

The Regional Municipality of York Police Services Board

Public Board Meeting
April 14, 2021

Report of the Chief of Police

Eradicating Racism and Strengthening Public Trust and Confidence in Policing

1. Recommendation

That the Board receive this report in response to community feedback and stakeholder submissions in eradicating racism and strengthening public trust in policing.

2. Summary

At its September 2020 meeting, the Board received a summary of community feedback, stakeholder submissions and written submissions from Black community groups. The summary and submissions were forwarded to the Chief of Police for response. This report is in response to the proposed actions and/or recommendations.

Key Points:

- There is a need for York Regional Police to address concerns of the Black community
- Identified action plans will be monitored by the York Regional Police Services Board
- York Regional Police will continue to consult with the Black community to advance positive change that builds trusts and confidence in policing

3. Background

On July 27, 2020, the Board Chair, Vice Chair and Executive Director had a virtual meeting with leaders and representatives of the Black community. The purpose of the meeting was to continue trust-building between York Regional Police and the Black community by listening to, and learning about, their concerns. On September 23, 2020, the representatives of the Black community came forward to the Board advising for specific change to occur within York Regional Police through a series of recommendations and actions.

VISION FOR CHANGE

York Regional Police is committed to listening to the Black community's vision for change, to be part of the solution and to consider suggested recommendations for action.

4. Analysis

York Regional Police is committed to advancing an inclusive workplace. It is also committed to delivering programs and services in a manner that is respectful, free from discrimination and harassment. Through a series of deputations, written communications and meetings, Black community stakeholders have advocated for a change in policing that aligns with human rights. York Regional Police has made significant strides in equity and inclusion over the years; we know we can do more, and learn more, from our community partners.

COMMUNITY SUBMISSIONS

Summary of Recommendations

A total of 51 submissions were given by Black community stakeholders. Of the 51 submissions, eight were specifically directed to the Board and 43 were directed to York Regional Police. The detailed responses from York Regional Police are provided in Attachment A. Attachment B (points 44 – 51) will be addressed separately by the Board. The submissions have been categorized as follows:

- Consultations, Engagement and Awareness
- School Resource Officers
- Race-based Statistics
- Response to Mental Health Calls
- Police Training and Education
- Police Recruitment and Succession Planning
- Transparency and Accountability
- Improvements on Equity and Inclusion
- Police Budget and Resources

5. Financial

No financial implications.

6. Conclusion

York Region's Black community is asking York Regional Police to hear their vision for change that is equitable and accountable not only to residents, but also to York Regional Police members. Although York Regional Police has made significant strides over the years as seen in the responses to this report, we can do more. Direction given by the Board to York Regional Police will be solutions-focused with the foresight of policing through the lens of human rights and the 2020-2022 York Regional Police Inclusion Strategy.

Accessible formats or communication supports are available upon request.

Jim MacSween, B.A.A.
Chief of Police

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Attachments - A Summary of Community Stakeholder Submissions – York Regional Police
- B Summary of Community Stakeholder Submissions – Police Services Board