



# Moving Forward On Our Journey

Three years ago, the Government of Ontario mandated all police services in the province to capture race-based use of force data. The new provincial initiative, which aimed to redefine our approach to serving communities, has been the basis of our current and ongoing work to dismantle systemic racism.

To ensure our core values of equity, inclusion, trust, transparency, and accountability are reflected across all areas of our service, we have established a human rights-centred framework to help achieve our priorities. Though we are on the right path along our long transformation journey, our commitment to our new approach has shown some stable and promising progress.

As always, we are humbled and grateful for our communities' continued advocacy and collaboration, particularly the Black, Indigenous and other marginalized groups, who continue to help maintain our focus in our vision and values.

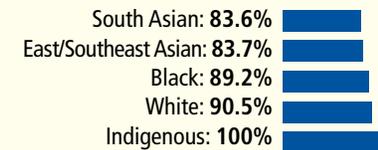
As we work towards a collective journey, we welcome feedback and look forward to building outcomes and spaces where everyone feels safe, included and welcomed.

Nishan Duraiappah  
Chief, Peel Regional Police  
August 26, 2022

Below is a glance at some of our race-based use of force data highlights:

In 2021,  
de-escalation strategies  
were used as an  
alternative measure in  
**88%**  
of incidents prior  
to force being used.

The following percentages represent de-escalation by race prior to force being used.



**15.62%**

decrease from 2020 in the number of times a type of force was applied on a member of the public.

Reduction of use of force applications:



**13.61%**

decrease in the number of officers involved in use of force interactions. 400 officers were involved in use of force interactions in 2021, compared to 463 officers in 2020.

Data shows that the average number of officers that used force in an interaction was consistent across racial groups.

Less than 1% of interactions with a person in crisis involved use of force.



# 2019 - Present: Update and Progress

**Our target by 2025 is for Peel Regional Police to be comprised of 62-68% underrepresented groups reflective of our community that includes racialized and Indigenous members, women and people living with disabilities.**

In 2019, when Chief Nishan Duraiappah became the Chief of Police of the third largest municipal police service in Canada, he joined with a vision and mandate for change. Under his direction and leadership, we developed a new recruitment strategy that included a stringent psychometric testing process to ensure we recruit candidates with the right personality traits and aptitudes, including resilience and cultural competence. In addition, we evaluate and screen out candidates who have the potential for misconduct such as racial bias or excessive force.

We are on the trajectory of fulfilling our goal. In 2021, 52.99% of sworn and civilian staff reflected underrepresented groups, compared to 43.59% in 2018.



**Peel Regional Police was the first policing service to commit to a historic partnership with the Ontario Human Rights Commission (OHRC).**

In October 2020, a Memorandum of Understanding was signed between Peel Regional Police, the OHRC and the Peel Police Services Board to dismantle system inequities and discrimination across all levels of policing throughout the Peel Region.

This collaborative undertaking, founded upon OHRC's seven key principles, debuted as the 'Human Rights Project' and has been the basis of the ongoing human rights-centric work that we continue to pursue in all key areas of our service today.

**Peel Regional Police officers continue to engage in mandatory human rights-focused training on topics, including implicit bias and racial profiling.**

Beginning in 2020, we collaborated with race-based subject-matter experts to implement mandatory human rights-focused training for all officers. The curriculum offers a holistic view and aims to increase an officer's self-awareness when dealing with marginalized and racialized communities. Five key pillars that focus on the goal of zero harm and zero death outcomes form the basis of this training:

1. History of racism in Canada
2. Impacts of implicit bias and racial profiling
3. Procedural justice in public-police interactions
4. Understanding trauma-informed approaches
5. Compliance with and understanding of legislative and legal obligations



In 2022, over 2,000 Peel Regional Police officers completed detailed training on the impacts of implicit bias and racial profiling as per the five pillars. By the end of this year, officers will also have completed 6,000 hours of training to advance their knowledge of the Canadian Charter of Rights and Freedoms (CCRF) obligations.

Since 2020, officers have completed 20,000 hours of human rights-focused training over and above regular organization-wide training demands. This is well beyond the government-mandated minimum requirement of 6 hours in an officer's 30-year career.

**Peel Regional Police officers have completed crisis de-escalation training for interactions with children under 12 years of age.**

In 2020, the Human Rights Tribunal of Ontario (HRT) ruled that race was a factor in the 2016 handcuffing incident of a 6-year-old Black child at a Mississauga school.



# 2019 - Present: Update and Progress

To address the issue and prevent future occurrences, Peel Regional Police, with support from the OHRC and HRTO, designed a two-phased training program enriching officers' de-escalation techniques.

Through consultations with child psychologists and behavioural consultants, a 'Child in Need of Protection' approach was adopted to ensure any call involving a child under 12 years of age is dealt as a behavioural issue and not a criminal matter. A similar approach was implemented for communicators and call takers in the dispatch unit to ensure all interactions with children are empathy-based and bias-free, with their well-being at the forefront.



**In 2021, Peel Regional Police equipped officers with body-worn cameras to improve trust, transparency and community relationships.**

Body-worn cameras were fully implemented for all Peel Regional Police frontline officers in 2021, including patrol sergeants, to record their interactions with the public during their duties. The rollout was essential to

being transparent and accountable and to rebuilding community trust. In 2021, training on body-worn cameras was provided for 1,000 officers, which included 12,000 hours of comprehension. The training integrated a human rights-centered approach that was instrumental to the success and roll out of the project.

**Peel Regional Police continues to explore opportunities to improve response to mental health calls.**

To better support communities and to ensure individuals have access to mental health resources and services when they need it most, Peel Regional Police made a fundamental shift in 2022 to integrate and operationalize the Community Safety and Well Being (CSWB) framework as a key driver for our service.

A critical component of this work included a scenario-based mental health awareness course for officers facilitated by mental health clinicians about crisis intervention techniques.

Through collaboration with community partners, Peel Regional Police will also be launching initiatives to support service calls that do not require police involvement.

**Peel Regional Police has been actively working with the community through consultations and formation of new Anti-Racism Advisory Committee.**

The undertaking of the OHRC recommendations led to the formation of a diverse, independent Anti-Racism Advisory Committee (ARAC) in 2022 that consists of 21 members representing Mississauga and Brampton.

The goal of ARAC is to provide meaningful advice on the Human Rights Project and how to best implement the OHRC recommendations.

In 2021, Peel Regional Police released a survey, which collected feedback on the public's perception and experiences with the police. The survey was conducted in collaboration with the OHRC and the Peel Regional Police Services Board. More than 1,100 individual responses were collected and the findings reviewed by Professor Akwasi Owusu-Bempah, an independent consultant. The data collected from the survey will be used to identify insights and/or patterns that will inform Peel Regional Police to address systemic discrimination.

In April 2022, Peel Regional Police held virtual community consultations to seek input on the seven principles of the OHRC. The consultations will continue until the end of 2022 with groups that include Black, Indigenous and racialized communities, as well as ARAC.





# What's Next? Our Upcoming Initiatives



The important work that began in 2019 was a starting point for us to address the urgent and necessary changes that needed to be undertaken. As we continue to serve the Region of Peel, we remain committed to this work and to truly transform our organization.

While we stand with our community as agents for change, we will continue to seek feedback and share information with our communities on our journey.

We are pleased to share a summary of our upcoming initiatives:

- Continuation of mandatory human rights-focused training for officers, including:

#### **Procedural Justice Training**

Co-created with Professor Akwasi Owusu-Bempah and youth from the Black community to ensure that dignity and respect are at the centre of all interactions between officers and the community.

#### **Indigenous Awareness Training**

Currently being created and will include consultation with Indigenous elders about intergenerational trauma, residential schools and the history of oppression indigenous people faced and continue to face in Canada.

#### **Trauma Informed Approach and Bias Training**

Co-created with a clinical psychologist with expertise in racialized trauma, to educate officers and help them recognize that some situations may be the result of past traumatic events.

- Continuation of community engagement on the seven principles of the OHRC with targeted groups i.e. ARAC, Black, Indigenous and racialized communities.
- Collaboration with Professor Akwasi-Owusu Bempah and his academic team is currently underway to create a 5-year force wide study of how well officers are applying their human rights-focused competencies and skills in de-escalating situations in order to avoid use of force encounters. The study will also measure how well officers are applying human rights-focused training in interacting with racialized communities.
- Finalize OHRC recommendations.
- Derive a multi-year action plan.

