

APPENDIX A

Summary of Community Stakeholder Submissions

A. Consultations, Engagement and Awareness

1. Increase police consultation with school boards and other stakeholders to eradicate anti-Black racism towards students, parents, teachers and administrators.
2. Conduct ongoing consultation with Black, Indigenous and racialized communities, seniors and new Canadians.
3. Be present in the community and provide support and hear and listen to community concerns and requests for change.
4. Increase Board consultation and engagement with community.
5. Conduct regular community consultation on Board policies and YRP policies and programs.
6. Recognize the common language between community and police.
7. Consider a deeper engagement/research project to follow the 2017 GTA Black Experience project – to really dive deeply into the experiences of Black and Indigenous communities specifically related to law enforcement in York Region
 - we need a more in-depth study
 - we voiced our concerns regarding the limitations of the Black Experience Project's York Region component at the community meeting held on March 27, 2019
 - while good as a general guide, the sample size for York Region was relatively small (175 respondents for a population of 25,870).
8. Be invested and actively engaged in combatting anti-Black and anti-Indigenous racism.
9. Develop a meaningful community engagement framework - focus this engagement specifically on increasing community trust and gaining community input from Black, Indigenous and People of Colour (BIPOC) communities broadly and specifically tied to Black Experience.
10. Engage in the renewal for the Vision of York Regional Police.
11. Review and refresh policies and programs; take them to the next level.
12. Develop steps for renewal in consultation with community.
13. Use the York Region Inclusivity Charter as a basis for discussion with community.
14. Have a clear understanding and awareness of what is happening in the community.

B. School Resource Officers

1. Determine the value of having a School Resource Officer in schools. Does their presence in schools prevent crimes? Are there benefits and costs?
2. Introduce language that addresses anti-Black racism in policy and in school-police protocols.
3. Work with schools to establish a time frame within which school administrators must contact family of student when police interact with their child.
4. Provide options for parents in the police-school protocol when they believe their child has received undue treatment or disproportionate consequences. What is the process?
5. Consider the withdrawal of uniformed police officers from York Region schools. The narrative that police officers are “good for young people to see from early” is not part of the Black community’s collective consciousness.
 - Research shows that police presence in schools is bad news for Black children. (See Robyn Maynard’s *Policing Black Lives: State Violence in Canada from Slavery to the Present* for a thorough discourse analysis on policing in Education as a starting point)
 - In a society where Black Canadians are over represented in the prison system, Black children are already seeing themselves as suspect and the presence of police officers exacerbate this and hinders their development. The call has already been answered in other parts of Canada like British Columbia.
6. Review “Say No to Hate” document to include Black organizations and “Courage in the Face of Hate” should also be produced from the Black community.
7. Markham African Canadian Caribbean Association provided its “YRP School and Police Programs Review of Protocol” document attached as Appendix A1.

C. Race-Based Statistics

1. Collect race-based statistics for traffic stops and report data to the Board.
2. Focus right now should be on anti-Black and anti-Indigenous racism, and the Board should commit to considering and supporting longitudinal studies on this matter.
3. Create a community body that offers formalized services for victims of hate crimes and a program that formally documents incidents of hate in York Region.

D. Response to Mental Health Calls

1. Seek alternate responses to mental health calls for service. Police should relinquish mental health resources to mental health professionals or have a specialized unit with mental health professionals to respond to these calls.

E. Police Budget and Resources

1. Police budget should be shared with other sectors that support the work of law enforcement or work jointly with law enforcement either directly or indirectly. The police budget must reflect the needs and demands of the community.

F. Police Training and Education

1. Include presentations from Indigenous and Black communities as part of the training curriculum and ongoing internal panels with representations from different communities.
2. Include training which enhances better decision-making skills including de-escalation techniques especially with members of vulnerable community and Black community.
3. Ensure YRP members receive training in race relations and explain what micro-aggressions against Black YRP members look like and how they impact the organization.
4. Advocate for a training curriculum at the police college to ensure there is anti-oppression, anti-Black racism and anti-Indigenous racism courses.
5. Ensure education includes courses on anti-oppression, anti-Indigenous and anti-Black racism and hate crimes for all current and new Board members and staff.
6. Review and reassess processes and training – a thorough review of internal processes and training specifically tied to anti-Black and anti-Indigenous racism must be conducted. This is beyond unconscious bias; this is examining systemic and institutional racism and the cultural transformation required to effect change. Consider an external review in partnership with community. Do this work with a true anti-racist lens from a stance of recognizing that racism and privilege exists in our systems rather than a stance of defensiveness.
7. Definitions for “systemic racism” and “white privilege” need to be clearly understood.

G. Police Recruitment and Succession Planning

1. Continue outreach to colleges and universities with special emphasis on the Black community - there are barriers within the police service to attracting Black candidates like workplace equity and promotional process.

2. Ensure higher ranks should reflect the communities they serve including at the level of Chief of Police.
3. Ensure Black officers within YRP have equal opportunity for promotions and career development opportunities. Succession plans should be transparent and reported to the Board.
4. Develop a succession plan that includes Black representation (include Black female officers) at all ranks to continue to ensure representation at the executive level.
5. Remove barriers to hiring Black officers including past police records or street check information.
6. Ensure YRP pool for executive candidates is more diverse.
7. Ensure more Black and Indigenous police officers are hired and promoted. In the search for new deputies, for example, place a priority on finding candidates that reflect this gap and be intentional.
8. Pay close attention to workplace equity – YRP’s workforce needs to reflect the diversity of its residents, including across the breadth (functions and departments) and depth (hierarchy) of the institution. We are all hearing the calls to defund the police as numerous activists are highlighting that policing is not reformable due to its inherent and long-standing history of failing to “serve and protect” Black, Indigenous and other racialized communities.

According to the 2018 York Regional Police Census & Inclusion Survey, over 73% of the organization is Caucasian and just 18.7% of the organization is Racialized while York Region’s population, is 49.16% racialized. In 2020, of the approximately 2000 uniform officers (not including civilian members), only 18% are racialized. With only 18% racialized officers, it is unreasonable to expect those to serve a diverse York Region population of approximately 49%.

H. Transparency and Accountability

1. Ensure Board provides guidance and leadership to the Executive Command Team in effecting change.
2. Ensure there exists a clear and consistent commitment to accountability at all levels including police board and police executive.
3. Consider body cameras for front-line officers which would enhance accountability when interacting with members of the community.

I. Improvements on Equity and Inclusion

1. That the composition of Police Services Board consist of Black, Indigenous and members of LGBTQ community.
2. Advocate for an increase in the size of the Board to nine members to include more community representation.
3. Consider making a public statement and take a stance against anti-Black racism.
4. Hire an external consultant who can address anti-Black racism in the police service and who can provide solutions.
5. Conduct an internal equity audit by an external party.
6. Ensure operational strategies align with principles of inclusivity.
7. Consider a systemic approach to anti-Black racism and a closer look at anti-Black racism in YRP.
8. Ensure closer attention is paid to systemic and institutional racism within the police service.