

# **The Regional Municipality of York Police Services Board**

Public Board Meeting  
October 5, 2022

Report of the Executive Director

## **Anti-Black Racism and Building Community Trust in Policing Committee Report**

### **1. Recommendations**

1. That the Board receive the attached report and approve the recommendations as outlined in the report.
2. That the Board develop an implementation strategy and action plan to support the recommendations.

### **2. Summary**

At its September 2020 meeting, the Board received oral and written submissions from representatives of York Region's Black communities to address racism and systemic racism concerns within policing. The Board forwarded the 51 recommendations 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 pertain directly to the role of the Board and are addressed in the attached report entitled "A Path Forward: Report of the Anti-Black Racism and Building Community Trust Committee".

### **3. Background**

#### **ANTI-BLACK RACISM AND BUILDING COMMUNITY TRUST COMMITTEE**

In 2021, as a result of the recommendations from the representatives of York Region's Black communities, the Board established its Anti-Black Racism and Building Community Trust Committee to address the recommendations.

The Committee consists of two members of the Board – Norma McCullough and Walter Perchal and the Executive Director of the Board, two members of York Regional Police – Ret. Supt. Chris Bullen and Inspector 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. The Board engaged subject-matter expert - Professor Akwasi Owusu-Bempah from the University of Toronto to provide strategic guidance, expertise, and advice to the Committee and to develop the final report.

The Committee relied on a collaboration with York Regional Police in acquiring data, resources and documentation with information that supported the Committee's mandate and in meeting its goals and objectives.

## **FINAL REPORT AND NEXT STEPS**

The recommendations for change in the Report are focused on building trust with Black and other racialized communities, taking concrete measures in addressing anti-Black racism both at the governance and operational levels, and building community response models that are inclusive and provide policing services in a fair and equitable manner.

The Board report also includes a recommendation to develop an implementation strategy and action plan to support the recommendations. The Board Committee recommends that a working committee be developed to draft an implementation plan which includes goals, actions and measurable outcomes. It is recommended that the working committee continue to include members of the Board, the community, York Regional Police, Board staff and other participants as required including engaging Professor Owusu-Bempah.

## **4. Financial Implications**

There are financial implications associated with Recommendation 2 of this Board report including acquiring additional resources to support the implementation strategy. Those resources will be included in the 2023 Budget proposal and will be subject to Board approval.

## **5. Conclusion**

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.

The recommendations in this report will support our work to address anti-Black and other forms of racism in policing and police governance in York Region.

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Approved for Submission:      Mafalda Avellino  
Executive Director

Attach.: A Path Forward: Report of the York Regional Police Services Board Anti-Black Racism  
and Building Community Trust Committee