chair signed the contract in March 2024.</p>
<p>Criminal Intelligence Service Ontario - Police Operations Support – Other Grant</p> <ul style="list-style-type: none"> Funding used to purchase specialized software. 	<p>\$125,534</p>	<p>April 1, 2023 to March 31, 2024</p>	<p>The Chair signed the contract in September 2023.</p>
<p>Ontario’s Strategy to End Human Trafficking</p> <ul style="list-style-type: none"> Funding to assist police services in coordinating the increased identification of victims, provide support services to victims of human trafficking and exploitation, and assist in preventing the cycle of recurring victimization. The strategy will build capacity and sustainability by establishing a coordinated, strategic plan between police services, Crown attorneys and victim support services in investigating human trafficking and protecting victims. 	<p>\$69,600</p>	<p>April 1, 2023 to March 31, 2024</p>	<p>The Chair signed the contract in May 2023.</p>
<p>Provincial Human Trafficking Intelligence-Led Joint Forces Strategy</p> <ul style="list-style-type: none"> The funding is to partially cover the salaries and benefits of a Human Trafficking Investigator and a Human Trafficking Intelligence Analyst dedicated to investigative activities undertaken as part of the Province’s Intelligence-Led Joint Force Strategy. 	<p>\$217,090</p>	<p>April 1,2023 to March 31, 2024</p>	<p>The Chair signed the contract in May 2023.</p>

Appendix B

**New Grants Awarded & Contracts Signed by Chair
April 1, 2023 to March 31, 2024**

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
<p>Proceeds of Crime Front-Line Policing Grant – School Safety Symposium/Community Connects Project</p> <ul style="list-style-type: none"> Funding to support projects that focus on organized crime enforcement, hate crimes, or school safety. 	<p>\$300,000</p>	<p>April 1, 2023 to March 31, 2026</p>	<p>The Chair signed the contract in March 2024.</p>
<p>Public Safety Canada Contribution Program to Combat Serious and Organized Crime</p> <ul style="list-style-type: none"> A grant program to support projects that contribute to the achievement of the Service's objectives with respect to support initiatives, research, partnership building, specialized police services, projects and programs to increase knowledge, raise awareness and/or help advance efforts to combat serious and organized crime. 	<p>\$500,000</p>	<p>April 1, 2023 to March 31, 2024</p>	<p>The Chair signed the contract in March 2024.</p>
<p>NG911 Program</p> <ul style="list-style-type: none"> Funding to support the implementation and operationalization of the NG911 system. 	<p>\$2,523,335</p>	<p>April 1, 2023 to March 31, 2024</p>	<p>The Chair signed the contract in February 2024.</p>



PUBLIC REPORT

April 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Annual Report: Police Towing Contract - January 2023 to December 2023

Purpose: Information Purposes Only Seeking Decision

Recommendation:

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

Summary:

At its meeting on February 16, 2012, the Board received the forgoing and approved the following Motion (Min. No. P46/12 refers);

THAT the following reports, which are currently submitted by the Chief on a semi-annual basis, be submitted annually in the future:

- Towing – compliance with terms of the contracts

In accordance with the direction provided by the Board, the following report is being submitted.

Discussion:

Background

The Toronto Police Service (Service) requires prompt and efficient towing and impound services on a 24-hours a day, 7-days a week basis. The need for this service arises from police contact with vehicles such as those recovered after being stolen, impounded for bylaw infractions or impounded following the arrest of the driver. The Service has an

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obligation to ensure that the towing and pound services provided to the public through the police are fair, equitable and adhere to the terms and conditions of the contract between the Service and the contract towing companies.

The current contracts with the three towing service providers, which began on June 1, 2021, are set to expire on May 31, 2024. The contracts include options to extend the contract terms for two additional one-year periods, at the discretion of the Service. The Service has decided to extend the current contract terms for an additional year, until May 31, 2025. The towing service providers requested permission to increase charges to vehicle owners by 35% during the extension period, due to increases in business expenses related to vehicle towing and storage as well as recent Provincial legislation changes that allow for higher towing rates. The contracts do not provide for rate increases. In an effort to avoid the risk of the towing service providers withdrawing from the contracts and to ensure continuity of service, the Service decided to engage in negotiations with the towing service providers after conducting an environmental scan of industry towing rates (e.g. with neighbouring police services), and subsequently agreed to a 30% rate increase for the extension period. In parallel however, the Service will be initiating a new competitive procurement process to establish new contracts for towing services based on competitive market rates.

In an effort to ensure continued and ongoing compliance, all contract towing service providers are subject to inspections undertaken by Traffic Services personnel. In this process, a random selection of invoices are reviewed to ensure conformity with the billing requirements of the agreement. Every receipt in this random sampling period is checked for consistency between the 'In/Out' time stamps and the accurate calculation of tow fees and storage costs. The In/Out time stamps are manually stamped on the invoice at the time the vehicle enters the impound facility and the time that it is released. Fees are calculated based on the type of towing and the total time the vehicle is stored at the facility. Any irregularities are noted and the receipts are photocopied and filed at Traffic Services. The Management at each contract tow service provider is counselled by the auditing officers regarding contract requirements, and arrangements are made for immediate customer reimbursement, if applicable.

The video system recordings used for security of each pound is also sampled by examining recordings for three random dates in the preceding ninety days to ensure compliance with the contract. One deficiency with respect to video recordings was noted during this current audit and is detailed below. It has since been brought into compliance.

Receipts used for the audits were drawn from the following dates:

- 1) March 13 to March 19, 2023
- 2) July 3 to July 9, 2023
- 3) September 4 to September 10, 2023
- 4) December 18 to December 24, 2023

The results are as follows:

Downtown Towing Zone

JP Towing Service & Storage Limited

Audit Results	
Total number of receipts inspected	359
Number of receipts contract compliant	359
Number of receipts contract overcharged	0

Comments:

- All inspected facilities and licences were found to be in compliance. Audio and video recording equipment, at their auxiliary site, was not being retained for the required 90 days. This has since been brought into compliance.
- Not all tow trucks were available for inspection during the time of the audit. A provincial and municipal licence validity check was conducted at the time of entering into the new agreement. A complete and updated list of trucks and drivers was reviewed during the audit. There were no infractions noted.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 17,307 police ordered tows completed by JP Towing during the year. JP Towing accounted for 54.6% of the total number of vehicles towed by the Service.
- In early 2023, JP Towing opened a Rapid Release Auxiliary Pound at 31-33 Villiers Street. This pound is in operation during the day and is responsible for receiving vehicles towed from rush hour routes in the downtown zone. The Rapid Release Pound received and released 9,635 vehicles in 2023.
- Police personnel have the ability to submit feedback to tow providers with regards to delays in service and other factors. In 2023, JP Towing received 162 complaints, which represents 46.2% of all the feedback received. Of those 162 complaints, 68% were due to wait times in excess of what is reasonable, all factors considered including traffic and weather. A “reasonable” response time is defined in the agreement as twenty minutes. The remaining complaints covered a variety of issues such as; equipment problems, disputes with tow truck drivers and availability. In 2022, JP Towing received 405 complaints. The number of complaints for JP Towing for 2023, compared to 2022, showed a decrease of 60.0%. This can be attributed to increased staffing and the opening of their auxiliary location in the downtown area.

West Towing Zone

1105729 Ontario Limited – o/a Classic Towing

Audit Results	
Total number of receipts inspected	38
Number of receipts contract compliant	38
Number of receipts contract overcharged	0

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.
- Not all tow trucks were available for inspection during the time of the audit. A provincial and municipal licence validity check was conducted at the time of entering into the new agreement. A complete and updated list of trucks and drivers was reviewed during the audit. There were no infractions noted.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 8,802 police ordered tows completed by Classic Towing during the year. Classic Towing accounted for 27.8% of the total number of vehicles towed by the Service.
- Police personnel have the ability to submit feedback to tow providers with regards to delays in service and other factors. In 2023, Classic Towing received 121 complaints, which represents 34.5% of all the feedback received. Of those 121 complaints, 80% were due to wait times in excess of what is reasonable, all factors considered including traffic and weather. A “reasonable” response time is defined in the agreement as twenty minutes. The remaining complaints covered a variety of issues such as equipment problems, disputes with tow truck drivers and availability. In 2022, Classic Towing received 116 complaints. The number of complaints for Classic Towing for 2023, compared to 2022, showed an increase of 4.3%.

East Towing Zone

1512081 Ontario Limited - o/a Abrams Towing Service Limited

Audit Results	
Total number of receipts inspected	72
Number of receipts contract compliant	72
Number of receipts contract overcharged	0

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.
- Not all tow trucks were available for inspection during the time of the audit. A provincial and municipal licence validity check was conducted at the time of

entering into the new agreement. A complete and updated list of trucks and drivers was reviewed during the audit. There were no infractions noted.

- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 5,563 police ordered tows completed by Abrams Towing during the year. Abrams Towing accounted for 17.5% of the total number of vehicles towed by the service.
- Police personnel have the ability to submit feedback to tow providers with regards to delays in service and other factors. In 2023, Abrams Towing received 68 complaints, which represents 19.3% of all the feedback received. Of those 68 complaints, 66% were due to wait times in excess of what is reasonable, all factors considered including traffic and weather. A “reasonable” response time is defined in the agreement as twenty minutes. The remaining complaints covered a variety of issues such as equipment problems, disputes with tow truck drivers and availability. In 2022, Abrams Towing received 109 complaints. The number of complaints for Abrams Towing for 2023, compared to 2022, shows a decrease of 37.6%. This could be attributed to the increase in staffing and working with Toronto Police members to strategically stage trucks in high volume areas, at high volume times.

Conclusion:

In 2023, the service towed a total of 31,672 vehicles, which represents an increase of 41.45% from 2022. The pound audit process revealed a paperwork compliance rate of 100% based on the samples examined. All matters outstanding have been resolved to the satisfaction of the Service. The total number of constructive feedback complaints received for all tow providers in 2022 was 630. In 2023, 351 complaints were received. This represents a decrease of 44.2%. We are working with each tow provider to increase their staffing levels which have been lowered as a result of the Covid-19 pandemic. Adequate staffing and an increase in available tow trucks will help meet the required response times, to fulfil the demands of the Service.

Deputy Chief Lauren Pogue, Community Safety Command 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 in this report.

Respectfully submitted,

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



PUBLIC REPORT

April 25, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Annual Report of Co-operative, Joint and Consolidated Procurements for 2023

Purpose: Information Purposes Only Seeking Decision

Summary:

Currently, the Service participates in 46 co-operative, joint, and consolidated procurement contracts.

Benefits to the Service of co-operative, joint, and consolidated procurement include cost savings through volume buying, standardization of equipment, and administrative efficiency by having one lead agency conduct the procurement process on behalf of multiple agencies.

The purpose of this report is to summarize the co-operative, joint, and consolidated procurements that the Service made in 2023.

Discussion:

Background

The Service has been and continues to be a member of the Police Co-operative Purchasing Group (P.C.P.G.) since its inception in 1996. The Service also continues to leverage existing contracts, where possible, through other government entities such as the City of Toronto (City), the Province of Ontario (Province) and the Government of Canada.

Currently, the Service participates in 46 co-operative, joint and consolidated procurement contracts, including 20 City contracts, 17 P.C.P.G. contracts, 5 Provincial contracts, 3 Government of Canada contracts and 1 Ontario Educational Collaborative Marketplace (O.E.C.M.) contract. Examples of the types of goods and services that are

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purchased through these contracts include: benefit administration services, vehicles, in-car camera installation services, tires, uniform clothing, radio and voice logging infrastructure, mobile devices and services, body armour, envelopes, marine motors and parts, courier services, heating ventilation and air conditioning (H.V.A.C.) and building automation systems, paper, office supplies, oil, fuel, and software.

Relevant Board Policies and Compliance

The Board’s Purchasing By-Law No. 163 states that co-operative, joint & consolidated procurements greater than \$1 million (M) must be reported to the Board annually:

‘13. Co-operative Purchasing - Joint Procurement - Consolidated Purchasing

13.3 The Chief may make Awards and execute Contracts in relation to procurements carried out pursuant to this section and shall report annually to the Board on such Awards that are greater than \$1,000,000.’

Co-operative, Joint and Consolidated Procurements for 2023

In 2023, the following co-operative, joint and/or consolidated procurements over \$1M were awarded by the Service. Note that the contract value in most cases spans multiple years.

Goods/Services	Lead Agency	Vendor	Award Value (Excluding H.S.T.)	Contract Term
Office Supplies and Fine Copy Paper	O.E.C.M.	Staples Professional Inc.	\$4,347,303	2023.06.01 to 2030.02.17
Pursuit Rated Tires	Waterloo Regional Police Service	Goodyear Canada Inc.	\$2,483,306	2023.01.01 to 2029.12.31
Adobe Product Licences	Province of Ontario	Softchoice Inc.	\$1,763,446	2023.08.30 to 2026.08.29
Various Vehicles (including Police Interceptor Utility Vehicles)	Province of Ontario	Yonge-Steeles Ford Lincoln Sales Ltd.	\$5,370,736	One Time Purchases
Total			\$13,964,791	

Conclusion:

Participating in co-operative, joint, and consolidated procurements where possible continues to be a leading value-added procurement practice. Sharing the responsibility of the procurement process for various goods and services has benefitted the Service and other police services from a cost and administrative efficiency perspective. The Service will continue to pursue these types of procurement arrangements where possible.

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

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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



PUBLIC REPORT

April 22, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Toronto Police Service Audit & Quality Assurance
Annual Report**

Purpose: Information Purposes Only Seeking Decision

Summary:

In accordance with the Board's Adequacy Standards Compliance Framework Policy, this report provides the Board with the Service's 2024 Audit Work Plan and 2023 Ongoing/Not Yet Started Projects.

Discussion:

Background

Relevant Board Policies and Compliance

The Board's Adequacy Standards Compliance Framework, part of the Adequacy Standards Compliance Policy, directs the Chief of Police to "provide an annual report to the Board which will include:

- a. The annual work plan; and
- b. Audits included in the previous annual quality assurance work plan but not completed during the reporting period, and an estimated time for their completion or an indication that they will no longer be pursued with supporting rationale."

Who is responsible for Internal Controls and Managing Risk in an Organization?

The Chief of Police, Command Officers, Senior Management Team and Unit Commanders are responsible for managing and mitigating risk and ensuring proper internal controls exist and are working well in their respective areas of responsibility.

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Internal controls are:

- part of an ongoing management framework that ensures operational efficiency and effectiveness are achieved, waste and fraud mitigated, and compliance with policies, procedures and legislation attained, through the management and control of risks; and
- made up of procedures, policies, processes and measures, including proper supervision, that are designed to help ensure the Service meets its objectives, and to mitigate risks that can prevent an organization from meeting its objectives.

What is Audit & Quality Assurance's Role in the Internal Controls Framework?

Audit and Quality Assurance (A.&Q.A.) is essentially an internal audit function. It reports administratively to the Staff Superintendent of Strategy Management and functionally to the Service's Executive Assurance Committee (E.A.C.) that is comprised of the Chief of Police, Chief Administrative Officer, Chief Information Officer, Deputy Chiefs, and the Chair of the E.A.C.

A.&Q.A. provides assurance, insight and advice to the Chief of Police in fulfilling his/her duties and responsibilities as prescribed by Section 79 (1) of the *Community Safety and Policing Act* and supports the governance and oversight functions of the E.A.C. by:

- conducting independent, objective assessments within the Service in order to provide an opinion or conclusion regarding a process, system or other subject matter. The nature and scope of the assurance engagement will be determined by A.&Q.A. and may: identify any control weaknesses, make recommendations for corrective actions, promote risk management, improve value for money in service delivery, address compliance with legislation and regulations and address proper stewardship of assets;
- developing a yearly Work Plan that focuses on high risk policing operations by applying a risk assessment framework that takes into account public safety, officer safety, controls factors (such as Service procedures, supervision and oversight), policing applications and personal and organizational integrity;
- assessing, as appropriate, that program and unit mandates are consistent with and properly address Service principles, goals and strategies and are implemented effectively, efficiently, economically, environmentally and ethically in response to community needs;
- responding to ad hoc requests from the Chief of Police or Command Officers and providing advisory services to Command and senior management related to governance, risk management and control. The nature and scope of advisory engagements will be agreed upon by both A.&Q.A. and Command and A.&Q.A. will not assume management responsibility or be involved in implementation;
- providing the findings and recommendations from audits performed by the City Auditor General on City divisions and agencies, to the appropriate senior manager of the Service for review of the control issues identified so that any corrective action required can be taken by the Service;

- acting as the Compliance Administrator, as required per the Inquiry Services System Oversight Framework of the Ministry of Transportation; and
- evaluating the potential for the occurrence of fraud and how the Service manages fraud risk.

International Standards for the Professional Practice of Internal Auditing

A.&Q.A. has followed the Institute of Internal Auditors' (I.I.A.) *International Standards for the Professional Practice of Internal Auditing (Standards)* since the early 2000's. These *Standards* were affirmed by the E.A.C. The *Standards* pertain not only to the practice of internal auditing but also to the Code of Ethics. The *Standards* require every internal audit activity to undergo an external quality assessment to confirm its conformance to the *Standards* and Code of Ethics at least once every five years. A.&Q.A.'s first self-assessment with independent external validation was conducted in 2011 and its second in 2016.

During 2021, A.&Q.A. underwent its third self-assessment with independent external validation. The I.I.A.'s Quality Services, L.L.C. was the successful bidder engaged to conduct the independent validation. The independent external assessor concluded that A.&Q.A. generally conforms to the *Standards* and the Code of Ethics with the exception of the *Standards* dealing with independence. As a result, the Board approved a new Audit Policy (Min. No. P2022-0727-6.0 refers) that rectifies this situation and involves the Board in A.&Q.A.'s processes.

Of special note related to the assessment, the Service was the first police service worldwide to receive accreditation. It is the only police service worldwide to have undergone the self-assessment and independent validation process by the I.I.A. for a third time. Additionally, several successful internal audit practices were highlighted including A.&Q.A.'s risk assessment methodology, its robust Quality Assurance and Improvement Program, its extensive peer review process and the unit's successful implementation of an electronic working paper application.

Development of Annual Audit Work Plan

A.&Q.A. begins its annual Work Plan development process by researching and examining regulatory, environmental, technological and community issues and concerns that have the potential to affect the operations of the Service. The unit also examines other agencies' audit reports for trends, emerging issues and topics. A.&Q.A. then consults with Command, senior management and selected unit commanders to identify risks, opportunities, strengths and weaknesses, which may impact the ability of the Service to achieve its priorities, goals and strategies.

Based on the results of this research and consultation, A.&Q.A. creates a listing of potential projects and conducts a risk assessment using established risk and opportunity factors to determine the relevant ranking of these projects.

In formulating the Work Plan, the unit also considers legislative and Service requirements. The main legislative requirement is *Ontario Regulation 392/23, Adequate and Effective Policing (General)*. Service requirements also include audits mandated by

Service procedures, coverage of high-risk areas in various Command areas, identification of opportunities for improvement and fiscal accountability.

A.&Q.A. cannot audit every unit, process, policy, procedure or program in the Service. It is therefore important that in developing the annual Work Plan, careful consideration is given to prioritizing projects so that the unit's limited resources can be utilized efficiently and effectively, and add the greatest overall value to the Service.

Following consultation with the Chief of Police and the Board, this work results in the annual Work Plan that is presented in this report. In addition, the City Auditor General (A.G.) presented her 2024 Work Plan to the City's Audit Committee on December 1, 2023. This Work Plan contained no reviews of the Service for 2024 but had three reviews in the Audit Horizon for 2025 – Special Events/Paid Duty, Information Technology Governance/Infrastructure and Cybersecurity Follow-up. A.&Q.A. reviewed the A.G.'s Work Plan to ensure there was no duplication of efforts.

2024 Audit Work Plan

A.&Q.A.'s 2024 Audit Work Plan (see Appendix A) was approved by the E.A.C. at its March 12, 2024 meeting. The Work Plan is a working document and is designed to accommodate changes due to challenges that arise from project findings or the need to divert resources to deal with emerging issues.

Once projects are completed and the reports and recommendations approved by the E.A.C., the recommendations are tracked by A.&Q.A. The unit uses a tracking database to monitor the implementation status of recommendations assigned to management to ensure that appropriate corrective action is taken on a timely basis. Reports of the status of recommendations are presented to the E.A.C. on a quarterly basis.

2023 Ongoing/Not Yet Started Projects

Appendix B outlines projects ongoing at year end and 2023 projects not started. Also included is the estimated time to complete each project.

Conclusion:

This report provides the Board with the Service's 2024 Audit Work Plan and 2023 Ongoing/Not Yet Started Projects.

Staff Superintendent Joseph Matthews will be in attendance to answer any questions 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

Attachments:

Appendix A – 2024 Audit Work Plan
Appendix B – 2023 Ongoing/Not Yet Started Projects

Project	Synopsis	Projected Total Hours
Risk Assessment and Workplan Development	I.I.A. <i>Standards</i> require A.&Q.A. to conduct a yearly risk assessment in the preparation of its workplan to ensure adequate resources are deployed to audit high risk areas. Research and consultation is undertaken to identify projects, which are then assessed using risk and opportunity factors to determine the relevant ranking of these projects. The workplan is then prepared giving careful consideration to prioritizing the projects so that A.&Q.A.'s resources can be utilized efficiently and effectively, and add the greatest overall value to the Service.	200
Quality Assurance and Improvement Program - Continuous Improvement	As part of A.&Q.A.'s commitment to a continuous improvement process, the unit will perform peer reviews on projects, prepare project and workplan status reports, track outstanding recommendations and review the unit's conformance with I.I.A.'s 52 <i>Standards</i> and Code of Ethics on an ongoing basis. A yearly report on these activities will be prepared and presented to the E.A.C.	350
Electronic Working Papers Modernization	The Electronic Working Papers (E.W.P.) software vendor (Ideagen) indicated that all future software deployments will be offered only as a Software as a Service option and that further upgrades to the current software version will not be performed, rendering our on premise E.W.P. software version out of date. This project entails looking at all the options for the E.W.P. software upgrade including migration to the cloud with the current vendor or going through a competitive bid process to deploy another suitable software solution. Further software improvements as well as user experience and user interface enhancements are expected. Any of the prospective future solutions is to meet the highest security standards.	300
Property and Video Evidence Management Unit - Video Evidence Section	The Property and Video Evidence Management Unit audit is a provincially mandated audit that is conducted on a rotational cycle. This rotation is comprised of the general warehouse, drugs, firearms and video evidence to ensure adequate coverage of all areas. Each area is subject to a comprehensive audit every four years. The 2024 audit will assess the effectiveness of internal controls on the integrity and continuity of the Service's generated video evidence as well as	1200

Project	Synopsis	Projected Total Hours
	seized and surrendered video evidence. The audit will also assess the effectiveness of the security and safekeeping of this evidence.	
Ministry of Transportation - Inquiry Services System Compliance Audit	This audit will identify and report on compliance issues, in accordance with the Inquiry Services System Oversight Framework for Policing Services of the Ministry of Transportation (M.T.O.). Per the framework this audit includes identifying a lawful purpose for transactions selected by the M.T.O. and performing user exception testing (i.e. volume of searches, searches on colleagues, family, public figures, and vanity plates).	500
Ministry of Transportation - Automatic License Plate Reader Audit	Awaiting specific audit workplan from the Ministry of Transportation.	800
Major Case Management	A review of Service compliance with the requirements of Ontario Regulation 354/04, Major Case Management and the Major Case Management Manual. This audit will assess whether major cases have been properly identified and managed as prescribed. This audit has been included in the workplan in response to Recommendations 13.8 and 13.9 of the <i>Missing and Missed</i> report issued by Justice Epstein. The timing of the start of this audit is dependent on the release of the updated Major Case Management Manual and subsequent publishing of a new Service Procedure.	200
Source & Agent Management	In accordance with Service Procedures 04-35, Source Management – Confidential Source and 04-36, Agents, A.&Q.A. is directed to conduct a mandatory financial audit and performance review of the Source and Agent management process every three years. This includes reconciliation of the Source Management float and verification of payments made to Sources and Agents by the Service.	600

Project	Synopsis	Projected Total Hours
Special Projects	Assistance provided to other units at the request of the Chief of Police/Strategy Management/E.A.C.	600
Cybersecurity Assessment of Select Internet Facing Applications	Cyberattacks on various private and public organizations have become very common. Securing the Service's applications that are Internet facing is crucial for protecting them from the cyber attacks, safeguarding sensitive information, maintaining public trust and ensuring business continuity. This audit will examine the core cybersecurity elements and controls in place for the Service's select Internet facing web applications.	750
Audit Recommendations Tracking Modernization	The goal of this project is to modernize the current Audit Recommendations Tracking system. The current system relies on a Microsoft Access database, various Microsoft Excel files and a number of manual processes. The new solution is to be built as a user-friendly, web-based application (incl. a Microsoft Structured Query Language (MS SQL) Server database) with improved reporting and security features and additional automation of processes, such as email notifications, etc.	300
Prohibited Information Related to Search Warrants	A review of the process by which prohibited information is excluded from search warrants.	200
Audit of the Divisional Locker Management System	Identification and testing of key controls responsible for the safeguarding of property stored in the Divisional Locker Management System.	500
Review of the Online Reporting Portal	A review to determine what controls exist to allow only eligible incidents to be reported by members of the public via the portal. Includes assessment of monitoring, trend analysis and processes in place to determine when follow up action should be taken to support community safety.	450
Inspections	A two member team will conduct divisional/unit inspections.	2000

Appendix B – 2023 Ongoing/Not Yet Started Projects

Project	Synopsis	Projected/Actual Total Hours
Property and Video Evidence Management Unit - General Warehouse and Specialized Units	This audit was presented to the E.A.C. on March 12, 2024.	100
IT Business Continuity and Disaster Recovery (Cybersecurity)	This audit has been renamed Information Technology Disaster Recovery and is currently in the fieldwork stage.	850
Operational Plans / Search Warrants (Search of Premises)	This audit was presented to the E.A.C. on March 12, 2024.	150
Destruction of Records	After initial meetings, A.&Q.A. determined that the risk associated with this process was currently of low risk and cancelled the project.	0
After-Action Reports and Recommendations	In the summer of 2023, A.&Q.A. began work on the planning stage of this audit. In order to complete this stage, A.&Q.A. required interviews with members of Emergency Management & Public Order (E.M.P.O.) and selected divisional planners to fully understand the processes, risks and controls involved with After Action Reports. The next stage of the audit would have involved A.&Q.A. selecting a sample of minor and major events across the City over the past year and requesting the related after action forms to test for completion, authorization and actioning of items. Given that the members required to perform these tasks were, and continue to be, extremely busy planning resourcing and deployment for the complex events currently taking part in our City	0

Project	Synopsis	Projected/Actual Total Hours
	and across the world, we have deferred this project until such time as these members return to their regular roles.	
Major Case Management	This audit is being carried forward until such time as the updated Ontario Major Case Management Manual (O.M.C.M.M.) and the new Service procedure come into effect. It is expected that this audit will begin in the fall of 2024.	200
Serial Predator Notification Process	<p>The Serial Predator Notification Process is expected to be included in the new Service procedure on Major Case Management.</p> <p>This audit is being carried forward until such time as the updated O.M.C.M.M. and the new Service procedure come into effect. It is expected that this project will begin in 2025.</p>	0



PUBLIC REPORT

April 23, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: 2023 Annual Report of Allowable Non-Competitive Purchases

Purpose: Information Purposes Only Seeking Decision

Summary:

In 2023 the Toronto Police Service (Service) issued 5,359 purchasing documents, representing \$169.2 million (M) of spend by the Service and the Toronto Police Service Board (Board). This is inclusive of 242 allowable non-competitive purchases greater than \$25 thousand (K) or 4.5% of the total number of purchasing documents issued, representing \$31.2M of spend. This is comparable to 2022, when 215 allowable non-competitive purchases greater than \$25K were made, (or 4.3% of the total number of purchases (4,992).

Year over year, the total value of allowable non-competitive purchases greater than \$25K increased from \$14.6M to \$31.2M. This increase is primarily driven by \$15.6M of purchases for additional Body Worn Cameras (B.W.C.), Conducted Energy Devices (C.E.D.) and In-Car Cameras as part of a ten year contract extension with Axon Public Safety Canada Inc. which the Board approved in December 2022 (Min. P2022-1216-7.0 refers).

It is also important to note that 90% of the total allowable non-competitive spend in 2023 was for goods or services that were unique to a particular vendor (i.e. sole source) which could not be obtained from another source (i.e. there was no other choice but to use the selected vendor).

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Discussion:

Background

The Purchasing By-law requires that goods or services be purchased through competitive purchasing processes wherever possible, and the Service is committed to keeping non-competitive purchases to an absolute minimum.

There are situations however where goods or services must be non-competitively purchased for various reasons, as allowed under the Purchasing By-law. This By-law is aligned to the City's Purchasing By-law and broader public sector practices. These types of purchases are managed through formal purchasing procedures that are overseen by the Manager of the Purchasing Services Unit (Purchasing), and they must meet specific criteria, justification and approval before the purchases are made.

Relevant Board Policies and Compliance

The Board's Purchasing By-law 163 states that:

'15.2 The Chief shall report annually to the Board on non-competitive Solicitations for values greater than \$25,000.'

The purpose of this report is to respond to this requirement, which includes expenditures made by both the Service and the Board.

Further, the By-law outlines the allowable non-competitive procurement exceptions:

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

- (a) A statutory or market-based monopoly or scarcity of supply in the market;*
- (b) An absence of competition in the market;*
- (c) The existence of exclusive rights such as patent, copyright, licence or warranty restrictions;*
- (d) The Goods or Services are purchased under circumstances which are exceptionally advantageous to the Service, such as in the case of bankruptcy or receivership or the acquisition of surplus goods from another Public Body;*
- (e) Procurement of a work of art;*
- (f) Additional purchases from a vendor of Goods or Services that were not included in the original procurement, when a change cannot be made for economic or technical reasons without causing significant inconvenience or substantial duplication of costs to the Service;*
- (g) The need for compatibility with Goods or Services previously acquired when there are no reasonable alternatives, substitutes or*

accommodations or there is a need to avoid violating warranties and guarantees;

- (h) An attempt to procure the required Goods or Services by soliciting competitive submissions that has been made in good faith, but has failed to identify a compliant submission or qualified supplier, or where the submissions received have been collusive;*
- (i) The Goods or Services are required as a result of an Emergency which would not reasonably permit the Solicitation of competitive submissions;*
- (j) Construction, renovations, repairs or maintenance in respect of real estate leased or occupied by the Service which may only be carried out in accordance with the occupancy agreement;*
- (k) It is advantageous to the Service to acquire Goods or Services from another Public Body;*
- (l) Another organization is funding the procurement and as a condition of the funding the Service is required to use a specified vendor and the terms and conditions of the proposed contract are beneficial to the Service;*
- (m) To comply with a legal obligation; and*
- (n) The nature of the Goods or Services involves matters of security, confidentiality or covert operations and it would not be in the public interest to solicit competitive bids.'*

In these cases, the award is made to a specific vendor without going through a competitive procurement process.

In accordance with the Purchasing By-law, requests to award a contract on a non-competitive basis are submitted to Purchasing with justification. If the justification is acceptable to the Manager of Purchasing and the purchases meet one or more of the above criteria, the requests are processed.

To align with past reporting practices, Appendices A and B summarize the allowable non-competitive purchases over \$25K that occurred in 2023, and classify them as either sole or single source purchases, respectively.

Sole Source Purchases

'Sole source' purchases are defined as the purchase of goods or services that are unique to a particular vendor and cannot be obtained from another source. In a sole source purchase arrangement there is no choice but to use a specific vendor.

These sole source purchases were made because of proprietary arrangements (i.e. sole distributor) including but not limited to annual licensing and support (e.g. software), warranty/guarantee requirements, compatibility of equipment and continuity of services.

In 2023, 99 purchasing documents (i.e. Purchase Orders (P.O.s), Contract Release Orders (C.R.O.s) and Framework Orders (F.O.s), were issued over \$25K (or related

purchasing documents totalling over \$25K), totalling \$28.2M, where goods or services were sole sourced. These sole source purchases represent 41% of the 242 allowable non-competitive purchasing documents greater than \$25K issued in 2023, and 90% of the \$31.2M in allowable non-competitive purchases made by the Service and the Board.

Included in these figures are 21 purchases that were classified as confidential for covert reasons, totalling \$2.7M.

These purchases are outlined in Appendix A.

Single Source Purchases

'Single source' purchases are defined as the purchase of goods or services from a particular vendor rather than through an open solicitation of bids from other vendors that can provide similar items. These single source purchases were made based on one or more of the allowable non-competitive procurement exceptions outlined in the By-law and highlighted above.

In 2023, 143 purchasing documents were issued over \$25K, totalling \$3.0M, where goods or services were single sourced. Single source purchases represented 59% of the 242 allowable non-competitive purchasing documents greater than \$25K issued in 2023 and 10% of the \$31.2M in allowable non-competitive purchases made by the Service and the Board.

These purchases are outlined in Appendix B.

Conclusion:

In 2023, the Service issued 242 purchasing documents over \$25K with a total dollar value of \$31.2M, where purchases were made on a non-competitive basis, based on allowable exceptions highlighted in the Service's Purchasing By-law. This represents 4.5% of the total number of purchasing documents issued in 2023 (5,359), and 18.5% of the Service's and Board's total purchasing spend (\$169.2M). Purchases for Body Worn Cameras, Conducted Energy Devices and In-Car Cameras represents almost 50% (\$15.6M) of the 2023 non-competitive spend. The Service and Board will continue to limit non-competitive purchases and support a competitive purchasing environment that is aligned with City policies and broader public sector practices.

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

Recommendation:

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

Financial Implications:

There are no financial implications arising from the recommendation contained in this report. Funding for the expenditures detailed in this report were included in the Toronto Police Service's (Service's) 2023 operating and capital budgets.

Respectfully submitted,

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

Attachments:

Appendix A – 2023 Sole Source Purchases
Appendix B – 2023 Single Source Purchases

Appendix A - 2023 Sole Source Purchases

Vendor	Goods/Services	Total Purchase Order Value (Excluding Taxes)
Andy Hunter Consultants Inc.	Versadex Records Management System Support	\$48,000
Axon Public Safety Canada Inc.	Body Worn Cameras, Conducted Energy Devices and In-Car Cameras	\$15,646,498
Axon Public Safety Canada Inc.	C.E.D. Cartridges	\$76,000
Biondo Boats L.L.C.	Ice Response Vessel	\$210,140
Blue Door Communications Inc.	Graphic Design and Digital Advertising - Recruitment Campaign	\$158,800
Boost Child and Youth Advocacy Centre	Child and Youth Advocacy Centre - Office Rent and Operating Expenses	\$100,000
Center For Trauma Informed Practices	Assessment of Risk to Others Training	\$100,921
CI Technologies Inc.	BlueTeam Annual Maintenance and EIPro License and Services - For Analytics & Innovation Unit; IAPro Software Maintenance and Support Renewal - For Professional Standards Unit	\$81,351
Crown Lift Trucks U.L.C.	Lift Truck - for Toronto Police College Ammunition Vault	\$54,670

Vendor	Goods/Services	Total Purchase Order Value (Excluding Taxes)
Deeth Williams Wall L.L.P.	Legal Services for Amendment to Axon Agreement for Body Worn Cameras, Conducted Energy Devices and In-Car Cameras	\$167,200
D&R Electronics Co Ltd.	Police Vehicle Lights, Sirens and Weapon Mounts	\$191,915
Diligent Corp.	Diligent Software Subscription Renewal - Board Management Software (for the Board Office)	\$32,744
Draeger Safety Canada Ltd.	Alcohol Screening Devices, Inserts and Bags	\$114,900
eJust Systems Inc.	eJust Case Management System Software Support and Maintenance	\$662,778
Environics Analytics Group Ltd.	Alteryx Software Licenses - For Information Management Data Management Program	\$38,975
Esri Canada Ltd.	Geographic Information System - Enterprise License Agreement Renewal	\$243,113
G2S Pickin Patch Inc.	Geographic Information System Support Services - William Stafford	\$156,898
Gerstein Crisis Centre	911 Crisis Call Diversion Pilot Project	\$365,854
Harman Connected Services Inc.	Adobe Flash Plug In Software License Renewal - for the Major Case Management Tracker System	\$39,900
Humber College	Neighbourhood Community Officer Program Assessment	\$73,703

Vendor	Goods/Services	Total Purchase Order Value (Excluding Taxes)
IDEMIA Identity & Security Canada Inc.	IntelliBook System - Level 1 Software Support - for LiveScan System	\$104,389
IDEMIA Identity & Security Canada Inc.	LiveScan Booking Cabinets - for Forensics Unit	\$51,856
Infor (Canada) Ltd.	Time & Resource Management System Software Maintenance & Support	\$382,167
Intergraph Canada Ltd.	Computer Aided Dispatch System Professional Services, Software Support & Maintenance	\$948,572
Ivanti, Inc.	Cherwell Software Licence Subscription	\$205,022
Johnstone & Cowling L.L.P.	Legal Services - Nyznik et al Prosecution	\$210,000
Kirk Ziola HR Consulting	Interim Management Services - Employee Services	\$337,511
LexisNexis Claims Solutions	Desk Officer Reporting System / Coplogic - Software Support and Maintenance Renewal	\$34,542
Macklin, Audrey	Independent Legal Counsel for Missing and Missed Persons Report	\$50,000
MC Innovations	Budget and Financial Analysis Consulting Services – Elizabeth Hewner	\$109,400
Measur	FARO Focus 3D Laser Scanner - for Traffic Services Unit	\$109,297
Mercury Marine Ltd.	Mercury Marine Engines, Parts and Accessories	\$100,145

Vendor	Goods/Services	Total Purchase Order Value (Excluding Taxes)
Microsoft Canada Inc.	Microsoft Unified Performance Support Renewal	\$606,985
MKDS Training	Trango System Expert Wall Kit - for Emergency Task Force (E.T.F.) Training	\$38,239
Mobile Police Training Structures	Simulator Structure Panels - for Toronto Police College Dynamic Simulation Training Room	\$27,700
National Anonymous Call Centre	Crime Stoppers Call Centre Telephone Answering and Web Tip Monitoring Services	\$49,200
Obie & Ax Inc.	Podcast Services - 24 Shades of Blue Podcast (contract terminated September 2023)	\$49,560
Oracle Canada U.L.C.	PeopleSoft Software Licensing, Maintenance and Support - Human Resource Management System	\$628,220
OTEC Solutions	Digital Evidence Management System / Digital Photo Viewing and Management System - Software Support and Maintenance	\$82,993
Pacific Safety Products Inc.	Uniform Body Armour - Bridging Contract	\$603,127
Paradigm Business Systems North	Asset Inventory Management System Software Licensing, Maintenance and Support	\$84,000
Procurement Law Office Professional Corp.	Legal Advisory Services - Records Management System Procurement	\$46,975
RAM Power Systems Ltd.	E.T.F. Firing Range Maintenance and Blast Mat Replacement	\$145,328

Vendor	Goods/Services	Total Purchase Order Value (Excluding Taxes)
Rampart International Corp.	Galvion Caiman Ballistic Helmets - for E.T.F.	\$172,239
Rampart International Corp.	WARQ Pro Helmets - for Toronto Police College	\$40,874
Rampart International Corp.	GLOCK Handguns	\$320,875
Rapid7 International Ltd.	Nexpose Software Technical Support	\$36,489
Skillsoft Canada Ltd.	eLearning Library Service	\$89,805
Superion, L.L.C.	Crywolf Alarm Software Maintenance	\$29,271
Toronto Hydro Electric System Ltd.	1000 KVA & 2000 KVA Transformers - for 41 Division	\$174,541
Toronto Hydro Electric System Ltd.	Overhead Pole Attachment Rental for Public Space Closed Circuit Television System	\$34,326
Versaterm Public Safety Inc.	Versadex Records Management System - Software Maintenance and Support	\$958,654
Vertigis North America Ltd.	Geocortex Essentials Software	\$26,500
Wajax Ltd.	Volvo Penta Marine Parts	\$94,468
Various	Confidential/Covert	\$2,671,889
Total		\$28,219,519

Appendix B: 2023 Single Source Purchases

Vendor	Goods/Services	Total Purchase Order Value (Excluding Taxes)
Calverley Painting & Decorating	Painting Services - Bridging Contract	\$127,379
Canadian Institute For Conflict Resolution	Conflict Resolution Training	\$55,820
Daak Inc.	Intentional Leadership Training	\$27,200
Ergocentric Inc.	Ergonomic Office Seating and Furniture - Bridging Contract	\$283,616
FVB Psychologists	Clinical Psychological Assessment Services	\$111,840
Gartner Canada	Enterprise Information Technology Leaders Subscription	\$91,308
Henein, Hutchison L.L.P.	Prosecution Services	\$144,842
HR Associates Inc.	Large Scale Recruitment Services - for Parking Enforcement Officers, Special Constables, Communications Operators, Auxiliary Officers and Co-Op Students	\$221,049
Info-Tech Research Group Inc.	Information Technology Research & Advisory Membership	\$62,800
Linkedin Corp.	LinkedIn Subscription Renewal - for Talent Acquisition Unit	\$47,020

Vendor	Goods/Services	Total Purchase Order Value (Excluding Taxes)
Mental Health Innovations (N.S.) Inc.	Peer Support Development and Implementation Services - for Wellness Unit	\$57,500
Mokwateh L.P.	Indigenous Engagement Strategy Consulting Services	\$141,250
Navigator Limited	Communications Consulting Services	\$113,857
Nex Industrial Supplies Inc.	Maintenance, Repair and Replacement of Overhead Doors and Gates Extension and Increase	\$573,350
Olin Canada U.L.C.	Ammunition	\$892,200
Pickup Communications Inc.	Communications Consulting Services - Toronto Police Service Trust Communications Campaign	\$25,777
Winchesters Inc.	Temporary Procurement Specialist – Contract Extension	\$37,151
Total		\$3,013,959



PUBLIC REPORT

April 23, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Semi-Annual Report: Publication of Expenses – July 1 to December 31, 2023

Purpose: Information Purposes Only Seeking Decision

Summary:

The purpose of this report is to advise the Board of the expenses incurred by Board and Service members during the period July 1 to December 31, 2023.

Discussion:

The Board's policy on Publication of Expense Details requires that expenses of the following individuals be reported to the Board on a semi-annual basis.

- Board Members
- Chief and Command Officers
- Excluded members at level of X40 and above
- Members in the rank of Staff Superintendent and Director

The expenses to be published are in three areas:

- business travel;
- conferences and training; and
- hospitality and protocol expenses.

Attached to this report as Appendix A are the expenses, for the second half of 2023 for the applicable Service and Board members. The attachment shows the total for each member as well as a breakdown based on the three categories of expenses. The publication of this information will be available on the Board and Service's internet sites.

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The expenses of 31 members are included in this report, in alphabetical order, and total \$120,179.54.

Background

Relevant Board Policies and Compliance

This report is in compliance with Board's Policy (Min No. P18/12 refers).

Conclusion:

This report contains details for the three categories of expenses incurred by Board and Service members, for the period July 1 to December 31, 2023.

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

Recommendation:

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

Financial Implications:

Expenses reported in this report have been covered in the 2023 operating budgets and/or collectively bargained senior officer professional development fund.

Respectfully submitted,

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

Attachments:

Appendix A – Toronto Police Service and Toronto Police Services Board Expense Publication Summary – July 1 to December 31, 2023

Appendix A

Toronto Police Service and Toronto Police Service Board
Expense Publication Summary
Period: July 1, 2023 to December 31, 2023

<u>Member</u>	<u>Expenses Reported</u>
Burnside, Jon	\$0.00
Casselman, Nancy	\$0.00
Cheng, Lily	\$0.00
Code, Peter	\$3,052.80
Cornish, James	\$0.00
Crisanti, Vincent	\$0.00
Crooker, Lisa	\$5,478.67
Dawson, Shannon	\$2,598.88
Demkiw, Myron	\$18,212.23
Dhaliwal, Svina	\$7,083.92
Grant, CindyLou	\$0.00
Gray, Pauline	\$4,060.57
Johnson, Robert	\$20,089.86
Kanengisser, Dov	\$1,707.35
Khow, SieWing	\$9,058.82
Kostakis, Evangelia	\$3,998.93
Matthews, Joseph	\$2,676.98
Migliore, Nicola	\$0.00
Morgan, Ainsworth	\$0.00
Morgan, Ann	\$198.32
Morley, Amber	\$0.00
Nicol, Brett	\$5,123.68
Nunziata, Frances	\$0.00
Pogue, Lauren	\$4,332.38
Skinner, Kelly	\$11,205.96
Sparkes, Allison	\$50.77
Spencer, Nadine	\$5,108.12
Stairs, Colin	\$5,109.59
White, Deidra	\$2,506.95
Williams, Ian	\$8,524.76
Wright, Marianne	\$0.00
Total Expenditures Reported	<u>\$120,179.54</u>



**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Professionalism & Accountability
Member: Code, Peter
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Nov 1-Dec 31	Career Leadership Coaching On-line Program with The Avanti Group	\$3,052.80
		\$3,052.80

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$3,052.80
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Public Safety Operations
Member: Crooker, Lisa
Job Title/Rank: Acting Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 29	Federation Internationale de Football Association (F.I.F.A.) meeting in Toronto, ON	\$16.21
		\$16.21

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Oct 13-18	International Association of Chiefs of Police (I.A.C.P.) Annual Conference in California, USA	\$5,462.46
		\$5,462.46

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$5,478.67
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: East Field Command
Member: Dawson, Shannon
Job Title/Rank: Acting Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Oct 13-18	International Association of Chiefs of Police (I.A.C.P.) Conference in California, USA	\$2,598.88
		\$2,598.88

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,598.88
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Chief of Police
Member: Demkiw, Myron
Job Title/Rank: Chief of Police

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jul 8-20	Friends of Simon Wiesenthal Center's Annual Compassion Action Program in Poland and Israel	\$5,845.75
Jul 30-Aug 4	West Coast Police and Public Health Agencies Drug Decriminalization meetings in Vancouver, BC and Washington, USA and Oregon, USA	\$4,360.22
Sept 18-20	Jewish Orthodox Immersive Experience and New York Police Department meetings in New York, USA	\$1,730.56
Sept 23-24	Canadian Police and Peace Officer's 46th Annual Memorial (C.P.P.O.M.) in Ottawa, ON	\$1,502.87
Nov 6-8	Canadian Association of Chiefs of Police (C.A.C.P.) Board meeting in Halifax, NS	\$430.35
		\$13,869.75

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 19-23	Annual Canadian Association of Chiefs of Police (C.A.C.P.) Summit and Board Meeting in Ottawa, ON	\$2,848.56
Oct 11-18	Major Cities Chiefs Association (M.C.C.A.) and International Association of Chiefs of Police (I.A.C.P.) Annual Conference in California, USA	\$1,493.92
		\$4,342.48

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$18,212.23
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Corporate Services Command
Member: Dhaliwal, Svina
Job Title/Rank: Chief Administrative Office

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 19-23	Annual Canadian Association of Chiefs of Police (C.A.C.P.) Conference and Board meeting in Ottawa, ON	\$2,059.24
Oct 13-18	International Association of Chiefs of Police (I.A.C.P.) Annual Conference in California, USA	\$5,024.68
		\$7,083.92

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Nov 23	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$7,083.92
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Detective Operation
Member: Gray, Pauline
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Oct 2	Business meeting in Toronto, ON	\$22.51
		\$22.51

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 18-21	Law Amendments Committee and Canadian Association of Chiefs of Police (C.A.C.P.) in Kanata, ON	\$1,882.00
Sept 18-20	Safety of Our Cities Conference in Edmonton, AB	\$2,142.56
		\$4,024.56

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Oct 5	Healing the Voice Within Fundraiser for The Gatehouse in Toronto, ON	\$13.50
		\$13.50

Member Total	\$4,060.57
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Specialized Operations Command
Member: Johnson, Robert
Job Title/Rank: Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 18-20	Jewish Orthodox Immersive Experience and New York Police Department Meetings in New York, USA	\$2,391.35
Sept 23-24	Canadian Police and Peace Officer's 46th Annual Memorial (C.P.P.O.M.) in Ottawa, ON	\$988.57
Sept 29	Federation Internationale de Football Association (F.I.F.A.) Meeting in Toronto, ON	\$16.21
Oct 2	Ontario Professional Fire Fighters (O.P.F.F.A) meeting in Toronto, ON	\$31.52
Oct 5	Children's Artwork Exhibition and Nova Scotia Chief of Police meeting in Toronto, ON	\$18.24
Nov 14	Business meeting in Toronto, ON	\$27.02
Dec 14	Consulate General of Israel meeting with in Toronto, ON	\$22.51
Dec 21	Minister of Justice and Attorney General of Canada meeting in Toronto, ON	\$13.50
		\$3,508.92

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses
Aug 18-23	Annual Canadian Association of Chiefs of Police (C.A.C.P.) Summit in Ottawa, ON	\$2,732.62
Sept 9-10	VOICES Center for Resilience 22nd Annual Remembrance Symposium in New York, USA	\$1,919.20
Oct 10-18	Major Cities Chiefs Association (M.C.C.A.) and International Association of Chiefs of Police (I.A.C.P.) Annual Conference in California, USA	\$6,084.03
Oct 21-28	Leadership in Counter Terrorism Alumni Association (L.i.n.C.T-A.A.) Conference and Alumni meeting in Brisbane, AU	\$4,952.91
Nov 28-30	Niagara Regional Police Service (N.R.P.) and Ontario Provincial Police (O.P.P.) Anti-Terrorism and Active Shooter Conference in Niagara, ON	\$796.87
		\$16,485.63



**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Specialized Operations Command
Member: Johnson, Robert
Job Title/Rank: Deputy Chief

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 4	Caribana Emancipation Gathering in Toronto, ON	\$10.81
Sept 28	29th Community-Based Policing Dinner in Toronto, ON	\$80.00
Nov 9	Hate Crime Media Campaign Challenge at Humber College in Toronto, ON	\$4.50
		\$95.31
Member Total		\$20,089.86



**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Toronto Police Services Board
Member: Kanengisser, Dov
Job Title/Rank: Executive Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 15-18	Canadian Association of Police Governance (C.A.P.G.) Annual Conference in St. John's, NFL	\$1,096.79
Oct 26-Nov 27	Ontario Association of Police Services Board (O.A.P.S.B.) Labour Conference in Mississauga, ON	\$610.56
		\$1,707.35

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$1,707.35
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Legal Services
Member: Khaw, SieWing
Job Title/Rank: General Council

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jul 9-14	National Criminal Law Program Conference in Montreal, QC	\$3,113.42
Oct 12-18	International Association of Chiefs of Police (I.A.C.P.) Conference in California, USA	\$4,881.08
Nov 15-17	Ontario Association of Police Services Board (O.A.P.S.B.) Police Legal Advisors Committee Forum in Ottawa, ON	\$733.60
Dec 5	12th Annual Human Rights Summit in Toronto, ON	\$330.72
		\$9,058.82

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$9,058.82
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Toronto Police Services Board
Member: Kostakis, Evangelia
Job Title/Rank: Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 15-18	Canadian Association of Police Governance (C.A.P.G.) Annual Conference in St. John's, NFL	\$3,046.87
Oct 26-27	Ontario Association of Police Services Board (O.A.P.S.B.) Labour Conference in Mississauga, ON	\$204.70
		\$3,251.57

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Oct 12-Dec 14	Various Toronto Police Services (T.P.S.) events in Toronto, ON	\$747.36
		\$747.36

Member Total	\$3,998.93
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Strategy Management
Member: Matthews, Joseph
Job Title/Rank: Acting Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 17-20	Safety of Our Cities Conference in Edmonton, AB	\$2,676.98
		\$2,676.98

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,676.98
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Toronto Police Services Board
Member: Morgan, Ann
Job Title/Rank: Board Chair

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 20	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 20	Toronto Police Service (T.P.S.) Service Awards at Toronto Police College (T.P.C) in Toronto, ON	\$101.58
Nov 16	Chief's Gala in Toronto, ON	\$47.92
Nov 25	Senior Officer Organization (S.O.O.) Gala in Toronto, ON	\$48.82
		\$198.32
Member Total		\$198.32



**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: West Field Command
Member: Nicol, Brett
Job Title/Rank: Acting Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 25	Toronto Public Health meeting in Toronto, ON	\$18.01
Sept 28	Retail Council of Canada meeting in Toronto, ON	\$20.31
Dec 3	The Rotary Club of Toronto meeting in Toronto, ON	\$19.81
		\$58.13

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Oct 13-18	International Association of Chiefs of Police (I.A.C.P.) Annual Conference in California, USA	\$3,489.07
Nov 9-Dec 6	Research Methods II & Diversity in Policing On-line Courses with Wilfred Laurier University	\$1,576.48
		\$5,065.55

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$5,123.68
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Community Safety Command
Member: Pogue, Lauren
Job Title/Rank: Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 12-14	Ontario Association of Chief of Police (O.A.C.P.) Board of Director meeting in Garden River, ON	\$918.63
Oct 19	Toronto Police Service (T.P.S.) Command meeting in Toronto, ON	\$18.01
Nov 26-28	Ontario Association of Chief of Police (O.A.C.P.) Board of Director meeting in Windsor, ON	\$306.18
Nov 29-30	Montreal Chief of Police and Director General of the Sûreté du Québec meeting in Montreal, QC	\$427.21
Nov 09	T.P.S. Senior Management meeting in Toronto, ON	\$27.02
Dec 21	Business meeting in Toronto, ON	\$18.01
		\$1,715.06

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses
Dec 3-7	Canadian Police Knowledge Network (C.P.K.N.) and Canadian Association Chiefs of Police (C.A.C.P.) Forum in Vancouver, BC	\$2,419.49
		\$2,419.49

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jul 6	Aide-de-Camp Event in Toronto, ON	\$10.81
Oct 21	Pride Gala Event in Toronto, ON	\$160.00
Nov 14	44th Annual Cardinal's Dinner in Toronto, ON	\$27.02
		\$197.83

Member Total	\$4,332.38
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Field Services
Member: Skinner, Kelly
Job Title/Rank: Acting Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jul 30-Aug 4	West Coast Police and Health Agencies Drug Decriminalization meetings with in Vancouver, BC and Washington, USA and Oregon, USA	\$4,921.79
Aug 25	Toronto Public Health and Leadership Team meeting in Toronto, ON	\$18.01
Oct 4	Cadillac Fairview Management meeting in Toronto, ON	\$25.22
Oct 4	Centre for Addiction and Mental Health (C.A.M.H.) Partners meeting in Toronto, ON	\$38.62
Oct 31 & Nov 9	City of Toronto Executive Committee meeting in Toronto, ON	\$39.62
Nov 20	Toronto Public Health meeting in Toronto, ON	\$27.91
		\$5,071.17

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 18-20	Safety of Our Cities Conference in Edmonton, AB	\$1,254.79
Oct 13-17	International Association of Chiefs of Police (I.A.C.P.) Conference in California, USA	\$4,880.00
		\$6,134.79

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$11,205.96
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Chief of Police
Member: Sparkes, Allison
Job Title/Rank: Chief of Staff

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 26	Rotman School of Management Seminar in Toronto, ON	\$50.77
		\$50.77

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$50.77
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Toronto Police Services Board
Member: Spencer, Nadine
Job Title/Rank: Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 15-18	Canadian Association of Police Governance (C.A.P.G.) Conference in St. John's, NFL	\$2,687.45
Nov 17-22	Canadian Association of Police Governance (C.A.P.G.) Summit in Vancouver, BC	\$2,420.67
		\$5,108.12

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$5,108.12
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Information & Technology Command
Member: Stairs, Colin
Job Title/Rank: Chief Information Officer

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jul 18	Royal Canadian Mounted Police (R.C.M.P.) meeting in Toronto, ON	\$118.80
Sept 18-21	Canadian Police Knowledge Network (C.P.K.N.) Annual Board of Directors meeting in Charlottetown, PEI	\$1,968.07
		\$2,086.87

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 11-15	Race and Identity-Based Data Collection Conference in England, UK	\$3,022.72
		\$3,022.72

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$5,109.59
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Information Technology Services
Member: White, Deidra
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 18-20	Canadian Association Chiefs of Police (C.A.C.P.) Information and Communications Technology (I.C.T.) Committee meeting in Ottawa, ON	\$1,131.76
Aug 21-22	Canadian Association Chiefs of Police (C.A.C.P.) Annual Summit in Ottawa, ON	\$1,375.20
		\$2,506.95

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,506.95
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1, 2023 to December 31, 2023**

Unit: Information Management
Member: Williams, Ian
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Sept 19-21	Police Information & Statistics Committee Meeting (P.O.L.I.S.) in Ottawa, ON	\$1,062.35
		\$1,062.35

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Aug 18-20	Canadian Association Chiefs of Police (C.A.C.P.) Information and Communications Technology (I.C.T.) Committee meeting in Ottawa, ON	\$344.82
Aug 21-22	Canadian Association Chiefs of Police (C.A.C.P.) Annual Summit in Ottawa, ON	\$1,714.14
Dec 4-6	Cybersecurity Specialization On-line Training from Global Knowledge in Toronto, ON	\$3,373.34
Dec 18-20	Information Technology On-line Training from Global Knowledge	\$2,030.11
		\$7,462.41

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$8,524.76
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PUBLIC REPORT

April 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Chief's Administrative Investigation into the Vehicle
Death of Complainant 2023.56**

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards (P.R.S.) – Investigative Unit (I.N.V.) and P.R.S. – Special Investigations Unit Liaison (S.I.U. Liaison) investigation determined the conduct of the five designated officials were not in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- *Special Investigations Unit Act (S.I.U.A.), 2019*

Toronto Police Service Board

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

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated November 24, 2023, Director Joseph Martino of the S.I.U. advised, *“The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject 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-TVD-198, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=2717

S.I.U. Incident Narrative

“The events in question, clear on the evidence collected by the SIU, may briefly be summarized. As was his legal right, the SO did not agree an interview with the SIU or the release of his notes.

In the afternoon of July 29, 2023, the SO, operating an unmarked police vehicle, was part of a team of surveillance officers that had gathered in and around the area of Dixon Road and Kipling Avenue. The officers were aware a stolen vehicle was in the vicinity.

The vehicle – a Dodge Ram pick-up – was parked on the road outside a residence. The plan was to arrest the driver of the pick-up before they could re-enter the vehicle.

Shortly after 2:00 p.m., the Complainant made his way on foot towards the pick-up. Unmarked police vehicles unsuccessfully attempted to surround the vehicle before it could be put in motion, including the SO’s vehicle from the rear. Realizing what was happening, the Complainant had quickly entered the pick-up and accelerated away.

The SO followed the pick-up, watching as it mounted a curb and drove over a median to get around another police vehicle. The officer continued to follow the vehicle north on Martin Grove Road.

The Complainant drove at highway speeds. He blew through a stop sign and a red light. On the latter occasion, he briefly lost control of his vehicle as it veered into the southbound lanes and then mounted the curb, striking a light standard, before righting course and proceeding north. The Complainant continued in that fashion through a green light at Dixon Road. Just north of the intersection, he cut between two

northbound vehicles before leaving the roadway and striking the concrete south-facing abutment of the Highway 401 off-ramp overpass. His vehicle exploded on impact.

The SO followed the pick-up truck northwards on Martin Grove Road at much lower speeds. He was about five seconds back of the Complainant when the pick-up entered the Dixon Road intersection. The officer and other team members stopped their vehicles in the east curb lane of Martin Grove Road south of the collision site and attempted to render assistance.

The Complainant was declared deceased on scene by attending paramedics.”

Analysis and Director's Decision

“The Complainant passed away in a motor vehicle collision on July 29, 2023. As the vehicle he was operating had briefly been pursued by TPS officers, the SIU initiated an investigation of the incident. The SO was identified as the subject official in the investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's death.

The offence that arises for consideration is dangerous driving causing death contrary to sections 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 with the Complainant. In my view, there was not.

Together with the other officers who had convened in the area, the SO was lawfully placed investigating a stolen automobile. Moreover, when they observed the Complainant unlocking the pick-up with a key fob as he neared the vehicle, the officers also had grounds to effect an arrest.

As for the brief pursuit that unfolded after the Complainant re-entered the vehicle and took off, I am satisfied the SO comported himself with due care and regard for public safety. The officer travelled at moderate speeds, was in substantial compliance with a stop sign and red light that crossed his path, and was a fair distance back of the pick-up as it past Dixon Road en-route to the point of impact, all of which transpired over no more than a kilometre. On this record, aside from being part of the impetus for the Complainant's reckless flight to avoid apprehension, I am unable to reasonably conclude that the SO transgressed the limits of care prescribed by the criminal law in his brief engagement with the pick-up.

In the result, as there are no reasonable grounds to conclude the SO comported himself other than lawfully throughout the incident, there is no basis for proceeding with charges in this case. The file is closed.”

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison and P.R.S. – I.N.V. conducted an administrative investigation as 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 the vehicle death in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 07-03 (Life Threatening/Fatal Collisions);
- Procedure 07-12 (Theft of Vehicles);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports); and
- Procedure 15-10 (Suspect Apprehension Pursuits)

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

- *Special Investigations Unit Act, (S.I.U.A.)* 2019;
- Ontario Regulation 266/10 (Suspect Apprehension Pursuits)

Conclusion:

The S.I.U. Liaison and I.N.V. investigation determined that the T.P.S. policies and procedures associated with this vehicle death were lawful, in keeping with current legislation, and written in a manner, which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The S.I.U. Liaison and I.N.V. investigation found that the conduct of the five designated officers was not in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Specifically, it was substantiated that the five officers acted in an insubordinate manner when they failed to comply with Procedure 15-10 (Suspect Apprehension Pursuits), and in doing so, they committed misconduct in that they acted in a disorderly manner or in a manner prejudicial to discipline or likely to bring discredit upon the reputation of the T.P.S.

The substantiated misconduct will be adjudicated at the unit level.

A representative from Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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



PUBLIC REPORT

April 10, 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 2023.79

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 officers was in compliance with applicable provincial legislation regarding the Standards of Conduct, the applicable Toronto Police Service (T.P.S.) procedures and the officers' training.

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

Complainant – Refers to the Affected Person

SO – Subject Official

WO – Witness Official

TCH – Toronto Community Housing

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated February 16, 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 official”*.

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-429, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=3699

S.I.U. Incident Narrative

“The evidence collected by the SIU, including video footage that captured the incident in parts, gives rise to the following scenario.

In the evening of October 21, 2023, TPS officers were dispatched to a TCH building in the West Region, Toronto. A special constable with TCH and a provincial offences officer, at the building to investigate a complaint of alcohol consumption in the lobby, had arrested the Complainant after he had grabbed one of the officers. They had subdued and handcuffed the Complainant, led him to the rear exterior of the building, and contacted the TPS for help.

The SO was among the officers that arrived at the scene. By that time, the Complainant had been positioned front first against the rear of the special constable’s cruiser. The Complainant was angry and spoke about “revolution”. Another of the officers – WO #1 – stood by his left side and placed his left hand on the back of the Complainant’s neck, attempting to push him closer to the trunk of the vehicle. The Complainant resisted and the SO intervened. He walked over to the Complainant’s left side, took hold of his jacket by the left shoulder and told him he would be grounded if he did not comply. Seconds later, the Complainant kicked back with a leg and was pulled down by the SO, his right side striking the ground. The officer then temporarily placed a knee on the Complainant’s head as other officers searched his person. The time was about 8:59 p.m.

The Complainant claimed that his jaw was broken. Paramedics were called to the scene and transported him to hospital where he was reportedly diagnosed with a broken nose and fractured right jaw”.

S.I.U. Analysis and Director’s Decision

“On October 22, 2023, the TPS contacted the SIU to report that a male they had arrested the day before – the Complainant – had been diagnosed with serious injuries.

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 Complainant’s arrest and injuries.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

I am satisfied that the SO was engaged in his lawful duties when he attended at the rear of the TCH building to assist in the Complainant’s custody. The evidence indicates that the Complainant had assaulted the provincial offences officer and that the officer and his colleague were within their rights in arresting him on that basis.

I am also satisfied that the force used by the SO against the Complainant was legally justified. The Complainant pushed back when WO #1 tried to push him towards the special constable’s cruiser ahead of a search and was warned to stop resisting by the SO. Thereafter, the officer had cause to ground the Complainant when he kicked back with a leg. This was the second of two assaults now perpetrated by the Complainant on law enforcement personnel and the officer was entitled to take steps to prevent a third such occurrence. With the Complainant on the ground, the SO and the other officers could better expect to manage any continuing resistance by the Complainant given his positional disadvantage. Moreover, while I accept that the takedown might have broken the Complainant’s nose and jaw, the video footage of the event did not depict any over-the-top force being brought to bear. Lastly, there is no overt indication in the video of the SO using unnecessary force as he positioned a knee on top of the Complainant’s head for several seconds while he was searched on the ground – he does not drop his knee on the head with any significant momentum, for example.

For the foregoing reasons, there is no basis for proceeding with criminal charges against the subject official. 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) 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*

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 officers was in compliance with applicable provincial legislation regarding the Standards of Conduct, the applicable T.P.S. procedures and the officers' training.

The P.R.S. – S.I.U. Liaison investigation found the force used on the Complainant which consisted of bringing him to the ground to control his violent behaviour was authorized, proportionate and reasonably necessary to effect his arrest in the safest manner possible. Outside of this, no other force was used.

A representative from Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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



PUBLIC REPORT

April 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2023.76

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards - S.I.U. Liaison (P.R.S. – S.I.U. Liaison) and Traffic Services Unit (T.S.V.) determined the conduct of a designated official was not in compliance with Procedure 15-11 (Use of Service Vehicles) for not meeting and maintaining the driving standards as set by the *Highway Traffic Act* (H.T.A.) and training.

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

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 February 9, 2024, Director Joseph Martino of the S.I.U. stated, *“The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.”*

The following S.I.U. *Incident Narrative and Analysis and Director’s Decision* has been reprinted from the S.I.U. Director’s report, number 23-TVI-419, which can be found in its entirety via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=3526

S.I.U. Incident Narrative

“In the morning of October 14, 2023, the SO was operating a cruiser travelling south in the westernmost through-lane of Markham Road approaching Eglinton Avenue East. His emergency lights and siren on, the officer was responding to a call for service. Facing a red light, the SO slowed and had just about brought his cruiser to a stop before he started to travel slowly into the intersection. The officer cleared the westbound lanes and picked up his pace into the eastbound lanes where his cruiser’s front-end struck the driver side of an eastbound vehicle.

The vehicle was a Hyundai Tucson being operated by the Complainant. Seemingly unaware of the cruiser’s travel through the intersection, the Complainant had proceeded into the intersection on a green light.

The Complainant was taken from the intersection in ambulance to hospital and diagnosed with a fractured left wrist.

Analysis and Director’s Decision

“The Complainant was seriously injured in a motor vehicle collision with a police cruiser in Toronto on October 14, 2023. The SIU was notified of the incident and initiated an investigation naming the driver of the cruiser – 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 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.

I am satisfied that the SO was engaged in the lawful execution of his duties as he approached the intersection. The officer was reportedly making his way to another call for service to render assistance.

I am also satisfied that the SO did not transgress the limits of care prescribed by the criminal law throughout the series of events culminating in his collision with the Complainant's vehicle. The SO did not come to a full stop at the red light, and should have pursuant to section 144(20) of the Highway Traffic Act. I also accept that the SO failed to make sure that eastbound traffic had come to a stop before accelerating towards those lanes. On the other hand, the SO had slowed and was just about at a stop before he entered the westbound lanes of the intersection, only doing so when traffic in that direction was clear. He also had his lights and siren on to alert third-party traffic of his presence and intentions. Regrettably, there appears to have been a sightline obstruction between the cruiser and the Hyundai that played a role in the collision. While the obstruction does not excuse the officer's failure to only proceed through the eastbound lanes when it was safe to do so, it is a mitigating factor of some weight in the liability analysis. On this record, I am unable to reasonably conclude that the SO's indiscretions departed markedly from a reasonable standard of care.

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 and T.S.V. conducted an administrative investigation mandated by provincial legislation.

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

The S.I.U. Liaison and T.S.V. investigation reviewed the following T.P.S. procedures:

- Procedure 07-01 (Transportation 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 S.I.U. Liaison and T.S.V. investigation also reviewed the following legislation:

- *Highway Traffic Act* (H.T.A.), R.S.O. 1990, c. H.8,
- *Police Services Act* (P.S.A.), O. Reg 3/99 (Adequacy & Effectiveness of Police Services); and
- *Special Investigations Unit Act*, (S.I.U.A.) 2019, SO 2019, c 1, Sch 5.

Conclusion:

The S.I.U. Liaison and T.S.V. investigation determined that the T.P.S. policies and procedures associated with this vehicle injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The S.I.U. Liaison investigation determined the conduct of a designated official was not in compliance with Procedure 15-11 (Use of Service Vehicles) for not meeting and maintaining the driving standards as set by the H.T.A. and training.

An internal investigation was initiated and misconduct was substantiated against the officer. This matter was adjudicated at the Unit level.

A representative from Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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



PUBLIC REPORT

April 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief Administrative Investigation into the Alleged Sexual Assault of Complainant 2023.71

Purpose: Information Purposes Only Seeking Decision

Summary:

The Professional Standards – S.I.U. Liaison (P.R.S. – S.I.U. Liaison) and the Specialized Criminal Investigations – Sex Crimes Unit (S.C.I. – S.C.) investigation determined the conduct of the designated officials were 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. Investigative Conclusion:

In a letter to the Chief of Police dated December 28, 2023, Director Joseph Martino of the S.I.U. stated, *“The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges in this case.”*

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

Incident Terminology:

Complainant – Refers to the Affected Person

CW – Civilian Witness

SO – Subject Official

WO – Witness Official

Incident Narrative

On February 3, 2023, at 1102 hours, Toronto Police Communications Services (Communications) received a call from a resident at a condominium in the area of Bloor and Yonge Street. The caller reported disturbances suggestive of objects being thrown around within a neighbouring apartment, as indicated by the sounds of items banging. Additionally, the caller overheard the neighbour screaming and threatening suicide.

Four officers from 53 Division including the SO responded to the scene. A Mobile Crisis Intervention Team (M.C.I.T.) was also dispatched.

On arrival, repeated attempts to establish communication through knocking went unanswered. Building Security was contacted and entry was gained using a master key.

Upon their entry at 1153 hours, the officers encountered the complainant who displayed visible distress at the officers’ presence. During the interaction, the complainant tried to force the door closed on the officers and she fell backwards. The complainant was partially undressed, but covered in a towel.

The officers persuaded the complainant to put some clothes on so they could speak to her and she complied. The SO attempted to engage with the Complainant, but she continued to yell and order them out of the apartment.

At one point, she attempted to leave the apartment by forcing her way past officers and was then apprehended under the strength of the *Mental Health Act* (M.H.A.) and placed in handcuffs.

The officers requested the intervention of the CW, a mental health professional part of the M.C.I.T. team, to communicate with the complainant. Following a thorough conversation, the CW successfully established a rapport and assessed that the individual was no longer a risk to her personal safety. She was referred to community resources for ongoing support.

After ensuring her well-being, officers exited the premises without any further issues.

On August 11, 2023, the complainant filed a complaint with the Office of the Independent Review Director (O.I.P.R.D.). Within the complaint was an allegation of a sexual assault against one of the officers that responded to the event on the complainant.

On August 30, 2023, the O.I.P.R.D. referred this complaint to the T.P.S. to be investigated.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated one officer as a Subject Official; four other officers were designated as Witness Officials.

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison and the S.C.I. – S.C. conducted an administrative investigation mandated by provincial legislation.

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

The P.R.S. – S.I.U. Liaison and the S.C.I. – S.C. investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-03 (Persons in Custody);
- Procedure 05-05 (Sexual Assault);
- Procedure 06-04 (Persons In Crisis);
- Procedure 06-13 (Mobile Crisis Intervention Team);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports); and
- Procedure 15-20 (Body-Worn Camera)

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

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

Conclusion:

The P.R.S – S.I.U. Liaison and the S.C.I. – S.C. investigation determined that the T.P.S.'s policies and procedures associated with this alleged sexual assault were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S – S.I.U. Liaison and the S.C.I. – S.C. investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

A representative from Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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



PUBLIC REPORT

April 26, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Annual Report: Occupational Health & Safety Update and Member Wellbeing Strategy Update for January 1, 2023 to December 31, 2023

Purpose: Information Purposes Only Seeking Decision

Summary:

The purpose of this report is to provide the Board with an overview of matters relating to occupational health, safety and wellbeing for the 2023 calendar year including a summary of the implementation of the Service's Member Wellbeing Strategy.

Discussion:

Background

At its meeting on January 24, 2005, the Board received an update on occupational health and safety matters relating to the Toronto Police Service (Service) (Min. No. C9/05 refers). Following consideration of the report, the Board requested the Chief of Police to provide regular updates on matters relating to occupational health and safety. In 2021, the Board approved a multi-year wellbeing strategy and this report is also intended to provide updates on its implementation.

Annual Accident and Injury Statistics

Injured on Duty (I.O.D.) reports are classified according to the incident type. Appendix A contains graphs and charts that summarize the I.O.D. reports received by the Wellness Unit between January 1 and December 31, 2023.

From January 1 to December 31, 2023, there were 718 reported workplace accidents/incidents involving Service members, of which 440 were for lost time and 278 were for health care only, which was provided by a medical professional. These incidents were reported as claims to the Workplace Safety and Insurance Board (W.S.I.B.).

During this same period, 44 recurrences of previously approved W.S.I.B. claims were reported. Recurrences can include, but are not limited to ongoing treatment, re-injury, and medical follow-ups, ranging from specialist appointments to surgery.

The top three incident categories are:

1. Assaults: 173 reported incidents
2. Emotional/Psychological: 110 reported incidents
3. Slip, Trip & Fall: 109 reported incidents

The highest category of incidents during the reporting period of January 1 to December 31, 2023 is the “Assaults” category, which is consistent with the pre-pandemic trend. Assaults by arrested parties, suspects, or members of the public typically form one of the largest categories of I.O.D. reports. A significant portion of training received by police officers is designed to mitigate the risk of these types of injuries. When reviewing this injury data in more detail, it is noted that the downtown divisions (D14, D51, D52, D53, and D55) experienced the largest increase of assault category incidents from last year to this year. This has been attributed to the increased volume of demonstrations in the City of Toronto core in 2023.

Emotional/Psychological incidents remain high and are related to the psychologically demanding nature of police work, the presumptive legislation for First Responders in the Workplace Safety and Insurance Act (W.S.I.A), as well as evidence of decreased stigma around reporting emotional/psychological incidents.

Lastly, “Slip, Trip & Fall” injuries make up the 3rd largest category of work-related injuries for 2023, and are often more prevalent by number in the winter months, with the majority of which occur in the first quarter of the year. While some can be the result of purely accidental situations – slips, trips and falls commonly occur during the foot pursuit and apprehension of suspects.

Critical Injuries

Under Ontario’s occupational health and safety regulatory framework, employers have the duty to report all critical injuries and fatalities that occur in the workplace to the Ministry of Labour, Training, and Skills Development (M.L.T.S.D.) pursuant to *Section 51 of the Occupational Health and Safety Act and Ontario Regulation 420/21*.

A critical injury is defined as an injury of a serious nature that:

- (a) places life in jeopardy,
- (b) produces unconsciousness,
- (c) results in substantial loss of blood,
- (d) involves the fracture of a leg or arm but not a finger or toe,
- (e) involves the amputation of a leg, arm, hand or foot but not a finger or toe,
- (f) consists of burns to a major portion of the body, or
- (g) causes the loss of sight in an eye.

During 2023, there were seven critical injury incidents reported to the M.L.T.S.D. The incidents included loss of consciousness and fractures as defined in the criteria above. The root causes of these injuries were in the Assault, Slip/Trip/Fall, and Struck/Caught /Contact categories. In comparison, during 2022, there were three critical injury incidents reported to M.L.T.S.D. No trends were identified which suggested links with respect to causal factors.

For each critical injury incident, an investigation is conducted by the Service independent of the M.L.T.S.D. investigation, involving both the injured member's local Joint Health and Safety Committee and the Service's Wellness Unit. In each case, root causes are sought and recommendations are made, where applicable, to reduce the risk of similar incidents in the future.

Communicable Diseases

As part of the Communicable Disease Exposure Surveillance Program, members of the Wellness Unit reviewed reported exposures during the months indicated in the table on Appendix B. The majority of these exposures did not result in claim submissions to the W.S.I.B.

Examples of the types of exposures that fall into the category "Other, Miscellaneous" can include, but are not limited to ringworm, scabies, lice, pertussis (whooping cough), diphtheria, etc.

In the event that a member requires information or support regarding a communicable disease exposure, a medical professional from the Wellness Unit will contact the member to discuss potential risk, consider treatment options as required, and to ensure that the member is supported with respect to stress and psychological well-being.

Annual Injury and Accident Costs

As a Schedule 2 employer with the W.S.I.B., the Service paid \$1.34M in W.S.I.B. health care costs for civilian members and \$6.9M in W.S.I.B. health care costs for uniform members for the calendar year 2023, totalling \$8.3M, through December 31, 2023. This figure excludes costs related to lost-time and W.S.I.B. administration.

Appendix C contains a graph and chart which summarize the W.S.I.B. health care costs for civilian and uniform members for the same period over the last two years.

Over the past 3 years, the increases in Uniform Healthcare costs are largely attributed to the impacts of *Supporting Ontario's First Responders Act* (passed in April 2016), and presumptive legislation for first responders diagnosed with Post Traumatic Stress Injuries (P.T.S.I.).

Since its implementation in 2016, the number and proportion of P.T.S.I. claims has increased steadily. As claims for P.T.S.I. and operational stress injuries typically have longer durations than physical injury claims, the associated costs for W.S.I.B. sponsored health care in these claims are also significant, and cumulative over time.

Currently, 91.6% of all active (open and ongoing) claims for the Service are mental stress related. W.S.I.B. claims data has revealed that the Service experienced an increase in mental stress claims and costs in 2021 and 2022 which was unique across the Policing Sector, and that over 90% of these cases continue to be supported for work-related injury lost time and healthcare. Claims related costs for injuries reported in 2021 and 2022 account for nearly half (48.4%) of the Service's total claims costs paid in 2023 – which includes all injury years. This can also be attributed to the impact of the COVID-19 Pandemic, and the unique challenges that were faced by the Service as the Province's largest Municipal Police Service located in Ontario's most densely populated area.

Concerning the total number of submitted I.O.D. claims, allowed claims, and the proportion of the Service's claims related to Emotional/Psychological injury, there is a downward trend since 2021 in the total volume of submitted claims, and a return to pre-pandemic numbers. Based on the most recent analysis of W.S.I.B. data it is noted that there were 30% fewer registered claims in 2023, and 28% fewer claims allowed in 2023 as compared to 2022. Of the 2023 allowed claims, 15% were mental stress related, however the total proportion of mental stress claims still active (initiated in 2023) as of December 2023 represents 82.5% of the remaining active claims for 2023. Appendix D shows a summary of Allowed vs. Active Claims by Injury Year.

Update on Member Wellbeing Programming & the Implementation of the Member Wellbeing Strategy

As was presented and discussed at the December 2020 (Min. No. P209/2020) and February 2021 (Min. No. P2021-0225-4.0) Board meetings, the Service and the Board committed to a Member Wellbeing Strategy that is focused on optimized operations, and enabling and sustaining the high performance of members. It is also intended to foster a perpetuating culture of health, safety and well-being for Service members.

The plan outlines nine core initiatives all enabled through data and technology and a multi-year action plan to realize key goals in improving Service members' health, productivity and performance.

The following sections provide updates since the last report submitted in June 2023 (Min. No. P2023-0622-13.0.),

Embedded Teams

To improve the Member and Supervisor experience and normalize healthy self-care for members, the Wellness Unit has implemented a Regional Service Delivery Model bringing Wellness resources and subject matter expertise closer to Service members. This approach sees dedicated and embedded Wellness presence across the Service and multidisciplinary Wellness teams assigned to support the East, Central and West divisions and units.

Regional team members have started to visit divisions and units to create awareness of Wellness services and the regional boundaries or territories. They attend units and divisions to share best practices on key topics related to health, safety and wellbeing, and are responsible for building relationships and becoming embedded trusted advisors to members and supervisors at the unit level.

As part of the multidisciplinary Wellness Teams, the Wellness Unit launched the new Wellbeing Coordinator roles in each region. This role has expertise in mental and physical wellbeing, and is a dedicated health promotion resource for members and supervisors. The goal of the Wellbeing Coordinator is to be a frontline health promoter providing information and resources to members at the divisions, units and online.

It is estimated that in 2023, more than 3000 members have interacted with the Wellbeing Coordinators either in a group setting or individually across the three regions. In 2024, the Wellbeing Coordinators, along with other members of the Regional Wellness Teams, will visit each division and unit in their assigned region regularly to deliver planned health promotion activities and to hold office hours, promoting a culture of health, safety and wellbeing.

Offsite Health Hub

The Wellness Unit has relocated the first of two regionally based Wellness office locations.

Wellness East opened in late August 2023 at the new-leased office space located in Scarborough. This office is in the same building as the Toronto Police Association (T.P.A.) and in close proximity to units/divisions such as 330 Progress, 41, 42, and 43 Divisions, the Emergency Task Force and Communications.

Wellness West will be based out of the Toronto Police College (T.P.C.). Currently the Wellness relocation team is working with Facilities Management and WZMH Architects to plan renovations on the first and second floor, with construction anticipated to start in the second quarter of 2024, and to be finalized by year-end 2024.

Members of the Wellness Unit will be assigned to either Wellness East or West based on their regional assignment. Members without an assigned region (section leads, management, analytics, central intake etc.) will be assigned to work out of Wellness West, which will be the larger of the two locations.

Wellness will maintain a small footprint at the Service's Headquarters, where Psychological Services will remain in their existing office space. The internal corporate

psychologists will have access to assessment and meeting spaces located at the Toronto Police College.

This relocation will serve to further reduce stigma and create safe spaces for members to access support and information at convenient locations across the city to meet the needs, preferences and schedules of Service members.

Construct Integrated Health Teams

Based on the longer-term trend of steady cost increases in workplace injury and illness since 2016, the Service entered into a partnership in January 2022 with Risk Management Solutions (R.M.S.), a leader in providing employers with workers' compensation and health and safety services in Canada (Min. No. P2021/1123-7 refers). The purpose of this partnership is to optimize claims management programming through early and safe return to work, and ensure that workplace injury and illness claims are properly assessed and managed within the policy and legislation guidelines of the *Workplace Safety and Insurance Act* and associated W.S.I.B. Operational Policies.

As this partnership continues to evolve and grow, it is expected that gains will grow in 2024 through an expanded focus including:

- More consistent and focused communication with members, supervisors and the W.S.I.B., supported by parallel case coordination and earlier intervention where possible, to support early & safe return to work and accommodation
- Training and information access at all levels to improve process awareness and transparency, to support member and supervisor process adherence
- Improved accountability on the part of the W.S.I.B. regarding timely and thoughtful adjudications and recommendations, backed by analysis and due diligence
- Audit and quality assurance rigor, to be able to provide the W.S.I.B. with feedback and escalation where their service is not meeting members' needs
- Revised and improved approaches to payment of work related claims to minimize overpayment, appropriate use of lost time benefits, and to remain in step with Collective Agreements.

The Service's People and Culture Pillar continues to partner with Mercer Canada to review the Service's disability and absence management program, to evaluate current processes, and to identify high impact opportunities for improvement. This review is inclusive of aspects of the disability management program, procedures and plan design in collaboration with Wellness, Employee Services, and Labour Relations.

The Wellness Unit, in partnership with the Public Services Health & Safety Association (P.S.H.S.A.) completed the third phase of an industry-leading Job Demands Analyses (J.D.A.) in 2023. This partnership and body of work has informed the launch of a sector-specific Work Reintegration project that aims to develop and implement a

Service-housed and supported program that engages and enables injured or ill members to move toward recovery while remaining actively at work. This will be achieved through in-house focused and monitored training programs as well as clearly defined modified duty programs, providing opportunities for members to contribute and remain part of the organization as they work towards functional recovery. This project will leverage a partnership with the Institute for Work and Health (I.W.H.) to ensure that the best and most current research and practices are considered in the development, testing and implementation of this program at the Service. It will be launched as a pilot program in 2024. This project has gained national and international curiosity and enthusiasm as this is a widely known gap in the sector today.

These are examples of partnerships and investments that reflect the Service's commitment to a progressive and transformative approach to claims adjudication, case management, return to work/stay at work, and best practice in disability management. This was the focus of the Service's presentation at the 2022 Law Enforcement Occupational Safety & Health Conference (L.E.O.S.H.) in Saint John, New Brunswick, which garnered much interest and acclaim from the cross-Canadian audience in attendance. In follow up, the Service presented again to L.E.O.S.H. 2023 in Banff, Alberta on the continued learnings and progress made towards a comprehensive and industry-leading work reintegration program.

System Navigator as intake for all Wellness Services

Launched in December 2022, the Wellness Central Intake Team, which was born from the COVID-19 Pandemic Support Team, provides a live answer phone line operating Monday to Friday 0700-1600 where members can; inquire about Wellness processes and navigation, request support and begin the process of submitting an absence or injury claim or accommodation request. This team streamlines member access to information and supports creating an immediate and front line response to member needs. During 2023, the Central Intake Team received and assisted over 2500 direct member inbound calls with the following approximate breakdown:

- 40% related to claims/accommodations
- 30% related to COVID-19
- 20% general health questions
- 10% wellbeing related (Wellness events, Psychological Services, Peer Support)

The central intake line also establishes a connection between the member and the System Navigation Specialist. This role helps members in understanding and accessing internal resources and programs, as well as links members and their families with beneficial community resources. This includes assisting members to locate treatment providers, family physicians, housing supports, as well as other community programs.

COVID-19 Pandemic Response

During the height of the COVID-19 pandemic, the Pandemic Support Section was instrumental in keeping members and their families' safe, and ensured that members were able to stay or return to work at the safest time to optimize operational needs.

In May 2023, members were no longer required to report to Wellness when they had a known or suspected case of COVID-19. However, the Wellness Central Intake line continues to be available to members who have questions or concerns regarding any illness or health concern, including but not limited to COVID-19 and other communicable disease. Active COVID-19 and other respiratory infections appear stable; however, in the event that this changes we have an infrastructure in place that can easily be scaled up to respond to the needs of the Service.

Expanded Health Promotion Services

In alignment with a focus on health promotion and harm prevention, the Wellness Unit has committed resources and efforts to adhere to the Health Promotional Campaign calendar created for 2023. To date, more than two dozen service-wide and unit-specific health promotion events were developed and delivered by the Mental Health and Wellbeing Section. The topics discussed in these events included: Suicide Awareness, Financial Health, Women's Health, Physical Health, Mindfulness, and more. For 2024, each division/unit will receive at least one planned time for a health promotion session on a previously chosen monthly topic. The topics selected are based on feedback from leaders and members from events run in 2023 and will be delivered to all divisions/units. Topics include:

- ✓ Substance Use
- ✓ Wellbeing Benefits – Access and Application
- ✓ Family Support
- ✓ Suicide Awareness
- ✓ Stress Management

The St. John Ambulance Therapy Dog Program was active this year in 20 unique divisions/units and of those divisions/units, 14 units have permanently committed to ongoing engagement and schedules with the St. John Ambulance Therapy Dogs.

The Wellness Unit delivered on an Addiction Strategy to target support and education around behavioural addictions and substance use issues. As part of the strategy, the Mental Health and Wellbeing Team has been providing members with information and resources to address addictions. The strategy includes the development of resources on addictions to support a preventative care approach, reduce stigma and promote early and appropriate help seeking.

In November 2023, the Wellness Unit hosted the annual TPS Wellness Day, sponsored by the T.P.S.B, the T.P.A, and the Senior Officers Organization (S.O.O). The event was held at the Toronto Police College and over 350 members attended the full day event focused on "Building Your Care Team". This was the largest and most well attended

Wellness Day so far, with resoundingly positive feedback by attendees. 99% of respondents said that they would recommend attending Wellness Day next year. 93% of respondents stated that it was an enjoyable way to spend the day.

The MindFit Pin was developed by the Wellness Unit as part of a larger prevention strategy to promote mental health activities and self-care. In March 2023, based on member feedback, the Wellness Unit rebranded and relaunched the MindFit program to MindFit 2.0. The MindFit 2.0 is incentivized with four (4) lieu hours awarded to encourage participation. Completing a session with a mental health professional was introduced in 2023 as a new mandatory element; the purpose of this change was to incentivize members to seek preventative support from a mental health specialist. In 2022, as part of the MindFit Program, only 76 members reported seeing a mental health specialist out of the 454 members that completed the program. In 2023, 408 members successfully completed the MindFit 2.0 program, meaning that all members who completed the MindFit 2.0 program saw a mental health specialist as part of the program; this represents a 437% increase in members engaging with a mental health professional in their communities. Of note, there were an additional 300 members who commenced the MindFit 2.0 program, but did not complete it. For 2024, there is a targeted campaign to increase the program reach and adoption, including increased promotion and accessibility.

In 2023, the Wellness Unit focused on leveraging the internal resources to modernize and diversify the way in which Wellness communicates with members on topics relating to mental health and wellbeing. The Wellness Unit and Corporate Communication reinforced their partnership through the release of 52 weekly “Wellness Wednesdays” updates to the Service through e-Updates. Additionally, the Chief and Command leveraged opportunities to promote health, safety and wellbeing resources to members in order to lead by example, seek to reduce stigma, and normalize seeking help and self-care.

Develop an Ecosystem of Health and Wellbeing Supports

As noted in the June 2023 update to the Board (Min. No. P2023-0622-13.0.), Wellness partnered with Mental Health Innovations (M.H.I.) to audit the existing Peer Support and Critical Incident Response Program. The Service has engaged M.H.I. to rebuild and deploy the transformed Peer Support program based on recommendations from the initial audit. A Peer Support Transformation Task Force has been created comprised of civilian and uniform members and will work with M.H.I. to complete end-to-end program development and delivery.

This initiative will be completed over an 18-month period, followed by a period of selection and training of peer supporters. The goal is to have 160 Peer Supporters selected and trained by the end of the initiative, and then to repeat that process on an annual basis, there by growing and maintaining a base of Peer Supporters at each division and unit of the Service.

As a result of the positive feedback from the 2023 St. John Ambulance Therapy Dog Program partnership, the Wellness Unit launched its inaugural Internal Therapy Dog Program and initiated the Service's first internal therapy dog, Louis. In 2023, Louis and handler attended dozens of internal and external events, including as part of the Critical Incident Response Team Program. Currently, there are two (2) dogs awaiting evaluation from the Police Dog Service training sergeant, and will enter into the initial exposure training phase.

The Toronto Police Multi-faith Chaplaincy Program was established in 1999 to provide spiritual support, emotional care and faith based guidance to members of the Toronto Police Service both personally and professionally. Members of the Toronto Police Multi-faith Chaplaincy Program (16 Volunteer Chaplains) have ecclesiastical/religious certification and are members in good standing of a recognised religious organization. In 2023, three new chaplains were added to the Chaplaincy Program, which includes spiritual leaders from different denominations that were not previously represented: Sikh, Buddhist and Roman Catholic.

Psychological Health and Safety

The Service has a long history of providing psychological health supports to members through many long-standing programs, including but not limited to: in-house corporate psychologists, critical incident response, peer support, access to mental health resources through our extended health benefit providers, and the chaplaincy program. The Member Wellbeing Strategy seeks to augment the Services' commitment to psychological health and safety, through the ongoing review and addition of best in class programming.

The Service launched a pilot of the online Before Operational Stress (B.O.S.) Program for all members. The B.O.S. program was offered through a partnership with Canadian Institute for Public Health Research and Treatment (C.I.P.S.R.T.), Wayfound Psychology, and Wounded Warriors Canada, and was funded through federal grants. This program has been embraced by public safety personnel agencies across Canada and is widely recognized as a cutting edge and evidence based resilience training program in Canada. It continues to gain international attention and interest. In 2023, 2089 B.O.S. certificates were issued – this exceeded our initial goal of 2000 frontline members completing the online B.O.S. Program offered through the federal grant funding (Appendix I).

As previously reported, the Service has supported B.O.S. becoming an embedded feature in cadet training, making the Toronto Police Service the second Service in Canada to include B.O.S. for all new recruits as part of the post-Ontario Police College (O.P.C.) curriculum. The inaugural Before Operational Stress Program was launched in October 2023 at the T.P.C. representing a 433% increase in resilience training for new recruits. 119 recruits received the B.O.S. Program in-person, delivered by a Psychologist trained in First Responder mental health. 96% of recruits completed the final evaluation of the program with an average of 94% positive feedback (Appendix I). This new approach to mental health education for new recruits will continue in 2024 and evaluation of the B.O.S. program will continue.

As previously reported, a revised approach to the previously known Early Career Program has been implemented for New Members across the Service. The focus of this program is tri-fold: prevention, promotion, and connection. Now called “The Chief’s Wellbeing Program”, the new program launched in June 2023 in parallel with the inaugural B.O.S. program for new recruits. This program is largely spearheaded by Chief Myron Demkiw’s personal commitment to member health, safety and wellbeing, and his launch of the new “Member Commitment to Prioritize Personal Health, Safety and Wellbeing.”

The Program includes:

- **Training - Commitment - The Chief’s Wellbeing Session:** This session is delivered to post-O.P.C. cadets, in-person by Chief Myron Demkiw. In the session, the cadets review and sign a non-binding personal commitment to wellbeing document. Wellness Unit representatives are present to support the Chief’s message.
- **Reinforcement - Follow-Up:** Cadet classes receive a personal communication from the Chief reinforcing his and the Command’s commitment to member wellbeing and the key messages of the first phases of the program.
- **Follow-up - Wellbeing Coordinator Touchpoints:** Between months 13-24, all new members will have an in-person meeting with members of the Wellness Unit at their assigned division. The objectives of this meeting are to help members:
 - ✓ understand the Wellness Unit resources available to them
 - ✓ understand the external resources available to them
 - ✓ learn how to access these resources
 - ✓ be aware of their paramedical benefits
 - ✓ be aware of EFAP services available to them and their families
 - ✓ program Wellness Hotline number into their phones

The program developed in collaboration by the Wellness Unit, the Toronto Police College and the Office of the Chief is comprehensive, targeted, and evidence-based, and is unique in the Canadian policing landscape.

Stakeholder Advisory Panel

This initiative has commenced as part of the Peer Support Transformation Project. In March 2024 invitations to participate in the Advisory Panel were sent out. The selection of participants is in progress. This will include members of the Toronto Police Association and the Senior Officers Organization. Concurrently, draft terms of reference are being created and the first meeting of the Stakeholder Advisory Panel is scheduled for early July 2024.

Enabled and Informed by Data and Technology

It is important to note that the investments in the Member Wellbeing Strategy represent complex transformative changes, and immediate impact to member wellness related metrics may not be immediately visible.

Key indicators of success include but are not limited to: increased engagement in health promotion initiatives, reduced stigma around illness and injury, increased participation in early, safe and sustained return to work, decrease in absence durations, and an increase in member awareness and accessibility of supports.

A significant amount of progress has been made in the development of dashboards and a measurement framework to report on unit performance, member engagement/experience, and compliance to statutory requirements and internal procedures. The foundation now exists enabling claims management data to be reconciled and analysed with other Service legacy systems data such as attendance reporting and employment history.

Summary level dashboards and ad hoc reports have been developed with key metrics from multiple systems. The Wellness Unit has launched a Leaders' Report for sick leave and modified return to work Service-wide, in line with our Regional Service Delivery Model. This is designed to give leaders key information about their members' wellbeing.

The Service's approach to member health, safety and wellbeing is intentionally heterogeneous and multi-faceted in recognition that the needs of our membership are individualized and diverse.

Conclusion:

This report provides an annual review of the year 2023 to the Board on matters relating to occupational health, safety and wellbeing, including an update to the Service's Member Wellbeing Strategy.

In addition to this report, there is a confidential report containing an update to the Board on matters relating to critical injuries for 2023 and contains member personal information.

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

Recommendation:

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

Financial Implications:

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

Respectfully submitted,

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

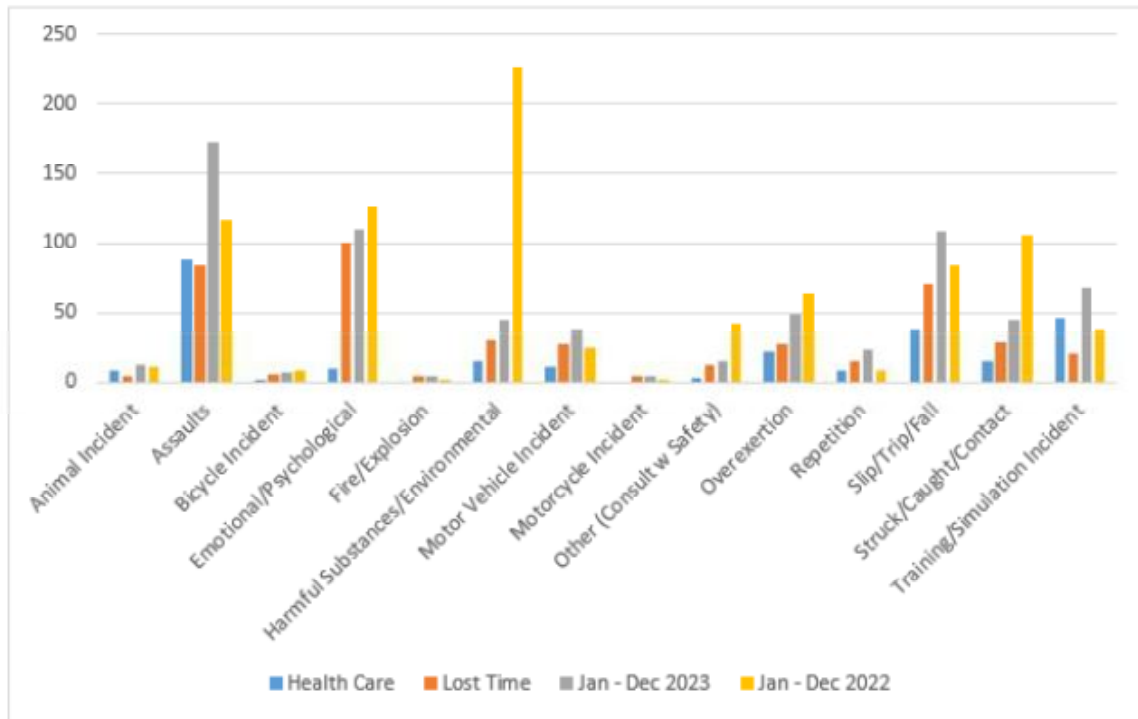
Attachments:

- Appendix A: Injured on Duty (I.O.D.) Reports
- Appendix B: Monthly Member Exposure to Communicable Diseases
- Appendix C: W.S.I.B. Health Care Costs
- Appendix D: I.O.D. claims versus total active I.O.D. claims
- Appendix E: Before Operational Stress (B.O.S.) Program Content and feedback

Appendix A

Injured on Duty (I.O.D.) reports are classified according to the incident type. Appendix A contains graphs and charts that summarize the I.O.D. reports received by the Wellness Unit between January 1 and December 31, 2023.

Injured on Duty Reports January to December 2023



Incident Type	Health Care	Lost Time	Jan - Dec 2023	Jan - Dec 2022
Animal Incident	9	4	13	11
Assaults	89	84	173	117
Bicycle Incident	1	6	7	9
Emotional/Psychological	10	100	110	127
Fire/Explosion		4	4	2
Harmful Substances/Environmental	15	30	45	226
Motor Vehicle Incident	11	27	38	25
Motorcycle Incident		4	4	1
Other (Consult w Safety)	3	12	15	42

Incident Type	Health Care	Lost Time	Jan - Dec 2023	Jan - Dec 2022
Overexertion	22	27	49	64
Repetition	9	15	24	8
Slip/Trip/Fall	38	71	109	85
Struck/Caught/Contact	16	29	45	106
Training/Simulation Incident	47	21	68	38
Totals	278	440	718	865

Appendix B

Monthly Member Exposure to Communicable Diseases

January to December 2023

Reported Exposures	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
COVID-19	6		1			1		2		3		
Bodily Fluids	3	3	1	3	13	25	22	9	11	3	3	11
Hepatitis A, B, & C							2					
HIV						2						
Influenza												
Measles, Mumps, Rubella												
Meningitis												
Staphylococcus Aureus												
Varicella (Chickenpox)												
Tuberculosis				3		16						1
Bed Bugs	1					5	2		4		5	
Other, Miscellaneous	1			8	9	16	12	15	12	6	4	25
Total	11	3	2	14	22	65	38	26	27	12	12	37

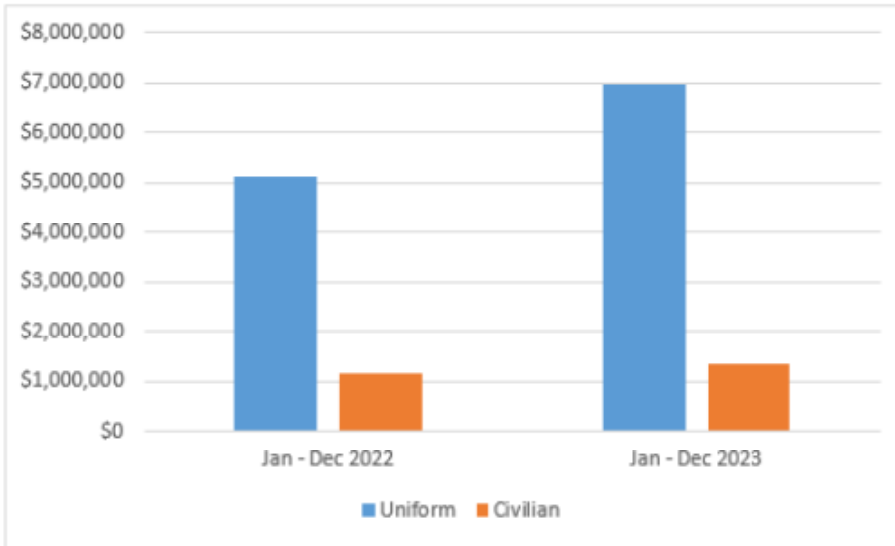
Cumulative Member Exposure to Communicable Diseases

January to December 2023

Reported Exposures	Jan - Dec 2023	Jan - Dec 2022
COVID-19	13	474
Bodily Fluids	107	128
Hepatitis A, B, & C	2	4
HIV	2	4
Influenza		
Measles, Mumps, Rubella		
Meningitis		5
Staphylococcus Aureus		
Varicella (Chickenpox)		
Tuberculosis	20	
Bed Bugs	17	31
Other, Miscellaneous	108	97
Total	269	743

Appendix C

Appendix C contains a graph and chart which summarize the W.S.I.B. health care costs for civilian and uniform members for the same period over the last two years, as reported by the W.S.I.B.



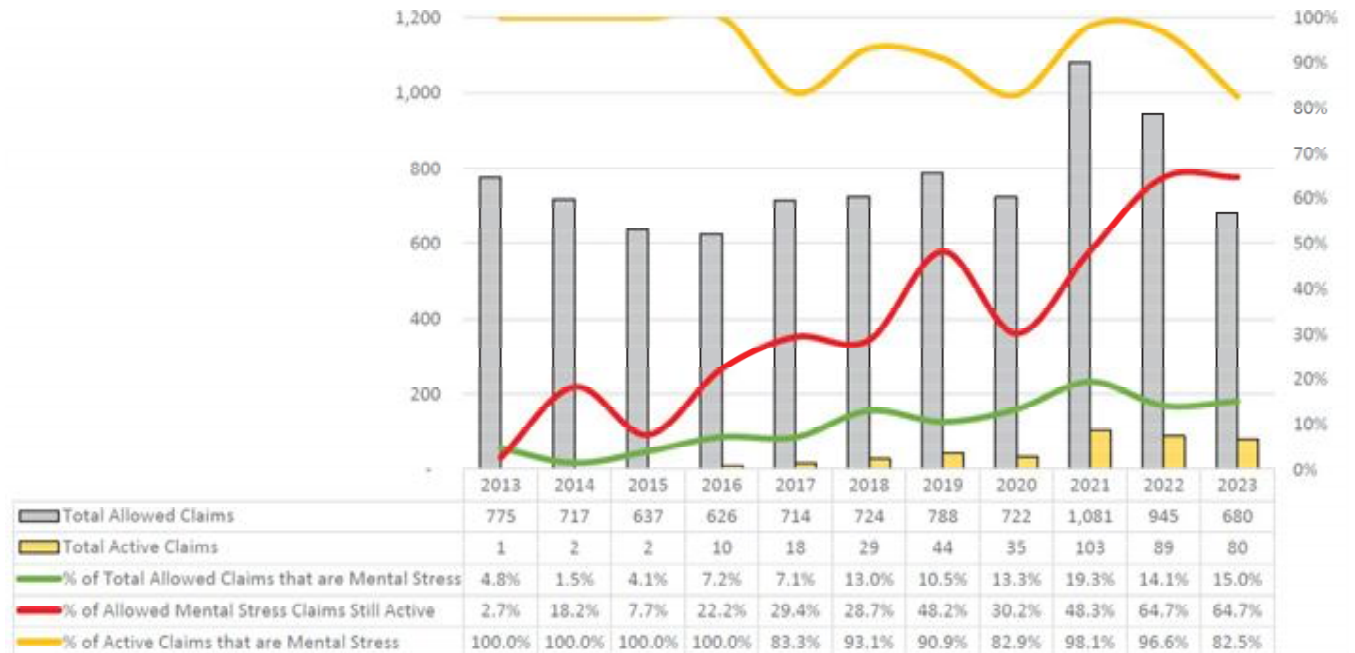
W.S.I.B. Costs	Jan - Dec 2022	Jan - Dec 2023
Uniform	\$5,134,477	\$6,966,949
Civilian	\$1,150,824	\$1,341,554
Total	\$6,285,301	\$8,308,503

Appendix D

Appendix D Shows the numbers of allowed I.O.D. claims versus total active I.O.D. claims, as well as the percentages of these that are identified as mental stress related.

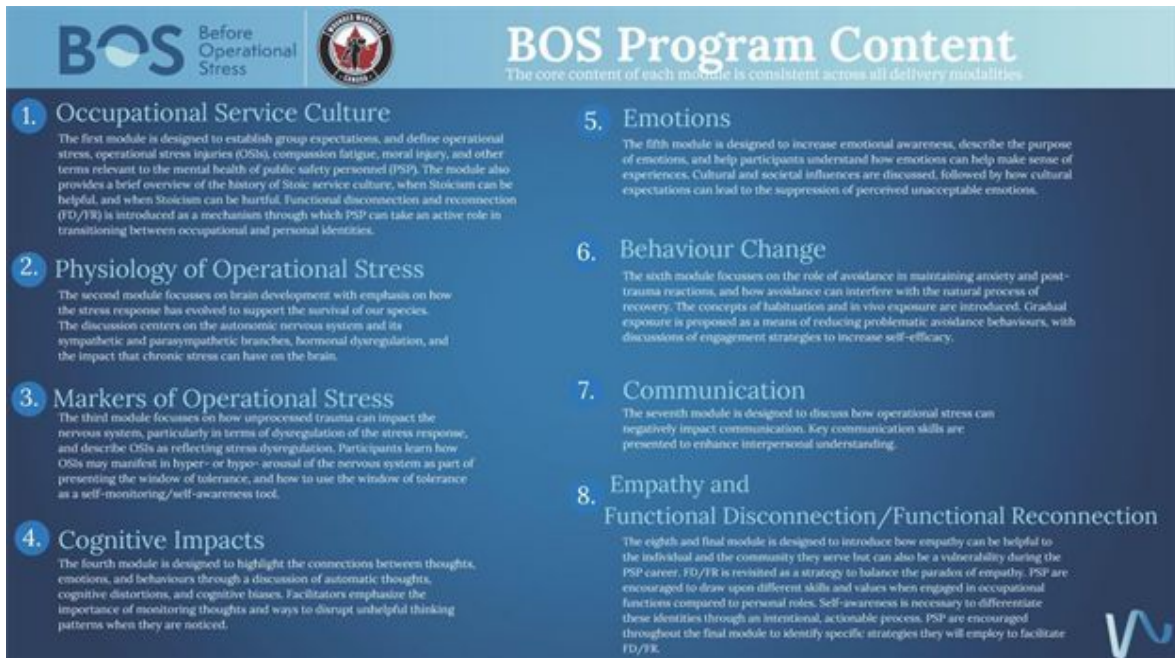
Allowed vs Active Claim by Injury Year

January 1, 2013 – December 31, 2023 – Uniformed and Civilian, Invoiced & CBA Combined



Appendix E

The Before Operational Stress (B.O.S.) Program launched in October 2023 to the 23-03 recruit class. Appendix I shows the B.O.S. Program Content and feedback from the 119 respondents.



The slide features a blue header with the BOS logo (Before Operational Stress) on the left, a circular seal in the center, and the title 'BOS Program Content' on the right. Below the title is the subtitle 'The core content of each module is consistent across all delivery modalities'. The main content is organized into two columns of numbered modules, each with a brief description. A stylized 'W' logo is in the bottom right corner.

BOS Before Operational Stress

BOS Program Content
The core content of each module is consistent across all delivery modalities.

- 1. Occupational Service Culture**
The first module is designed to establish group expectations, and define operational stress, operational stress injuries (OSIs), compassion fatigue, moral injury, and other terms relevant to the mental health of public safety personnel (PSP). The module also provides a brief overview of the history of Stoic service culture, when Stoicism can be helpful, and when Stoicism can be harmful. Functional disconnection and reconnection (FD/FR) is introduced as a mechanism through which PSP can take an active role in transitioning between occupational and personal identities.
- 2. Physiology of Operational Stress**
The second module focuses on brain development with emphasis on how the stress response has evolved to support the survival of our species. The discussion centers on the autonomic nervous system and its sympathetic and parasympathetic branches, hormonal dysregulation, and the impact that chronic stress can have on the brain.
- 3. Markers of Operational Stress**
The third module focuses on how unprocessed trauma can impact the nervous system, particularly in terms of dysregulation of the stress response, and describe OSIs as reflecting stress dysregulation. Participants learn how OSIs may manifest in hyper- or hypo- arousal of the nervous system as part of presenting the window of tolerance, and how to use the window of tolerance as a self-monitoring/self-awareness tool.
- 4. Cognitive Impacts**
The fourth module is designed to highlight the connections between thoughts, emotions, and behaviours through a discussion of automatic thoughts, cognitive distortions, and cognitive biases. Facilitators emphasize the importance of monitoring thoughts and ways to disrupt unhelpful thinking patterns when they are noticed.
- 5. Emotions**
The fifth module is designed to increase emotional awareness, describe the purpose of emotions, and help participants understand how emotions can help make sense of experiences. Cultural and societal influences are discussed, followed by how cultural expectations can lead to the suppression of perceived unacceptable emotions.
- 6. Behaviour Change**
The sixth module focusses on the role of avoidance in maintaining anxiety and post-trauma reactions, and how avoidance can interfere with the natural process of recovery. The concepts of habituation and in vivo exposure are introduced. Gradual exposure is proposed as a means of reducing problematic avoidance behaviours, with discussions of engagement strategies to increase self-efficacy.
- 7. Communication**
The seventh module is designed to discuss how operational stress can negatively impact communication. Key communication skills are presented to enhance interpersonal understanding.
- 8. Empathy and Functional Disconnection/Functional Reconnection**
The eighth and final module is designed to introduce how empathy can be helpful to the individual and the community they serve but can also be a vulnerability during the PSP career. FD/FR is revisited as a strategy to balance the paradox of empathy. PSP are encouraged to draw upon different skills and values when engaged in occupational functions compared to personal roles. Self-awareness is necessary to differentiate these identities through an intentional, actionable process. PSP are encouraged throughout the final module to identify specific strategies they will employ to facilitate FD/FR.

Before Operational Stress (B.O.S.) Program Feedback
October 2023

