



2021 Community Survey Results on Perception of and Experiences with Peel Regional Police

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Executive Summary

This report summarizes the findings and methodology of a survey by the Peel Regional Police (PRP) and Peel Police Services Board (PSB) – in collaboration with the Ontario Human Rights Commission (OHRC) – on community perceptions of and experiences with the PRP. It was done as part of a public consultation, to help the PRP identify and address systemic racism in the Service.

The survey was Internet-based and available to anyone who lives or works in Peel Region. Because the survey was not a random sample, the results cannot be said to be reflective of the community as a whole. For example, people with high interest in policing issues – a particular segment of the Peel community – are more likely to take the survey than people with low interest resulting in a less representative sample. Therefore, the findings offer a broad overview of perceptions and beliefs related to policing in Peel. The demographic breakdown of respondents, and a comparison to the 2016 Census demographic breakdown can be found in Appendix B.

Over half of question respondents (58 percent) said they have had an interaction with PRP within the past two years, primarily through community engagement, and reporting a crime or asking for help. Of those who rated their personal interaction, twice as many respondents said the interaction was positive (60 percent) compared to those who said it was negative (30 percent). However, 82 percent of Black respondents who had a negative interaction, thought discrimination was a factor compared to 66 percent of all respondents who had a negative interaction. Additionally, almost half (48 percent) of question respondents (adjusted to reflect those who didn't answer the question) agreed that systemic racism is a problem in policing in Peel.

In general, respondents want to see more accountability and greater transparency in police interactions with the public. The largest majority response in the survey was in agreement with the statement that officers should be required to stop misconduct by fellow officers when they see it (87 percent), and police body cameras will enhance accountability and transparency (84 percent).

Majorities also want to see better anti-racism training for police, transfer of some police duties to other agencies, a reduction in the range of police tasks with related funds shifted to other agencies, and collection of race-based information to identify racial bias in policing.

The survey results show concern from respondents with PRP response to mental health calls. Only four in ten (38 percent) agreed that PRP is effective at responding to mental health incidents.

Many respondents were also skeptical of the PRP's willingness to address systemic racism, with only 45 percent agreeing with the statement that the PRP demonstrates commitment to achieving police reform.

Over half (58 percent) of question respondents said the seven principles in the Ontario Human Rights Commission's Policy on eliminating racial profiling in law enforcement are a suitable framework for making organizational changes and for advancing respect for human rights within the PRP. The seven OHRC principles can be found at <https://www.PeelPolice.ca/HumanRightsProject>.

The survey is part of a comprehensive effort by the PRP to identify and address systemic racism in its Service. As part of the PRP Human Rights Initiative, it has agreed to enter into a legally binding agreement with the OHRC to develop and implement ways to identify and address systemic racism in policing, promote transparency and accountability and enhance trust in policing. The OHRC will incorporate these survey results and feedback from other community engagement activities into its final, binding recommendations to the PRP.

Background/Purpose

Peel Regional Police (PRP), the Peel Police Services Board (PSB) and the Ontario Human Rights Commission (OHRC) signed a Memorandum of Understanding in fall 2020 committing to develop and implement ways to identify and address systemic racism in policing, promote transparency and accountability and enhance trust in policing. As part of this agreement, there is a commitment to engagement with the community to learn from experiences as recommendations are developed. We are committed to hearing from, and working with Black, Indigenous and other racialized communities. This report summarizes the findings of a 2021 survey providing community feedback on perception of, and personal and vicarious experiences with, Peel Regional Police.

Methodology

PRP and OHRC worked collaboratively to create a survey about public perceptions of and experiences with Peel Regional Police. It was agreed that feedback should focus on both personal experience, and impressions of experience communicated from friends and family. Questions on perceptions of PRP were also included, along with specific questions related to the OHRC project and principles. A copy of the survey is included as Appendix A.

The survey was posted online from September 15th-30th 2021 through the Survey Monkey website. The community was made aware of the survey through media releases and the survey link was posted on both the PRP website and OHRC website. No identifying information was collected to ensure anonymity of respondents.

Survey respondents are not a random sample of the population and therefore the reported results cannot be said to be reflective of the community as a whole. For example, people with a high interest in policing issues, a particular segment of the Peel community, are more likely to have participated, resulting in a less representative sample. A comparison of the demographic data from the survey was made with the 2016 Census data for the policing area for PRP where viable, and indicates response from multiple segments of the population. Demographic data is included as Appendix B. A detailed breakdown of responses by Race, Gender, Age, Mental Health condition, LGBTQ2S+ community, Birthplace and Income, can be found in Appendix C. The raw data set will be made available on the Peel Regional Police website in mid-January.

Results were compiled by PRP and reviewed by OHRC representatives and an independent consultant.

Disclaimers:

- *Strongly disagree and disagree responses are reported in aggregate as disagree. Similarly, strongly agree and agree are reported as agree.*
- *Very positive and somewhat positive responses are reported in aggregate as positive and somewhat negative and very negative are reported as negative.*
- *Very likely and likely are reported in aggregate as likely and, unlikely and very unlikely are reported as unlikely.*
- *Very confident and confident are reported in aggregate as confident, somewhat confident and slightly confident are reported as low confidence.*
- *Where missing respondents was greater than 5%, calculations were based on question respondents. The corresponding n= value is noted in the charts.*
- *Percentages in the tables and charts may not sum to 100% due to rounding.*

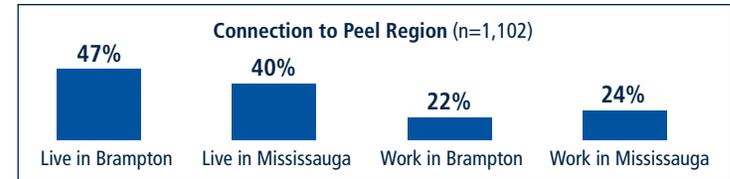
Findings

A total of 1,711 surveys were submitted through a Survey Monkey website link and 1,102 surveys were deemed valid for analysis. Of the 609 survey responses removed, 118 were disqualified as the respondent indicated they did not live or work in Peel. 467 survey responses were removed as the respondents only indicated with their connection to Peel Region, and a further 24 surveys were removed as respondents only indicated the type of interactions, but provided no further feedback.

Connection to Peel Region

Please indicate your connection with Peel Region.

Respondents were able to indicate multiple responses to this question. To the right is the breakdown of survey responses of those who responded to the survey, indicating that there was representation from both Brampton and Mississauga.



Perception

Survey respondents were asked to provide their perspective on policing topics by rating their agreement on eight statements. Results are below:

Please Provide Your Perspective on the Following Statements	Agree	Neutral	Disagree	Don't Know	Missing
Police officers should be required to intervene to stop the misconduct of fellow officers.	87%	7%	4%	1%	0%
Police body cameras are a tool to enhance accountability and transparency.	84%	8%	6%	1%	1%
Better training is important to combat systemic racism.	74%	12%	12%	1%	0%
There are a number of tasks currently performed by PRP that could be better performed by other agencies.	62%	15%	14%	9%	1%
Collecting race-based data will help to identify problems with racially biased policing.	61%	13%	21%	3%	1%
Reduce range of police tasks and shift funds to other agencies is an essential aspect of reform.	60%	15%	18%	6%	1%
PRP have demonstrated commitment to achieving police reform.	45%	17%	29%	8%	0%
PRP is effective when responding to mental health incidents.	38%	14%	33%	14%	0%

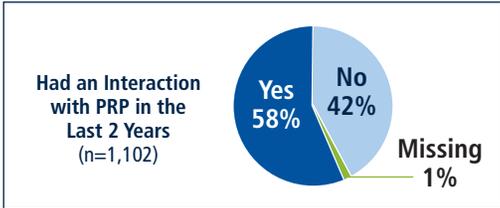
There was a high level of agreement that if a police officer is engaging in misconduct, their fellow officers should be required immediately to intervene and that police body cameras are an important tool for enhancing police accountability and transparency. For all statements, overall agreement was higher than disagreement. Over half of all respondents to the survey agreed with all the statements except that PRP has demonstrated a commitment to achieving police reform and that PRP is effective when responding to mental health incidents. It is also interesting to note that 14% of respondents indicated they 'Don't Know' if PRP is effective when responding to mental health incidents.

The following table illustrates the percentage of respondents agreeing with each statement by race. Black respondents were more likely to agree that there are tasks that are performed by PRP that could be better performed by other agencies, and that effort should be made to reduce the range of police tasks and shift funds to other agencies. Black respondents disagreed more than agreed that PRP is effective when responding to mental health incidents or is committed to police reform. Other non-White racial identity groups also had stronger disagreement than agreement with respect to effectiveness when responding to mental health incidents.

Agreement with Perception Statements by Racial Identity											
	Overall	Black	East/ Southeast Asian	Indigenous	Latino	Middle Eastern	South Asian	White	Other Racial Identity	Prefer Not To Answer	Blank Racial Identity
Police officers should be required to intervene to stop the misconduct of fellow officers.	87%	85%	85%	93%	91%	73%	90%	92%	87%	78%	87%
Police body cameras are a tool to enhance accountability and transparency.	84%	81%	85%	93%	100%	64%	87%	88%	77%	75%	88%
Better training is important to combat systemic racism.	74%	73%	79%	64%	73%	55%	84%	78%	64%	62%	72%
There are a number of tasks currently performed by PRP that could be better performed by other agencies.	62%	75%	60%	57%	45%	59%	60%	61%	56%	62%	63%
Collecting race-based data will help to identify problems with racially biased policing.	61%	61%	66%	43%	64%	45%	72%	64%	54%	51%	60%
Reduce range of police tasks and shift funds to other agencies is an essential aspect of reform.	60%	71%	60%	64%	45%	55%	58%	61%	56%	60%	56%
PRP have demonstrated commitment to achieving police reform.	45%	34%	34%	57%	45%	45%	48%	50%	38%	54%	42%
PRP is effective when responding to mental health incidents.	38%	28%	19%	64%	45%	45%	41%	40%	30%	54%	36%

Personal Interactions with Peel Regional Police

In the last 2 years, have you had any interactions with Peel Regional Police?



Of the 1,102 respondents to the survey, 634 (58%) indicated that they had an interaction with PRP in the last two years. 461 (42%) of respondents indicated that they have not had any interaction and 7 (1%) did not respond to the question.

What was the nature of the interaction(s)? Select all that apply.

The 634 survey respondents who indicated they had police interaction(s) in the last two years were asked to indicate the nature of the interaction(s) from a list of nine options. Respondents could indicate multiple responses to this question. The results are displayed below in percentages.

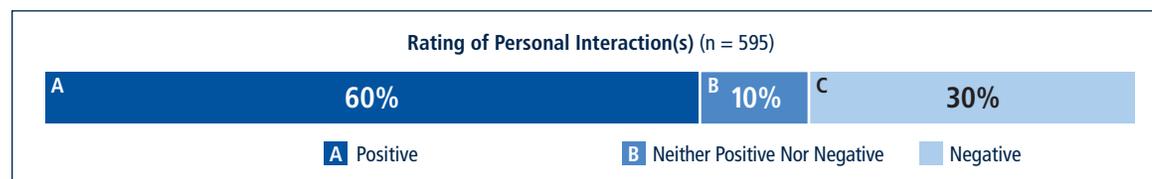


For the 634 survey respondents who described their experiences, 935 interactions with PRP were noted. Community engagement and calling to report a crime or ask for help were the most common types of interactions with PRP followed by being stopped while in a car as a passenger or driver and other types of interactions. Having been arrested, and questioned or interrogated as a suspect, were the least common types of interactions with PRP.

Nature of Your Interaction & Racial Identity									
	Community Engagement (n=226)	Call to Report a Crime or Ask for Help (n=225)	Interviewed as a Victim or Witness to a Crime (n=83)	Stopped While in a Car as a Passenger or Driver (n=149)	Stopped While Walking/ Standing in a Public Place/ Street (n=26)	Stopped or Approached for Some Other Reason (n=53)	Questioned or Interrogated as a Suspect (n=21)	Been Arrested (n=11)	Other (n=141)
Black	15%	10%	13%	19%	23%	23%	33%	36%	17%
East/Southeast Asian	2%	4%	2%	5%	-	9%	-	-	4%
Indigenous	1%	1%	1%	1%	4%	6%	-	-	-
Latino	2%	1%	-	3%	-	2%	-	-	1%
Middle Eastern	2%	2%	2%	5%	-	8%	-	-	1%
South Asian	21%	19%	12%	22%	15%	15%	33%	18%	11%
White	29%	36%	39%	20%	23%	11%	10%	9%	31%
Other Racial Identity	5%	7%	10%	4%	12%	4%	10%	9%	13%
Prefer Not to Answer	12%	11%	13%	14%	12%	11%	14%	-	11%
Blank Racial Identity	12%	11%	7%	7%	12%	11%	-	27%	12%

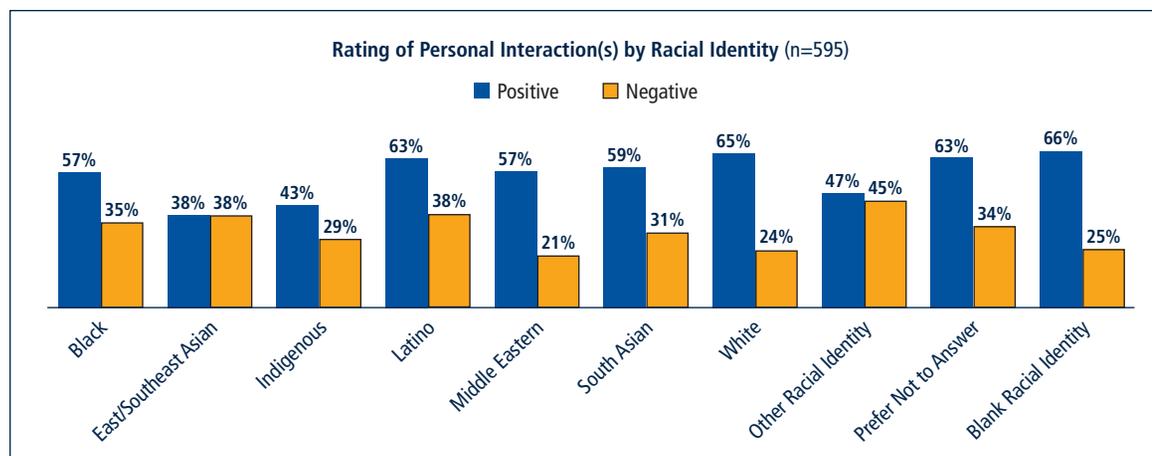
The table indicates the number of survey respondents who indicated each type of interaction and the racial identity percentages for the interactions. The majority of community engagement interactions were experienced by White and South Asian individuals. Black and South Asian individuals accounted for most questioning interactions or being arrested.

Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police?



Excludes those who did not rate their interaction.

Sixty percent of respondents to the survey who had an interaction and rated it described their experiences with PRP as positive and 30% described their experiences as negative. Results indicate that interactions of community engagement, reporting crime, and being interviewed were mostly positive. Those who had been stopped, arrested or questioned as a suspect were more likely to rate their interaction as negative. The chart below illustrates rating of personal interaction by racial identity. Overall, all groups rated the interactions as more positive than negative.



Excludes those who did not rate their interaction.

Comments (n=256) related to personal interaction with PRP most often focused on feedback about the officer(s), and contained both positive and negative feedback. Delayed response time and the response to mental health related calls was also noted as influencing a negative experience. Some comment examples based on interaction type are noted:

Community Engagement

- *I found the police officers I was in a space with were not receptive to feedback offered on a variety of issues related to marginalized communities. They either remained quiet or were hostile/defensive in response to important community feedback. (Female, White, 25-34)*
- *PRP and many of its officers are intending to make the changes, yet the interactions are selective, intermittent and inconsistent. (Female, South Asian, 65-74)*
- *Agency to PRP interactions have been positive and indicate an interest in moving forward. (Male, South Asian, 55-64)*
- *In meetings with the Police they say they want to collaborate and work with the community. However, their idea of collaborating seems to mean that they make the decisions and then bring them to the community to be rubber-stamped. (Female, Black, 65-74)*

Report a Crime

- *The officers I dealt with were kind and respectful during and after our interaction. They took the time to make sure I was ok and explained the process of the accident investigation to me. (Female, White, 35-44)*
- *Although i was the victim i was treated as a criminal. Peel Region Officers should not use racial biases to make life changing decisions. Skin colour doesn't determine guilt or innocence. Those that have racial biases should be immediately removed. (Female, Black, 35-44)*
- *Requested Peel Police to support an escalated mental health situation. Triage had already been completed and just required support and transport to hospital. Officer was very strong in their approach and eliminated any rapport that had been created earlier. (Male, East/Southeast Asian, 25-34)*
- *Slow response and the officers did not seem to want to get involved. (Male, White, 45-54)*

Interviewed as Victim /Witness

- *Always treated positively unless with one of my bi-racial (Black/White) children who are now grown. (Female, White, 45-54)*
- *I was the one who was assaulted, but ended up getting charged. Most likely due to my race , and mental health history (Female, Other racial identity, 25-34)*

Vehicle/Walking or Other Stop

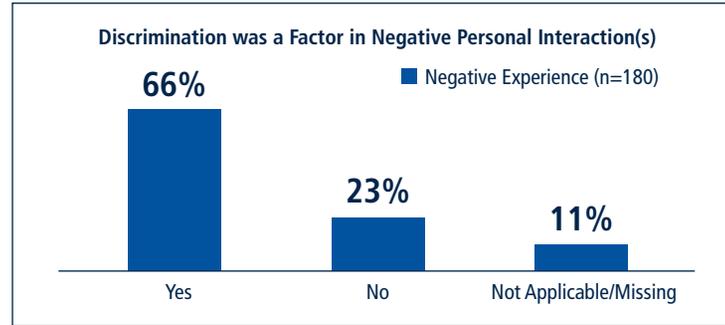
- *The police officer was aggressive and very unprofessional. (Male, Black, 55-64)*
- *Routine drunk driving check point. Police officers did nothing overtly wrong but I wish they were more friendly. I always feel a little on edge even though I know I've done nothing wrong. Maybe lay off the tough guy navy seal tone a bit. (Male, Middle Eastern, 25-34)*
- *I was stopped and told there is suspicious behaviour in the area and, I look familiar... My response to them was "how many people do you see in a \$3,000 bespoke suit that fit the profile you're looking for" it took my information and ran it anyway (Male, Black, 35-44)*
- *Really great experiences even when I was pulled over. Very respectful and I felt they were fair (Female, White, 35-44)*

Suspect/Arrested

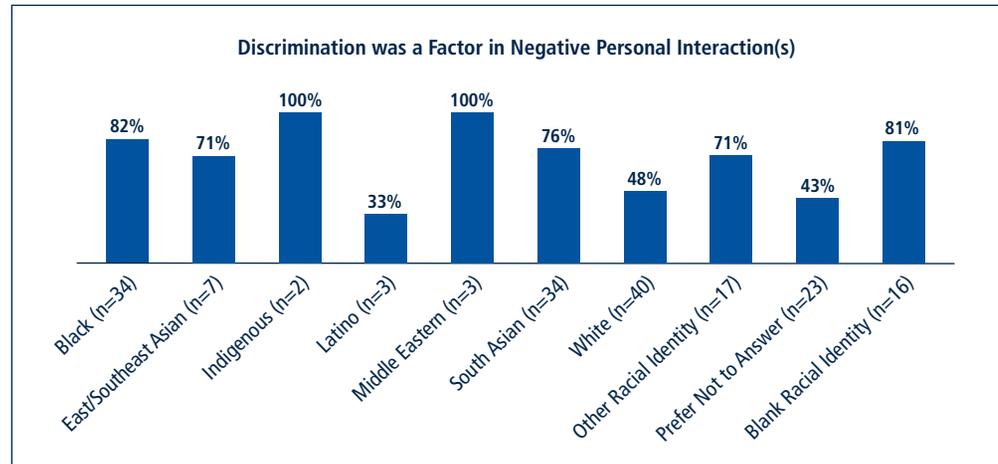
- *Officers are not trained, and they are not sympathetic to people who are having mental health "issues." There is also profiling of folks with darker skin tones, and people of colour. (Non-binary, South Asian, 25-34)*

If you described these interactions as negative, do you believe that discrimination was a factor in your experience?

The chart below illustrates sentiments of respondents who rated their interactions as somewhat or very negative.



Of the 180 respondents who described their interactions with PRP as very or somewhat negative, 66% believed that discrimination was a factor. 23% believed discrimination was not a factor. For all interaction types that were rated negative, the majority of racialized respondents believed there was some discrimination. A breakdown by racial identity is shown below. The five Indigenous and Middle Eastern individuals who rated their interaction as negative all believed discrimination was a factor. Black and South Asian respondents who had a negative interaction, also had a high proportion indicate that they believed discrimination was a factor.



Survey respondents were asked to explain why they felt that discrimination was a factor. While comments (n=103) mostly focused on race, and in some cases gender, being a factor influencing how they were treated or affecting the situation, other factors were also noted.

- *Police did not seem to be taking the situation seriously as it involved addicts that were known to them. It felt like they were dismissing the situation or downplaying how severe the situation was, perhaps because they were sick of dealing with these people or did not know what steps to take. Their inaction resulted in an assault. (Female, White, 25-34)*
- *Disabled persons and minority persons are often profiled as threatening or problematic for conditions that are out of such persons personal control... For example, the mannerism, speech pattern, social interactivity of a disabled person can be wrongfully misidentified or profiled by law enforcement as disruptive. Most times the way disabled persons speak or interact, that may seem offense, is a reflection of how such a person's handicap limits their social interactivity and not a statement of willingness/unwillingness to comply with law-enforcement. Their needs to be greater understanding of how persons of disabilities are limited and how such persons communicate to prevent misrepresentation of disabled persons by police enforcement, also to prevent the detraction/loss of human rights of such persons and to lower the accounts of wrongful police profiling against the disabled community. (Female, Other racial identity, 35-44)*
- *I have seen how they come for the White people to help and how they react with the people of color and minorities. A taste of discrimination is unignorable and more vivid when less privileged ethnic minorities are in need of help. There is a dire need for improvement in police behavior. (Male, South Asian, 45-54)*

Interactions of Someone Close to You (Family Member or Friend) with Peel Regional Police

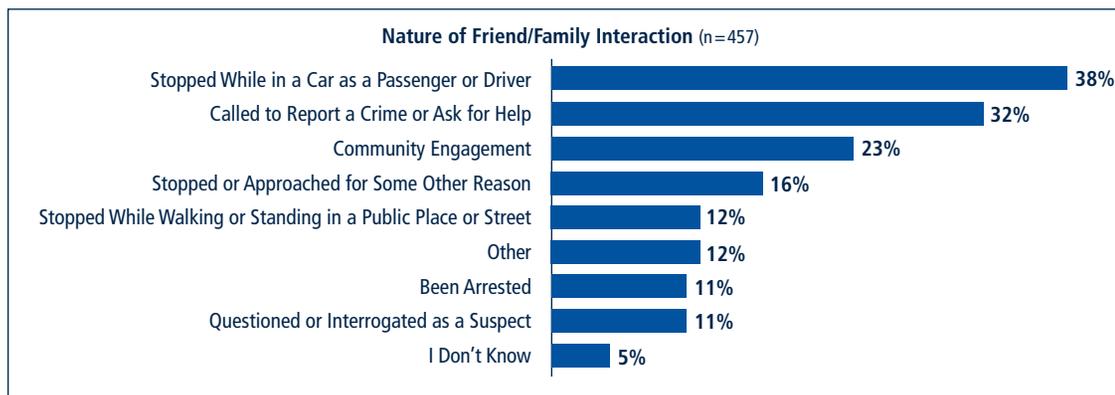
In the last 2 years are you aware if anyone close to you (a family member or friend) had any interactions with Peel Regional Police?

Of the 1,102 respondents to the survey, 457 (41%) indicated that they are aware of someone close to them (a family member or friend) that had an interaction with PRP in the last two years. 602 (55%) respondents indicated that they are not aware of anyone having an interaction with PRP and 43 (4%) did not respond to the question.



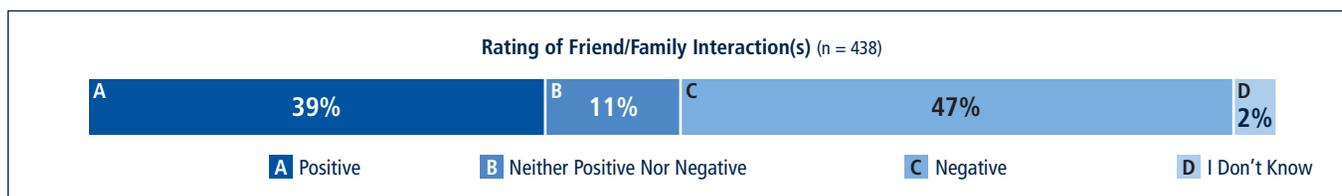
What is your understanding of the nature of the interaction(s)? Select all that apply.

A list of nine options for the nature of the interaction were supplied to the 457 survey respondents who indicated they are aware of someone close to them (family member or friend) that had an interaction with PRP over the last two years.



Of the 457 survey respondents who described the interaction(s) of someone close to them, a total of 731 interactions with PRP were reported. Stopped while in a car as a passenger or driver and called to report a crime or ask for help were the most common types of interactions survey respondents were aware of someone close to them having with PRP over the last two years followed by community engagement and being stopped or approached for some other reason. Having been arrested and questioned or interrogated as a suspect were the least common types of interactions respondents were aware of someone close to them having with PRP in the last two years. Five percent of respondents reported that they did not know about the nature of the interaction.

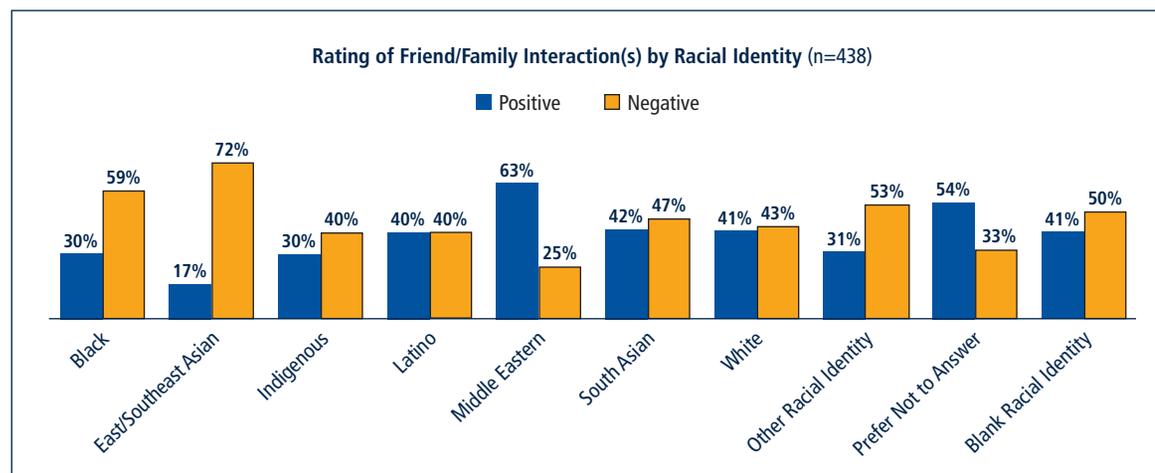
Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police?



Excludes those who did not rate their friend/family interaction.

For those who rated the friend/family interactions based on what the survey respondents knew, almost 40% of respondents described the interactions with PRP as positive and 47% described them as negative. 11% believed these interactions were neither

positive nor negative. Similar to the survey responses for personal interaction(s), survey respondents rated community engagement and reporting crimes or asking for help as more positive whereas being stopped, arrested or questioned rated a more negative experience. Most racial identities reported friend/family interactions as more negative than positive.



Excludes those who did not rate their friend/family interaction.

Comments (n=108) related to the respondent's description of the interaction of their family/friend were most often focused on feedback about the officer(s), and contained a mix of both positive and negative feedback. Feedback related to areas such as the treatment of the individual(s) and perceived attitude of the officer(s).

Community Engagement

- *it was a hard experience but the officers handled it very professionally (Male, Black, 45-54)*
- *They were handled very rough and the young Black boy was listening to them no issue but was still handled roughly. (Female, White, 35-44)*
- *Rude officers. Were dominating and unfriendly. (Non-binary, Black, 35-44)*

Called to Report Crime/Ask for Help

- *Was repeatedly ignored by police on the phone - Was told that an officer would be arriving at their location however, nobody came, and was not given notice that an officer would not be showing up (Female, South Asian, 25-34)*
- *Particularly with mental health related calls, I feel as if officers do not want to attend and are looking to end the situation as quickly as possible. (Male, East/Southeast Asian, 25-34)*
- *Officer in charge was demeaning, threatening, and would not believe my family member. After we showed a picture proving crime, officer(s) did not apologize. Terrible treatment. (Female, White, 45-54)*
- *Officers were very positive and made my friend feel safe. (Male, Black, 25-34)*

Stopped While in a Car as a Passenger or Driver/While Walking/Other Reason

- Claimed it was a routine traffic stop, questioned him regarding his intended destination and where he lived and the ownership of his vehicle. No violation warranted the stop but it was a young Black male driving a nice car (Female, Black, 55-64)
- Was stopped put in the back of a cruiser, had his car unlawfully searched and then let go all because he car looked similar to one they were searching for. He was doing nothing wrong (Female, South Asian, 18-24)
- They did not feel adequately supported or listened too. They were dismissive and pre judged the individuals. (Female, White, 35-44)
- They where stopped and questioned for no reason while walking home (Male, Black, 55-64)

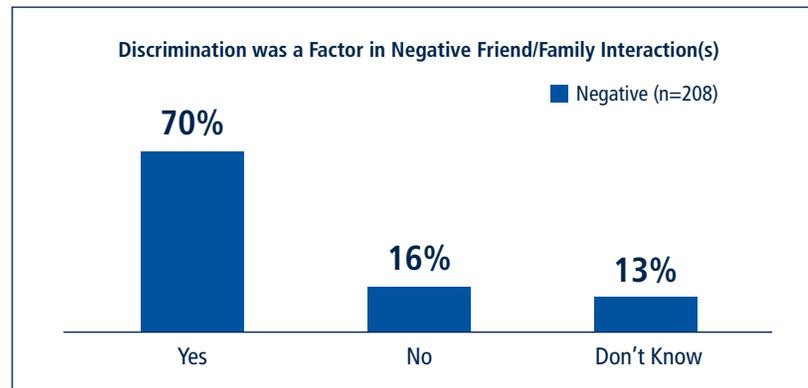
Questioned or Interrogated as a Suspect

- Mistaken identity and was treated very poorly. Thrown to the ground and hand cuffed. No apologies for their error. (Female, Black, 55-64)

Been Arrested

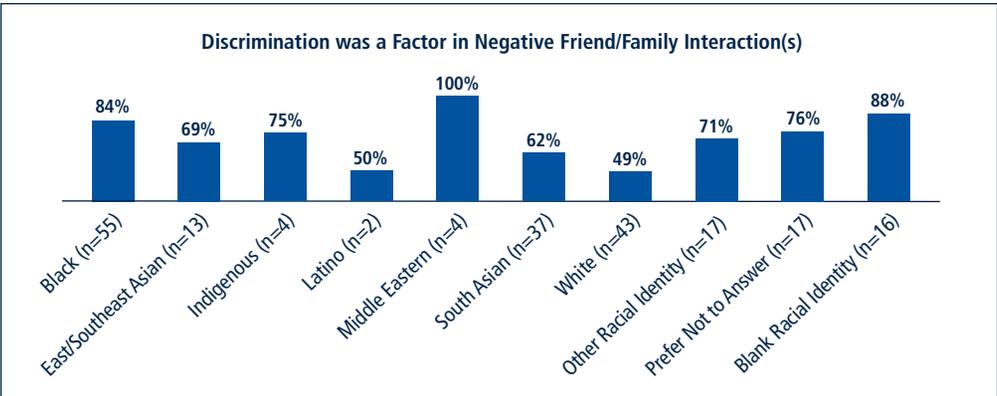
- was presumed to be already be guilty before proper investigation was done. (Female, Black, 35-44)

If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction?



Of the 208 respondents who described the interactions with PRP of someone close to them as very or somewhat negative, 70% believed that discrimination was a factor. 16% did not believe discrimination was a factor, and 13% did not know. All racial groups other than White, had a majority of respondents indicate that they believed discrimination was a factor in their friend/family's negative interaction.

Consistent with the previous responses for personal interaction(s) with PRP, those who rated the interaction of someone close to them as negative believed that discrimination was a factor for all interaction types.

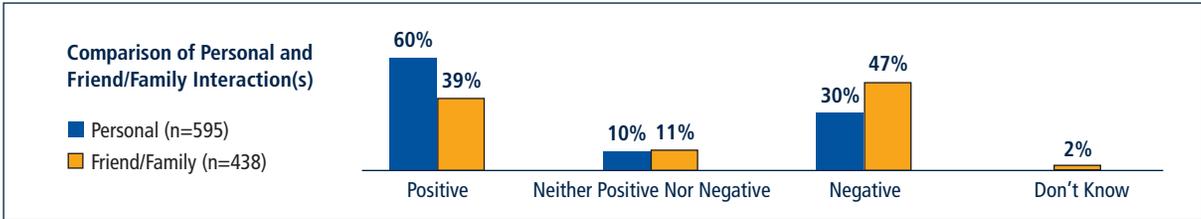


Respondents were asked to describe why they felt discrimination was a factor in interactions that a family member or friend had with PRP (in the last 2 years). Comments (n=60) were mostly focused around race, and in some cases gender, being a factor into how they were treated or affecting the situation; however other factors were also noted.

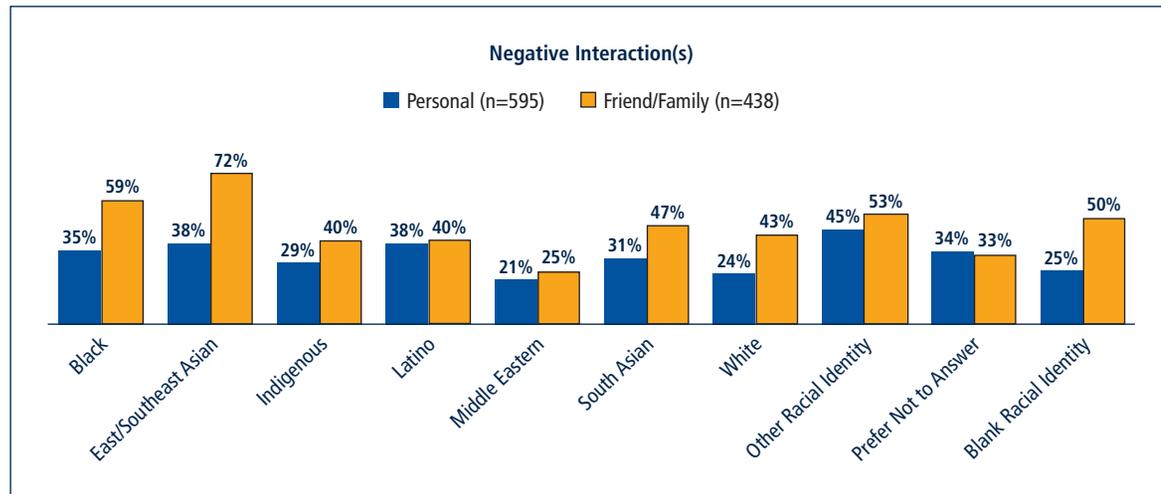
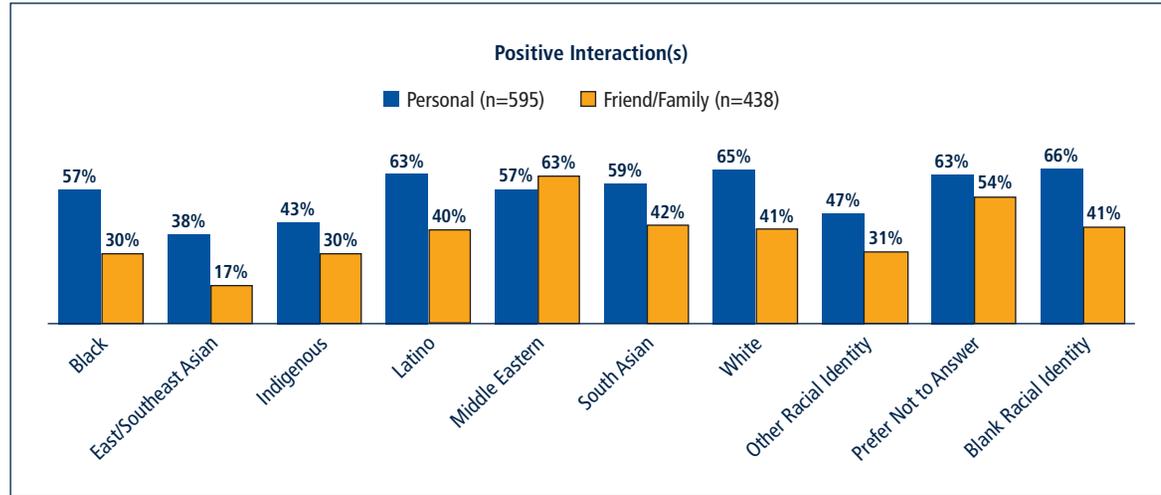
- *Being stopped in a car for no reason at all other than being Black has occurred frequently - has been interrogated about events that occurred in our neighborhood but was treated like a criminal - Has been questioned about where they were going while walking home for no reason at all (Female, Black, 45-54)*
- *My friend was the only person approached by police as the only racialized person out of a group of White people (Non-binary, Black, 35-44)*
- *Driver was Black and hadn't broken any laws (Female, White, 45-54)*
- *It's possible that because all of the people I know are women complaints aren't taken as seriously due to some predisposition in thinking women overreact, exaggerate and their complaints aren't as valid. (Female, White, 35-44)*
- *easy to pick on, eg. small female, maybe sexism at play too (Female, Middle Eastern, 18-24)*

Personal Compared to Friend/Family Interactions

A comparison of the ratings of the personal interaction(s) of the survey respondents and their friend/family interaction(s) highlights that personal interactions were more likely to result in a positive experience, whereas knowledge of friend/family interactions were more likely to be interpreted as negative. In part, these patterns reflect the fact that community engagement experiences tend to be positive and such interactions were more common in the category of personal experiences (36%) than friend/family experiences (23%).

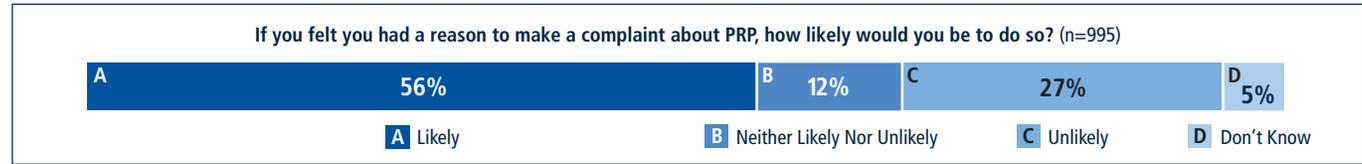


A breakdown by racial identity for positive and negative interactions follows. Most racial identity groups rated personal interactions more positively than friend/family interactions. Both East/Southeast Asian and Indigenous groups had less than half of those with personal interaction(s) rate them as positive. Friend/family interactions were rated more negatively by all racial identity groups.



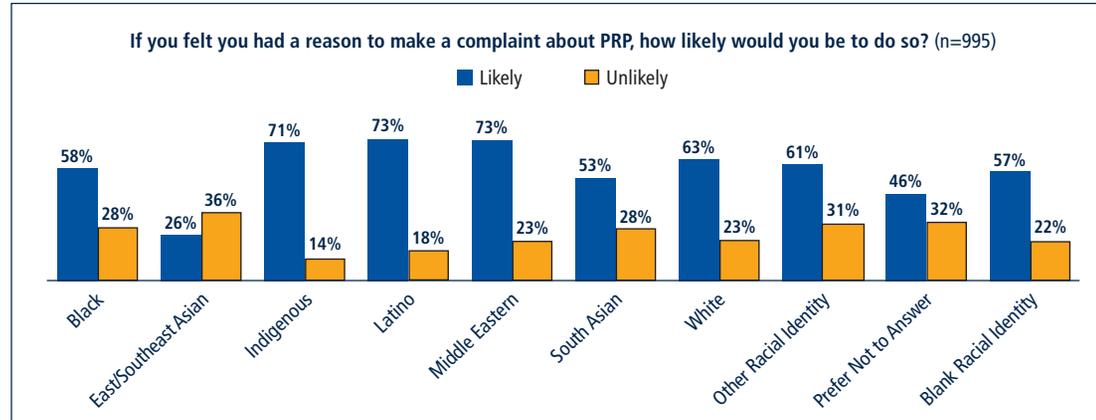
Complaints with Peel Regional Police

If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so?



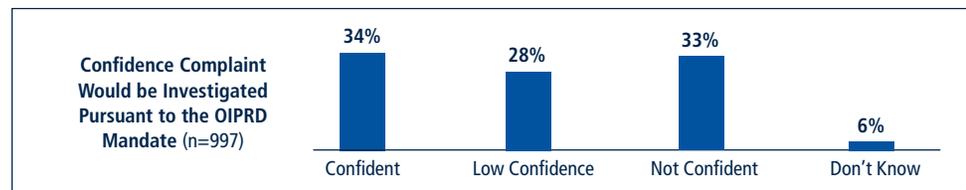
Excludes those who did not respond to the question.

Over half (56%) of survey respondents indicated they would likely make a complaint about PRP if they felt they had reason to. Twelve percent were neither likely nor unlikely and 27% felt they were unlikely to make a complaint, and 5% responded they did not know. Latino, Middle Eastern and Indigenous respondents were most likely to indicate they would make a complaint. East/Southeast Asian, Black and South Asian respondents are most unlikely to make a complaint.



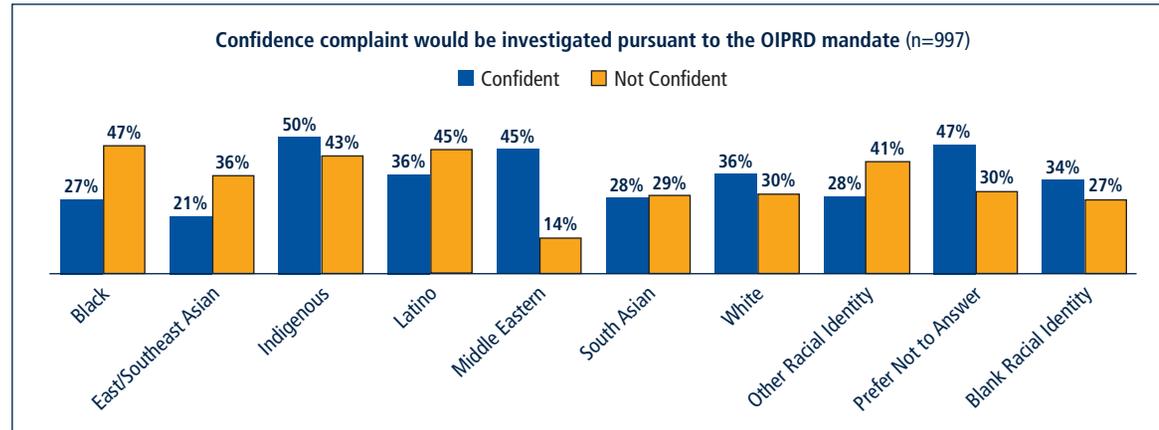
Does not add to 100% because neither likely nor unlikely is not illustrated in the chart.

How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately?



Excludes those who did not answer the question.

Approximately one third (34%) of question respondents were confident if they made a complaint about PRP pursuant to the OIPRD that it would be investigated appropriately and one third (33%) were not confident. One quarter (28%) of respondents had a low level of confidence. Looking at racial identity, almost half of Black and Latino respondents were not confident that an appropriate investigation would be conducted.



Does not add to 100% because low confidence is not illustrated.

Respondents were provided an opportunity to comment relating to the question of how confident they are that if they made a complaint about PRP, that it would be investigated appropriately. Comments (n=73) were varied, and included comments about the process and also about complaints that were made.

Accountability

- *We have had very little success with the OIPRD process, which usually comes back to tell us that th behaviour was justified in some way. The communities we work in feel that the police are simply not held accountable for their behaviour. (Female, South Asian, 45-54)*
- *I dont see officers held accountable for anything. They break the same laws they prosecute us for. I feel nothing will be done to hold officers accountable. Complaining only make me a target for retaliation. Who wants that???? (Male, Other racial identity, 35-44)*

Fellowship

- *Police look out for one another. (Male, Black, 35-44)*
- *Police investigating police is not reassuring of an independent investigation (Prefer not to answer, Middle Eastern, 25-34)*

No Response (to Complaint) / Not Satisfied with Result

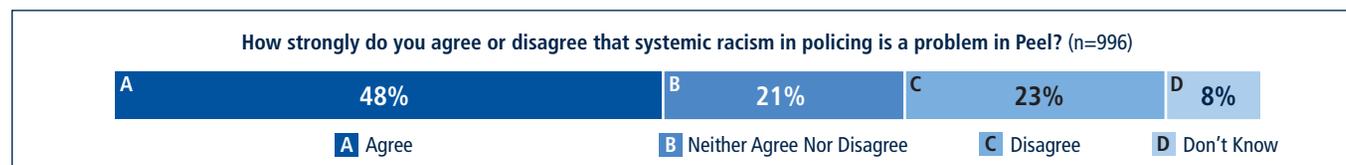
- *I have requested a review and assistance and was not responded to. (Prefer not to answer, Prefer not to answer, Prefer not to answer)*
- *The position is one solely on being reactive. I've made a number of reports on varying incidents and in each case there was a noted reactive approach rather than a response that would lead to a more positive outcome. (Male, Black, 45-54)*

Low, Relating to Confidence About the Process

- There is no way that the OIPRD, a body that is comprised of police officers, is going to fairly investigate a public complaint if the outcome disfavours the officer. (Female, Black, 45-54)
- Agencies that investigate their own wrongdoings can't be trusted (Prefer not to answer, Latino, 35-44)

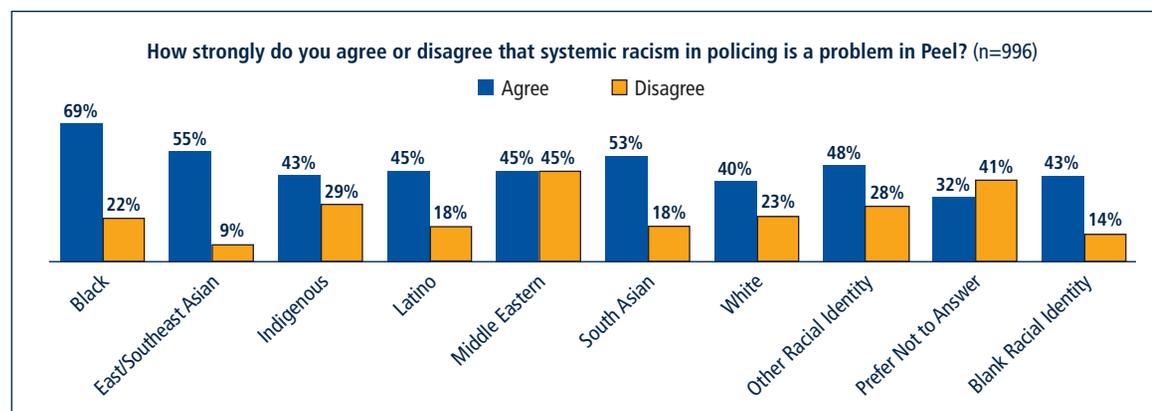
Systemic Racism

How strongly do you agree or disagree that systemic racism in policing is a problem in Peel?



Excludes those who did not answer the question.

While slightly less than half of question respondents (48%) indicated that they agree that systemic racism in policing is a problem in Peel, almost one quarter disagree (23%) or neither agree nor disagree (21%). The chart below illustrates the agreement that systemic racism is a problem in Peel by racial identity. Over half of Black, East/Southeast Asian and South Asian respondents agreed that systemic racism is a problem in policing in Peel.



Does not add to 100% because neither agree nor disagree is not illustrated.

Respondents were asked to provide their input into factors that they believe have enabled systemic racism to exist. Comments (n=343) most often focused around proportional representation of the community amongst PRP and hiring practices, training practices and (lack of) accountability; however other factors were also noted.

Lack of Diversity

- *Lack of representation and cultural understanding. Peel also has a long history of aggressive policing towards the Black community. That culture needs to change. (Female, Black, 35-44)*
- *Proportional representation of Peel doesn't show in the force, peel police is not diverse enough (Male, South Asian, 55-64)*

Training Practices

- *1. Lack of meaningful anti-racism training; 2. A culture in policing that prioritizes the rights of officers over those of the communities they serve; 3. Employing officers who do not live in Peel and who are not vested in the health and well-being of the communities they serve. (Male, White, 35-44)*
- *... When being educated and trained for policing such as in Police Foundations college, there needs to be compulsory classes on mental health (ptsd, cptsd, depression, anxiety, bipolar, borderline, schizophrenia, manic episodes, panic attacks, nervous breakdowns, disassociation, substance use disorders, concurrent disorders, personality disorders), education on domestic violence, sexual trauma, gender-based violence, rape culture, victim-blaming, consent, trauma-bonding, battered women's syndrome, stockholm syndrome, women's rights, and education on the history of antiBlack racism and racism in policing. Cops need to be educated similar to how social service workers are educated in college, and trained like how nurses and crisis workers are trained to safely de-escalate people. (Female, Black, 25-34)*

Accountability

- *Lack of accountability mechanisms for the police There is no oversight body that can meaningfully address misconduct Police are not required to speak Police don't discipline their own Police don't engage in transparency Police disappear problems, not address them (Non-binary, Prefer not to answer, 25-34)*
- *No accountability. Officers are allowed to behave however they want to behave with anyone (Transgender male, Black, 25-34)*

Hiring Practices

- *Poor hiring practices and police must represent its population (Male, South Asian, 25-34)*
- *Lack of adequate leadership. Lack of emotional training. Process of being an officer is not vetted enough and there are no barriers to entry. Police use power as a tool to carry out personal racial issues. (Male, Black, 25-34)*

Discriminatory Practices

- *system racism bias, stereotypes and discrimination of minorities and racialized communities. criminal charges for racialized communities more than White families. (Female, South Asian, 35-44)*
- *Generally minorities are disproportionately over policed and criminalize more than caucasian people. (Male, Black, 45-54)*
- *Systemic racism is embedded in all institutions. Police most often look at Blacks, Indigenous and other racialized people as known criminals, drunks, thieves and thugs. Being stopped by police on the streets or while driving for no apparent reason except for the colour of your skin. (Female, Black, 75 years or older)*

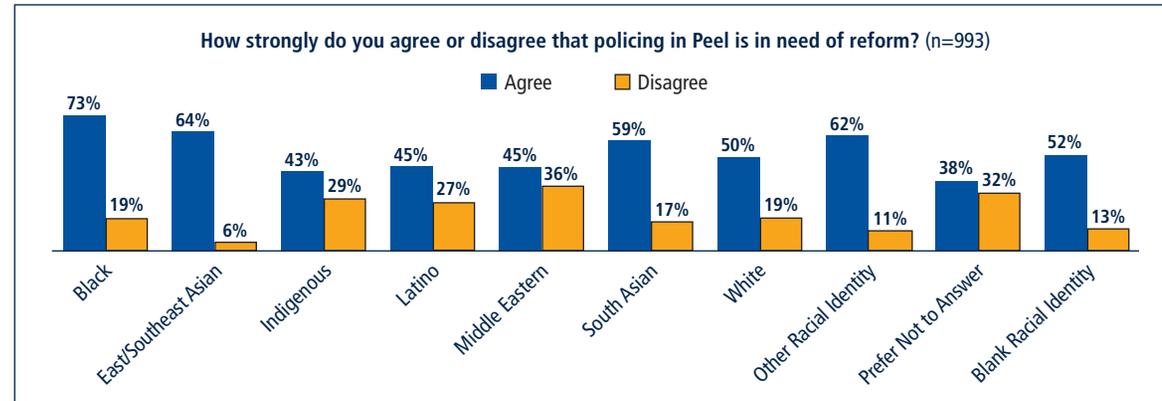
Is Policing in Peel in Need of Reform?

How strongly do you agree or disagree that policing in Peel is in need of reform?



Excludes those who did not answer the question.

Slightly over half of those who responded to the question felt that policing in Peel is in need of reform. The percentage breakdown of those who neither agree nor disagree (21%) and disagree (19%) are similar. The chart below illustrates the agreement that policing in Peel is in need of reform by racial identity. Black respondents were more likely than other groups to agree that policing in Peel is in need of reform. Middle Eastern, Indigenous and Latino respondents were more likely than other groups to disagree that policing in Peel is in need of reform.



Does not add to 100% because neither agree nor disagree is not illustrated.

Respondents were able to provide input into key changes that are needed to bring about reform. Comments (n=386) most often focused around training practices such as training related to mental health and anti-racism, mental health support, community engagement/relations and accountability; however other factors were also noted.

Training Practices

- *More Anti-Racism & sensitivity training, more training on reactive behaviour when in the field & adrenaline kicks in/including lots of live experiences to practice this. Body cameras on each and every officer at all times to monitor their behaviour in the public. Any complaints investigated thoroughly by outside agency, including how the receipt of complaints is set up. Allow for more anonymous public feedback like this survey. (Female, White, 45-54)*
- *Anti-racism training, mental health crises training, diversity hiring, race based data, better transparency and accountability (Female, South Asian, 45-54)*

Mental Health Support

- *My father used to say “Right tool, right job” and I believed that that is applicable here. Hire mental health workers who will better be able to handle mental health crisis’ Officers with weapons, sirens, etc, are horrible for anyone who’s going through a crisis. The embarrassment of the squad car, the fear of the weapons, the fear of repercussion for acts that aren’t illegal. End the power trip. (Male, White, 18-24)*
- *The world is changing and the police forces need to change with it. More training on recognising issues within the community, such as: Mental health training - for the public (especially during a pandemic) Substance abuse issues in the community Recognising PTSD and other mental health issues internally (within themselves or other officers) Another key change that has had a good start is diversity within the PRP. I am seeing a more diverse workforce. What I would like to see is recruiting from within the community. (Female, White, 35-44)*

Community Engagement/Community Relations

- *community engagement- build a positive connection with youth and minorities in the community that they do not hesitate to reach out for help from police. (Female, South Asian, 18-24)*
- *Continue building bridges of understanding and trust through engagement, education and awareness with community stakeholders including businesses, places of worship, community groups and the public (Male, South Asian, 45-54)*
- *Firstly, I don’t believe police should attend or at least not attend in uniform for person in distress (mental illness). If someone is saying they are going to kill themselves, the last thing they need is the presence of uniforms. It is also embarrassing to be taken in a cruiser to the hospital. Not helpful to the mental well-being of the person. In addition, police should have opportunity for education about different cultures along with sensitivity training to be able to deal and understand the Peel population. More community engagement is important for both Police and public. (Female, White, 55-64)*

Accountability

- *Oversight and accountability for actions. Open communication between police and members of the community. But, this goes both ways,*
- *the community must understand and respect the difficulties and pressures that members of the police force have to face every day. (Female, Other racial identity, 55-64)*
- *Hold each officer personally accountable and suspend without pay until the issue is resolved. Civilian oversight is key and should be diverse and representative of the community served. (Female, Black, 55-64)*

Diversity/Diversity and Inclusion

- *Diversity is important among the different teams the force puts together, as it allows for multiple perspectives to come together to make better judgements when dealing with civilians. (Male, Other racial identity, 25-34)*
- *More diversity in recruitment (Female, Other racial identity, 55-64)*
- *Hiring ethnically diverse police officers representing the percentage population being policed in the Peel region. Hiring officers who live in Peel region. (Male, East/Southeast Asian, 45-54)*

Transparency

- More transparency regarding misconduct, hiring targets for non-White officers to better represent Peel region and requiring more officers to actually live in Peel. (Male, Prefer not to answer, 55-64)
- I think policing in general is in need of reform. But I also feel like the system operates in the form it was meant to, so often times I feel like reform is this nice idealistic thing. But I think removing most mental health operations from the police duties would be a start. I would probably have less officers with lethal weapons. More transparency, more accountability. Less police officers in official uniform trying to stand out from the community instead of being part of it. (Male, Black, 25-34)

Defund/Resource Reallocation

- Disarming and Defunding of Police and reallocation of funds into programs and supports in marginalized communities that target the root cause of crimes committed. Ex: affordable housing being built in lieu of violently rampaging those who are homeless... (Female, Black, 35-44)
- Defund the police and re-direct funding to mental health services, housing, healthcare and education. (Female, White, 25-34)
- redirect resources from policing to other agencies that are better equipped to handle the variety of situations that emerge. (Prefer not to answer, Prefer not to answer, Prefer not to answer)

Victim Support

- Better response to victims in a crime and less judgement around someone who may be in the wrong place at the wrong time, and may seem like an alleged suspect. (Female, White, 55-64)
- Be more considerate of the person in question try to look at things in different angle and don't paint everything with the same brush. (Female, South Asian, 45-54)

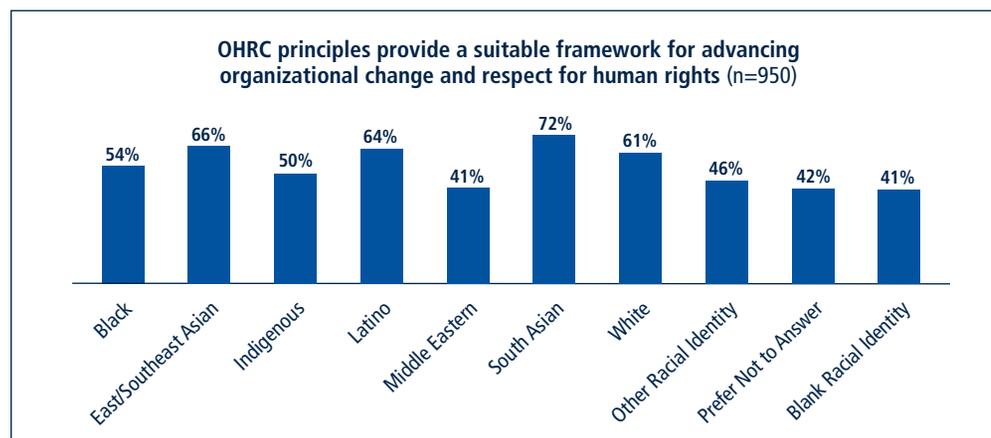
OHRC Principles for Addressing Systemic Racism in Policing

Do you think that the OHRC seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel?



Excludes those who did not answer the question.

Over half (58%) of those who responded to the question felt that the seven principles for addressing systemic racism in policing relate to policing in Peel. 24% of respondents indicated 'I don't know', and 19% indicated 'No'. South Asian, East/Southeast Asian and Latino respondents were most likely to indicate the seven principles provide a suitable framework.



Respondents were given the opportunity to comment on the seven principles for addressing systemic racism as they relate to policing in Peel. Comments (n=154) generally were about topics surrounding defunding or reallocation of funds, confidence on the implementation the principles, data collection, the need for more in the framework, involving the community, and accountability. There were also comments about feeling that assumptions are being made against police, and feeling that racial profiling, systemic racism or racism is not an issue or does not exist.

Defund / Decreased / Funding / Reallocation of Funds

- *Reallocation of funding should be the number one recommendation/principle. More funding is not the answer. More specific community engagement is also important. (Female, White, 25-34)*

Implementation / Framework Not Required

- *It's fine to say these things, but how often is bad policing punished? These kinds of commitments have been stated again and again over the years, but nothing changes. (Female, White, 25-34)*

Data Collection

- *You won't be able to come to any conclusions regarding race data. Our city is so diverse that the results won't mean anything. This is failure set up. (Female, East/Southeast Asian, 35-44)*

Additional Principles Required

- *It is a good start, but more can always be done. (Female, White, 18-24)*

Community Involvement

- *This is performative. Community needs to be consulted and cocreate this (Male, Black, 35-44)*

Accountability

- *It's great to have these principles but if there's no accountability or any measure of accountability then they're mute points. Just there to let us know they're thinking about it but who's putting it into action? Who's keeping who accountable? (Female, Black, 45-54)*

Assumptions About Police

- *Principles are flawed and leading full of politically correct assumptions against the Police. (Male, Black, 18-24)*

Denial of Racial Profiling, Denial of Racism, Denial of Systemic Racism, Non-Issue

- *You are making a problem that doesn't exist, police officers are very professional and have a lot of training. Yes they will make mistakes but so does everyone. (Male, Black, 25-34)*
- *It leans to heavily to this being an overriding factor in policing. There are many more important reforms needed in the justice system than there are to the "police" themselves. Realistic sentencing of offenders in lieu of the incredibly lenient system we have now, and personal accountability for people of all races vs blaming the system or the police. (Male, blank racial identity, 45-54)*

Other OHRC Principles for Inclusion

Respondents were asked to provide any other principles that were not already included within the seven principles outlined by the OHRC for addressing systemic racism in policing. However, many comments related to items that are included within the current framework, such as data collection, organizational change, monitoring and accountability, engagement, and policy guidance. Comments (n=309) were also around subjects such as discipline, diversity, mental health support, and transparency.

Data Collection

- *using race based statistics to figure out where the issues lay and get the help to those neighbourhoods, not just to "fix" a problem that doesn't exist. Balance is what is required and ensure that your statistics are managed correctly, drill them down ie repeat offenders have more contact and negative contacts with police versus the general non offending public members. Those numbers have been ignored in the past, get it right this time, too much on the line!! (Female, Prefer not to answer, 55-64)*

Organizational Change

- *Regarding organizational change, including the development of critical thinking (Female, White, 55-64)*

Monitoring & Accountability

- *Accountability is another principle that should be considered for this framework; holding fellow officers accountable for their actions and their values. (Prefer not to answer, Prefer not to answer, 25-34)*

Engagement

- *Listening to the community is a big part of the framework and I believe Peel Police listens to their community. (Male, Middle Eastern, 35-44)*

Policy Guidance

- *You need to add anti oppressive questions and full blown screening into your hiring. If they don't pass with an equity focus and an understanding systemic racism and how it operates in the police force and society. They should not be hired. (Female, White, 35-44)*

Discipline

- *Disciplinary action to ensure that if discrimination occurs and is witnessed the individual responsible should be suspended and investigated. This is important to reduce distrust in policing services (Male, Black, 35-44)*

Diversity

- *That the leadership truly reflect the community. Not enough to have leadership from the different groups in the Region. Diversity of thought is just as important as diversity of religion, race, sexual orientation, gender, etc. (Male, Black, 45-54)*

Mental Health Support

- *Mental health, how to properly react to those who are in a crisis instead of making it worse. (Female, Other racial identity, 25-34)*

Transparency

- *Yes. Transparency: regularly and frequently share policies, race data, and body cam footage with the public. This information to be shared in a timely and easily accessible format. (no demographic information)*

Community Engagement and the Human Rights Project

Do the three elements of the community engagement process meet your expectations for enabling your voice to be heard?

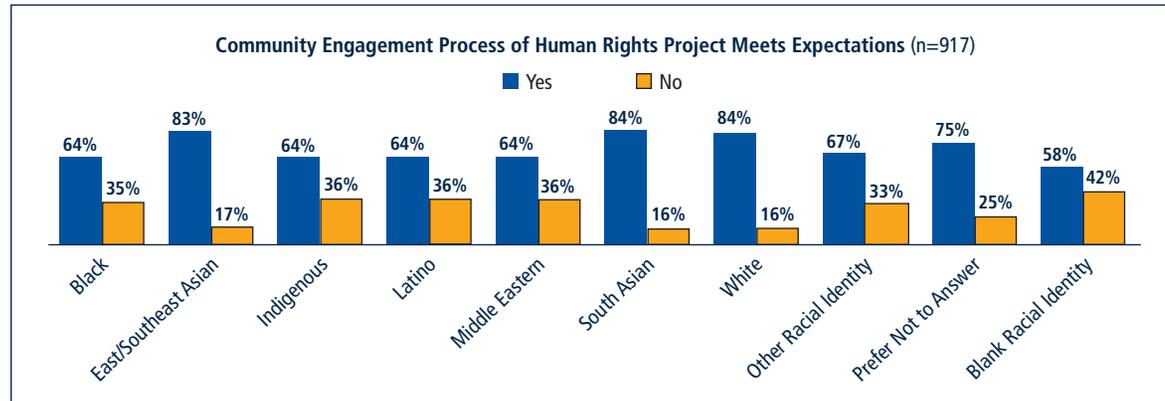
Over three-quarters (78%) of those who responded to the question felt that the three elements of community engagement of the Human Rights Project enable their voice to be heard. The elements are:

1. Delivering this survey and reporting on the results.
2. A series of community engagement sessions.
3. Opportunities for community members to comment on recommendations designed to identify and eliminate systemic racism in policing.



Excludes those who did not answer the question.

South Asian, White and East/Southeast Asian respondents were most likely to indicate that the three elements of community engagement of the Human Rights Project enable their voice to be heard. Those who did not identify their race, Indigenous, Latino, and Middle Eastern respondents were most likely to indicate they do not feel the process is enabling their voices to be heard.



Respondents were given the opportunity to comment on the community engagement process. Comments (n=147) varied, and some were made regarding increased outreach, and implementation. There were also general comments about the community engagement process.

Implementation

- *Unfortunately his is the season of covid so this seems to be the only things. Other wise I would say there needs to be several sessions of open townhalls held in different parts of Peel Region. As we cant do that then I would say that it becomes your responsibility the reach out to all the organisations doing work in Peel so that we are able to learn of these consultations. I learned of this from someone else it did not come through to me from my work. (Female, Black, 45-54)*

Increased Outreach

- *More outreach to reach those who are truly impacted. (no demographic information)*
- *More is needed not just few chats (Male, South Asian, 65-74)*

General Comments (Examples)

- *I don't have any faith in these. Let's see (Prefer not to answer, Other racial identity, Prefer not to answer)*
- *we've done this before and been here before and nothing has changed. (Other, Other racial identity, 25-34)*
- *Although, until there is any sort of action and change this is all simply recommendations (Prefer not to answer, South Asian, Prefer not to answer)*
- *Better planning with respect to reaching minorities and also promoting these sessions. People are unaware of these steps. (Male, Black, 35-44)*
- *More follow up, including a community board responsible with supporting the implementation of feedback, is necessary in order to put these results into action. Results for results sake is not helpful. More accountability is necessary. (Female, White, 25-34)*

Other Concerns and Comments

Respondents were asked to comment on any other issues or concerns that they would like to note. Comments (n=282) focused on wanting more community engagement, concerns related to traffic safety, and accountability. There were also general comments related to support for the feedback process.

Accountability

- *Get rid of the known corrupt police. Retrain and retain those who prove themselves to be unbiased. Insist that the police hold each other accountable. (Male, Black, 35-44)*
- *We have much respect/appreciation for our officers. What is needed is for the guilty to be held accountable when found guilty of wrong doings at any level (Female, Black, 65-74)*

Public Engagement / Youth Engagement

- *I would love to see more officers in my community coming through my complex and engaging with those that live there, especially the children. It would be good for them to see the police on a positive level rather than just when there's a potential crime. (Female, White, 35-44)*
- *Do more community engagement. Build trust with the people in the community. (Female, Black, 75 years or older)*
- *More community engagement and involvement in places where trust is lost between the community and police once COVID restrictions have been lifted. Such as hosting fun activity days for kids and teens, workshops even meetings, event days etc. (Female, South Asian, 18-24)*

Traffic Safety

- *Street racing/speeding (Female, White, 55-64)*
- *Traffic infractions are rampant in the region. Everything from stunt driving, to unsafe modified vehicles to drivers running stop signs and rolling right turns on a red. I think PRP PR should be publishing statistics on the number of stops and charges laid for traffic offenses because the public certainly has the perception that traffic is way down on the PRP priorities. (Male, Other racial identity, 55-64)*

Support for Feedback Process

- *Policing is a very challenging and difficult job and we thank those who serve and protect us. We have gone through many changes over the years and we need to show that our police service is nimble and able to adjust to the changes in our communities. There needs to be a collaborative approach and the community needs reassurance that they are not only being heard, but there is action. Actions will always speak louder than words. Thank you for this survey. Keep safe and keep well. (Male, Black, 45-54)*
- *I think it's a positive step that you are reaching out to the community for our opinions. I look forward to seeing how the results shape, influence your overall plan to improve policing and the safety of our community (Female, White, 45-54)*

Measures of Success

Survey respondents were asked to note what they thought would be the ultimate measure of success for this Human Rights Project. The more frequent comments (n=422) were related to increased trust, increased police-community relations/positive police-community relations, community safety, decrease in complaints, equality/fairness, diverse police force, increased accountability, decreased crime rates, defunding/re-allocation of funds, and decreased negative race based interaction.

Increased Trust

- *To get to a place of trust between the police and the community. When young people feel comfortable and safe enough to engage with and turn to the police for help. (Female, Other racial identity, 55-64)*

Increased/Positive Police-Community Relations

- *Positive general feedback from the public, as well as marginalized and visible minority groups. (Female, Other racial identity, 35-44)*

Community Safety

- *Safe community and positive police-community relationship. (Female, White, 45-54)*

Decreased Complaints

- *to see a decrease in the number of valid complaints about police, and to see an increase in the community perception of police (Female, Black, 45-54)*

Equality/Equity /Equal and Fair Treatment / Fairness

- *Fair treatment for ALL (Female, Black, 45-54)*

Diverse Police Force /Diverse Leadership / Diverse Workforce

- *To see a force that have equitable representation of the community it serves. In addition to community collaboration with organizing of events for bringing people together to celebrate each other and build relations between community and police. (Male, Black, 35-44)*

Increased Accountability

- *When the public trust of police is achieved. Police must do better with how they engage, police and interact with the community. This also is impacted by the lack of police accountability in doing wrong. Officers who do wrong should be held accountable and publicized for the public to know that no one is above the law. (Male, Black, 35-44)*

Decreased Crime Rates

- *Crime is reduced, community feel safe, police officers who have records are removed from the force, officers who are aware of crimes or misconduct/drugs... and not reported them but enable them are removed from the force. (Female, South Asian, 65-74)*

Defund /Funding Re-allocation / Budget Re-allocation

- *Less funding for the police, more funding for community groups and programmes dedicated to addressing issues that eventually lead to crime. (Female, White, 25-34)*

Decreased Negative Race-Based Interaction

- *The mean number of negative incidents between PRP & POC is reduced. Data collection will show that within statistical allowances for race and social norms little to no bias exists. Mental health funding from the higher levels of government would be used to training crisis intervention teams who would do wellness checks etc. Police budget as is should be spent to perform core police activities. Stop using the police force as the stop gap for deficiencies in other services. (Male, Other racial identity, 55-64)*



Appendix A | 2021 Community Survey on Policing in Peel

Introduction

Peel Regional Police, the Peel Police Services Board and the Ontario Human Rights Commission (OHRC) are working together to develop recommendations to address systemic racism in policing. As part of this process, we are asking for community feedback on experiences with, and perceptions of, Peel Regional Police. Please take about 15 minutes to answer the following questions.

All responses will remain confidential and anonymous. Results will be reported as a whole and not linked to any individual.

1. Please indicate your connection with Peel Region (check all that apply).

- Live in Brampton Work in Brampton Neither live nor work in Brampton or Mississauga
 Live in Mississauga Work in Mississauga

Perception

2. Please provide your perspective on the following statements:

	Strongly Agree	Agree	Neither Agree Nor Disagree	Strongly Disagree	Don't Know
Peel Regional Police officers are effective when responding to incidents involving people experiencing mental health crises.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peel Regional Police have demonstrated a commitment to achieving meaningful police reform.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better training for Peel Regional Police officers (such as anti-bias training) is an important aspect of combatting systemic racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collecting detailed race-based data (on stops, searches, use of force and other police actions) will help identify potential problems with racially biased policing in Peel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are a number of tasks currently performed by Peel Regional Police that could be better performed by other organizations and agencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reducing the range of police tasks that are better performed by other agencies and where appropriate, shifting funds to other agencies is an essential aspect of reform efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a police officer is engaging in misconduct (e.g. using excessive force) his or her fellow officers should be required to immediately intervene to stop the misconduct from continuing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Police body cameras are an important tool for enhancing police accountability and transparency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Experiences with Peel Regional Police

3. In the last 2 years, have you had any interactions with Peel Regional Police?

- Yes No

4. What was the nature of the interaction(s)? (Select all that apply)

- Community Engagement Stopped While Walking or Standing in a Public Place or Street
 Called to Report a Crime or Ask for Help Stopped or Approached for Some Other Reason
 Interviewed as a Victim of a Crime or Witness to a Crime Questions or Interrogated as a Suspect
 Stopped While in a Car as a Passenger or Driver Been Arrested
 Other (Please Specify)

5. Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police?

- Very Positive Somewhat Positive Neither Positive nor Negative Somewhat Negative Very Negative

Please provide feedback on your experience.

6. If you described these interactions as negative, do you believe that discrimination was a factor in your experience?

- Yes No Not Applicable

If yes, please explain why you think discrimination was a factor.

7. In the last 2 years are you aware if anyone close to you (a family member or friend) had any interactions with Peel Regional Police?

- Yes No

8. What is your understanding of the nature of the interaction(s)? Select all that apply.

- Community Engagement Stopped or Approached for Some Other Reason
 Called to Report a Crime or Ask for Help Questioned or Interrogated as a Suspect
 Stopped While in a Car as a Passenger or Driver Been Arrested
 Stopped While Walking or Standing in a Public Place or Street I Don't Know
 Other (Please Specify)

9. Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police?

- Very Positive Somewhat Positive Neither Positive nor Negative Somewhat Negative
 Very Negative I Don't Know

Please provide feedback on their experience.

10. If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction?

- Yes No I Don't Know

If yes, please explain why you think discrimination was a factor.

11. If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so?

- Very Likely Likely Neither Likely nor Unlikely Unlikely
 Very Unlikely Don't Know

12. How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately?

- Very Confident Confident Somewhat Confident Slightly Confident
 Not Confident at All Don't Know

Comment

13. How strongly do you agree or disagree that systemic racism in policing is a problem in Peel?

- Strongly Agree Agree Neither Agree nor Disagree Disagree
 Strongly Disagree Don't Know

14. If you agree or strongly agree, please describe the factors that you believe have enabled systemic racism to exist.

15. How strongly do you agree or disagree that policing in Peel is in need of reform?

- Strongly Agree Agree Neither Agree nor Disagree Disagree
 Strongly Disagree Don't Know

16. If you agree or strongly agree, what are the key changes needed to bring about reform?

OHRC Principles for Addressing Systemic Racism in Policing

In 2019, the OHRC released its *Policy on Eliminating Racial Profiling in Law Enforcement*. Having been informed by best practices from police organizations in Canada, the US and the UK, the Policy put forth seven key principles for advancing positive change and respect for human rights in law enforcement. These principles are as follows:

Acknowledgment: Substantively acknowledging the reality of racial profiling, including the impact it has on individual and community well-being and trust in law enforcement, and recognizing the specific impact on Indigenous peoples and racialized communities and individuals.

Engagement: Active and regular engagement with diverse Indigenous and racialized communities to obtain frank and open feedback on the lived experience of racial profiling and effective approaches to combatting it.

Policy Guidance: Adopting and implementing all appropriate standards, guidelines, policies and strict directives to address and end racial profiling in law enforcement.

Data Collection: Implementing race data collection and analysis for identifying and reducing disparity, and managing performance

Monitoring and Accountability: Regularly monitoring racial profiling, and setting robust internal accountability mechanisms at the governance, management and operational levels.

Organizational Change: Implementing multi-faceted organizational change (for example, in relation to training, culture, hiring, incentive structures etc.) consistent with the OHRC's guide, *Human rights and policing: Creating and sustaining organizational change*.

Multi-Year Action Plan: Form anti-racist action plans featuring initiatives geared toward achieving short-term and long-term targets for advancing all of these principles.

17. Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel?

Yes No Don't Know

If no, please explain:

18. Are there any other principles that should be considered in the framework?

19. What would be the ultimate measure of success for this Human Rights Project?

Community Engagement

During summer and fall 2021, the community engagement aspects of the Human Rights Project will include (1) delivering this survey and reporting on the results, (2) a series of community engagement sessions, and (3) opportunities for community members to comment on recommendations designed to identify and eliminate systemic racism in policing.

20. Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard?

- Yes No

If no, please explain:

21. Please use the space below to comment on any other issues or concerns that you would like us to consider.

Demographic Questions

Your responses to the following demographic questions will be used to help identify concerns of, and programming for, community groups.

22. What is your racial identity?

- Black (African, Afro-Caribbean, African-Canadian descent)
- East/Southeast Asian (Chinese, Korean, Japanese, Taiwanese descent; Filipino, Vietnamese, Cambodian, Thai, Indonesian, other Southeast Asian descent)
- Indigenous (First Nations, Métis, Inuit descent)
- Latino (Latin American, Hispanic descent)
- Middle Eastern (Arab, Persian, West Asian descent, e.g. Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)

-
- South Asian (South Asian descent, e.g. East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)
 - White (European descent)
 - Prefer Not to Answer
 - Other Racial Identity (Please Specify)

23. What is your gender identity?

- Female
- Male
- Transgender Female
- Transgender Male
- Non-Binary
- Prefer not to answer
- Other (Please Specify)

24. What is your age range?

- 12-17 years old
- 18-24 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- 55-64 years old
- 65-74 years old
- 75 years or older
- Prefer Not to Answer

25. Do you consider yourself to be a person living with a mental health condition?

- Yes No Prefer Not to Answer

26. Are you a member of the LGBTQ2S+ community?

- Yes No Prefer Not to Answer

27. Where were you born?

- Born in Canada Born Outside of Canada Prefer Not to Answer

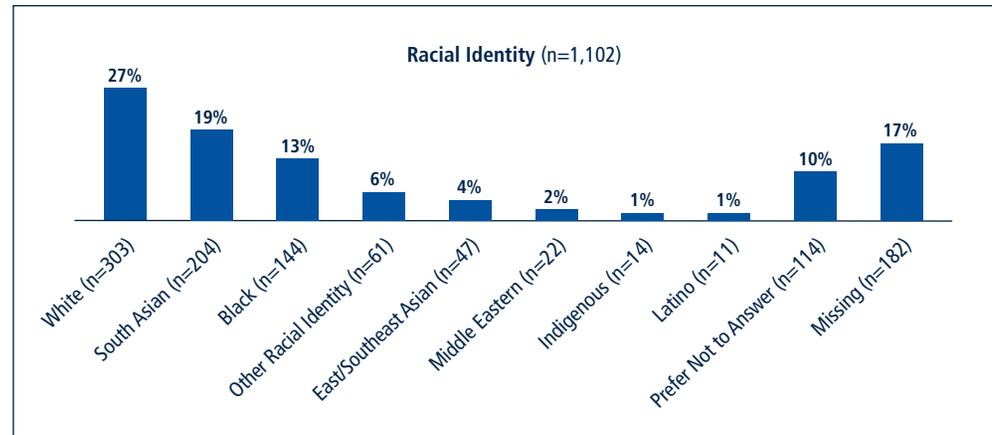
28. What was the total combined income for all the people in your household, before taxes, in 2020?

- Less than \$25,000
 \$25,001 to \$50,000
 \$50,001 to \$75,000
 \$75,001 to \$100,000
 \$100,001 to \$150,000
 Over \$150,000
 Prefer Not to Answer



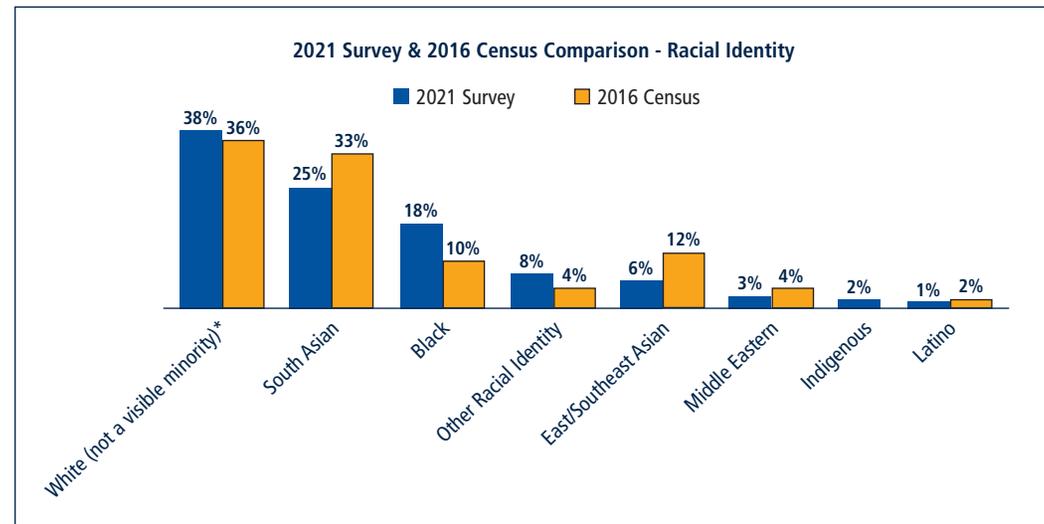
Appendix B | Demographics

What is Your Racial Identity?



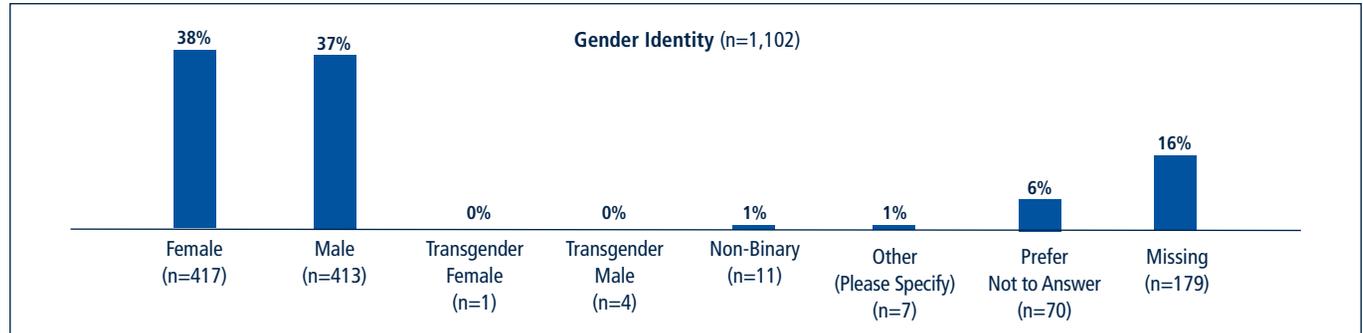
A complete list of racial identities included in each category are included in the survey which can be found in Appendix A.

For comparison with the 2016 Census for the Peel Regional Police (PRP) Policing area, only the survey responses of those who indicated their racial identity (n=806) were used. The percentages were fairly consistent between the groups. The survey had eight percent less survey respondents who indicated they were South Asian than the 2016 Census and eight percent more survey respondents identified themselves as Black than in the 2016 Census.



*Indigenous is included in 'not a visible minority' population in the 2016 Census.

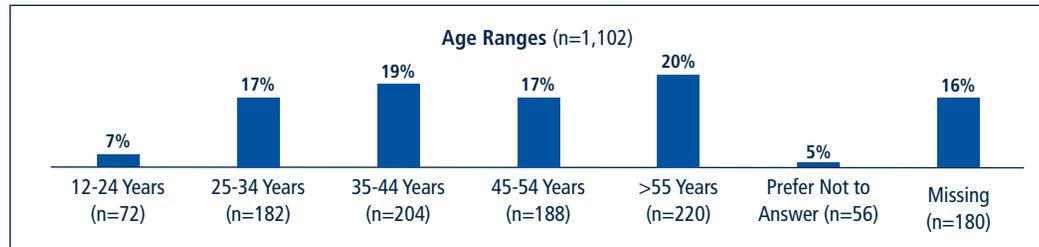
What is Your Gender Identity?



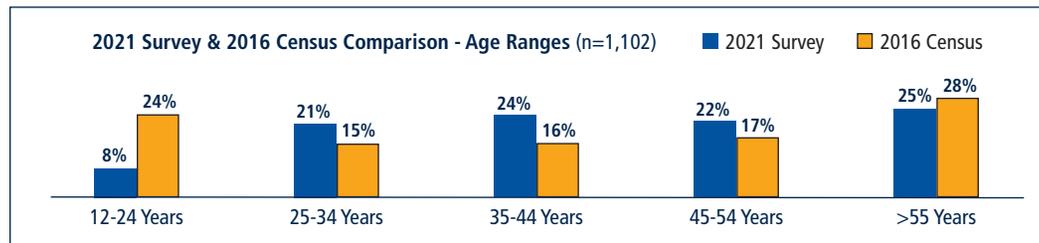
For comparison with the 2016 Census for the PRP Policing area, only the survey responses of those who indicated their gender identity (n=853) were used. The survey breakdown of male and female is consistent with 2016 Census data.

Census - 49% Male & 51% Female. Survey - 50% Male & 50% Female. Transgender and Non-Binary information was not available in the 2016 Census data.

What is Your Age Range?

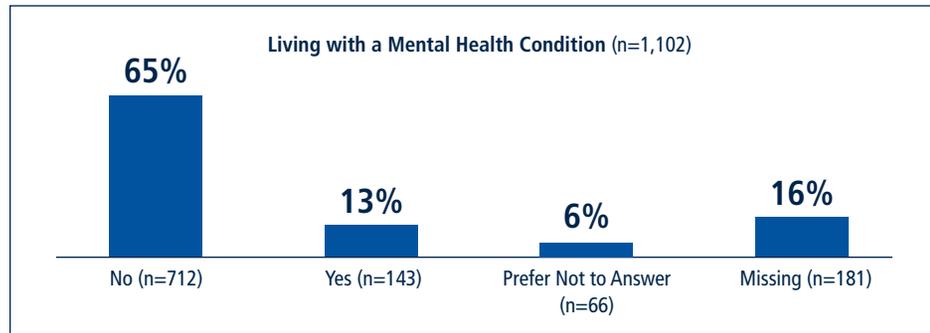


Overall there was a fairly even distribution of age groups that responded to the survey. All of the age range percentages with the exception of the 12-24 years old age range only varied by 3% (from 17% to 20%).



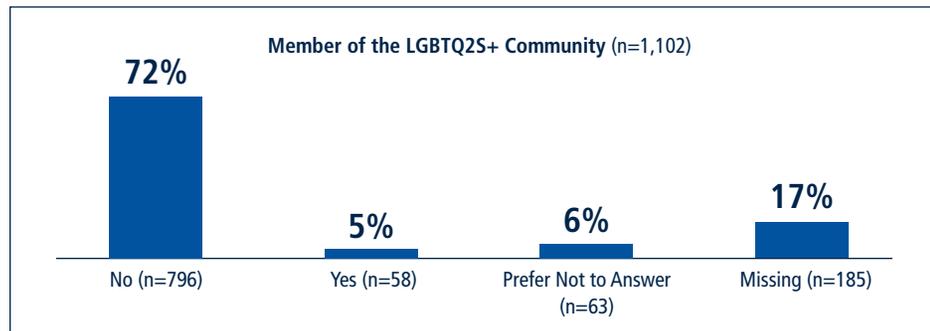
When comparing to the 2016 Census data, the census did not have an exact age grouping for the 12-24 years of age range, therefore the age range of 10-24 was used for comparison which may be affecting the percentage differences in that age range grouping. Additionally, we would anticipate that the survey response for those under 18 would be relatively low. Also, only the survey responses of those who indicated their age range (n=866) were used.

Do you consider yourself to be a person living with a mental health condition?



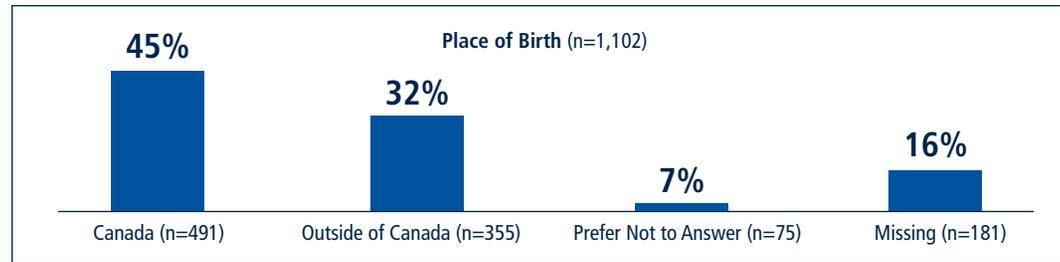
Thirteen percent of those who responded to the survey indicated they consider themselves to be living with a mental health condition. Approximately two-thirds (65%) of respondents did not consider themselves to be living with a mental health condition and 16% did not respond to the question.

Are you a member of the LGBTQ2S+ community?

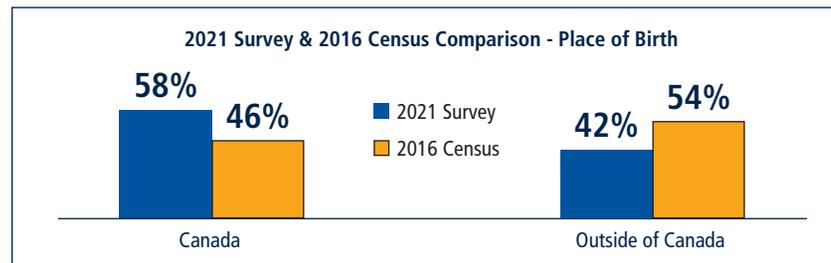


Five percent of those who responded to the survey indicated that they were a member of the LGBTQ2S+ community. 17% of respondents did not answer the question and 72% indicated that they were not a member of the LGBTQ2S+ community.

Where were you born?

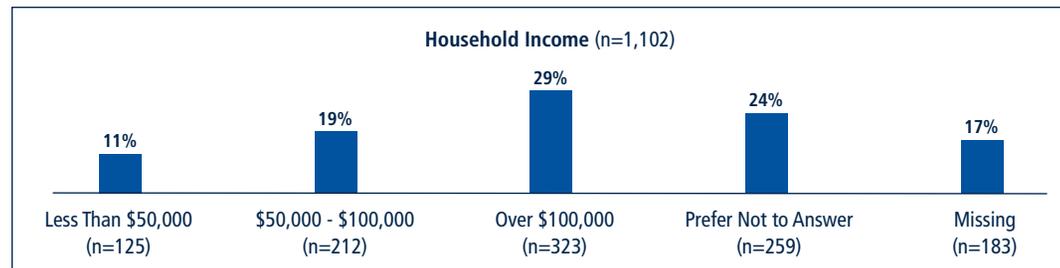


Almost half of respondents (45%) to the survey indicated they were born in Canada and 32% indicated they were born outside of Canada.

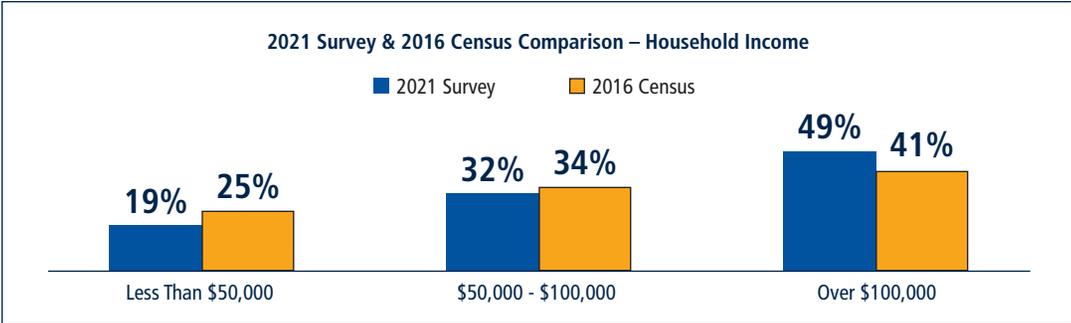


For comparison with the 2016 Census for the PRP Policing area, only the survey responses of those who indicated their place of birth (n=846) were used. For the 2016 Census data if a respondent indicated they were a non-immigrant they were considered born in Canada and if they indicated they were an immigrant they were considered born outside of Canada. Fewer survey respondents were born outside of Canada (42%) than in the 2016 Census data (54%) and more survey respondents were born in Canada (58%) compared to the 2016 Census data (46%).

What was the total combined income for all the people in your household, before taxes, in 2020?



Almost one third (29%) of survey respondents said that their household income was over \$100,000. Almost one quarter (24%) indicated that they preferred not to answer the question.



For comparison with the 2016 Census for the PRP Policing area, only the survey responses of those who indicated their household income (n=660) were used. Results show a fairly even distribution in the household income ranges between the two datasets.



Appendix C | Results Tables

Overall Survey Findings

Please indicate your connection with Peel Region (n=1,102)	Live (B)	Live (M)	Work (B)	Work(M)
	47%	40%	22%	24%

Please Provide Your Perspective on the Following Statements (n=1,102)	Agree	Neither	Disagree	Don't Know	Missing
Police officers should be required to intervene to stop the misconduct of fellow officers.	87%	7%	4%	1%	0%
Police body cameras are a tool to enhance accountability and transparency.	84%	8%	6%	1%	1%
Better training is important to combat systemic racism.	74%	12%	12%	1%	0%
There are a number of tasks currently performed by PRP that could be better performed by other agencies.	62%	15%	14%	9%	1%
Collecting race-based data will help to identify problems with racially biased policing.	61%	13%	21%	3%	1%
Reduce range of police tasks and shift funds to other agencies is an essential aspect of reform.	60%	15%	18%	6%	1%
PRP demonstrated commitment to achieving police reform.	45%	17%	29%	8%	0%
PRP is effective when responding to mental health incidents.	38%	14%	33%	14%	0%

Personal Interaction(s)

In the last 2 years, have you had any interactions with Peel Regional Police? (n=1,102)	Yes	No	Missing
	58%	42%	1%

What was the nature of the interaction(s)? (n=634)	
Community engagement.	36%
Called to report a crime or ask for help.	35%
Interviewed as a victim or witness to a crime.	13%
Stopped while in a car as a passenger or driver.	24%
Stopped while walking or standing in a public place or street.	4%
Stopped or approached for some other reason.	8%
Questioned or interrogated as a suspect.	3%
Been arrested.	2%
Other	22%

Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police? (n=595)	Positive	Neither	Negative
	60%	10%	30%

If you described these interactions as negative, do you believe that discrimination was a factor in your experience? (n=180)	Yes	No	Not Applicable
	66%	23%	11%

Friend/Family Interaction(s)

In the last 2 years are you aware if anyone close to you (a family member of friend) had any interactions with Peel Regional Police? (n=1,102)	Yes	No	Missing
	41%	55%	4%

What is your understanding of the nature of the interaction(s)? (n=457)	
Community engagement.	23%
Called to report a crime or ask for help.	32%
Stopped while in a car as a passenger or driver.	38%
Stopped while walking or standing in a public place or street.	12%
Stopped or approached for some other reason.	16%
Questioned or interrogated as a suspect.	11%
Been arrested.	11%
I don't know.	5%
Other	12%

Based on what you know about how the interaction(s) unfolded how would you describe their experiences with Peel Regional Police? (n=438)	Positive	Neither	Negative	Don't Know
	39%	11%	47%	2%

If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction? (n=208)	Yes	No	Don't Know
	70%	16%	13%

If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so? (n=995)	Likely	Neither	Unlikely	Don't Know
	56%	12%	27%	5%
How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately? (n=997)	Confident	Low Confidence	Not Confident	Don't Know
	34%	28%	33%	6%
How strongly do you agree or disagree that systemic racism in policing is a problem in Peel? (n=996)	Agree	Neither	Disagree	Don't Know
	48%	21%	23%	8%
How strongly do you agree or disagree that policing in Peel is in need of reform? (n=993)	Agree	Neither	Disagree	Don't Know
	55%	21%	19%	5%
Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel? (n=950)	Yes	No	Don't Know	
	58%	19%	24%	
Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard? (n=917)	Yes	No		
	78%	22%		

Survey Findings Reported by Racial Identity

	Overall Survey Findings					Black	East/Southeast Asian	Indigenous	Latino	Middle Eastern	South Asian	White	Other Racial Identity	Prefer Not to Answer	Blank Racial Identity	Black	East/Southeast Asian	Indigenous	Latino	Middle Eastern	South Asian	White	Other Racial Identity	Prefer Not to Answer	Blank Racial Identity
	Agree	Neither	Disagree	Don't Know	Missing	Agree Only										Disagree Only									
Please provide your perspective on the following statements: (n=1,102)						Agree Only										Disagree Only									
PRP effective when responding to mental health incidents	38%	14%	33%	14%	0%	28%	19%	64%	45%	45%	41%	40%	30%	54%	36%	50%	36%	29%	27%	36%	29%	30%	43%	29%	29%
PRP demonstrated commitment to achieving police reform	45%	17%	29%	8%	0%	34%	34%	57%	45%	45%	48%	50%	38%	54%	42%	41%	26%	36%	45%	27%	30%	22%	38%	28%	31%
Better training important to combat systemic racism	74%	12%	12%	1%	0%	73%	79%	64%	73%	55%	84%	78%	64%	62%	72%	17%	2%	21%	18%	32%	9%	7%	20%	23%	8%
Collecting race-based data will help to identify problems with racially biased policing	61%	13%	21%	3%	1%	61%	66%	43%	64%	45%	72%	64%	54%	51%	60%	30%	19%	21%	27%	36%	16%	16%	28%	28%	21%
Number of tasks performed by PRP that could be better performed by other agencies	62%	15%	14%	9%	1%	75%	60%	57%	45%	59%	60%	61%	56%	62%	63%	10%	13%	21%	18%	23%	16%	15%	18%	16%	8%
Reduce range of police tasks and shift funds to other agencies an essential aspect of reform	60%	15%	18%	6%	1%	71%	60%	64%	45%	55%	58%	61%	56%	60%	56%	16%	15%	21%	55%	27%	18%	17%	21%	23%	17%
Requirement of fellow officers to intervene to stop misconduct of fellow officers	87%	7%	4%	1%	0%	85%	85%	93%	91%	73%	90%	92%	87%	78%	87%	8%	4%	7%	0%	5%	5%	2%	5%	5%	4%
Police body cameras are a tool to enhance accountability and transparency	84%	8%	6%	1%	1%	81%	85%	93%	100%	64%	87%	88%	77%	75%	88%	10%	6%	7%	0%	27%	6%	4%	8%	11%	2%
Personal Interaction(s)																									
Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police? (n=595)	Positive	Neither	Negative			Positive Only										Negative Only									
	60%	10%	30%			57%	38%	43%	63%	57%	59%	65%	47%	63%	66%	35%	38%	29%	38%	21%	31%	24%	45%	34%	25%
If you described these interactions as negative, do you believe that discrimination was a factor in your experience? (n=180)	Yes	No	Not Applicable			Yes Only										No Only									
	66%	23%	11%			82%	71%	100%	33%	100%	76%	48%	71%	43%	81%	6%	29%	0%	33%	0%	18%	35%	24%	43%	13%
Friend/Family Interaction(s)																									
Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police? (n=438)	Positive	Neither	Negative	Don't Know		Positive Only										Negative Only									
	39%	11%	47%	2%		30%	17%	30%	40%	63%	42%	41%	31%	54%	41%	59%	72%	40%	40%	25%	47%	43%	53%	33%	50%
If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction? (n=208)	Yes	No	Don't Know			Yes Only										No Only									
	70%	16%	13%			84%	69%	75%	50%	100%	62%	49%	71%	76%	88%	4%	15%	0%	50%	0%	24%	30%	12%	18%	13%
If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so? (n=995)	Likely	Neither	Unlikely	Don't Know		Likely Only										Unlikely Only									
	56%	12%	27%	5%		58%	26%	71%	73%	73%	53%	63%	61%	46%	57%	28%	36%	14%	18%	23%	28%	23%	31%	32%	22%
How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately? (n=997)	Confident	Low Confidence	Not Confident	Don't Know		Confident Only										Not Confident Only									
	34%	28%	33%	6%		27%	21%	50%	36%	45%	28%	36%	28%	47%	34%	47%	36%	43%	45%	14%	29%	30%	41%	30%	27%
How strongly do you agree or disagree that systemic racism in policing is a problem in Peel? (n=996)	Agree	Neither	Disagree	Don't Know		Agree Only										Disagree Only									
	48%	21%	23%	8%		69%	55%	43%	45%	45%	53%	40%	48%	32%	43%	22%	9%	29%	18%	45%	18%	23%	28%	41%	14%

Survey Findings Reported by Racial Identity

	Overall Survey Findings				Black	East/Southeast Asian	Indigenous	Latino	Middle Eastern	South Asian	White	Other Racial Identity	Prefer Not to Answer	Blank Racial Identity	Black	East/Southeast Asian	Indigenous	Latino	Middle Eastern	South Asian	White	Other Racial Identity	Prefer Not to Answer	Blank Racial Identity
	Agree	Neither	Disagree	Don't Know	Agree Only								Disagree Only											
How strongly do you agree or disagree that policing in Peel is in need of reform? (n=993)	55%	21%	19%	5%	73%	64%	43%	45%	45%	59%	50%	62%	38%	52%	19%	6%	29%	27%	36%	17%	19%	11%	32%	13%
Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel? (n=950)	Yes	No	Don't Know		Yes Only								No Only											
	58%	19%	24%		54%	66%	50%	64%	41%	72%	61%	46%	42%	41%	27%	15%	21%	18%	27%	10%	13%	33%	29%	18%
Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard? (n=917)	Yes	No			Yes Only								No Only											
	78%	22%			65%	83%	64%	64%	64%	84%	84%	67%	75%	58%	35%	17%	36%	36%	36%	16%	16%	33%	25%	42%

Survey Findings Reported by Gender

	Overall Survey Findings					Male	Female	Other	Prefer Not to Answer	Blank Gender Identity	Male	Female	Other	Prefer Not to Answer	Blank Gender Identity
	Agree	Neither	Disagree	Don't Know	Missing	Agree Only					Disagree Only				
Please provide your perspective on the following statements: (n=1,102)															
PRP effective when responding to mental health incidents	38%	14%	33%	14%	0%	43%	35%	17%	47%	36%	30%	37%	65%	31%	30%
PRP demonstrated commitment to achieving police reform	45%	17%	29%	8%	0%	47%	46%	23%	51%	42%	31%	26%	45%	33%	31%
Better training important to combat systemic racism	74%	12%	12%	1%	0%	71%	81%	52%	64%	73%	15%	6%	43%	23%	8%
Collecting race-based data will help to identify problems with racially biased policing	61%	13%	21%	3%	1%	57%	70%	48%	49%	62%	27%	12%	43%	34%	21%
Number of tasks performed by PRP that could be better performed by other agencies	62%	15%	14%	9%	1%	63%	61%	74%	63%	62%	17%	12%	17%	21%	8%
Reduce range of police tasks and shift funds to other agencies an essential aspect of reform	60%	15%	18%	6%	1%	59%	64%	70%	51%	56%	23%	13%	22%	29%	17%
Requirement of fellow officers to intervene to stop misconduct of fellow officers	87%	7%	4%	1%	0%	85%	93%	78%	74%	87%	7%	2%	9%	9%	3%
Police body cameras are a tool to enhance accountability and transparency	84%	8%	6%	1%	1%	84%	87%	65%	71%	88%	7%	6%	22%	11%	2%
Personal Interaction(s)															
Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police? (n=595)	Positive	Neither	Negative			Positive Only					Negative Only				
	60%	10%	30%			59%	60%	57%	57%	66%	32%	27%	43%	39%	25%
If you described these interactions as negative, do you believe that discrimination was a factor in your experience? (n=180)	Yes	No	Not Applicable			Yes Only					No Only				
	66%	23%	11%			63%	66%	100%	61%	80%	24%	24%	0%	28%	13%
Friend/Family Interaction(s)															
Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police? (n=438)	Positive	Neither	Negative	Don't Know		Positive Only					Negative Only				
	39%	11%	47%	2%		45%	31%	18%	57%	38%	42%	53%	73%	32%	53%
If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction? (n=208)	Yes	No	Don't Know			Yes Only					No Only				
	70%	16%	13%			61%	74%	88%	75%	82%	29%	9%	0%	8%	12%
If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so? (n=995)	Likely	Neither	Unlikely	Don't Know		Likely Only					Unlikely Only				
	56%	12%	27%	5%		57%	57%	39%	53%	56%	28%	26%	39%	26%	22%
How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately? (n=997)	Confident	Low Confidence	Not Confident	Don't Know		Confident Only					Not Confident Only				
	34%	28%	33%	6%		36%	29%	26%	49%	32%	31%	34%	57%	36%	27%
How strongly do you agree or disagree that systemic racism in policing is a problem in Peel? (n=996)	Agree	Neither	Disagree	Don't Know		Agree Only					Disagree Only				
	48%	21%	23%	8%		45%	52%	74%	33%	44%	31%	14%	26%	44%	12%

Survey Findings Reported by Gender

	Overall Survey Findings					Male	Female	Other	Prefer Not to Answer	Blank Gender Identity	Male	Female	Other	Prefer Not to Answer	Blank Gender Identity
	Agree	Neither	Disagree	Don't Know		Agree Only					Disagree Only				
How strongly do you agree or disagree that policing in Peel is in need of reform? (n=993)	55%	21%	19%	5%		52%	60%	65%	41%	53%	25%	12%	35%	31%	11%
Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel? (n=950)	Yes	No	Don't Know			Yes Only					No Only				
	58%	19%	24%			57%	66%	22%	35%	44%	19%	15%	43%	33%	11%
Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard? (n=917)	Yes	No				Yes Only					No Only				
	78%	22%				79%	80%	38%	67%	60%	21%	20%	62%	33%	40%

Other category includes Transgender (n=5), Non-binary (n=11) and Other gender identity (n=7).

Survey Findings Reported by Age Groupings

	Overall Survey Findings					12-24 Years	25-34 Years	35-44 Years	45-54 Years	Over 55 Years	Prefer Not to Answer	Blank Age Grouping	12-24 Years	25-34 Years	35-44 Years	45-54 Years	Over 55 Years	Prefer Not to Answer	Blank Age Grouping
	Agree	Neither	Disagree	Don't Know	Missing	Agree Only						Disagree Only							
Please provide your perspective on the following statements: (n=1,102)																			
PRP effective when responding to mental health incidents	38%	14%	33%	14%	0%	46%	41%	32%	40%	39%	45%	36%	44%	42%	37%	29%	27%	30%	29%
PRP demonstrated commitment to achieving police reform	45%	17%	29%	8%	0%	49%	44%	44%	46%	48%	48%	42%	33%	38%	32%	28%	20%	27%	31%
Better training important to combat systemic racism	74%	12%	12%	1%	0%	82%	68%	74%	81%	75%	66%	73%	13%	20%	13%	9%	8%	20%	8%
Collecting race-based data will help to identify problems with racially biased policing	61%	13%	21%	3%	1%	57%	55%	66%	67%	66%	46%	61%	15%	27%	22%	18%	17%	32%	21%
Number of tasks performed by PRP that could be better performed by other agencies	62%	15%	14%	9%	1%	67%	60%	58%	68%	63%	61%	62%	8%	22%	15%	12%	12%	23%	8%
Reduce range of police tasks and shift funds to other agencies an essential aspect of reform	60%	15%	18%	6%	1%	61%	58%	57%	68%	65%	52%	56%	15%	22%	19%	17%	15%	34%	17%
Requirement of fellow officers to intervene to stop misconduct of fellow officers	87%	7%	4%	1%	0%	88%	86%	88%	89%	91%	73%	87%	3%	7%	6%	3%	2%	5%	3%
Police body cameras are a tool to enhance accountability and transparency	84%	8%	6%	1%	1%	82%	78%	82%	86%	93%	70%	88%	10%	11%	7%	7%	2%	13%	2%
Personal Interaction(s)																			
Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police? (n=595)	Positive	Neither	Negative			Positive Only						Negative Only							
	60%	10%	30%			57%	55%	54%	62%	67%	62%	66%	31%	34%	35%	31%	21%	35%	24%
If you described these interactions as negative, do you believe that discrimination was a factor in your experience? (n=180)	Yes	No	Not Applicable			Yes Only						No Only							
	66%	23%	11%			60%	73%	71%	69%	52%	46%	80%	13%	20%	24%	22%	30%	38%	13%
Friend/Family Interaction(s)																			
Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police? (n=438)	Positive	Neither	Negative	Don't Know		Positive Only						Negative Only							
	39%	11%	47%	2%		34%	43%	33%	35%	39%	64%	38%	50%	44%	51%	57%	42%	32%	50%
If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction? (n=208)	Yes	No	Don't Know			Yes Only						No Only							
	70%	16%	13%			59%	78%	74%	66%	61%	56%	88%	18%	13%	15%	17%	21%	22%	13%
If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so? (n=995)	Likely	Neither	Unlikely	Don't Know		Likely Only						Unlikely Only							
	56%	12%	27%	5%		39%	47%	58%	54%	70%	59%	57%	40%	33%	27%	28%	17%	27%	22%
How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately? (n=997)	Confident	Low Confidence	Not Confident	Don't Know		Confident Only						Not Confident Only							
	34%	28%	33%	6%		28%	31%	31%	31%	39%	48%	32%	43%	40%	36%	35%	21%	32%	27%
How strongly do you agree or disagree that systemic racism in policing is a problem in Peel? (n=996)	Agree	Neither	Disagree	Don't Know		Agree Only						Disagree Only							
	48%	21%	23%	8%		53%	54%	48%	54%	40%	32%	43%	29%	25%	24%	18%	22%	48%	12%

Survey Findings Reported by Age Groupings

	Overall Survey Findings					12-24 Years	25-34 Years	35-44 Years	45-54 Years	Over 55 Years	Prefer Not to Answer	Blank	Age Grouping						
	Agree	Neither	Disagree	Don't Know		Agree Only						Disagree Only							
How strongly do you agree or disagree that policing in Peel is in need of reform? (n=993)	55%	21%	19%	5%		49%	58%	59%	63%	50%	41%	52%	21%	27%	19%	12%	17%	38%	11%
Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel? (n=950)	Yes	No	Don't Know			Yes Only						No Only							
	58%	19%	24%			58%	59%	55%	59%	67%	35%	43%	19%	23%	16%	19%	12%	38%	14%
Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard? (n=917)	Yes	No				Yes Only						No Only							
	78%	22%				81%	77%	76%	77%	82%	68%	64%	19%	23%	24%	23%	18%	32%	36%

Survey Findings Reported by Respondents Living with a Mental Health Condition

	Overall Survey Findings					Yes	No	Prefer Not to Answer	Blank MH Response	Yes	No	Prefer Not to Answer	Blank MH Response
	Agree	Neither	Disagree	Don't Know	Missing	Agree Only				Disagree Only			
Please provide your perspective on the following statements: (n=1,102)													
PRP effective when responding to mental health incidents	38%	14%	33%	14%	0%	21%	43%	36%	36%	59%	29%	41%	29%
PRP demonstrated commitment to achieving police reform	45%	17%	29%	8%	0%	34%	49%	44%	42%	46%	26%	35%	30%
Better training important to combat systemic racism	74%	12%	12%	1%	0%	73%	75%	74%	73%	12%	13%	12%	8%
Collecting race-based data will help to identify problems with racially biased policing	61%	13%	21%	3%	1%	64%	63%	48%	61%	17%	21%	30%	21%
Number of tasks performed by PRP that could be better performed by other agencies	62%	15%	14%	9%	1%	71%	60%	70%	61%	15%	15%	15%	8%
Reduce range of police tasks and shift funds to other agencies an essential aspect of reform	60%	15%	18%	6%	1%	64%	61%	58%	55%	16%	19%	23%	17%
Requirement of fellow officers to intervene to stop misconduct of fellow officers	87%	7%	4%	1%	0%	91%	87%	82%	87%	4%	5%	2%	3%
Police body cameras are a tool to enhance accountability and transparency	84%	8%	6%	1%	1%	75%	86%	76%	88%	11%	6%	8%	2%
Personal Interaction(s)													
Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police? (n=595)	Positive	Neither	Negative			Positive Only				Negative Only			
	60%	10%	30%			44%	62%	70%	66%	44%	28%	28%	25%
If you described these interactions as negative, do you believe that discrimination was a factor in your experience? (n=180)	Yes	No	Not Applicable			Yes Only				No Only			
	66%	23%	11%			69%	63%	73%	80%	24%	23%	27%	13%
Friend/Family Interaction(s)													
Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police? (n=438)	Positive	Neither	Negative	Don't Know		Positive Only				Negative Only			
	39%	11%	47%	2%		26%	43%	38%	39%	59%	44%	44%	52%
If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction? (n=208)	Yes	No	Don't Know			Yes Only				No Only			
	70%	16%	13%			70%	70%	57%	88%	11%	19%	14%	13%
If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so? (n=995)	Likely	Neither	Unlikely	Don't Know		Likely Only				Unlikely Only			
	56%	12%	27%	5%		48%	58%	56%	57%	34%	25%	29%	21%
How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately? (n=997)	Confident	Low Confidence	Not Confident	Don't Know		Confident Only				Not Confident Only			
	34%	28%	33%	6%		22%	35%	41%	33%	50%	30%	32%	25%
How strongly do you agree or disagree that systemic racism in policing is a problem in Peel? (n=996)	Agree	Neither	Disagree	Don't Know		Agree Only				Disagree Only			
	48%	21%	23%	8%		62%	46%	42%	41%	18%	25%	30%	12%

Survey Findings Reported by Respondents Living with a Mental Health Condition

	Overall Survey Findings				Yes	No	Prefer Not to Answer	Blank MH Response	Yes	No	Prefer Not to Answer	Blank MH Response
	Agree	Neither	Disagree	Don't Know	Agree Only	Disagree Only						
How strongly do you agree or disagree that policing in Peel is in need of reform? (n=993)	55%	21%	19%	5%	66%	54%	47%	50%	15%	20%	27%	11%
Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel? (n=950)	58%	19%	24%		46%	62%	43%	47%	30%	16%	23%	11%
Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard? (n=917)	78%	22%			68%	80%	75%	67%	32%	20%	25%	33%

Survey Findings Reported by Members of the LGBTQ2S+ Community

	Overall Survey Findings					Yes	No	Prefer Not to Answer	Blank LGBTQ2S+ Response	Yes	No	Prefer Not to Answer	Blank LGBTQ2S+ Response
	Agree	Neither	Disagree	Don't Know	Missing	Agree Only				Disagree Only			
Please provide your perspective on the following statements: (n=1,102)													
PRP effective when responding to mental health incidents	38%	14%	33%	14%	0%	21%	40%	44%	36%	59%	33%	32%	29%
PRP demonstrated commitment to achieving police reform	45%	17%	29%	8%	0%	28%	47%	48%	42%	53%	28%	30%	30%
Better training important to combat systemic racism	74%	12%	12%	1%	0%	67%	76%	67%	74%	22%	11%	19%	8%
Collecting race-based data will help to identify problems with racially biased policing	61%	13%	21%	3%	1%	60%	63%	51%	62%	22%	21%	32%	20%
Number of tasks performed by PRP that could be better performed by other agencies	62%	15%	14%	9%	1%	71%	61%	65%	63%	9%	15%	24%	8%
Reduce range of police tasks and shift funds to other agencies an essential aspect of reform	60%	15%	18%	6%	1%	71%	61%	56%	56%	14%	18%	30%	16%
Requirement of fellow officers to intervene to stop misconduct of fellow officers	87%	7%	4%	1%	0%	93%	88%	79%	87%	3%	5%	5%	3%
Police body cameras are a tool to enhance accountability and transparency	84%	8%	6%	1%	1%	69%	85%	78%	88%	19%	6%	10%	2%
Personal Interaction(s)													
Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police? (n=595)	Positive	Neither	Negative			Positive Only				Negative Only			
	60%	10%	30%			38%	60%	69%	66%	54%	29%	28%	25%
If you described these interactions as negative, do you believe that discrimination was a factor in your experience? (n=180)	Yes	No	Not Applicable			Yes Only				No Only			
	66%	23%	11%			81%	64%	55%	80%	14%	24%	36%	13%
Friend/Family Interaction(s)													
Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police? (n=438)	Positive	Neither	Negative	Don't Know		Positive Only				Negative Only			
	39%	11%	47%	2%		24%	39%	52%	39%	76%	46%	30%	52%
If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction? (n=208)	Yes	No	Don't Know			Yes Only				No Only			
	70%	16%	13%			64%	69%	70%	88%	16%	17%	10%	12%
If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so? (n=995)	Likely	Neither	Unlikely	Don't Know		Likely Only				Unlikely Only			
	56%	12%	27%	5%		45%	57%	56%	57%	41%	26%	27%	22%
How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately? (n=997)	Confident	Low Confidence	Not Confident	Don't Know		Confident Only				Not Confident Only			
	34%	28%	33%	6%		21%	33%	46%	34%	52%	32%	30%	25%
How strongly do you agree or disagree that systemic racism in policing is a problem in Peel? (n=996)	Agree	Neither	Disagree	Don't Know		Agree Only				Disagree Only			
	48%	21%	23%	8%		72%	47%	35%	44%	12%	24%	40%	11%

Survey Findings Reported by Members of the LGBTQ2S+ Community

	Overall Survey Findings					Yes	No	Prefer Not to Answer	Blank LGBTQ2S+ Response	Yes	No	Prefer Not to Answer	Blank LGBTQ2S+ Response
	Agree	Neither	Disagree	Don't Know		Agree Only				Disagree Only			
How strongly do you agree or disagree that policing in Peel is in need of reform? (n=993)	55%	21%	19%	5%		74%	55%	43%	54%	19%	19%	30%	10%
Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel? (n=950)	Yes	No	Don't Know			Yes Only				No Only			
	58%	19%	24%			42%	62%	32%	43%	39%	16%	39%	10%
Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard? (n=917)	Yes	No				Yes Only				No Only			
	78%	22%				53%	81%	63%	69%	47%	19%	37%	31%

Survey Findings Reported by Place of Birth

	Overall Survey Findings					Born in Canada	Born Outside Canada	Prefer Not to Answer	Blank Place of Birth	Born in Canada	Born Outside Canada	Prefer Not to Answer	Blank Place of Birth
	Agree	Neither	Disagree	Don't Know	Missing	Agree Only	Disagree Only						
Please provide your perspective on the following statements: (n=1,102)													
PRP effective when responding to mental health incidents	38%	14%	33%	14%	0%	39%	39%	39%	35%	37%	30%	39%	29%
PRP demonstrated commitment to achieving police reform	45%	17%	29%	8%	0%	48%	44%	43%	41%	29%	28%	36%	31%
Better training important to combat systemic racism	74%	12%	12%	1%	0%	73%	79%	69%	73%	14%	10%	16%	9%
Collecting race-based data will help to identify problems with racially biased policing	61%	13%	21%	3%	1%	60%	66%	57%	61%	22%	20%	25%	21%
Number of tasks performed by PRP that could be better performed by other agencies	62%	15%	14%	9%	1%	63%	62%	61%	61%	14%	15%	19%	9%
Reduce range of police tasks and shift funds to other agencies an essential aspect of reform	60%	15%	18%	6%	1%	60%	62%	64%	55%	19%	18%	21%	17%
Requirement of fellow officers to intervene to stop misconduct of fellow officers	87%	7%	4%	1%	0%	87%	90%	81%	87%	4%	4%	7%	4%
Police body cameras are a tool to enhance accountability and transparency	84%	8%	6%	1%	1%	83%	87%	76%	88%	7%	6%	12%	3%
Personal Interaction(s)													
Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police? (n=595)	Positive	Neither	Negative			Positive Only				Negative Only			
	60%	10%	30%			60%	58%	62%	63%	29%	32%	32%	27%
If you described these interactions as negative, do you believe that discrimination was a factor in your experience? (n=180)	Yes	No	Not Applicable			Yes Only				No Only			
	66%	23%	11%			63%	71%	56%	76%	21%	24%	31%	18%
Friend/Family Interaction(s)													
Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police? (n=438)	Positive	Neither	Negative	Don't Know		Positive Only				Negative Only			
	39%	11%	47%	2%		40%	35%	49%	38%	46%	51%	41%	53%
If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction? (n=208)	Yes	No	Don't Know			Yes Only				No Only			
	70%	16%	13%			71%	67%	71%	82%	12%	21%	18%	18%
If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so? (n=995)	Likely	Neither	Unlikely	Don't Know		Likely Only				Unlikely Only			
	56%	12%	27%	5%		57%	56%	51%	57%	28%	25%	29%	21%
How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately? (n=997)	Confident	Low Confidence	Not Confident	Don't Know		Confident Only				Not Confident Only			
	34%	28%	33%	6%		34%	32%	39%	32%	35%	30%	37%	26%
How strongly do you agree or disagree that systemic racism in policing is a problem in Peel? (n=996)	Agree	Neither	Disagree	Don't Know		Agree Only				Disagree Only			
	48%	21%	23%	8%		45%	53%	45%	44%	28%	17%	31%	12%

Survey Findings Reported by Place of Birth

	Overall Survey Findings				Born in Canada	Born Outside Canada	Prefer Not to Answer	Blank Place of Birth	Born in Canada	Born Outside Canada	Prefer Not to Answer	Blank Place of Birth
	Agree	Neither	Disagree	Don't Know	Agree Only	Disagree Only						
How strongly do you agree or disagree that policing in Peel is in need of reform? (n=993)	55%	21%	19%	5%	52%	61%	51%	53%	22%	15%	25%	11%
Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel? (n=950)	Yes	No	Don't Know		Yes Only	No Only			20%	14%	32%	11%
	58%	19%	24%		57%	63%	43%	45%				
Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard? (n=917)	Yes	No			Yes Only	No Only			23%	19%	33%	42%
	78%	22%			77%	81%	67%	58%				

Survey Findings Reported by Income

	Overall Survey Findings					<\$25,000 to \$50,000	\$50,001 to \$100,000	Over \$100,001	Prefer Not to Answer	Blank Income	<\$25,000 to \$50,000	\$50,001 to \$100,000	Over \$100,001	Prefer Not to Answer	Blank Income
	Agree	Neither	Disagree	Don't Know	Missing										
Please provide your perspective on the following statements: (n=1,102)															
PRP effective when responding to mental health incidents	38%	14%	33%	14%	0%	43%	42%	37%	37%	36%	30%	34%	37%	32%	29%
PRP demonstrated commitment to achieving police reform	45%	17%	29%	8%	0%	50%	50%	47%	40%	42%	24%	29%	31%	30%	31%
Better training important to combat systemic racism	74%	12%	12%	1%	0%	78%	74%	76%	72%	73%	11%	12%	11%	15%	8%
Collecting race-based data will help to identify problems with racially biased policing	61%	13%	21%	3%	1%	65%	63%	67%	54%	61%	19%	18%	21%	26%	20%
Number of tasks performed by PRP that could be better performed by other agencies	62%	15%	14%	9%	1%	67%	64%	63%	59%	61%	15%	13%	15%	17%	8%
Reduce range of police tasks and shift funds to other agencies an essential aspect of reform	60%	15%	18%	6%	1%	65%	65%	65%	52%	55%	16%	16%	20%	22%	16%
Requirement of fellow officers to intervene to stop misconduct of fellow officers	87%	7%	4%	1%	0%	87%	91%	87%	86%	87%	6%	2%	7%	3%	3%
Police body cameras are a tool to enhance accountability and transparency	84%	8%	6%	1%	1%	86%	83%	84%	84%	88%	8%	9%	6%	7%	2%
Personal Interaction(s)															
Based on how the interaction(s) unfolded, how would you describe these experiences with Peel Regional Police? (n=595)	Positive	Neither	Negative			Positive Only					Negative Only				
	60%	10%	30%			63%	62%	58%	57%	65%	25%	30%	30%	35%	26%
If you described these interactions as negative, do you believe that discrimination was a factor in your experience? (n=180)	Yes	No	Not Applicable			Yes Only					No Only				
	66%	23%	11%			69%	62%	71%	62%	75%	31%	19%	21%	27%	19%
Friend/Family Interaction(s)															
Based on what you know about how the interaction(s) unfolded, how would you describe their experiences with Peel Regional Police? (n=438)	Positive	Neither	Negative	Don't Know		Positive Only					Negative Only				
	39%	11%	47%	2%		31%	41%	38%	43%	38%	49%	46%	49%	43%	53%
If you describe these interactions as negative, do you believe that discrimination was a factor in your understanding of that interaction? (n=208)	Yes	No	Don't Know			Yes Only					No Only				
	70%	16%	13%			70%	65%	69%	72%	82%	15%	15%	19%	13%	18%
If you felt you had reason to make a complaint about Peel Regional Police, how likely would you be to do so? (n=995)	Likely	Neither	Unlikely	Don't Know		Likely Only					Unlikely Only				
	56%	12%	27%	5%		54%	55%	58%	57%	58%	29%	29%	27%	24%	21%
How confident are you that if you made a complaint about Peel Regional Police, pursuant to the Office of the Independent Police Review Director's (OIPRD) mandate for overseeing public complaints, it would be investigated appropriately? (n=997)	Confident	Low Confidence	Not Confident	Don't Know		Confident Only					Not Confident Only				
	34%	28%	33%	6%		26%	36%	30%	39%	32%	30%	33%	34%	34%	26%
How strongly do you agree or disagree that systemic racism in policing is a problem in Peel? (n=996)	Agree	Neither	Disagree	Don't Know		Agree Only					Disagree Only				
	48%	21%	23%	8%		48%	50%	53%	40%	44%	19%	21%	24%	31%	12%

Survey Findings Reported by Income

	Overall Survey Findings					<\$25,000 to \$50,000	\$50,001 to \$100,000	Over \$100,001	Prefer Not to Answer	Blank Income	<\$25,000 to \$50,000	\$50,001 to \$100,000	Over \$100,001	Prefer Not to Answer	Blank Income
	Agree	Neither	Disagree	Don't Know											
How strongly do you agree or disagree that policing in Peel is in need of reform? (n=993)	55%	21%	19%	5%		50%	54%	62%	52%	53%	17%	19%	20%	21%	11%
Do you think that these seven principles provide a suitable framework for advancing positive organizational change and respect for human rights as those aims relate to policing in Peel? (n=950)	Yes	No	Don't Know			Yes Only					No Only				
	58%	19%	24%			60%	67%	57%	52%	45%	11%	16%	19%	25%	13%
Do these three elements of the community engagement process meet your expectations for enabling your voice to be heard? (n=917)	Yes	No				Yes Only					No Only				
	78%	22%				79%	78%	79%	76%	64%	21%	22%	21%	24%	36%