

## **Attachment A**

### **SUMMARY RESPONSE OF COMMUNITY STAKEHOLDER SUBMISSIONS**

#### **Specific Recommendations to York Regional Police**

#### **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**
  - Commenced a pilot project with an anti-Black racism consultant with lived experience
  - Established a York Regional Police (YRP) Black Community Consultative Roundtable
  - Delivering Hate Crime Prevention training programs for school administrators and staff
- 2. Conduct ongoing consultation with Black, Indigenous and racialized communities, seniors and new Canadians**
  - YRP regularly connects with the following groups:
    - Chippewas of Georgina Island
    - Black Community leaders
    - Welcome Centre Immigrant Services
    - Region of York Community Safety and Well-Being Plan
    - YRP District Community Liaison Committees
    - YRP Police Community Advisory Committee
  - Launched a YRP Black Community Consultative Committee comprised of Black Community leaders and hosted the first meeting on February 16, 2021
- 3. Be present in the community and provide support, hear and listen to community concerns and requests for change**
  - The YRP Diversity, Equity and Inclusion Bureau (DEIB) is a ten-member Bureau comprised of the Diversity Unit and Hate Crime Prevention Unit. Its purpose is to engage in community outreach, relationship building and conduct Hate Crime investigations and prevention
  - Enhancing engagement of District Command supported by the Diversity, Equity and Inclusion Bureau
  - YRP's Police Community Advisory Committee organized and led its first Youth Forum in 2019. The purpose was to engage with youth in York Region and understand their concerns. Such topics as human rights, hate crime and social justice were presented and discussed. Due to COVID, the 2020 Youth Forum was delayed

**4. Conduct regular community consultation on Board policies and YRP policies and programs**

- Ongoing consultations with 2SLGBTQ+ Community Consultative Roundtable on its procedures and programs
- Working towards the creation of a York Region Black Youth Advisory Committee in an effort to increase YRP's awareness and understanding of youth who may be vulnerable and would benefit from positive police engagement, a reduction of barriers and foster belonging between police and our community

**5. Recognize the common language between community and police**

- Utilizing Policing through the Lens of Human Rights / Policing with a Global Mindset frameworks
- Continuing delivery of Human Rights 101 eLearning to all YRP members that aims to foster a positive relationship between police and the communities we serve. Members learn about the principles and concepts of human rights, how to recognize different types of discrimination and how to prevent them from interfering with their duties. Content and language is aligned with the Ontario Human Rights Commission's Human Rights 101 eLearning
- Continuing delivery of Language Matters eLearning to all YRP members to assist in a better understanding of certain rights of the *Ontario Human Rights Code*. It provides a basic understanding of gender and gender identity and why it is a protected right under the *Code*. It will also give practical information on the use of respectful language

**6. 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**

- A study of this type is interconnected with other institutions such as education, social services, health, etcetera
- YRP has approached the Ontario Human Rights Commission in 2021 to seek a review of its systems, processes and practices, similar to what some Ontario police services have completed

**7. Be invested and actively engaged in combatting anti-Black and anti-Indigenous racism**

- On advisement of YRP's African-Caribbean Internal Support Network, YRP developed an anti-racism action plan that contains the following implementations:
  - Multi-year anti-racism training program
  - Employment data collection and service delivery data collection
  - Black Community Consultative Roundtable (BCCR)
  - Anti-racism forum
- YRP regularly consults with its own members who are part of the Chippewas of Georgina Island community on Indigenous related matters

- Exploring the creation of an Academic Advisory Council and other professionals, such as the Ontario Human Rights Commission and the Canadian Civil Liberties Association, to vet YRP training programs
- 8. 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**
- YRP is working towards the development of a community engagement framework in consultation with community input to eradicate anti-racism in policing
- 9. Engage in the renewal for the Vision of York Regional Police**
- Community members have opportunities to engage and give feedback to YRP through YRP's Business Planning process, in which community focus groups are held to gather information which informs YRP's Business Plan. Alternatively, electronic and paper surveys are also available during the Business Plan process
  - Vision is to make a difference in our community with new processes and programs including engagement that adhere to the current vision
- 10. Review and refresh policies and programs; take them to the next level**
- Exploring other innovative approaches to community engagement that align with human rights legislation
  - YRP unveiled its Human Rights Education classroom in 2020. The space aims to educate students about inclusivity and the power of community, opening the door to peace-building and global citizenship for York Region's future leaders
  - YRP has revised its student scholarships to be more inclusive of youths residing in the York Region community. The Youth Leadership in Social Justice Scholarship Award is administered by YRP's Police Community Advisory Committee to engage youth and community partners to encourage positive youth relations. The purpose of the Award is to recognize high school students who exhibit leadership in the areas of diversity, social justice, equity and/or inclusivity within their school and/or the broader York Region community
- 11. Develop steps for renewal in consultation with community**
- Conducting a review and refresh of YRP's District Community Liaison Committees and YRP's Police Community Advisory Committee to ensure diverse community representation including youth
- 12. Use the York Region Inclusivity Charter as a basis for discussion with community**
- The Municipal Diversity and Inclusion Group (MDIG) that developed the Inclusion Charter for York Region is co-chaired by YRP

- MDIG is developing a collective action plan to foster inclusion in the York Region community by addressing two priority areas: increasing the sense of community belonging amongst York Region residents and decreasing the incidence of hate crimes
- MDIG members are:
  - Developing and launching an internal campaign to educate staff and raise awareness about the Inclusion Charter and what it means to each organization
  - Undertaking community engagement to shed light on barriers to inclusion and determine community needs or “hotspots” for long-term external education and awareness
- As one component of the Inclusion Charter, York Region hosted “Opening Doors for Newcomers to York Region 2020”. YRP presented on the topic of building inclusive communities to over 300 staff members of social service agencies serving newcomers
- An action of the Inclusion Charter included YRP’s opening of its Human Rights Education classroom in 2020. The space aims to educate students about inclusivity and the power of community, opening the door to peace-building and global citizenship for York Region’s future leaders

### **13. Have a clear understanding and awareness of what is happening in the community**

- Reviewing and refreshing YRP’s District Community Liaison Committees and YRP’s Police Community Advisory Committee to ensure diverse community representation
- Establishing Black Community Consultative Roundtable to address policing concerns will increase awareness

## **School Resource Officers**

### **14. Determine the value of having a School Resource Officer in schools. Does their presence in schools prevent crimes? Are there benefits and costs?**

- The YRP School Officer programs have been paused with the York Region District School Board

### **15. Introduce language that addresses anti-Black racism in policy and in school-police protocols**

- The Police School Board Protocol is currently in its final revisions. Both the Violent Threat and Risk Assessment and Police School Board Protocol drafts will be reviewed by the YRP Equity and Inclusion Specialist, Alicia Lauzon, and her counterpart from the school boards to ensure the language is appropriate and inclusive of all groups
- Additionally, the Police School Boards Protocol “STATEMENT OF PRINCIPLES” states that the police and the school boards coordinate efforts to ensure that the legal rights of all students and staff are respected at all times. These efforts include:
  - Understanding of police and school responsibilities
  - Promoting respect and civility in the school environment
  - Providing a balance between rights and responsibilities

- Respecting fundamental rights under the *Ontario Human Rights Code*

**16. Work with schools to establish a time-frame within which school administrators must contact the family of a student when police interact with their child**

- Timelines are already mandated and embedded in all Police School Board Protocols as set out by the Ministry of Education Provincial Model for Police School Board Protocol Guidelines. For more information, please refer to the Ontario Government of Education site at [edu.gov.on.ca/eng/document/brochure/protocol/locprote.pdf](http://edu.gov.on.ca/eng/document/brochure/protocol/locprote.pdf)
- **17. 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?**

The following options are available for parents to access:

- John Howard Society of Alberta Youth Judicial Process at [johnhoward.ab.ca/document/ycja0214-exploring-the-ycja-youth-judicial-process-flowchart-questions](http://johnhoward.ab.ca/document/ycja0214-exploring-the-ycja-youth-judicial-process-flowchart-questions)
- Police – YRP Complaints process at [yrp.ca/en/services/Submit-a-Complaint](http://yrp.ca/en/services/Submit-a-Complaint)
- Schools – Suspension and Appeal process as outlined in the *Education Act* by the Ministry of Education

**18. 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.

- The YRP School Officer programs have been paused with the York Region District School Board

**19. 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. Markham African Canadian Caribbean Association provided its "YRP School and Police Programs Review of Protocol" document.**

- Currently working to establish a Community Hate Crime Working Group to include representation from the following six key victimized communities: Black, Indigenous, Jewish, Muslim, 2SLGBTQ+ and East Asian/South East Asian

- Further consultations on hate crime prevention programs and initiatives will be explored as a part of the working group mandate

## **Race-based Statistics**

### **20. Collect race-based statistics for traffic stops and report data to the Board**

- York Regional Police collects and annually reports race-based Street Check data to the Police Services Board and Province of Ontario pursuant to the requirements of Ontario Regulation 58/16: *Collection of Identifying Information in Certain Circumstances - Prohibitions and Duties*
- Use of Force data is reported annually to the Police Services Board. Pursuant to the new Provincial reporting forms introduced in 2020, it will now include a race-based analysis
- Statistics Canada and the Canadian Association of Chiefs of Police (CACP) are currently working together with the policing community and key organizations to enable police to report statistics on ethno-cultural and Indigenous groups in police reported crime statistics for victims and accused persons. York Regional Police has representatives on both the CACP's Information and Statistics (POLIS) Committee and Equity, Diversity and Inclusion Committee who will be key advisors to Statistics Canada on stakeholder engagement, establishment of national standards and development of a consistent reporting process. Refer to site information below:
  - Collection of data on Indigenous and ethno-cultural groups in Canada's official police-reported crime statistics at [150.statcan.gc.ca/n1/daily-quotidien/200715/dq200715g-eng](https://150.statcan.gc.ca/n1/daily-quotidien/200715/dq200715g-eng)
  - At the CACP website, a joint statement by Statistics Canada and the Canadian Association of Chiefs of Police
- An internal working group has been formed and is working on how best to implement a plan of race-based data collection
- Ongoing training is received by sworn YRP members, based on the curriculum approved by the Director of the Ontario Police College and in accordance with *Ontario Regulation 58/16 Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties*

### **21. 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**

- Working towards the creation of a Hate Crime working group, comprised of victimized community representatives and Victim Services of York Region

## **Response to Mental Health Calls**

### **22. 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.**

- Since 2004, YRP has operated a Mental Health Support Team Unit which sees a crisis worker working in partnership with a police officer attending calls for service that involve a person in crisis
- In 2016, YRP took a lead role in the design and implementation of a collaborative response or situation table known as the rapid response table. When an individual is identified as being in an “acutely elevated” state, a situation table is convened and a “wrap around” service delivery model is engaged to support this person. For persons reaching this threshold, the table has achieved a high success rate of reducing police encounters with these individuals
- In 2016, YRP hired two full-time mental health social workers to assist in following up with every person in crisis encounter we attend. This means follow-up with individuals and families to see where they are with respect to support and help them with system navigation should other supports be required
- In 2018-19, YRP made a significant investment in HealthIM’s Brief Mental Health Screener. The BMHS allows police officers to capture and standardize their observations of risk in the language that mental health care professionals use. This in turn assists them in an evidence-informed framework to support their reasonable grounds to believe a person has a serious mental disorder and assists in articulating their observations to hospital emergency room personnel in a common language. This form also allows YRP Mental Health Resources to track an escalation in a person’s behaviour that may require a more extensive and/or intensive mental health and/or addictions intervention that we could assist to facilitate. It also provides “de-escalation advice” to officers prior to attending any calls involving a person in crisis. For example, if the presence of a cell phone is a “known trigger” for an individual, officers can essentially hide their cell phone prior to engaging with an individual and thus reducing the chances of further escalation.
- In 2019, YRP expanded the Mental Health Support Team Unit. We now have four full time-officers and four full-time crisis workers within the Unit, alongside 20 alternate officers who can fill in at any time, should an officer not be available.
- In 2020, YRP successfully piloted a Mental Health Call Diversion Unit which saw an officer and a crisis worker embedded in our office working in tandem with our Communications Bureau. What this means is that for calls that don’t require an urgent police response, callers can be transferred to a crisis worker for immediate engagement and support. It also allows for an immediate assessment by a trained crisis worker who can advise whether or not police need to be engaged. As a result of this pilot, 70% of calls that were transferred to the crisis worker were successfully diverted and police did not have to attend. In December 2020, based on the success of the pilot, we began a full-time Mental Health Call Diversion Unit embedded at YRP.

## **Police Training and Education**

### **23. Include presentations from Indigenous and Black communities as part of the training curriculum and ongoing internal panels with representations from different communities**

- The Training and Education Bureau is conducting an audit of courses to determine diversity, equity and inclusion content in applicable training

- Recruits are receiving a presentation by the Jamaican Canadian Association
- Hosted a five-day Hate Crime Awareness Conference for 14 Ontario police services in September 2020. The purpose of the conference was to raise awareness for hate crime investigators, crime analysts and diversity officers of the community impacts of hate crimes. The conference highlighted community presentations from different communities, i.e., Black, Jewish, Muslim, Chinese & South East Asian, Yazidi, 2LSGBTQ+
- Sexual Assault Course invites an Indigenous member to share their lived experiences
- YRP's Transgender Day of Remembrance 2019 event featured a human rights advocate who facilitated an educational workshop for members to gain further knowledge and understanding about the 2SLGBTQ+ community, sharing their lived experience as a trans woman of colour

**24. Include training which enhances better decision-making skills including de-escalation techniques especially with members of vulnerable community and Black community**

- Commenced a pilot project with an anti-Black racism consultant with lived experience

**25. Ensure YRP members receive training in race relations and explain what microaggressions against Black YRP members look like and how they impact the Organization**

- Launched a multi-year, anti-racism training program consisting of four phases:
  - Ontario Human Rights Commission's Call it out: racism, racial discrimination and human rights
  - YRP eLearning, which centres on York Region issues
  - Anti-racism training – In the process of engaging with a vendor in guiding us on this training
  - Systemic racism, anti-Indigeneity, anti-Black racism, anti-Asian, anti-Semitism, Islamophobia

**26. Advocate for a training curriculum at the Ontario Police College to ensure there are anti-oppression, anti-Black racism and anti-Indigenous racism courses**

- The YRP Training and Education Bureau continues to engage with the Ontario Police College on training curriculum

**27. 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 exist in our systems rather than a stance of defensiveness.**

- Breakthrough is an initiative that is creating positive change at York Regional Police to better support all members and is leading the Organization through a



transformation cultural change. Through various focus groups, surveys and consultation sessions associated with projects underway, members have highlighted opportunities for evolution relating to our workplace culture. In order to remain at the forefront of policing, YRP must examine the mindset and behaviour of its members, along with its systems and processes. This will allow us to be the most progressive and supportive workplace possible

- Training and Education is conducting an audit of its courses to determine equity and inclusion content
- Mastery Academy is a career-spanning program for all YRP members currently being developed. It will deliver content and provide skills and tools relating to equity and inclusion, professionalism and wellness. The program will instill the features of YRP's desired culture in new employees and consistently support members in living our values while fostering and maintaining an inclusive workplace
- YRP has an employer partnership with the Canadian Centre for Diversity and Inclusion (CCDI), currently exploring the following courses for YRP membership to enhance training and awareness. CCDI webinars provide valuable insight into thinking about diversity and inclusion in Canada

**28. Definitions for "systemic racism" and "white privilege" need to be clearly understood**

- Commenced a pilot project with an anti-Black racism consultant with lived experience and the issues of racism, anti-Black racism and white privilege are delivered

## **Police Recruitment and Succession Planning**

**29. 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**

- Continuing outreach at multiple college campuses:
  - Uniform Recruiting Unit members and supervisors maintain a presence at multiple colleges (Seneca, Centennial, Georgian, Durham, Humber, Sheridan, U of T, etc.) for career/job fair events
  - Frequent presence within college classrooms allowing for direct interaction with students and faculty
  - Uniform Recruiting Unit member presence on multiple Police Foundations/Justice Studies/Degree Program advisory boards
- The People and Talent project was created to identify opportunities and make recommendations about staff development, the promotional process and the performance appraisal system
- People and Talent Committee is re-evaluating talent management processes and supports to remove bias and barriers
- Part of the People and Talent Committee's objective is to source a Talent Management System (TMS)
- The TMS is a software application that would give YRP a capability to leverage data to make fast, transparent and effective talent management decisions in career development, training and development and performance management

**30. Ensure higher ranks reflect the communities they serve including at the level of Chief of Police**

- Addressed through Recruiting, Staff Development, and Promotion in the People and Talent Project which will focus on equity and inclusion

**31. Ensure Black officers within YRP have equal opportunity for promotions and career development. Succession plans should be transparent and reported to the Board**

- Addressed through Recruiting, Staff Development, and Promotion in the People and Talent Project that will enhance processes for all members, civilian and sworn, at York Regional Police

**32. Develop a succession plan that includes Black representation (include Black female officers) at all ranks to continue to ensure representation at the executive level**

- Addressed through Recruiting, Staff Development, and Promotion in the People and Talent Project

**33. Remove barriers to hiring Black officers including past police records or street check information**

- The police officer recruitment process at York Regional Police follows the guidelines/standards set out by the Ontario Association of Chiefs of Police Constable Selection System. These standards are fully in line with the “Declaration of Principles” that are clearly laid out within the *Police Services Act* of Ontario. This includes the need to ensure that police services are representative of the communities they serve. This also includes the need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario society. For example, a Black applicant’s prior pardoned criminal record is not a barrier to applying to any police service. Similarly, a Black applicant’s historical “Street Checks” are not factored into any final hiring decision. The hiring process fairly and impartially weighs the totality of any candidate’s overall good moral character and habits as required by the *Police Services Act*. The equitable and balanced structure of the police hiring process ensures that no single “potentially negative” data point would disproportionately disadvantage any particular demographic group.

**34. Ensure YRP pool for executive candidates is more diverse**

- The People and Talent project was created to identify opportunities and make recommendations about staff development, the promotional process and the performance appraisal system
- People and Talent Committee is re-evaluating the talent management processes and supports to remove bias and barriers for all members

**35. 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**

- Changes made to the pre-application testing stage of the Constable Selection process removed previously identified barriers for diverse and female applicants:
  - From January 2020 to May 15, 2020, the number of applicants increased 148%. Female applicants increased by 380%, diverse backgrounds increased 160% and females from a diverse background increased 400%
  - Total administration of the entire recruitment process allowed recruiters greater opportunity to build relationships with applicants earlier in the process, providing mentorship and guidance to applicants at every stage

**36. 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%.**

- The York Regional Police's Inclusive Policing 2020-2022 Action Plan is a key deliverable. The Action Plan is our desired state of an inclusive workplace. It also shares a common purpose of ensuring a safe community for all York Region residents
- The three-year organizational plan is rooted in action and accountability. It contains four pathways (Diversity, Equity, Skill and Growth) and identifies ten objectives. The ten objectives originate from many sources, including project reports and input from YRP members and communities who participated in interviews, surveys and forums. Priority objectives of the strategy include:
  - Recruit and retain a talented and diverse workforce that reflects the community
  - Review talent management processes to ensure equitable opportunity
  - Incorporate measures that ensure YRP members are treated fairly
  - Reduce harassment and discrimination in the workplace
  - Support members to be advocates for equity and inclusion
  - Support leaders to be advocates for equity and inclusion
  - Develop awareness of the link between equity, inclusion and personal well-being
  - Elevate and advance equity and inclusion within York Regional Police and York Region
  - Develop public reporting on equity and inclusion
  - Strengthen practices that reduce barriers and foster belonging between police and community

## **Transparency and Accountability**

### **37. Consider body cameras for front-line officers that would enhance accountability when interacting with members of the community**

- Although body cameras may provide important evidentiary value, they can also be considered a band-aid solution towards addressing behavioural concerns. Levels of police accountability and professionalism should not be determined by police response to the presence or absence of cameras, but rather through an investment in human rights, social justice, ethical and values-based training that strengthens and reaffirms mindsets of professionalism, integrity and accountability. In this regard, the use of body cameras will be reassessed as we move forward.

## **Improvements on Equity and Inclusion**

### **38. Consider making a public statement and take a stance against anti-Black racism**

- Chief of Police delivered an internal video message to members in June 2020

### **39. Hire an external consultant who can address anti-Black racism in the police service and who can provide solutions**

- Commenced a pilot project with an anti-Black racism consultant with lived experience

### **40. Conduct an internal equity audit by an external party**

- YRP is creating an Anti-Racism Working group to further explore engaging with a potential consultant as part of the Anti-Racism Action Plan

### **41. Ensure operational strategies align with principles of inclusivity**

- Proposing a Professionalism, Leadership and Inclusion office that will operationalize equity and inclusion across the organization. Responsibilities may include leadership training and mentorship, inclusion strategy, policy alignment, risk and risk committee, complaints mechanism, research and evaluation, tools and resources

### **42. Consider a systemic approach to anti-Black racism and a closer look at anti-Black racism in YRP**

- Commenced a pilot project with an anti-Black racism consultant with lived experience

### **43. Ensure closer attention is paid to systemic and institutional racism within the police service**

The following solutions have begun:

- Commenced a pilot project with an anti-Black racism consultant with lived experience - 2021
- Establishing an Anti-Racism Action Plan working group - 2021

- Proposing the development of a Professionalism, Leadership and Inclusion Office - 2021
- Launching an Inclusive Policing 2020-2022 Action Plan - 2020
- Implementing an Anti-Racism Action Plan - 2020
- Rolling out a multi-year Anti-Racism Training Program - 2020
- Conducting a 2021 Census and Inclusion Survey - 2021
- Acquiring a Talent Management System - 2021
- Reviewing Human Resources processes – 2020/2021
- Proposing a review of civilian recruitment processes by an external consultant – 2021
- Expanding wellness services that reflect members' diverse needs – 2020