

The Regional Municipality of York Police Services Board

Public Board Meeting
May 26, 2021

Report of the Executive Director

Eradicating Racism and Strengthening Public Trust and Confidence in Policing - Board Recommendations

1. Recommendation

1. That the Board approve the proposed strategy, as outlined in this report, to address the recommendations in Appendix A.

2. Summary

At its September 2020 meeting, the Board received oral and written submissions from Black community representatives to address concerns within policing. The summary and submissions were forwarded to the Chief of Police for response. The Chief reported to the Board in April 2021 with responses to the recommendations. Eight (8) of the 51 recommendations pertained to the role of the Board (Appendix A)

The purpose of this report is to propose a strategy to address the recommendations as listed in Appendix A.

3. Background

On July 27, 2020, the Board Chair, Vice Chair and Executive Director held a virtual meeting with leaders and representatives of the Black community to listen to the 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 the 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, at its meeting in April, 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. This report proposes the establishment of a committee to address the attached recommendations and to report back to the Board in the Fall of 2021.

4. Analysis

The Board is committed to ensuring that policing services are provided in a manner that respects and adheres to the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code* and the *Accessibility for Ontarians with Disabilities Act, 2005*. The Board is committed to providing police services in a manner that is respectful, equitable, and inclusive and without discrimination and harassment. Further, the Board is committed to ensuring that all York Regional Police members and volunteers work in an environment without discrimination and harassment.

5. Proposed Strategy

To address the recommendations in Appendix A, it is recommended that the Board establish a committee to review the recommendations and to determine a plan of action. With the Board's approval, the Committee will consist of:

- Two (2) members of the York Regional Police Services Board to be determined by the Board;
- Two (2) members of York Regional Police to be determined by the Chief;
- Two (2) members of racialized communities to be determined in consultation with the Diversity and Inclusion Bureau
- One subject matter expert in the area of systemic racism.

The Committee should be as representative as possible with the view to bring expertise, knowledge and lived experiences to the table. Board staff will work with the Committee and assist in achieving its goals.

The proposed mandate of the Committee will be to advise the York Regional Police Services Board on an action plan for the recommendations in Appendix A. The terms of reference will be developed by the Committee and will assist in develop a monitoring framework for the Board to use in assessing the response to the recommendations.

6. Financial

There are no financial implications associated with this report at this time.

7. Conclusion

It is therefore recommended that:

1. The Board approve the proposed strategy, as outlined in this report, to address the recommendations in Appendix A.

Approved for Submission: Mafalda Avellino
Executive Director

Attach: Appendix A – Recommendations to the York Regional Police Services Board

Appendix A

Recommendations to the Police Services Board

- 1. Increase Board consultation and engagement with community**
- 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. 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**
- 4. 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**
- 5. Ensure the Board provides guidance and leadership to the Executive Command Team in effecting change**
- 6. Ensure there exists a clear and consistent commitment to accountability at all levels including Police Board and police executive**
- 7. That the composition of Police Services Board consists of Black, Indigenous and members of LGBTQ communities**
- 8. Advocate for an increase in the size of the Board to nine members to include more community representation.**