



The Regional Municipality of York Police Service Board

Public Board Meeting
November 27, 2024
For Information

Report of the Executive Director

Anti-Black Racism and Building Community Trust Advisory Committee - Update on Implementation and Action Plan

1. Recommendation

That the Board receive this report for information.

2. Purpose

The Anti-Black Racism and Building Community Trust Committee was developed as a result of oral and written submissions made from representatives of York Region's Black communities in September 2020 to address racism and systemic racism concerns within policing.

The advisory committee has been working steadily to address the eight recommendations which pertain directly to the role of the Board and can be found in the report entitled "[A Path Forward: Report of the Anti-Black Racism and Building Community Trust Committee](#)" (the "Report"). The Report was developed by subject-matter expert - Professor Akwasi Owusu-Bempah from the University of Toronto who provided strategic guidance, expertise, and advice to the committee throughout the consultation process.

The committee consists of two members of the Board, one Board staff member, two members of York Regional Police and two members of the community and is supported by Board staff.

3. Background

The Board was presented with the final copy of the Report at its meeting on October 5, 2022 and with the increase in staff resources in 2024 staff have been working on refining and implementing the recommendations.

The Implementation plan is broken down into nine themes as follows: 1 - Anti-Black Racism and Race-Equity Strategy for YRPSB and YRP, 2 - Performance Appraisals, 3 -

Accountability, 4 - Compliance, 5 - Transparency, 6 - Race-Based Data Collection 7 - Consultation/Engagement, 8 - Training, and 9 - Evaluation. Most of the recommendations required additional staffing resources beyond what was available at the time the Board received the final report. Over the past eight months the advisory committee has worked diligently towards creating targeted goals, actions, and measurable outcomes related to the implementation plan. The addition to Board staff has increased collaboration with the police service and progress on the adoption of the recommendations, resulting in the review and amendments to various Board policies and the planning of the Board's stakeholder relations strategy. To date the following progress has been made towards implementation of the committees nine themes:

Equity and Inclusion Lens tool (EIL): Following a detailed discussion with the committee the Board will be moving ahead with the development and application of an Equity and Inclusion Lens tool (EIL) which will inform the Boards decision making process when creating policy. The EIL represents a series of questions the Board, and its employees must consider while contemplating the impacts governance decisions, policy design and the operationalizing of the Board's direction may have on equity seeking groups. This additional step in the policy process will be represented in all future board reports via a new section titled "Equity Impact Lens Analysis" which will provide analysis on the steps taken to ensure proposed matters for decision will provide positive outcomes to the community while avoiding unintended consequences.

Race-Based Data Collection: On August 2, 2024, the Ministry of the Solicitor General ("Ministry") released an "All Chiefs Memo" which provided an update on Ministry's work creating a set of best practices for collecting and analyzing race-based data. The report provides a background on the current reporting model including; "a description of the data collection tool (Use of Force Report); an overview of the data cleaning, and analytic methods; a review of the scope and limitations of the data collected; and a descriptive analysis." This report highlighted many areas requiring additional work by the ministry to ensure uniformity in the way data is being collected and how variations in data-collection (officer perceptions of race for example) can impact the accuracy of analysis. Given the early stages of this work, in addition to ongoing work by the Ontario Association of Chiefs of Police (OACP) in which members of YRP leadership are taking an active role. The Board's policy on Race-Based data collection will remain on hold until both the Ministry and the OACP have completed their work.

Training & Evaluation: As laid out in the *Community Safety and Policing Act* all members of the police service (sworn & civilian) and all members of the York Regional Police Services Board (including staff and Anti-Black Racism and Building Community Trust Committee members) must complete training approved and delivered by the Ministry. As required by the Act, this training will "promote respect for human rights, teach skills to recognise and address systemic racism, and which promotes recognition of and respect for the diverse, multiracial, and multicultural character of Ontario society, including the rights and cultures of First Nation, Inuit and Métis Peoples."

In addition to the ministry mandated training, the report of the Anti-Black Racism and Building Community Trust Committee recommended the Board "revise its training policy to make

ongoing Equity, Diversity and Inclusion and anti-racism training mandatory for all members.” YRP through its Professionalism Leadership and Inclusion Office, developed a full day training program, with support from Foster & Associates. This full day training is divided into two parts; the morning session focuses on laying the ground work for understanding the terminology and the basic concepts such as microaggressions. The second half focuses more specifically on policing and real-life examples involving officers from across Ontario whose cases were adjudicated by the Ontario Human Rights Tribunal.

Equity Audit: York Region Police have retained Toronto Metropolitan University’s Equity & Diversity Institute to undertake a comprehensive Equity Audit of both YRP’s internal HR processes, and the way YRP provides services to the community. Board staff have been engaging with YRP to gather feedback and share insights into the process with the intention of undertaking an Equity and Diversity audit of the Board’s own governance activities in 2025.

Board staff are gathering feedback and considering areas where an audit would provide the best value-for-money including;

- **Transparency** - Examining in detail what types of information the Board shares with the community (beyond its statutory reporting requirements) and where that process could be improved. Currently the Board shares dozens of reports on YRP/Board activity every year as required by law. The equity audit would examine the types of information the Board shares to identify areas where we could improve transparency by looking specifically at what information is shared, how it is shared, where gaps exist in what the Board is reporting, and how we can make it more accessible for the community.
- **Stakeholder Relations** – An audit would examine the current actions taken by the YRP to engage the community and explore how the Board can use the lessons learned from current practices to undertake its own stakeholder relations activities. The scope of this examination should include how we share information with the community, how we gather feedback, and which groups we should be engaging within the community.
- **Measuring Impact** – Establishing benchmarks to identify where policy/programs are achieving their goals is key when attempting to evaluate the success of the Boards efforts to combat racism. The Equity Audit would be tasked with providing guidance on how the Board can best gather information from members of the service (both civilian and sworn) as well as the community at large. It would also analyze how the Boards efforts impact their perceptions of how YRP operates.

4. Financial Considerations

There are currently no financial implications associated with this report. Activities set out in this report will have future costs, that may be associated with development and implementation. Such future costs will be reported to the Board once the committee and staff determine the best route for implementation.

5. Local Impact

The activities outlined in this report will ensure the Board remains dedicated to ensuring police services are delivered in a respectful manner that complies with the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code* and the *Accessibility for Ontarians with Disabilities Act, 2005*.

6. Conclusion

This report provides a progress update on the Board's activities to address the recommendations of the Report to address anti-Black racism and other forms of racism in policing and police governance in York Region.

For more information on this report, please contact psb@yrp.ca. Alternative formats or communication supports are available upon request.

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