

The Regional Municipality of York Police Services Board

Public Board Meeting
October 27, 2021

Report of the Executive Director

Eradicating Racism and Strengthening Public Trust and Confidence in Policing – Committee Update

1. Recommendation

1. That the Board receive this report for its information.

2. Summary

This report provides an update to the Board on the progress of the Anti-Black Racism and Building Community Trust Committee (the “Committee”) which was established to address recommendations to the Board on tackling anti-racism and building community trust between York Regional Police and Black and racialized communities in York Region.

3. Background

On July 27, 2020, the Board Chair, Vice Chair and the Executive Director held a virtual meeting with leaders and representatives of the Black community in York Region to listen to concerns and to receive recommendations on addressing anti-Black racism, systemic racism and all forms of racism within the police service in order to continue building trust between York Regional Police and Black and racialized communities.

On September 23, 2020, the community representatives came forward with proposals for change through a series of recommendations and actions. There are 51 recommendations in total. The Board directed the Chief to address the recommendations in a follow-up report to the Board.

The Board, at its meeting in April 2021, received a report from the Chief of Police entitled “Eradicating Racism and Strengthening Public Trust and Confidence in Policing” which addresses 43 of the 51 recommendations. The Board further directed the Chief to provide regular outcomes and updates on the implementation of the recommendations and action plans.

The Chief’s report also highlighted eight (8) recommendations specific to the Board. At its May meeting, the Board approved the development of a Committee to address the recommendations (Appendix A).

ANTI-BLACK RACISM AND BUILDING COMMUNITY TRUST COMMITTEE

A Committee, with recommendations from the Board and York Regional Police, was established to support the Board in addressing the eight recommendations.

The Committee consists of two members of the Board – Norma McCullough and Walter Perchal, two members of York Regional Police – Supt. Chris Bullen and Staff Sgt. Kolin Alexander and two members of the community - Jerisha Grant-Hall, founder and Chair of the Newmarket African Caribbean Canadian Association (NACCA) and Gary Thompson, engineer and long-time member of the YRP Police Community Advisory Council including past Chair, and a consultant or subject-matter expert (SME) who will provide the practical knowledge and expertise to the Committee. The Executive Director of the Board will act as facilitator including chairing the meetings.

The Committee had its inaugural meeting in July and meets on a bi-weekly basis. Its mandate is to address the eight recommendations and to develop an implementation plan for the Board consisting of action-oriented objectives and concrete recommendations for change.

PROJECT STATUS UPDATE

To date, the Committee has met nine times and has developed a vision and strategy on addressing the recommendations. With the assistance of the YRP Procurement team and Region Legal Services, the Committee will forward an evaluative RFQ (Request for Quotes) to identified subject-matters experts inviting them to submit a written proposal by the end of November. The successful bidder will begin in early 2022.

The SME will support the Board's Anti-Racism and Building Community Trust Steering/Working Committee in responding to the eight recommendations in the May report to the Board on anti-Black racism and in assisting with the development of an implementation process subject to approval by the Board. The SME will provide guidance, expertise and advice to the Committee in addition to drafting the final report and making a presentation to the Board in 2022.

In order for the Committee to proceed with its mandate, it will rely on a strong collaboration with YRP in acquiring data, resources and documentation with information that will assist the Committee in meeting its goals and objectives.

York Regional Police has strong relationships and partnerships with the many diverse communities in the Region, and the outcome of this report will continue to build and enhance those partnerships.

4. Financial

The financial implications related to the procurement of consulting services as noted above. The procurement process is subject to the Board purchasing bylaw and costs are included in the 2022 Board budget.

5. Conclusion

The Board is committed to eradicating racism in all its forms and to enhancing the public's trust in policing. The recommendation is to receive this report. The Executive Director will provide updates to the Board on a regular basis.

Approved for Submission: Mafalda Avellino
Executive Director