



# The Regional Municipality of York Police Services Board

To Make a Difference in Our Community

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## REVISED AGENDA PUBLIC SESSION

Wednesday, January 30, 2019, 9:00 a.m.

COMMITTEE ROOM "A"

YORK REGION ADMINISTRATIVE CENTRE

17250 YONGE STREET

NEWMARKET, ONTARIO

### Pages

**1. Swearing-In of Board Member**

**2. Disclosure of Interest**

**3. 2019 Election of Board Chair and Vice Chair**

In accordance with section 28 of the Police Services Act and the Board's procedural by-law, the Board is required to elect a Chair at its first meeting in each year. The Board members will also elect a Vice Chair of the York Regional Police Services Board in accordance with the Board's procedural bylaw.

**4. Confirmation of Public Minutes of December 17, 2018 Board Meeting**

1

**5. Presentation**

**5.1 Recognition of Former Board Member Mr. Khalid Usman**

**6. Deputations**

**7. Communications**

**7.1 Order-in-Council, Lieutenant Governor of Ontario, approved and ordered January 17, 2019, appointing Joshua Cooper as a member of The Regional Municipality of York Police Services Board for a three-year term.**

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7.2	Correspondence from Laura Mirabella, Commissioner of Finance and Regional Treasurer, York Region, January 2, 2019, regarding the 2019 - 2022 Budget Presentation.	9
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8.1	2019 and Outlook Years Operating Budget Update	13
	<u>RECOMMENDATIONS</u>	
	1. That the Board approve the 2019 Operating Budget with a revised tax-levy impact of \$337,134,948; and	
	2. That the Board approve in principle the revised Operating Outlook to 2022 with tax-levy impacts of \$351,843,961 in 2020, \$364,948,347 in 2021, and \$379,901,873 in 2022, for financial planning purposes; and	
	3. That the Board forward the 2019 Budget information for the Treasurer's tabling of The Regional Municipality of York's Budget at Regional Council on January 31, 2019.	
8.2	2017 - 2019 Business Plan Year 2 Status	25
	<u>RECOMMENDATION</u>	
	1. That the Board receive this report.	
8.3	Quality Service Standards Audit - 2018	61
	<u>RECOMMENDATION</u>	
	1. That the Board receives this report pursuant to the Police Services Board Accessible Customer Service Policy No. 04/09.	
8.4	Quality Assurance Process	69
	<u>RECOMMENDATION</u>	
	1. That the Board receive this report pursuant to the Quality Assurance Process Board Policy No. 01/08.	
8.5	Secondary Activities	73
	<u>RECOMMENDATION</u>	
	1. That the Board receive this report pursuant to the Quality Assurance Process Board Policy No. 01/08.	

**8.6 Proposal for Use of Public Relations Reserve Funds 75**

**RECOMMENDATION**

1. That the Board approve a disbursement from the Public Relations Reserve Fund for the 2019 First Responders Day luncheon for \$12,000.

**8.7 Annual Report on Auxiliaries and Volunteers 77**

**RECOMMENDATION**

1. That the Board receive this report pursuant to the Police Services Board Auxiliary and Volunteer Program Board Policy No. 03/02.

**8.8 Accessibility for Ontarians with Disabilities Act, 2005 Accessibility for Ontarians with AODA Compliance and Public Feedback on Accessible Customer Service 93**

**RECOMMENDATION**

1. That the Board receive this report pursuant to the Police Services Board Governance Accessibility Policy 01/13 and the Police Services Board Accessible Customer Service Policy 04/09.

**9. Items for Consideration - Reports of the Executive Director**

**9.1 Public Relations Reserve Fund Request for Funding 97**

**RECOMMENDATION**

1. That the Board approve an expenditure in the amount of \$5,000 from the Board's Public Relations Fund to support the request from CIECYR 2019 Symposium Work Group.

**9.2 Freedom of Information Access Requests - 2018 111**

**RECOMMENDATION**

1. That the Board receive this report in accordance with its Bylaw No. 09-15, a bylaw to establish administration policies for *Municipal Freedom of Information and Protection of Privacy Act* Access Requests.

**9.3 Monitoring Requirements Status Report 113**

**RECOMMENDATION**

1. That the Board receive the Monitoring Requirements Status Report attached as Appendix A.

**RECOMMENDATION**

1. That the Board receive this report for its information.

**10. Unfinished Business**

**11. Other Business**

- 11.1 Verbal Update on Ministry of Community Safety and Correctional Services Inspection of Ontario Major Case Management (O.Reg.354/04).

**12. Private Session**

**RECOMMENDATION**

That the Board move into Private Session.

**13. Reconvene in Public Meeting**

**14. Consideration of Private Items**

- a. Human Resources (Recommendations 1 and 2)
- b. Staff Sergeant or Detective Sergeant Promotions (Recommendation 1)
- c. Inspector Promotions (Recommendation 1)
- d. Promotions - Auxiliary (Recommendation 1)

**15. Confirmatory Bylaw**

**16. Adjournment**



**THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD**

**DRAFT MINUTES OF THE PUBLIC MEETING  
Subject to Board Approval**

**December 17, 2018**

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**The Board commenced its meeting of December 17, 2018 in Committee Room A, York Region Administrative Centre, 17250 Yonge Street, Newmarket, Ontario on the above-noted date at 8:30 a.m. in the public session.**

The following were also in attendance:

**Board Members:**

V. Hackson, Chair, J. Molyneaux, Vice Chair (via teleconference), W. Emmerson, M. Bevilacqua, R. Doobay

**Board Staff:**

M. Avellino, Executive Director, J. Kogan, Administrative Assistant

**York Regional Police:**

E. Jolliffe, Chief of Police, T. Carrique, Deputy Chief of Police, A. Crawford, Deputy Chief of Police, R. Rouse, Deputy Chief of Police, G. Turl, Superintendent, Executive Officer to the Chief of Police, J. Channell, Manager, Financial Services, J. Fraser, General Counsel, Legal Services

**York Region:**

J. Hulton, Regional Solicitor, Region Legal and Court Services

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**341 DISCLOSURE OF INTEREST**

*Nil.*

**342 CONFIRMATION OF PUBLIC MINUTES OF NOVEMBER 7, 2018 BOARD MEETING**

*It was moved by Chairman Emmerson, seconded by Mr. Doobay that the Board confirm the minutes for the public session of the meeting held on November 7, 2018 in the form supplied to the members.*

**CARRIED**

**COMMUNICATIONS**

- 343** Correspondence from Stephen Beckett, Assistant Deputy Minister, Ministry of Community Safety and Correctional Services, November 13, 2018, regarding amendments to Ontario Regulation 267/10.

*It was moved by Mr. Doobay, seconded by Chairman Emmerson that the Board receive the correspondence from Stephen Beckett, Assistant Deputy Minister, Ministry of Community Safety and Correctional Services, November 13, 2018.*

**CARRIED**

- 344 Correspondence from Stephen Beckett, Assistant Deputy Minister, Ministry of Community Safety and Correctional Services, November 15, 2018, regarding Cannabis updates.

*It was moved by Chairman Emmerson, seconded by Mr. Doobay that the Board receive the correspondence from Stephen Beckett, Assistant Deputy Minister, Ministry of Community Safety and Correctional Services, November 15, 2018.*

**CARRIED**

- 345 Correspondence from Christopher Raynor, Regional Clerk, York Region, December 14, 2018, regarding appointments to the York Regional Police Services Board.

*It was moved by Chairman Emmerson, seconded by Vice Chair Molyneaux that the Board receive the correspondence from Christopher Raynor, Regional Clerk, York Region, December 14, 2018.*

**CARRIED**

#### **ITEMS FOR CONSIDERATION – REPORTS OF THE CHIEF OF POLICE**

- 346 **Interim Financial Reporting for the Period Ending September 30, 2018**

*It was moved by Chairman Emmerson seconded by Mayor Bevilacqua that the Board adopt the following recommendation contained in the Report of the Chief of Police:*

1. That the Board receive the unaudited interim financial reports for the nine month period ending September 30, 2018, pursuant to Financial Management Board Policy No. 01/05.

**CARRIED**

- 347 **Direct Purchase of Absence Management Services**

*It was moved by Mr. Doobay, seconded by Vice Chair Molyneaux that the Board adopt the following recommendations contained in the Report of the Chief of Police:*

1. That the Board authorize a contract renewal with Morneau Shepell for the purchase of additional absence management solution services, for a term of one (1) year, at a cost of \$100,000 plus applicable taxes, commencing December 5, 2018, at a total contract cost of \$272,500, plus applicable taxes, under the direct purchase provisions of the Purchasing Bylaw; and
2. That the Chief be authorized to execute the contract renewal for the absence management solutions service agreement, subject to the approval of The Regional Municipality of York's Regional Solicitor, or designate.

**CARRIED**

**348 Direct Purchase for Mental Health Screener System**

*It was moved by Chairman Emmerson, seconded by Mayor Bevilacqua that the Board adopt the following recommendations contained in the Report of the Chief of Police:*

1. That the Board authorize a contract with HealthIM Inc. for the purchase of a mental health screener system for a term of one year, at a cost of \$94,076 plus applicable taxes, commencing December 5, 2018, with an option to renew for two additional one year terms, at a total cost of \$377,276 plus applicable taxes, if all options to renew are exercised, under the direct purchase provisions of the Purchasing Bylaw; and,
2. That the Chief be authorized to execute the software license contracts and to exercise any options to renew the software license contract, provided that HealthIM Inc.'s software has performed to the satisfaction of the Chief and the approval of the Regional Municipality of York's Regional Solicitor, or designate.

**CARRIED**

**349 Purchasing By-Law Quarterly Report**

*It was moved by Chairman Emmerson, seconded by Mayor Bevilacqua that the Board adopt the following recommendation contained in the Report of the Chief of Police:*

1. That the Board receive this report pursuant to the Purchasing By-Law 10-17 quarterly reporting requirements.

And further, that the Chief of Police report in January with a status update on the Marine Unit Facility and any cost-implications associated with its progress.

**CARRIED**

**350 Award – Canada's Top 100 Employers Competition 2019**

*It was moved by Chairman Emmerson, seconded by Vice Chair Molyneaux that the Board adopt the following recommendation contained in the Report of the Chief of Police:*

1. That the Board receive this report for information.

**CARRIED**

**ITEMS FOR CONSIDERATION – REPORTS OF THE EXECUTIVE DIRECTOR****351 Revised Records Classification and Retention Schedules**

*It was moved by Mayor Bevilacqua, seconded by Mr. Doobay that the Board adopt the following recommendations contained in the Report of the Executive Director:*

1. That the Board approve the revised Records Classification and Retention Schedule for Board records, attached as Schedule 'A';
2. That the Board approve the revised Records Classification and Retention Schedules for York Regional Police, attached as Schedule 'B' and Schedule 'C';

3. That the Board forward the attached Schedules 'A' and 'B' to Regional Council and request amendments to Bylaw No. 2013-15 under section 254 of the *Municipal Act, 2001*.

**CARRIED**

352 ***Accessibility for Ontarians with Disabilities Act, 2005 Feedback on Accessible Customer Service***

*It was moved by Chairman Emmerson, seconded by Mayor Bevilacqua that the Board adopt the following recommendation contained in the Report of the Executive Director:*

1. That the Board receive this report pursuant to the Accessible Customer Service Policy 04/09.

**CARRIED**

353 **2019 Police Services Board Budget**

*It was moved by Mayor Bevilacqua, seconded by Mr. Doobay that the Board adopt the following recommendations contained in the Report of the Executive Director:*

1. That the Board approve the draft 2019 Operating Budget for the Police Services Board in the amount of \$435,100.
2. That the Board approve the 2019 Public Relations Fund budget of \$50,000.

**CARRIED**

**OTHER BUSINESS**

*Nil.*

**PRIVATE SESSION**

- 354 *It was moved by Mayor Bevilacqua, seconded by Mr. Doobay that the Board convene in Private Session for the purpose of considering confidential items pertaining to legal and personnel matters in accordance with section 35(4) of the Police Services Act.*

**CARRIED**

*The Board met in Private Session at 8:46 a.m. and reconvened in the Public Session at 9:35 a.m.*

**CARRIED**

**CONSIDERATION OF MOTION TO MOVE INTO PUBLIC MEETING**

- 355 *It was moved by Vice Chair Molyneaux, seconded by Mayor Bevilacqua that the Board rise and report from the Private Session.*

**CARRIED**

**CONSIDERATION OF PRIVATE ITEMS**

- 356 *It was moved by Vice Chair Molyneaux, seconded by Mayor Bevilacqua that the Board adopt the following recommendations contained in the Reports of the Chief of Police:*

**Human Resources**

1. That the Board appoint three civilians, pursuant to Section 31(1)(a) of the *Police Services Act*.

**Appointment of New Police Officers**

1. That the Board appoint up to 44 new individuals as Cadets-in-Training, effective December 10, 2018, pursuant to Section 51(1) of the *Police Services Act*.

**Appointment of Experienced Police Officers**

1. That the Board appoint six experienced officers, effective November 29, 2018, pursuant to Section 31(1)(a) of the *Police Services Act*.

**Staff Sergeant or Detective Sergeant Promotions**

1. That the Board approves the recommendation contained in this report.

**Re-Appointment of Special Constables as Court Security Officers**

1. That the Board authorize the re-appointment of six York Regional Police Special Constables for a further five year period, effective December 5, 2018, pursuant to Section 53(1) of the *Police Services Act*.

**CARRIED**

357 **CONFIRMATORY BYLAW**

The Board had before it Bylaw No. 10-18. The Bylaw is necessary to confirm the proceedings of the Board at this meeting.

*It was moved by Vice Chair Molyneaux, seconded by Mayor Bevilacqua that Bylaw No. 10-18, being "a Bylaw confirming the proceedings of the Board at this meeting," be read and enacted.*

Bylaw No. 10-18 was read and enacted as follows:

"To confirm the proceedings of the Board at this meeting."

**CARRIED**

358 **ADJOURNMENT**

*It was moved by Vice Chair Molyneaux, seconded by Mayor Bevilacqua that the meeting be adjourned.*

**CARRIED**

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The meeting adjourned at 9:36 a.m.

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Mafalda Avellino  
Executive Director

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Mayor Virginia Hackson  
Chair

*Minutes to be confirmed and adopted at the next regular meeting of the Board to be held on January 30, 2019.*

*Accessible formats or communication supports are available upon request.*



Ontario

**Executive Council of Ontario  
Order in Council**

On the recommendation of the undersigned, the Lieutenant Governor of Ontario, by and with the advice and concurrence of the Executive Council of Ontario, orders that:

**Conseil exécutif de l'Ontario  
Décret**

Sur la recommandation de la personne soussignée, la lieutenante-gouverneure de l'Ontario, sur l'avis et avec le consentement du Conseil exécutif de l'Ontario, décrète ce qui suit:

PURSUANT TO section 27 of the *Police Services Act*, as amended, Joshua Cooper be appointed as a part-time member of the Regional Municipality of York Police Services Board to serve at the pleasure of the Lieutenant Governor in Council for a period not to exceed three years from the date this Order in Council is made.

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EN VERTU DE l'article 27 de la *Loi sur les services policiers*, dans sa version modifiée, Joshua Cooper est nommé, à titre amovible, membre à temps partiel de la Commission des services policiers de la municipalité régionale de York pour une période maximale de trois ans commençant le jour de la prise du présent décret.

**Recommended:** Minister of Community Safety and Correctional Services

**Recommandé par:** Ministre de la Sécurité communautaire et des Services correctionnels

**Concurred:** Chair of Cabinet

**Appuyé par:** Le président/la présidente du Conseil des ministres,

**Approved and Ordered:  
Approuvé et décrété le:**

JAN 17 2019

**Lieutenant Governor  
La lieutenante-gouverneure**







Finance Department

December 20, 2018

RECEIVED

Ms. Mafalda Avellino  
Executive Director  
York Regional Police Services Board  
17250 Yonge Street  
Newmarket, ON L3Y 6Z1

JAN 02 2019

York Regional Police Services Board

Signature

Dear Ms. Avellino:

**Re: 2019-2022 Budget presentation**

As part of York Region's 2019-2022 Budget process, the York Regional Police Services Board and York Regional Police are invited to present YRP's budget to Committee of the Whole on February 21, 2019.

The meeting will take place in Council Chambers at 9:00 a.m. in our Administrative Headquarters at 17250 Yonge Street, Newmarket.

Following Committee reviews, it is anticipated that the consolidated 2019-2022 Regional Budget will go forward for Council's approval on February 28, 2019.

We look forward to seeing you at the Committee meeting on February 21, 2019.

Sincerely,

Laura Mirabella  
Commissioner of Finance and Regional Treasurer

LM/vh

Copy to: Chief Eric Jolliffe, YRP  
Deputy Chief Robertson Rouse, YRP  
Jeffrey Channell, Manager, Financial Services, YRP  
Kelly Strueby, Director, Office of the Budget

YORK-#9016145-v1-2019\_Budget\_Letter\_of\_Invitation\_YRP





Office of the Minister

Bureau du ministre

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MC-2018-1487  
**By e-mail**

January 15, 2019

Her Worship Virginia Hackson  
Mayor, Town of East Gwillimbury  
Chair, Regional Municipality of York Police Services Board  
17250 Yonge Street  
Newmarket ON L3Y 6Z1  
[psb@yrp.ca](mailto:psb@yrp.ca)

Dear Mayor Hackson:

Thank you for your letter requesting an update on the status of grant programs offered by the Ministry of Community Safety and Correctional Services, as well as next steps related to these grants.

As you are aware, our government has been undertaking a province-wide review of government expenditures to inform service delivery planning, as part of the multi-year planning process. Following the first phase of this review, I am pleased to inform you that the ministry will be proceeding with the following grant programs: 2018-19 Community Policing Partnerships, Safer Communities - 1,000 Officers and the Provincial Anti-Violence Intervention Strategy. A second phase of the review is underway.

The government's first responsibility is and will always be to protect the lives of Ontarians. We will continue to review our grant programs to ensure they align with government objectives, meet tangible outcomes and are effective in reducing crime-related activity in Ontario. We appreciate your patience during this period and will continue to update our municipal, community and policing partners regarding any changes to our grant programs.

My ministry is continuing to work with local and provincial partners on a modernized approach to community safety and well-being that addresses crime and complex social issues. This includes new legislative requirements that mandate municipalities to work with various partners across sectors to develop community safety and well-being plans. These plans will identify local priority risks, such as gun and gang-related violence, as well as evidence-based programs and strategies to address those risks. This type of planning requires taking a more integrated approach to service delivery by reducing reliance on incident-driven responses and refocusing efforts towards social development, prevention and risk intervention.

.../2

I would like to take this opportunity to commend you for your ongoing commitment to keeping York Region a safe and thriving community. I look forward to continuing to work with municipal and policing partners to achieve the common goal of safety and well-being for all Ontario communities.

Thank you again for your letter and I appreciate your taking the time to write.

Best wishes,

A handwritten signature in black ink, appearing to read 'S. Jones', with a long horizontal flourish extending to the right.

Sylvia Jones  
Minister

THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

JANUARY 30, 2019

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**2019 and Outlook Years Operating Budget Update**

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**RECOMMENDATIONS**

1. That the Board approve the 2019 Operating Budget with a revised tax-levy impact of \$337,134,948; and
2. That the Board approve in principle the revised Operating Outlook to 2022 with tax-levy impacts of \$351,843,961 in 2020, \$364,948,347 in 2021, and \$379,901,873 in 2022, for financial planning purposes; and
3. That the Board forward the 2019 Budget information for the Treasurer's tabling of The Regional Municipality of York's Budget at Regional Council on January 31, 2019.

**SYNOPSIS**

This report is to seek the Board's approval for revisions to the 2019 Operating Budget and outlook to 2022. The update provides for a budgeted cannabis reserve contribution of \$4.45 million in each year from 2019 to 2022, which is funded by a combination of reserve and tax-levy funded Operating Budget; and a restatement to include capital reserve contributions from corporate budget to department budget.

## FINANCIAL IMPLICATIONS

The Regional Municipality of York's (The Region) Office of the Budget has confirmed the restated 2019 Operating Budget with tax-levy impact of \$337,134,948, and Operating Outlook with tax-levy impacts of \$351,843,961 in 2020, \$364,948,347 in 2021, and \$379,901,873 in 2022.

## BACKGROUND

At its November 7, 2018 meeting, the Board approved the 2019 Operating and Capital Budgets as presented by Financial Services staff. The Board approved the 2019 Operating Budget with tax-levy impact of \$327,941,000, and approved in principle the Operating Outlook with tax-levy impacts of \$344,326,900 in 2020, \$358,031,300 in 2021, and \$373,117,900 in 2022, for financial planning purposes. This budget included an additional 29 full-time staff for legislative reform including the *Cannabis Act* and 24 full-time staff to manage workload and growth.

Subsequent to the November 7<sup>th</sup> meeting, the Region's Office of the Budget has confirmed two restatements to the Board approved budget; both updates are related to reserve contributions. Reserves and reserve funds are key elements of the Region's long-term fiscal strategy as referred to in the Region's Reserve and Reserve Fund Policy updated December 14, 2017. As quoted in the policy, the primary objectives for reserves and reserve funds in priority order are:

- a) Adherence to statutory requirements
- b) Promotion of financial stability and flexibility
- c) Provision for major capital expenditures
- d) Reducing the need for tax-levy funded debentures

These objectives assist to adhere to statutory requirements as defined by bylaws, maintain adequate non-capital reserves to achieve long-term financial stability and flexibility, to provide for new capital assets and replacement and rehabilitation of major capital assets as identified in asset management plans, tax stabilization and to reduce the need for tax levy funded debentures.

The first restatement is the addition of a budgeted contribution to cannabis reserve in each year from 2019 to 2022. The reserve amount reflects the difference between cannabis related costs included in the Board approved Operating Budget and the cost related to cannabis legislation in the 2022 budget in the amount of \$4.45 million.

### 2019 to 2022 Total Cannabis Budget – Operating Budget plus Reserve

Cannabis Budget	2019	2020	2021	2022
Reserve Contributions through YRP Budget	\$3,257,965	\$1,581,084	\$598,041	\$0
Within YRP Operating Budget	\$1,192,623	\$2,869,504	\$3,852,547	\$4,450,588
Total Cannabis Budget	\$4,450,588	\$4,450,588	\$4,450,588	\$4,450,588

The purpose of the cannabis reserve is to address unanticipated pressures related to the legalization of cannabis. Specifically, the reserve reflects incremental costs to the Operating Budget and does not reflect the use of existing resources used to quantify the full cost of the *Cannabis Act*, expected to reach \$6.51 per capita by 2021.

***Cannabis Act Financial Outlook***

<b>Cannabis Outlook</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Incremental Costs	\$87,900	\$1,192,623	\$2,869,504	\$3,852,547	\$4,450,588
Use of Existing Resources	\$1,370,900	\$4,636,745	\$3,136,996	\$3,821,353	\$2,555,098
Net Tax-Levy Impact	\$1,458,800	\$5,829,368	\$6,006,500	\$7,673,900	\$7,005,686
Gross Cost Per Capita	\$1.24	\$5.23	\$5.30	\$6.51	\$5.90

Any underspending in the Operating Budget would continue to be addressed as part of the Region's overall surplus management policy and would not be directed to the cannabis reserve. This reserve is time limited for the next three years only, the amount is capped and will be monitored for usage. As more information becomes known regarding the impact of cannabis legalization, there may be consideration to continued contributions, potential draws or rebalancing through the 2023 budget process based on the performance of the cannabis reserve.

Still to be addressed is the parameter that any funds received from senior levels of government will be received by the Region and not YRP, and will be distributed as part of the annual budget process.

The second is the restatement of contribution to capital reserves back into the York Regional Police budget. This reserve contribution was initially restated from the department level in both the 2019 budget and envelope, and was held corporately. This decision was subsequently amended, and the capital reserve contributions are to be held at the departmental level to accurately reflect the costs of delivering departmental services. Information from the 20-year capital plan and 100-year asset management lifecycle plan assist in determining the reserve contribution amount.

Incorporating both adjustments, the updated net Operating Budget and outlook, and year-over-year percentage change is as follows:

**2019 to 2022 Revised Net Operating Budget**

<b>Net Operating Budget</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Board approved November 7	\$327,940,983	\$344,326,877	\$358,031,306	\$373,117,873
Cannabis Contingency Reserve	\$3,257,965	\$1,581,084	\$598,041	\$0
Capital Reserve Contributions	\$5,936,000	\$5,936,000	\$6,319,000	\$6,784,000
Revised Net Operating Budget	\$337,134,948	\$351,843,961	\$364,948,347	\$379,901,873
Incremental Year over Year	4.21%	4.36%	3.72%	4.10%

The proposed new reserves would require annual reserve analysis within the annual budget process to assess the adequacy of the reserve. Any recommended funding changes would be approved by the Board and forwarded to the Regional Treasurer for consideration as part of the annual budget approval.

The attached Appendix 1 is the York Regional Police section to be included in The Regional Municipality of York's 2019 Budget Book. Included on page 5 is a sidebar calling for senior levels of government to provide funding to reduce the burden of legalized cannabis on local taxpayers.

It is therefore recommended that the Board approve the revised 2019 and Outlook Operating Budget amounts reflective of the cannabis contingency reserve and capital reserve contributions.

Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police

EJ:se  
Attachment

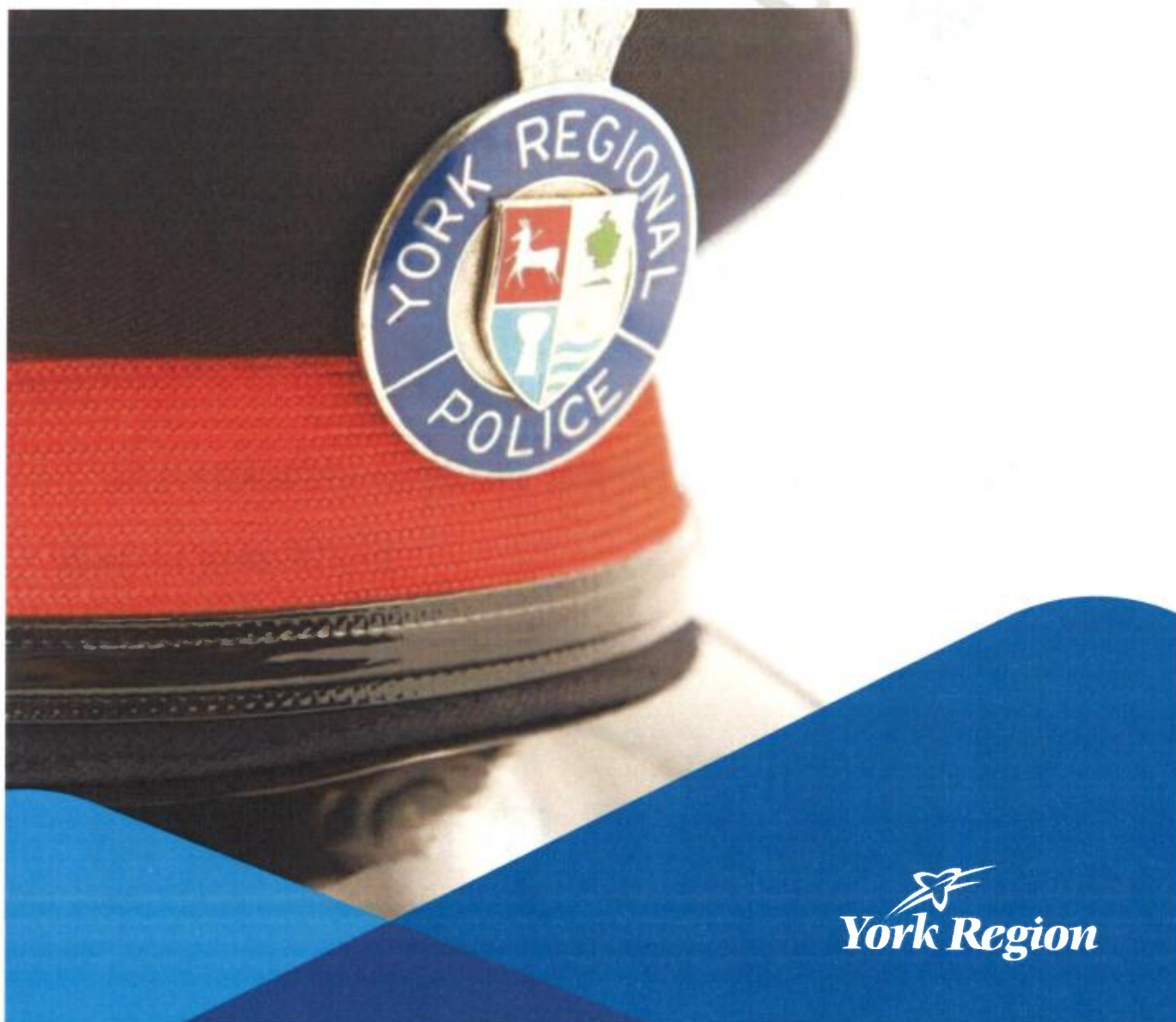
Accessible formats or communication supports are available upon request.





## YORK REGIONAL POLICE

has as its mission to ensure the Region's citizens feel safe  
and secure through excellence in policing



## THE YORK REGIONAL POLICE OPERATING BUDGET IS...

**16% OF TOTAL  
REGIONAL EXPENDITURES**

**30¢ ON THE  
TAX DOLLAR**

### 2019 TO 2022 OPERATING EXPENDITURES AND NET TAX LEVY



## THE YORK REGIONAL POLICE CAPITAL BUDGET IS...

**3% OF THE  
REGION'S 10-YEAR PLAN**

**3% OF  
TOTAL CSA**

### 10-YEAR CAPITAL PLAN AND CAPITAL SPENDING AUTHORITY (CSA)

**\$173M OVER 10 YEARS**

**\$62M OF CSA**



# MAKING A DIFFERENCE TO THE COMMUNITY

The goal of York Regional Police Service is to provide superior quality service to the citizens it serves, while responding to new demands and challenges.

The service is governed by the provincial *Police Services Act*, which sets out principles designed to ensure the safety and security of people and property, safeguard fundamental rights, cooperation with local communities, respect for and understanding of the needs of the victims of crime, and being sensitive to diversity. A seven-member civilian Police Services Board provides oversight, including reviewing and approving the police budget before it is presented to Council for final approval.

Operational services provided through the service's five district headquarters include patrol, criminal investigation, and community-oriented units that deal with crime prevention and first-line response, as well as information and court-related services. The investigations and support branch, managed out of police headquarters in Aurora, includes major incident management, air and canine units, collision investigations, intelligence, traffic enforcement and safety programs, and community services. The executive branch comprises the Office of the Chief of Police and several functions that support service-wide goals and standards. An administrative branch provides financial, infrastructure, staff and corporate development services.

## ACCOMPLISHMENTS

- Successfully implementing a sector model of policing in all districts, which has resulted in enhanced police presence, increased patrol supervision, improved response times and balanced workload. By increasing availability of patrol resources during peak demand, response times to high priority calls were maintained despite an increase in calls from the public.
- Launching a campaign to raise awareness of human trafficking and carrying out an undercover operation that resulted in more than 100 arrests.
- Enabling on-line registration with the Vulnerable Person Registry, with close to 1,000 people registered to date. Vulnerable people are individuals who may need emergency help because of a tendency to wander, inability to communicate or another condition that puts them at risk. The registry expedites the process of finding and helping vulnerable residents when necessary.

## WHAT SHAPES THE POLICE BUDGET

From the Region's perspective, York Regional Police Service supports the Community Result Area of Healthy Communities in the Strategic Plan. It provides the core service of Police Services. The service is also guided by its own business plan, available at <https://www.yrp.ca/en/about/resources/2017-2019-YRPBusinessPlan-Web.pdf>.

The plan's goals and objectives were developed through extensive consultation. Key priorities include building trust in communities, engaging youth, modernizing business processes and ensuring safer schools,



roads and neighbourhoods. The service works to meet these priorities as part of its mission while responding to new demands, challenges and legislative requirements.

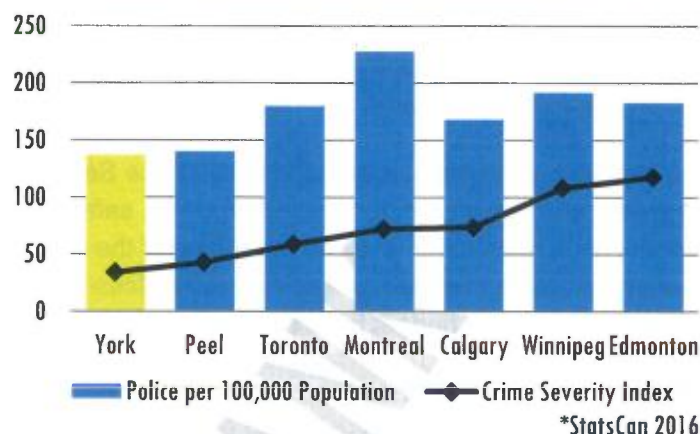
The Police Services Board approved the York Regional Police operating and capital budgets in November 2018. The operating budget represents 16% of the Region's 2019 total gross operating budget. Its capital program over the next 10 years, at \$173 million, accounts for 2.6% of the Region's 10-year capital plan.

## OPERATING BUDGET

The proposed 2019 operating budget would add 29 full-time equivalent staff to respond to the federal legislation to legalize cannabis, which came into effect in October 2018, as well as an amended *Police Services Act* at the provincial level, among other legislative reforms.

Research from other jurisdictions indicates an increase in motor vehicle accidents after cannabis legalization and more fatal crashes involving drivers with cannabis in their system. There is also concern that legalization leads to an increase in cross-border crime involving jurisdictions that have not legalized cannabis.

### EFFICIENT AND EFFECTIVE USE OF POLICE RESOURCES



### Year-over-year operating budget changes

(in \$000s)	2019		2020		2021		2022	
	Gross	Net	Gross	Net	Gross	Net	Gross	Net
<b>Opening Budget</b>	357,516	323,501	371,109	337,135	387,027	351,844	400,749	364,948
Status Quo	14,140	13,768	15,216	12,884	12,278	10,830	13,498	12,557
Efficiencies & Program Reductions	(254)	(254)	(20)	(20)	-	-	-	-
Debt Servicing Net of Development Charges	(412)	-	(1,123)	-	(830)	-	(320)	-
Fiscal Strategy	(1,174)	(1,174)	-	-	383	383	465	465
Maintaining Service Levels for Growth	1,294	1,294	1,845	1,845	1,891	1,891	1,932	1,932
Enhancements and Transformation	-	-	-	-	-	-	-	-
<b>Proposed Budget</b>	<b>371,109</b>	<b>337,135</b>	<b>387,027</b>	<b>351,844</b>	<b>400,749</b>	<b>364,948</b>	<b>416,324</b>	<b>379,902</b>
<b>Budget Change</b>	<b>\$</b>	<b>13,593</b>	<b>15,918</b>	<b>14,709</b>	<b>13,722</b>	<b>13,104</b>	<b>15,575</b>	<b>14,954</b>
	<b>%</b>	<b>3.80%</b>	<b>4.29%</b>	<b>4.36%</b>	<b>3.55%</b>	<b>3.72%</b>	<b>3.89%</b>	<b>4.10%</b>

### Staffing changes

(Full-Time Equivalents)	2019		2020		2021		2022	
	FTE	% Change	FTE	% Change	FTE	% Change	FTE	% Change
<b>Opening</b>	2,267.0		2,320.0		2,354.0		2,388.0	
New	53.0	2.34%	34.0	1.47%	34.0	1.44%	34.0	1.42%
Conversions	-	-	-	-	-	-	-	-
Program Reductions	-	-	-	-	-	-	-	-
<b>Proposed Budget</b>	<b>2,320.0</b>		<b>2,354.0</b>		<b>2,388.0</b>		<b>2,422.0</b>	
<b>Budget Change</b>	<b>53.0</b>	<b>2.34%</b>	<b>34.0</b>	<b>1.47%</b>	<b>34.0</b>	<b>1.44%</b>	<b>34.0</b>	<b>1.42%</b>

The police budget is therefore preparing for more drug-impaired traffic stops, seizures and violations, motor vehicle collisions, criminal investigations and related road safety initiatives. There will also be ongoing attention to anticipated increases to theft, suicide, break and enter, complaints, robberies and mischief.

York Regional Police are calling for a stable funding commitment from senior governments to help cover these costs, as the box below explains.

A further 24 full-time equivalent staff would be added to manage workload and growth, bringing total additional staff to 53.

The police service is currently facing a wave of retirements. The time between receiving a retirement notice and hiring, training and preparing a new officer is typically 18 months. Over this 18-month period, York Regional Police must prepare for the impacts of population growth, more complex calls for service, cybercrime expansion, radicalization, and changes in legislation and oversight.

The expense related to new staff is budgeted for half a year in the first year of hire, to reflect to average time of hiring. This conservative gapping treatment recognizes a full year expense in subsequent years.

### ***Cannabis Act Financial Outlook***

expense in subsequent years.

In \$'000s	2018	2019	2020	2021	2022	
Additional planned expense of \$2.4 million is mainly for new software for modernization initiatives, digital evidence management and video testimony. The new cannabis	Incremental Costs	88	1,193	2,870	3,853	4,451
	Use of Existing Resources	1,371	4,636	3,137	3,821	2,555
	Net Tax-Levy Impact	1,459	5,829	6,007	7,674	7,006
	Gross Cost Per Capita (in \$)	1.24	5.23	5.30	6.51	5.90

## **Senior government funding needed to cover costs of cannabis legalization**

With the legalization of cannabis under federal statute taking effect in October 2018, concerns are growing across Canada as to who will cover additional policing and other costs at the municipal level.

York Regional Police incurred significant costs in 2018 to prepare for legalization and begin to enforce the new legislation, especially around drug-impaired driving. Costs for training, almost all of which were covered out of existing resources, amounted to almost \$1.5 million, or \$1.24 for every Regional resident. To date, the police service has received only a small fraction of these costs from the province.

The imbalance between Regional costs and funding from senior governments is at risk of growing. York Regional Police expect total cannabis-related costs to grow to about \$7.7 million a year, or \$6.51 per resident, by the time the impacts are fully felt in 2021 as shown in the *Cannabis Act Financial Outlook* table above.

The federal and provincial governments are already receiving cannabis-related revenue, and this is likely to grow substantially. The federal government estimates that excise taxes will amount to roughly \$1 billion a year, but the experience of Washington State, where sales have been legal for four years, suggests it could be three times as much. In addition, federal and provincial governments receive Harmonized Sales Tax revenue, and the province will benefit from its on-line retail sales and role as the sole legal distributor.

The provincial government has committed to providing \$40 million over two years to help municipalities with the implementation costs of legalization, with the possibility of additional funding tied to the share of federal excise duty that Ontario receives. The police service is calling for dedicated, predictable support from senior governments in future to reduce the burden of legalized cannabis on local taxpayers.



legislation has also increased training and roadside testing equipment costs. Facility operating costs have risen with the opening of a new training facility and the increasing age of district headquarter buildings.

The proposed total budget for 2019 of \$371.1 million represents a 3.8% increase from 2018. The proposed increases for the following three years are 4.3, 3.5 and 3.9%.

The police service has achieved efficiencies of \$253,900, including finding savings from rent and court document delivery.

More than 90% of the police operating budget is funded from the tax levy, which funds \$337 million. Provincial grants and subsidies are expected to total \$14.5 million, or 3.9% of operating funding, but this share could change over the four years of the plan, potentially downwards, as a result of changes in senior government priorities.

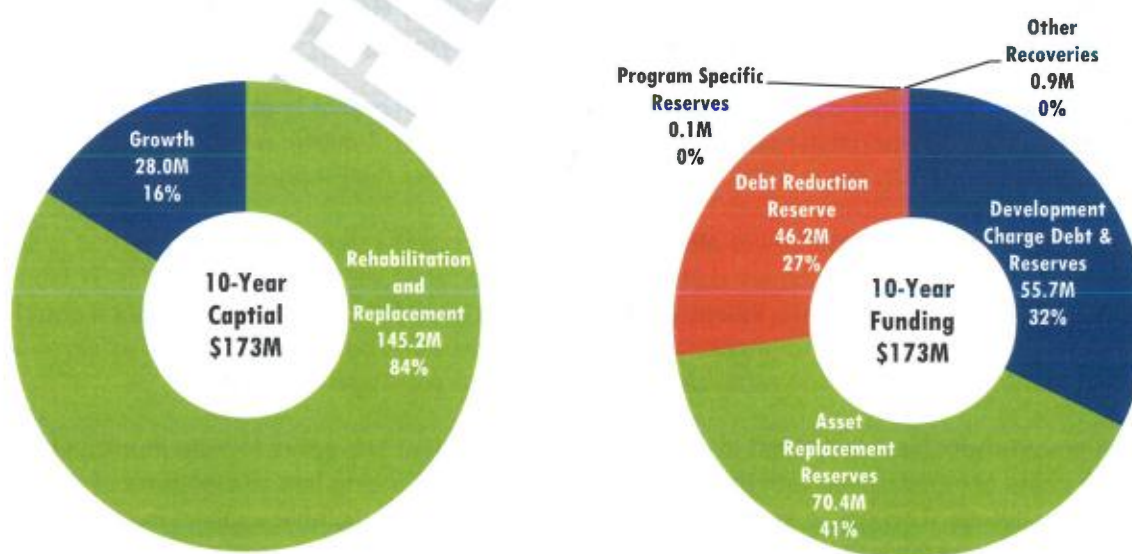
Although both the federal and provincial governments have indicated that police services would receive a share of their cannabis-related revenues, to date there is no certainty as to the timing or amounts and as a result this potential revenue is excluded from the budget. In addition, the province's current program review, discussed on page [16], represents a risk to revenues of \$14.5 million in 2019.

Other non-tax revenues include fees from completing accident reports for insurance purposes, responding to alarms, and providing police escorts and similar services, as well as rental revenue. Together these account for 5.3% of total funding.

## Ten-year capital budget

(in \$000s)	2019	2020	2021	2022	2023	2024-2028	10-Year Total	Capital Spending Authority
<b>York Regional Police:</b>								
<b>Total Project Expenditures</b>	<b>33,517</b>	<b>32,638</b>	<b>17,939</b>	<b>18,117</b>	<b>10,946</b>	<b>60,029</b>	<b>173,186</b>	<b>62,480</b>

Note: York Regional Police's capital is approved at an individual project level and program groups do not apply.



## CAPITAL BUDGET

The police capital budget for 2019 is \$33.5 million, of which \$14.5 million is for building and renewing facilities. The balance is for information technology and vehicles (\$5.9 million and \$8.6 million respectively), and \$4.5 million in specialized and communications equipment.

Development charges will fund \$15.2 million of capital needs in 2019, with most of the balance coming from reserves.

The \$173 million 10-year capital plan includes investments of \$47 million on facilities, including a new substation in West Vaughan and renovation of existing facilities, \$40 million on information technology to refresh and modernize service delivery including enhancements to a business intelligence solution. The service will also spend \$59 million on fleet, including air and water-based vehicles, and a further \$27 million on specialized and communications equipment.

The 10-year capital plan is backed up by a 100-year outlook to ensure assets are purchased, constructed and maintained in a responsible way that meets future demand and gives taxpayers the best value for money.

York Regional Police completed a 2017 State of Infrastructure Report to help plan asset management. In preparation for this report, the service reviewed its capital assets to inform the capital business plan, including assessing building condition for all districts and headquarters. Looking at the condition, life cycle and replacement cost of existing assets resulted in initiatives to renovate facilities and modernize software.

Over the ten years of the capital plan, 84% of capital spending will go to renewal and replacement. This proportion is high compared to most other service areas because of the relatively short service life of police vehicles and the need to update equipment.

## Taking an innovative vantage point to track down distracted drivers

A cup of coffee or a text message can be deadly. By October of 2018, 37 people had died in Ontario in traffic accidents caused by distracted driving – cases where, busy on a phone call or fumbling with a snack or a hot drink, drivers failed to pay attention to what was happening around them, with fatal results. In fact, police classify distracted driving as one of the big four causes of road fatalities, along with aggressive driving, driving while drunk and/or under the influence of drugs and not wearing a seatbelt.

In the past few years, York Regional Police have been getting tough on distracted driving. Beginning in April 2016, officers began using public transit to spot distracted drivers.

Working in partnership with York Regional Transit, officers riding on buses can look down into passing cars to see if the drivers are on the phone, texting or otherwise failing to pay attention. When they spot a distracted driver, they contact a nearby cruiser that pulls the offender over.

On average, the police issue four tickets during every hour spent observing from a bus. To boost the campaign's effectiveness, in April 2017, numerous York Region buses began sporting high-visibility ads on their sides announcing "We Are on Board. Are You?" a reminder to drivers that there was a good chance they were being watched.

Combining humour with a very Canadian theme — hockey — the police also launched a campaign featuring a lumbering hockey player. Known as the "distracted destroyer," he slams into hapless individuals too focused on their cell phones to see him coming. Following up on the hockey approach, in November of 2017, police officers began handing out hockey pucks to people stopped for distracted driving. The pucks are embellished with the words, "Keep Your Head Up. Don't Text and Drive."



## OPERATING IMPACT OF CAPITAL

As the population grows, York Regional Police must add more front-line positions and ensure they have the assets needed to do their job, such as vehicles and facilities. The way that these investments are made can result in more efficient operations, which helps to manage operating costs as the size of the asset base grows. The service also makes capital investments like new communications tools and other front-line equipment to improve service quality and ensure greater safety for officers and the public.

## LOOKING AHEAD

The 2017-2019 Business Plan for York Regional Police sets out four cornerstones: Community Focus, Operational Excellence, Preferred Place of Employment and Superior Quality Service. Each cornerstone has three objectives and each objective has three actions. In total, this commits York Regional Police to achieve 12 objectives and 36 actions by 2019. A total of 93 activities have been identified as being necessary to accomplish these 36 actions. The Business Plan provides more details.



THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

JANUARY 30, 2019

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**2017-2019 Business Plan  
Year 2 Status**

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**RECOMMENDATION**

1. That the Board receive this report.

**SYNOPSIS**

The 2017-2019 Business Plan was developed through extensive consultation with our residents, community partners and members of York Regional Police. The objectives and actions contained in the Plan reflect the considerable feedback we received during our consultation process and our commitment to providing excellent policing services. This report will summarize the status of the second year objectives, actions and activities of the 2017-2019 Business Plan.

**FINANCIAL IMPLICATIONS**

None

**BACKGROUND**

Within the 2017-2019 Business Plan, there are four cornerstones; Community Focus, Operational Excellence, Preferred Place of Employment and Superior Quality Service. Each cornerstone has three objectives and nine actions (three actions per objective). In total, there

are 12 objectives and 36 actions that York Regional Police has committed to achieve by 2019. A total of 101 activities have been identified as being necessary to accomplish these 36 actions.

Internally, the implementation of the Business Plan is overseen by the Executive Command Team. Senior Officers have been assigned to lead each activity. The Senior Officers are responsible for establishing implementation teams, and developing detailed plans and timelines for the successful achievement of specific activities. Each senior officer submits regular reports to the Planning, Research and Evaluation Unit to track activity progress. The Chief regularly reports our progress to citizens at Police Services Board meetings and through our Annual Report. In addition, yearly status reports are provided to the Police Services Board.

Our members, citizens, volunteers and stakeholders are instrumental in the implementation of this Business Plan. Highlights of the 2017-2019 Business Plan status, including 2018 accomplishments and priorities for 2019 can be found in Appendix A and further details of our achievements can be found in Appendix B.

All activities that were scheduled to be completed in 2018 have been completed, with the exception of two activities, one under Community Focus and one under Preferred Place of Employment. Both of these activities are near completion and are expected to be accomplished during the first quarter of 2019. In summary, all four cornerstones have high completion rates and most activities that are scheduled to be completed in 2019 are already in progress and on track.

Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police

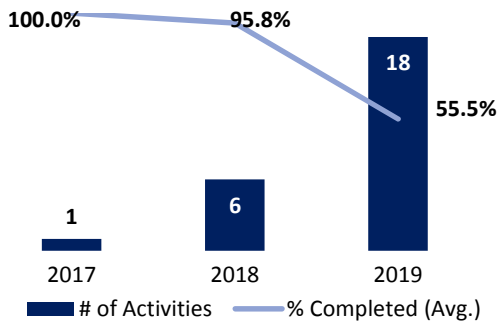
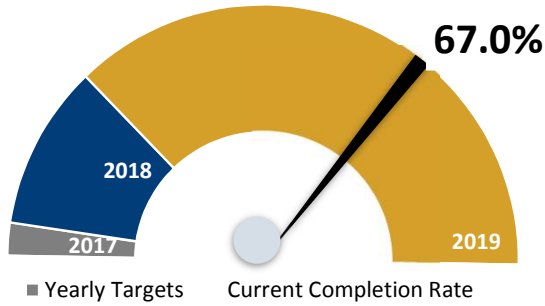
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Attachments

Appendix A: 2017-2019 Business Plan Status Report and Priorities  
Appendix B: 2017-2019 Business Plan Year Two Status Report

Accessible formats or communication supports are available upon request.

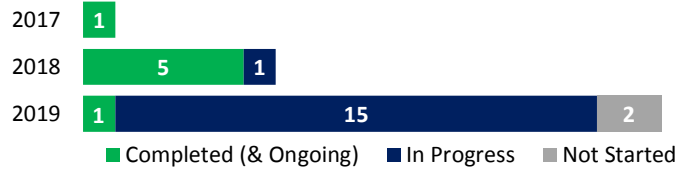
## Community Focus

● On Track



### 2018 Highlights:

- ✓ Continued community engagement at the District level, including:
  - development of a Community Engagement Strategy
  - shared public safety information
  - increased public interactions
- ✓ Completed construction of the King Community Substation
- ✓ Enhanced engagement with youth using social media tools
- ✓ Continued collaborations with Public Health regarding the impacts of the legalization of cannabis

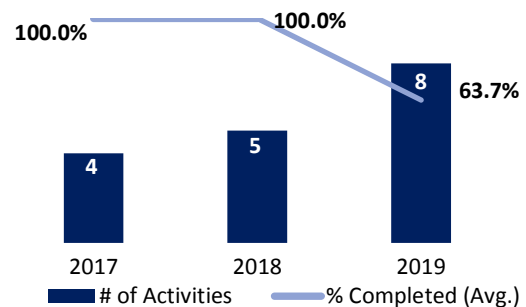
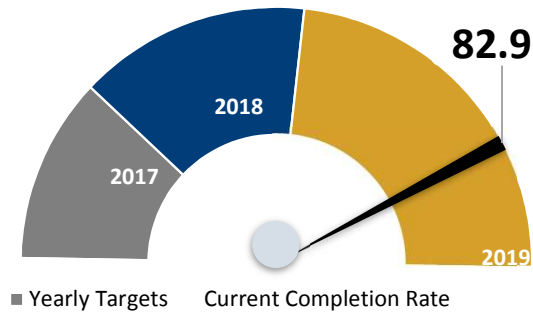
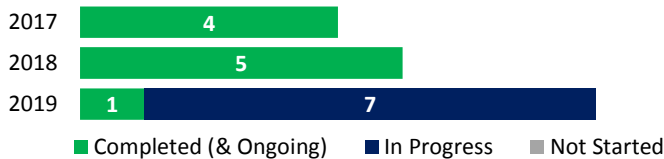


## Operational Excellence

● On Track

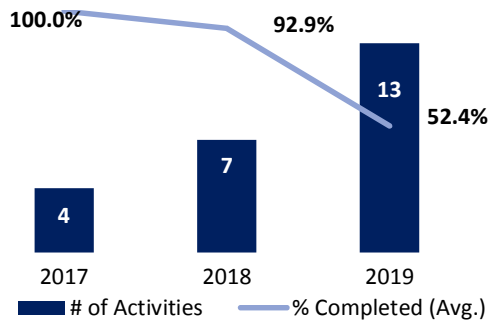
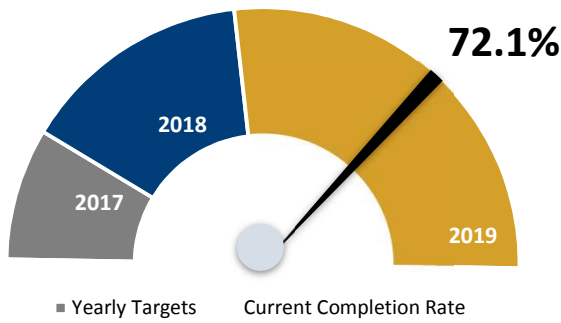
### 2018 Highlights:

- ✓ Enhanced development and implementation of Business Intelligence dashboards and Active Operating Picture
- ✓ Continued progress towards an organization-wide ethics framework
- ✓ Enhanced response to opioid related occurrences and operational demands to cannabis legalization
- ✓ Participated in the coordination and implementation of several joint force operations



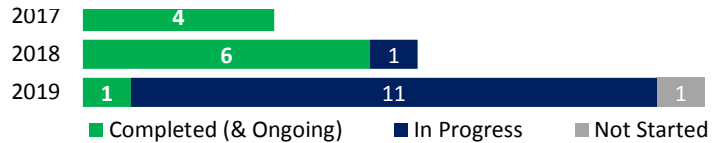
## Preferred Place of Employment

● On Track



### 2018 Highlights:

- ✓ Continued to promote information about York Regional Police to our diverse communities
- ✓ Continued research and consultation to inform development of a Gender Equity Strategy
- ✓ Enhanced our e-learning curriculum and developed new training, including cannabis legislation changes
- ✓ Continued implementation of the Mental Health Strategy
- ✓ Conducted review of organizational values and ethics
- ✓ Provided training and education that increases cultural competency and promotes dignity and

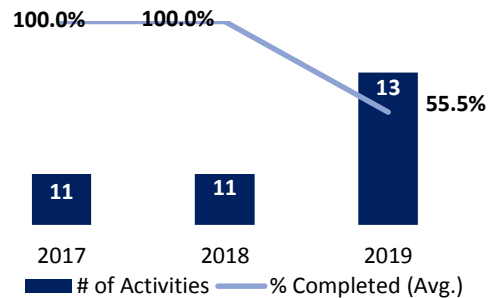
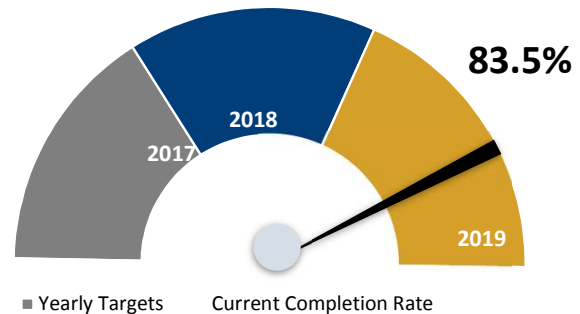
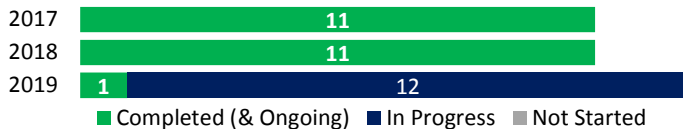


## Superior Quality Service

● On Track

### 2018 Highlights:

- ✓ Modernized the process for alternative calls for service, including the development of an online reporting tool for sexual assaults
- ✓ Leveraged more technology options advancing our members' effectiveness and efficiency, including a video evidence project and updated technology in our front-line vehicles
- ✓ Continued to explore opportunities to expand use of Business Intelligence tools across the organization
- ✓ Made enhancements to the intelligence hub for improved and timely information sharing



**2019 Priorities:**

**Community Focus**

- ❖ Ongoing efforts to increase front line community engagement through public interactions and sharing of safety information
- ❖ Continue implementation of the YRP Youth Strategy
- ❖ Launch of a crime prevention application (mobile app)
- ❖ Continue collaboration with parent and school councils to provide additional crime prevention information
- ❖ Enhanced awareness of online services such as reporting of minor incidents and police background checks

**Preferred Place of Employment**

- ❖ Deliver equitable and inclusive recruitment initiatives to reflect our diverse communities
- ❖ Ongoing development of a Gender Equity Strategy
- ❖ Improvements to intranet site-YRPNet
- ❖ Continue to review placement of accommodated staff members to enhance deployment of human resources

**Operational Excellence**

- ❖ Continued to create and customize Business Intelligence dashboards to aid in intelligence led policing initiatives
- ❖ Enhance skills and awareness focusing on ethics and respect in the workplace
- ❖ Coordinate and implement joint force operations to target crime priorities
- ❖ Ensure a high level of customer service and professionalism when interacting with the public

**Superior Quality Service**

- ❖ Continue to explore alternative options for communication and reporting
- ❖ Leverage more technology options that advance our members' effectiveness and efficiency
- ❖ Enhance connectivity and co-ordinate resources with our community partners
- ❖ Further prepare the organization to address regional changes associated with urban intensification





## APPENDIX B: 2017-2019 BUSINESS PLAN YEAR TWO STATUS REPORT

### COMMUNITY FOCUS

<b>OBJECTIVE</b>	<b>1. To maintain public trust and confidence through community engagement</b>
<b>ACTION</b>	<b>1a Enhance engagement, communication and outreach with our community to promote the sharing of information and mutual respect</b>
<b>ACTIVITY</b>	<b><i>1a (i) Districts to partner with YRP service areas to engage with community members and provide public safety presentations (Year 1 to 3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Throughout 2018, all five districts, in collaboration with other York Regional Police service areas, engaged with community members to improve public safety awareness. Community Services, for example, was engaged with the districts to provide public safety presentations to various groups, agencies and residents, including students, seniors, and our diverse communities. Presentation topics included personal safety, fraud prevention, crime prevention, CPTED and employee safety. Furthermore, the Districts' Community Oriented Response (COR) Units also partnered with agencies to engage with community members to provide public safety messaging. #3 District partnered with Corporate Communications to create short 30 second safety videos posted on social media.
<b>ACTIVITY</b>	<b><i>1a (ii) District Commanders to have Town Hall meetings with each DCLC (Year 1 to 3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	All five districts have hosted up to four District Community Liaison Committee (DCLC) Town Hall meetings in 2018. Examples of topics discussed included: what the YRP Business Plan means to the community, traffic priorities and other crime trends. #4 and #5 Districts have also led Town Hall meetings throughout the community, involving councillors and local DCLC members to discuss crime trends such as break and enters, crime prevention for seniors and fraud awareness.
<b>ACTION</b>	<b>1b Increase our interaction with children, youth, seniors, persons with disabilities, victims and other vulnerable populations</b>
<b>ACTIVITY</b>	<b><i>1b (i) Track and report back on District initiatives that increase interaction (Year 1 to 3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	All five districts' initiatives are regularly planned and tracked to increase interaction with the community. Some examples of initiatives that interact with children, youth, seniors, persons with disabilities, victims and other vulnerable populations include: #1 District officers have increased the level of engagement opportunities at non traditional locations where YRP officers can engage with at risk youth, the mentally ill and those often marginalized members of our community. These locations include York Region Community Living, March of Dimes and Shelters. #3 District has completed 54 initiatives focused on traffic safety priorities. #4 District have had 9 initiatives to date relating to traffic safety, community engagement, transit and crime. #5 District held 12 community engagement initiatives in 2018.

<b>ACTION</b>	<b>1c Provide greater police presence in the community to improve public safety</b>
<b>ACTIVITY</b>	<b>1c (i) Front-Line Patrol Officers will utilize 10% of their time to do community engagement (Year 1 to 3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Front-line police officers from each district continue to make efforts to dedicate 10% of their time to community engagement. Districts have set up strategies and initiatives to ensure ongoing community engagement by front-line police officers. For example, many Districts have identified strategic locations for front-line officers to be proactive and engage with the community. This time is also tracked and measured to ensure front-line officers are regularly engaging with the community. Some of the community engagement activities include: attending complaint areas and engaging community partners, businesses and the public in the area; and also taking time to engage during initiatives like ABC, Park Patrol, and at community and charity events. There has also been an increase in community presence around places of worship with religious leaders and youth groups.
<b>ACTIVITY</b>	<b>1c (ii) Coordinate plans with King City for the construction of the policing substation (Chief's goals) (Year 2)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	The King Community Substation Project officially kicked off early September 2017. Demolition is completed and general contractor work has commenced on site. Project is on track to be completed by the end of 2018. York Regional Police staff are on site every 2 weeks to participate in project meetings. Soft opening of the King Substation to occur early in January 2019.
<b>ACTIVITY</b>	<b>1c (iii) Conduct foot patrols and/or bike patrols during community event (Year 1 to 3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	As part of each Districts focus on community engagement, all five Districts continue to conduct foot and bike patrols during community events. During outdoor community events, identified in the Districts' events calendars, front-line officers are on foot patrol and Community Oriented Response Unit (COR) officers on bike patrol. Officers also conducted foot patrols and bike patrols in parks and plazas as well as Canada's Wonderland. #5 District collaborated with Parks Canada to provide ATV and bike patrols. Examples of events include: Stride for Strokes Run, Canada Day festival, Unionville Festivals, ALS Walk, Santa Claus Parade, Winter Carnival, Strawberry Festival, Ribfests, Terry Fox run, etc.



<b>OBJECTIVE</b>	<b>2. To continue developing partnerships within the community focused on a shared sense of ownership for crime prevention and community safety</b>
<b>ACTION</b>	<b>2.a Enhance awareness to the public on our reporting tools, community resources and programs</b>
<b>ACTIVITY</b>	<b><i>2a (i) Enhance awareness of "Text to 911" for deaf, deafened or hard of hearing populations (year 2)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	Information on "Text to 911" for deaf, deafened or hard of hearing population is made available on our external website. Also a media release was sent out to educate community and media.
<b>ACTIVITY</b>	<b><i>2a (ii) Enhanced awareness of online services such as reporting and police background checks (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	The online reporting section on yrp.ca has been completely re-designed, making it far more user-friendly and appealing to the eye than the old Cop Logic template forms. Strategic Communications created printed products and online content to raise awareness of online background checks. We recently expanded online services to include the reporting of incidents of historical sexual assaults online, which are received directly by qualified sexual assault investigators. To promote this new service, during Sexual Assault Prevention Month in May, Strategic Communications created a campaign personalizing the investigators and highlighting their investigative experience. This was well-received, garnering re-tweets on Twitter and likes on Facebook. The first arrest of a suspect in a historic sexual assault reported online was made in June 2018.
<b>ACTIVITY</b>	<b><i>2a (iii) Addition of external established crime preventions links on our external website (year 2)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>Summary</b>	Produced short videos and/or infographics, one for each week for Crime Prevention Month in November 2018 highlighting Seniors' safety, residential break and enters as well as the cannabis legislation regarding what is legal and what is not. A video was also created on impaired driving to coincide with the festive RIDE launch.
<b>ACTIVITY</b>	<b><i>2a (iv) Promote the Vulnerable Persons Registry on our external website and with related support agencies (year 1-3)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	Corporate Communication Bureau completed a website revamp, making content more informative and user-friendly. Additionally, the Vulnerable Persons Registry app was developed and educational/awareness pamphlets were distributed within the community. As well, the Vulnerable Person ID card was created. This card is to be used in conjunction with our Vulnerable Person Registry and/or Project Lifesaver program. It provides a physical and fillable tool whereby caregivers can provide concise details about the participant, and can be easily kept in a wallet, pocket, purse, backpack, etc. The card provides officers with quick access to critical information (e.g. name, language spoken, medical condition/allergies etc.) to vulnerable individuals in York Region.

<b>ACTION</b>	<b>2.b Empower our community partners and leverage their knowledge and resources to proactively manage issues that have an impact on the community</b>
<b>ACTIVITY</b>	<b><i>2b (i) Educate our community about upcoming changes to Police Services Act (PSA) (year 2-3)</i></b>
<b>STATUS</b>	Not Started
<b>SUMMARY</b>	NO UPDATE - the Government introduced the Safer Ontario Act, 2017 in November 2017. The Bill is a comprehensive public safety legislation that repeals and replaces the Police Services Act among other public safety related legislation. This legislation is currently on hold.
<b>ACTIVITY</b>	<b><i>2b (ii) Establish closer relationship with York Region Public Health Unit (year 2-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	As a result of the Safer Ontario Act 2017, YRP and York Region are working together to develop a Community Safety and Well-being plan (CSWB). The CSWB plan will be developed by working collaboratively with municipal government, police, community based organizations and other representatives. The plan aims to find solutions to crime, victimization and community safety and well-being issues by mobilizing resources. The CSWB Plan will identify risks; identify strategies to reduce the prioritized risks, set up measurable outcomes, address any other issues and other information as prescribed. The purpose of the CSWB is to deliver a strategy that will create strong, caring and safe communities.
<b>ACTIVITY</b>	<b><i>2b (iii) Continue to collaborate with municipal departments to address community issues (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>Summary</b>	All five Districts collaborate with municipal departments on an ongoing basis to address community issues. Some examples include: #1 District set up a monthly email to the Mayors regarding District initiatives to address areas of mutual concern and promote knowledge sharing. #3 District partnered with the Town of Georgina regarding winter concerns, road safety and by-law offices. #4 District partnered with the City of Vaughan re short term rentals. #5 District collaborated with the Mayor and by-law offices concerning short term rental concerns.
<b>ACTION</b>	<b>2.c Encourage collaboration with our community and policing partners to enhance the capacity of the community to address safety and crime issues</b>
<b>ACTIVITY</b>	<b><i>2c (i) Community e-newsletter (Carry over from 2014-2016) (year 2-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	YRP.ca serves as a news destination for our community, where we feature news about our latest campaigns, media releases etc. We continue to engage with and educate our community through social media, including Twitter, Facebook and Instagram. The news section on the website has been vastly improved, and serves our community well and we continue to effectively engage our community on social media.

<b>ACTIVITY</b>	<b><i>2c (ii) Evolve the DCLC's to reflect changes in the PSA regarding community safety and wellbeing (year 2-3)</i></b>
<b>STATUS</b>	Not Started
<b>SUMMARY</b>	NO UPDATE - the Government introduced the Safer Ontario Act, 2017 in November 2017. The Bill is a comprehensive public safety legislation that repeals and replaces the Police Services Act among other public safety related legislation. Even though the Safer Ontario Act has been on hold, there have been some enhancements to the DCLC's in the districts. #1 District has added a member of Community Living and a teacher working with high risk youth to its DCLC. #2 District is diversifying its DCLC to better reflect the demographics of the community. #5 District has delivered a new set of expectations to the DCLC in July 2018 with each ward now represented with at least 1 DCLC member.

<b>OBJECTIVE</b>	<b>3. To engage youth and community partners to encourage positive police and youth relations</b>
<b>ACTION</b>	<b>3.a Implement strategies that promote positive and respectful relationships, fostering a safe environment for youth in our community</b>
<b>ACTIVITY</b>	<b><i>3a (i) Implement the YRP Youth Strategy (year 2-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Community Services has continued to make progress in all four areas of the youth strategy which include reducing substance abuse, tackling mental health, bullying and safe social media.
<b>ACTIVITY</b>	<b><i>3 a (ii) Ensure the completion of a Diversity Classroom at the Community Safety Village (year 1-2)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	This project has been delayed and is anticipated to be completed by March 2019.
<b>ACTION</b>	<b>3.b Increase engagement and collaboration with youth using interactive tools like social media</b>
<b>ACTIVITY</b>	<b><i>3b (i) Utilize the most current social media tools to engage with youth (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Corporate Communications Bureau is working with Community Services to launch two new apps. One is geared towards young teenagers to address bullying, drugs and mental health. The other app is intended for children to address bicycle, road, Internet and fire safety. The Kids' apps are close to being released, as they are in the contract stage with the Region's legal department. Other youth engagement tools have been the "Party with Caution" infographic and postcard handout for prom season, as well as the creation of a Fentanyl awareness video.
<b>ACTIVITY</b>	<b><i>3b (ii) Explore options for more officer engagement via social media in conjunction with Corporate Communications (year 2)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>Summary</b>	Corporate Communications Bureau has worked to support the Real Time Operations Centre (RTOC) in expanding their role on our social media channels, providing training, best practices and ongoing assistance.
<b>ACTIVITY</b>	<b><i>3b (iii) Promote pre-existing youth oriented crime prevention and safety messages offered by other agencies (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Part of routine business within Corporate Communication Bureau is to support partner safety campaigns and initiatives on social media. They have partnered with MADD for a fall's RIDE campaign. They have also promoted the Huron Heights Secondary School day of community with a number of community partners offering services to those less fortunate. Corporate Communications also launched the' Holiday Heroes campaign with St. Andrews College with student involvement.

<b>ACTION</b>	<b>3.c Provide greater awareness and education to community partners and parents on crime prevention and personal safety for youth</b>
<b>ACTIVITY</b>	<b>3c (i) Crime prevention app (year 3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	The Twice a Child app has been completed and is in the process of being launched on Google and Apple platforms.
<b>ACTIVITY</b>	<b>3c (ii) Enhancement of the United super hero program (year 1)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	Developed the United League Game App. (January – April 2017). The mobile anti-bullying themed game app was developed in partnership with the Sheridan College Game Lab department. The game allows the player to create their own hero and defeat foes which are harassing citizens on maps influenced by locations in York Region. The game contains messaging on bullying and a link to resources for young people. The game will be available for free on Android and Apple platforms and promoted in schools by Youth Education Officers. In addition, the United League House was created and showcased during Police Week May 13, 2017. The United League house located at the Community Safety Village was transformed into an interactive educational headquarters for United League members. Young visitors to the hero house are encouraged to take the United League oath and become heroes in their schools and communities. League members pledge to be positive and helpful citizens and uphold the character attributes of the League. Furthermore, a new Superhero was created, named “Unity”. Unity was showcased at WE Day/Fan EXPO (September 28, 2017). WE Day youth event and WE Day Family events hosted at the Air Canada Centre attract 34,000 youth and parents.
<b>ACTIVITY</b>	<b>3c (iii) Add personal wellness service provider links and resources to our website (year 2)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	Corporate Wellness - videos and links to resources related to nutrition and fitness; Psychological Services - Mental health link to resources and screening tools covering topics on Anxiety, Depression, PTSD, Panic Disorder, Risky Alcohol Use, Social Anxiety Disorder and links to therapists and Canadian Crisis Resources for suicide prevention; Peer Support Unit - Mental Health resource links to personal Psychologists and Psychological Associates.
<b>ACTIVITY</b>	<b>3c (iv) Modernize and update crime prevention portion of the website (year 2-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	In 2018, the crime prevention portion of the YRP website was updated to include the following: 1) Cannabis and Policing 2) Run Hide Defend 3) Stop Sex Trafficking The web site was modernized to include electronic registration for YRP’s Crime Prevention Academy’s (2 per year)
<b>ACTIVITY</b>	<b>3c (v) Collaboration with parent and school councils to provide additional crime prevention information (year 1-3)</b>
<b>STATUS</b>	In Progress

<b>SUMMARY</b>	<p>Ongoing collaboration with parent and school councils to provide additional crime prevention information. Youth Voice Conference was held in November 2018 with 600 students from Maple High School to learn about mental health issues. Crime Stoppers of York Region Student Symposium was held November 2018 with 400 students in attendance to learn about crime prevention. Human Services Justice Coordinating Committee Addictions and Mental health Conference: Police and Public Health connected with young persons to break down barriers and perceptions. There is also a continued commitment by York Regional Police who sponsor volunteer youth groups such as the 32 MP Cadet program, York Regional police Youth Band and the York Region Scouts and Rovers.</p>
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<b>OBJECTIVE</b>	<b>1. To enhance crime detection, suppression and enforcement activities through evidence-based decision making</b>
<b>ACTION</b>	<b>1a Utilize intelligence-based approaches and data to address crimes that affect the community</b>
<b>ACTIVITY</b>	<b><i>1a (i) Customize Business Intelligence dashboards to aid in intelligence led policing initiatives (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	The Business Intelligence Unit completed all the planned BI dashboard enhancements for 2018. Numerous dashboards were created to monitor traffic, break and enters, opioids and Cannabis offences.
<b>ACTIVITY</b>	<b><i>1a (ii) Expand pilot of Active Operating Picture (AOP) including training (year 1-3)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	The AOP 2.0 application is fully implemented and all members that required training have been trained.
<b>ACTION</b>	<b>1b Identify and act upon evolving risks to the community, such as drug production, fraud, cybercrime, human trafficking, organized crime, and our response to persons in crisis</b>
<b>ACTIVITY</b>	<b><i>1b (i) Coordinate and implement joint force operations to target crime priorities (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	York Regional Police Investigative Services has members assigned to the OPP Provincial ROPE Squad and the OPP VICLAS Unit. Between November 2017 and May 2018, the YRP Homicide Unit participated in a JFO with the Hamilton Police Service, Homicide Unit, the RCMP and the Criminal Intelligence Service of Ontario into the murders of Angelo Musitano and Mila Barberi. From Organized Crime: Also involved in Project Switch -Asian organized Crime Task Force (AOCTF), Project O'BUSBAR - Toronto Airport Drug Enforcement Unit (TADEU), Project PATTON - TPS led gang enforcement investigation, Project SYNDACATO - YRP Led investigation. Project Michael aims to increase community supports by developing a mobile phone application and acquiring new technology to establish a user-friendly information resource for victims of human trafficking.
<b>ACTIVITY</b>	<b><i>1b (ii) Enhance analysis and response to opioid related occurrences (year 1-2)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	The Fentanyl social media campaign was completed with the assistance of Corporate Communications. The protocol and procedure in regards to safe handling & storage of exhibits was finalized and released to YRP members. The BI dashboard was developed to capture opioid related data.
<b>ACTIVITY</b>	<b><i>1b (iii) Modernization and restructuring of the Organized Crime Bureau (year 1)</i></b>
<b>STATUS</b>	Completed

<b>SUMMARY</b>	York Regional Police modernized and restructured the Organized Crime Bureau, which included the creation of a Financial Crimes Unit, a Major Project Team and a Traditional Organized Crime Task Force.
<b>ACTION</b>	<b>1c Optimize the use of data to strategically address traffic enforcement and promote traffic safety priorities</b>
<b>ACTIVITY</b>	<b>1c (i) Development of traffic related dashboards(year 1-2)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	The OAPF 2.0 Dashboard has been upgraded and fully deployed to all Frontline officers this year. It enables us to strategically understand and improve our enforcement through location based metrics and priority patrol zones. Active Operating Picture (AOP 2.0) has also been upgraded and fully deployed to Frontline Officers this year which enables us to visualize heat maps of collisions and overlay them with our enforcement efforts to ensure our enforcement has a greater impact on road safety.
<b>ACTIVITY</b>	<b>1c (ii) Deployment of Armadillo traffic data tracker equipment to strategically address traffic enforcement (year 2)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	Five Armadillo traffic data trackers have been purchased and will be deployed in all five districts. This purchase followed a successful pilot project in #1 District that demonstrated many benefits to having this equipment in-house.



<b>OBJECTIVE</b>	<b>2. To manage and deploy resources in a responsible and sustainable way</b>
<b>ACTION</b>	<b>2.a Implement the new patrol service delivery model and ensure its continuous evaluation</b>
<b>ACTIVITY</b>	<b><i>2a (i) Implement the Sector-Based Policing Model in 1, 2, 3 and 4 District (ECT goals) (year 1)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	#5 District Sector-Based Policing Model Pilot was conducted and completed (October 2015 -April 2016). An evaluation of the Pilot recommended implementation of the new Sector-Based Policing Model at all districts. The new Sector-Based Policing Model was made permanent at #5 District and was implemented at #1 District and #4 District (February 2017). The new Sector-Based Policing Model was extended Region-wide to include #2 District and #3 District (April 2017).
<b>ACTION</b>	<b>2.b Collaborate with partners to ensure we are fully prepared and trained to respond to large-scale events and emergencies in the community</b>
<b>ACTIVITY</b>	<b><i>2b (i) Coordinate an emergency exercise with the TTC (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	The TTC did not execute a live scenario in 2018, however, YRP participated in a Vaughan live exercise with CN in the fall of 2018. There are also plans to facilitate a large scale exercise with Metrolinx in March 2019.
<b>ACTIVITY</b>	<b><i>2b (ii) Conduct emergency exercises to prepare for large scale emergencies (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Emergency Management has participated in 9 Regional stakeholder emergency exercises to date in 2018.
<b>ACTION</b>	<b>2.c Effectively deploy and ensure ongoing review of resources to balance workload</b>
<b>ACTIVITY</b>	<b><i>2c (i) Conduct review of the Marine Unit (Chief's goals) (year 1)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	York Regional Police completed a review of the Marine Unit. Marine Facility Direct Purchase with MSR Holdings Inc. has been completed and signed off with the Police Services Board and Region of York for land in Jackson's Point for a Marine Facility. Redeployed 1 Sergeant from the Marine Unit back to the road. Amended Procedure LE-035 Waterways Policing. Also added tow fee to operators that require a tow.

<b>ACTIVITY</b>	<b><i>2c (ii) Complete a review of the current Deployment Chart and update scheduling software (ECT goals) (year 1)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	Update to Telestaff complete with upgrade scheduled to go live end of February 2018. Completed a review of the Deployment Chart, resulting in the development of the Staffing Management Report, which replaced the Deployment Chart (March 2017). An automated Staffing Management Chart is planned for 2019.
<b>ACTIVITY</b>	<b><i>2.c(iii) Respond to the operational demands associated to the pending Cannabis Act and the related federal and provincial legislation(year 2-3)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	The "Go Green" initiative, created by uniform officers with drug experience, is a two stage process: Education and Enforcement. Education of both uniform officers to strengthen their knowledge and awareness of Cannabis legislation combined with education of the public through targeted traffic stops within priority patrol zones to provide both enforcement action and roadside public education to reduce Cannabis related impaired driving offences.

<b>OBJECTIVE</b>	<b>3. To enhance organizational effectiveness and reinforce our high standard of professionalism</b>
<b>ACTION</b>	<b>3.a Implement an organization-wide ethics framework</b>
<b>ACTIVITY</b>	<b><i>3a (i) Creation of an ethics framework (year 1-2)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	At this time the Committee is moving from a conceptual phase to a development phase of the Ethics program. We are waiting to hear back from the Code of Ethics sub committee and the Values sub committee which will set the foundation for any ethics program going forward. We anticipate to hear the recommendations from both committees by February. The actual program has yet to be completed but is in its infancy phase. A Senior Leadership workshop was held with a consultant in November 2018. There is a 2019 staffing position supported by ECT for an ethics advisor. The framework is in place and the implementation will occur in 2019.
<b>ACTION</b>	<b>3.b Utilize data and tools such as business intelligence to support organizational effectiveness and performance</b>
<b>ACTIVITY</b>	<b><i>3b (i) Enhancement of electronic dashboards (ECT goals) (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	BI dashboard updates that were planned for 2018 have been completed and members who required training have been trained.
<b>ACTION</b>	<b>3.c Ensure a high level of customer service and professionalism when interacting with the public</b>
<b>ACTIVITY</b>	<b><i>3c (i) Administer customer service standards audit (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Customer service standards audit is administered on an annual basis as part of the Quality Service Standards Audit. The audit is completed in accordance with Customer Service Board Policy # 04/09 and reviews organizational compliance with each of the 13 Quality Service Standards. The Standards include consideration for areas such as courteous and respectful service, which reviews officer conduct during traffic stops and front desk reception and complaint management in which secret shoppers are used to evaluate member performance. The 2018 QSS Audit is nearly completed and the draft report is also near completion. There was a meeting scheduled with the ECT on November 24/18 to review the final recommendations.
<b>ACTIVITY</b>	<b><i>3c (ii) Enhanced skills and awareness focusing on ethics and respect in the workplace (year 3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	The Professionalism through Ethics Committee was established in December 2017 with an overall goal to institutionalize an ethics program. The Committee's work is planned to enhance skills and awareness on ethics and respect in the workplace. This project will begin in 2019.

<b>OBJECTIVE</b>	<b>1. To promote York Regional Police as an equitable and inclusive employer</b>
<b>ACTION</b>	<b>1a Deliver equitable and inclusive recruitment initiatives to reflect our diverse communities</b>
<b>ACTIVITY</b>	<b>1a (i) Promote YRP as an equitable and inclusive employer in our corporate messaging (year 1-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Continue to promote YRP as an inclusive employer. Applications are increasing and so is class size. The diverse makeup of the classes is also increasing. Promotion of YRP GTA's Top 100 Employers for three years, as well as winner of the Top Youth Employer for 2018. There are also many Internal Support Networks which support our members. We have also had recruiting campaigns with a focus on diversity and women. Corporate Communications created a promotional video highlighting our positive relationships with our community and encouraging residents to become more involved with YRP. This video, called "Together We Are More" will also be used as a recruitment tool. We continue to use social media to promote our presence at community events.
<b>ACTION</b>	<b>1b Collaborate with diverse community partners to promote policing as a desirable profession</b>
<b>ACTIVITY</b>	<b>1b (i) Post job postings in different languages, possibly in cultural newspapers (year 1-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Information pamphlets have been created in various languages. Recruiting information sessions are being held with diverse groups. Corporate Communications created a promotional video highlighting our positive relationships with our community and encouraging residents to become more involved with YRP. This video will also be used as a recruitment tool.
<b>ACTIVITY</b>	<b>1b (ii) Create external promotional material in different languages (year 2-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	When warranted, Corporate Communications creates external communication products in different languages for specific purposes. Recently (July 2018) produced crime prevention postcards in Chinese and Farsi.
<b>ACTION</b>	<b>1c Implement internal strategies and initiatives that promote the values of equality, diversity and social inclusion</b>
<b>ACTIVITY</b>	<b>1c (i) Creation of Women in Policing/Gender Strategy (year 3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Ongoing development of the Gender Equity Strategy. Currently researching the areas of concern with respect to women in police. Plan to begin developing solutions, recommendations and training in 2019. In 2018, one-on-one interviews with Senior Officers took place as well as member consultations, data analysis and preliminary work with external consultants as part of this work.

<b>ACTIVITY</b>	<b><i>1c (ii) Develop an inclusion strategy in partnership with the Chief's Equity Advisory Committee (Carry over 2014-2016) (year 3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Continue to develop an Inclusion Strategy in partnership with the Chief's Equity Advisory Committee. Some recent activities include: Collaborating with the Canadian Centre for Diversity and Inclusion (CCDI) to formulate a Diversity Census Tool. The Inclusion survey was completed with 61.3% response rate. A final report was completed and submitted to the ECT. Collaborating with Corporate Development to develop an Inclusivity Training Framework. This framework is directly linked to Inclusive Workplace Competencies that examine personal principles, behaviours, and underpinning knowledge, which characterizes an inclusive workplace and environment (January 2018).
<b>ACTIVITY</b>	<b><i>1c (iii) Implement Ontario's anti-racism strategy Bill 173 (year 2-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	An external consultant was contracted in Q2 to examine YRP procedures and review any data collections that reveal biased-based policing patterns specific to racialized groups. Focus groups also held in Q2. Final report by the consultant was given to ECT and the OIC of Community Services in September 2018.

<b>OBJECTIVE</b>	<b>2. To provide learning and personal growth opportunities that strengthen members' skills and core competencies</b>
<b>ACTION</b>	<b>2.a Advance the use of technology and tools to provide alternative training and learning opportunities for members</b>
<b>ACTIVITY</b>	<b>2a (i) Improvements to YRPNet (Carry over from 2014-2016) (year 3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Improvements to YRPNet have commenced. Dynamic Owl has been selected as the vendor. Work on the new intranet is currently underway and the project is ongoing.
<b>ACTIVITY</b>	<b>2a (ii) Completion of new training facility including state of the art gun range and simulation technology (year 1)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	New training facility is completed. Staff moved into the new Facility early May 2017 and the facility is fully operational. Since the new Training Facility opened, we have hosted 227 training sessions with 2,693 members in attendance. Members are enjoying the advances in technology, both in and out of the classroom, as well as the spacious facility, locker access, easy parking and comfortable classrooms.
<b>ACTIVITY</b>	<b>2a (iii) Enhanced e-learning curriculum (year 2-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Cannabis e-learning course issued in September 2018. The course was mandatory for Duty Inspectors and below. The two hour course teaches how to identify the legal quantities of cannabis, differentiate between medical and non-medical cannabis regimes, recognize criminal offences under the federal and provincial cannabis legislations and articulate the elements and powers of arrest for each offence under the federal and provincial cannabis legislations.
<b>ACTION</b>	<b>2.b Enhance our leadership training</b>
<b>ACTIVITY</b>	<b>2b (i) Implement Executive Leadership training in partnership with the Region of York (York Leads) (year 1-2)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	Delivered the York LEADS 201 course, which was the final installment of the York LEADS leadership development program. The three levels are offered to selected members in the following groups: York LEADS 101 – Sergeants, Detectives and Civilian Assistant Supervisors; York LEADS 201 – Staff Sergeants Detective / Sergeants and Civilian Supervisors; York LEADS 301 – Inspectors and Civilian Assistant Managers and Managers
<b>ACTION</b>	<b>2.c Build sustainable and collaborative community partnerships that support and celebrate our diverse communities</b>
<b>ACTIVITY</b>	<b>2c (i) Increasing member cultural competency (year 1-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	YRP continues to increase member cultural competency. YRP hosted a WE Belong Pride Breakfast for community stakeholders to raise awareness of 2SLGBTQ+ communities. Mandatory eLearning "Language Matters" based on Transgender inclusiveness was released on July 30, 2018. YRP's Inclusivity Training framework is now in the research and development phase with recommendations to be completed in July 2018 and brought forward to Corporate Development and DEIB. Corporate Development is waiting to meet with Community Services on recommendations brought forward in reports. Language matters course was at 93% compliance.

<b>ACTIVITY</b>	<b><i>2c (ii) Human Rights 101 e-learning (year 1)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	The Human Rights 101 e-learning course was launched on March 1, 2017 and made mandatory for all members (Chief's Order 1-2017). All new members (sworn and civilian) are signed up for this training.
<b>ACTIVITY</b>	<b><i>2c (iii) Mandatory indigenous and anti-racism training as per Bill 173 (year 2-3)</i></b>
<b>STATUS</b>	Not Started
<b>SUMMARY</b>	Planning to begin in 2018.

<b>OBJECTIVE</b>	<b>3. To create a healthy and engaging workplace</b>
<b>ACTION</b>	<b>3.a Enhance awareness and understanding of health and wellness services to all members and their families</b>
<b>ACTIVITY</b>	<b><i>3a (i) Implement the Mental Health Strategy (ECT goals) (year 1-2)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	YRP (External) Mental Health Strategy working towards the following goals: 1. The creation of a HUB center for Addictions and Mental Health 2019-2020; 2. The adoption and implementation of the Brief Mental Health Screener Oct 2018; 3. The new MHST North Team-2019; 4. A business case which allows for the embedding of crisis workers into our call centre who have the ability to remote access directly into calls to deal with persons in crisis; 5. Working with Harold Dale (Deputy Crown Attorney) and Justice Kenkel to explore possibility of a Community Justice Centre where mental health matters would be traversed.
<b>ACTIVITY</b>	<b><i>3a (ii) Create a substance abuse procedure (Carry over from 2014-2016) (year 2)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	Chief's order 83-2018 "Intoxicating Substances and Reporting Fit for Duty" released on October 16, 2018, describes in Section E the steps York Regional Police will undertake in the event of substance dependency or addiction and treatment.
<b>ACTIVITY</b>	<b><i>3a (iii) Deliver Canadian Mental Health Association (CMHA) Workplace Wellness training to all supervisors (Carry over from 2014-2016) (year 1)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	Canadian Mental Health Association (CMHA) Workplace Wellness training for all supervisors began in February 2017. Anticipated completion date is February 2018 for all active uniform and civilian supervisors.
<b>ACTIVITY</b>	<b><i>3a (iv) Implement an Attendance Support Program (ECT goals) (year 1)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	Quality Assurance Unit posted the revised Command Directive of AI-363 Employee Attendance Support Program on January 4, 2019.
<b>ACTIVITY</b>	<b><i>3a (v) HR to review placement of accommodated staff members to enhance deployment of human resources (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Health & Wellness is working towards the creation of an inventory of accommodated positions. Peer Support has also worked with H & W to assist in the Road to Wellness process as peers are supportive of members. Continuing to work with psychological services to identify key accommodation areas, duties and exploring additional training for supervisors in these areas.
<b>ACTION</b>	<b>3.b Develop meaningful ways to improve the impact of employee engagement</b>
<b>ACTIVITY</b>	<b><i>3b (i) Develop new methods to further enhance ECT and member engagement (year 1-2)</i></b>
<b>STATUS</b>	Completed and Ongoing



<b>SUMMARY</b>	The Corporate Communications Bureau continues to seek out opportunities for the ECT to enhance engagement with members. The re-branding and ongoing posting of Breakfast Banter minutes is ongoing. We have received many comments of appreciation for the Chief's all-member emails on important issues affecting the organization, such as legal and court processes involving members. While mainly anecdotal, a common theme is that members appreciate hearing the information from the Chief/ECT as opposed to unsubstantiated information from other members or from the media. The ECT led the development of a Business Intelligence Communications Strategy, including utilizing frontline members to demonstrate the tool through short videos during the BI roll out. Continuing to inform members about the mental support and programs available to them through promotion of Peer Support events and activities in ICYMI and on social media channels. Chief Jolliffe and Deputy Carrique have both participated in education campaigns, such as Keep Your Head Up and the fall 2018 Diversity video. While we understand such campaigns are primarily for external audiences, we know they often have a significant impact on our members as well. The ECT continues to encourage commanders and supervisors to communicate appreciation for good work through the awarding of recognition coins, an ECT initiative.
<b>ACTIVITY</b>	<b><i>3b (ii) Create dashboards on wellness and return to work metrics (year 3)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	A dashboard was developed that includes wellness metrics. More work is being done to develop more specific metrics related to wellness and return to work.
<b>ACTIVITY</b>	<b><i>3b (iii) Review internal communication strategy (year 2)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	The revised internal communications strategy is in development and will include recommendations for ECT outreach to members. Currently in progress. Expectation is that draft strategy to be with ECT by the end of the first quarter in 2019.
<b>ACTION</b>	<b>3.c Continue to encourage a work environment that promotes dignity and respect</b>
<b>ACTIVITY</b>	<b><i>3c (i) Implement York Leads 301 project – civility and respect strategy (year 1-2)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	York Leads Project Team on Civility and Respect Strategy have developed a project plan, conducted best practice research, surveys, focus groups and key stakeholder interviews. The team has developed recommendations and a change management plan, presentation and report that was presented to the Executive Command Team.
<b>ACTIVITY</b>	<b><i>3c (ii) Continue to promote member resiliency (mindfulness based resiliency training) and provide places to practice or organize group sessions (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Ongoing promotion of member resiliency through mindfulness based resiliency training. There were four level 1 courses held with 81 participants and four level 2 courses with 77 members attending in 2018. More courses are scheduled in 2019.
<b>ACTIVITY</b>	<b><i>3c (iii) Review of organizational values and code of ethics (year 2)</i></b>
<b>STATUS</b>	Completed and Ongoing

**SUMMARY**

There are two subcommittees, part of the professionalism through ethics committee that has been created to review the professional code of ethics and the organization's values. There is ongoing work to review whether any of these documents need to be changed.

<b>OBJECTIVE</b>	<b>1. To support the modernization of policing throughout the organization</b>
<b>ACTION</b>	<b>1a Review and evaluate key business processes and programs to improve efficiencies</b>
<b>ACTIVITY</b>	<b>1a (i) York Leads 301 project to review member performance appraisal process (year 1-2)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	This project was presented to the ECT and also to the Professionalism through Ethics Committee. Awaiting direction from the ECT.
<b>ACTIVITY</b>	<b>1a (ii) Front desk operations review (year 1)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	A District front desk operations review was conducted in 2017. The review, which focused on the front desk operations at #5 District, studied the activities at the front desk that took place 7 pm to 7 am and focused on: legislative responsibilities, risks to the public, financial responsibilities, number of reports filed on RMS by front desk staff, number of prisoners lodged, number of phone calls made and received, number of offender sign-ins, usage of the Community Room; number of citizens that approached the front desk, cost of outfitting #5 District with adequate security features. The review team comprised of sworn and civilian members that observed and tracked security footage of the front desk and counted how many members of the public attended and engaged the front desk staff. Video was reviewed from January 1, 2016 to January 1, 2017.
<b>ACTIVITY</b>	<b>1a (iii) Review property crime response for efficiencies (year 1)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	York Regional Police continuously reviews and evaluates business processes and programs to improve efficiencies, including our service delivery response to property crimes. In 2017, the Planning, Research and Evaluation Unit assessed current practices, workload and community impacts related to service delivery response to property offences. Through the review, it was found that the online reporting tool was not being utilized to its full potential, as many calls to businesses are being dispatched to front-line officers. As such, a priority for 2018 is to increase use of online reporting, saving front-line resources and increasing overall efficiencies. For example, a pilot project is being proposed for 2018 with the Liquor Control Board of Ontario (LCBO) that streamlines and improves how LCBO retailers report thefts. Using an online reporting tool, LCBO retailers will report thefts online. Front-line officers in these occurrences would not be involved, unless LCBO staff feel safety is at risk.

<b>ACTIVITY</b>	<b>1a (iv) Conduct a review of unfounded sexual assault incidents (year 1)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	York Regional Police completed a review of unfounded sexual assault incidents. Following a Globe and Mail article that reported concerns over sexual assaults being cleared as 'Unfounded' between 2010 - 2014, the Minister of Community Safety and Correctional Services asked that all Police Services Boards and Chiefs of Police conduct a review of sexual assault investigations in February 2017. The Chief promptly ordered an internal review of sexual assault investigations cleared as 'Unfounded' as well as a quality assurance audit of policies, procedures and training. The York Regional Police review was expanded to include sexual assault cases between 2010 – 2016. The review identified that sexual assault investigators are highly trained in terms of investigative techniques, offender behaviour and compassion and sensitivity for victims. However, the review also identified the need for further training to ensure correct case clearance codes are used when classifying a case.
<b>ACTION</b>	<b>1b Examine innovative ways to deliver our services through alternative methods</b>
<b>ACTIVITY</b>	<b>1b (i) Continue to explore alternate service delivery opportunities (year 1-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Through York Regional Police's commitment to modernization, we are exploring, recommending and implementing innovative and efficient projects, initiatives and processes that result in: saving front-line time, organizational resources, increased front-line officer availability and enhance services. In 2017 York Regional Police has implemented a number of modernization projects and enhancements including updating the Safe Arrival Program in the Police School Protocol to reflect best practices and launching a secure online portal to report lost parcels containing medicinal cannabis/marihuana product(s). It is anticipated that these two enhancements will save the organization over 900 hours of front-line resources. YRP has also launched the LCBO Online Reporting Pilot Project to every LCBO location in York Region on July 3, 2018. The new online reporting tool is available for an LCBO complainant to report a theft online. The pilot project streamlines processes for both YRP and LCBO. There were also projects regarding a new process for tow notifications as well work on gas drive offs.
<b>ACTIVITY</b>	<b>1b (ii) Modernize search and rescue capabilities by developing a partnership with the Ontario Volunteer Emergency Response Team (year 1)</b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	York Regional Police has modernized its search and rescue capabilities by developing a partnership with the Ontario Volunteer Emergency Response Team (OVERT). On July 1, 2017, the partnership with the OVERT was fully implemented. Procedure ER 007 - Ground Search for Lost or Missing Persons or Evidence has been updated to incorporate this new partnership on June 2017.
<b>ACTION</b>	<b>1c Ensure a culture of risk management is embedded in our processes and practices</b>
<b>ACTIVITY</b>	<b>1c (i) Transfer SAP and departmental MVCs to Training and Education Bureau (year 1)</b>
<b>STATUS</b>	Completed and Ongoing

<b>SUMMARY</b>	The Suspect Apprehension Pursuit (SAP) review process was successfully transferred to the Police Vehicle Operations Unit (PVO) from the Quality Assurance and Risk Management Unit in April 2017. Procedure LE-045 Suspect Apprehension Pursuits is currently under review reflecting this revised process and is anticipated to be released in Q4 of 2017. The transfer of departmental MVCs to the PVO Unit will be reflected in procedural changes in the near future.
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<b>ACTIVITY</b>	<b><i>1c (ii) Develop business continuity planning for York Regional Police (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Plan development is progressing on schedule and is focused on the critical areas of our organization. Business Continuity will acquire data management software by year end for business unit plans and activation processes.
<b>ACTIVITY</b>	<b><i>1c (iii) Review current risk management training provided to Front-Line and supervisors (year 2)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	York Regional Police continues to review risk management training that is provided to front-line and supervisors. Front line supervisor course and Front line Incident Command courses were held after promotional competitions in May and June 2018.
<b>ACTIVITY</b>	<b><i>1c (iv) Review Operational Plan procedure (year 2)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	The revised Operational Plan – YRP221 did undergo minor revisions on September 26,18. The command directive has been completed and is in the final approval phase.

<b>OBJECTIVE</b>	<b>2. To use existing and emerging technologies to achieve our strategic and operational objectives</b>
<b>ACTION</b>	<b>2.a Explore alternative options for communication and reporting</b>
<b>ACTIVITY</b>	<b>2a (i) Enhance online reporting including exploring the option of reporting historical crimes online (year 2-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	On April 17, 2018 YRP launched an Online Sexual Assault Reporting tool. This allows trained investigators to be the first point of contact for victims of crime, which will also free up uniform patrol members from responding. A survivor of sexual assault can report the incident online if they are not in danger, the person who assaulted them is not present, there is no evidence to collect (blood, semen, saliva) and they have access to a private email address.
<b>ACTIVITY</b>	<b>2a (ii) Enhance the collisions reporting capabilities of the Collision Reporting Unit to reduce the associated workload on the front-line (year 1-3)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	The new Collision Reporting Centre launched on September 1, 2018. All collisions south of Green Lane report to the Richmond Hill CRC while any collisions north of Green Lane now report to #3 District. This new location gives residents more options on how and where to report. The new CRC frees up frontline officer time so they can be redirected to other tasks such as Community Engagement or Directed Patrol.
<b>ACTION</b>	<b>2.b Leverage more technology options that advance our members' effectiveness and efficiency</b>
<b>ACTIVITY</b>	<b>2b (i) UAV pilot as a replacement for traditional ROV's (year 1)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	York Regional Police continues to leverage more technology options, such as the use of an Unmanned Aerial Vehicle (UAV) that advances our members' effectiveness and efficiency. In 2017, we have consistently used an UAV during investigations and other operational matters. As set out in the recently developed Procedure LE-388 "Unmanned Aerial Vehicle (UAV) Operations", operational flights are conducted to obtain digital aerial images and video for the purpose of investigating a major traffic collision or incident. In addition, the UAV is also used for recording critical infrastructure for the purpose of Incident Response and Major Incident Management, search and rescue purposes, and any other incidents deemed necessary for the assistance of a public safety concern or investigation.
<b>ACTIVITY</b>	<b>2b (ii) Implementation of BI/AOP in vehicle (year 1)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	The Active Operating Picture (AOP) has been implemented in all vehicles as of September 2017. New layers and functionality are currently being added.
<b>ACTIVITY</b>	<b>2b (iii) Explore alternative technology use in vehicles (year 1-3)</b>
<b>STATUS</b>	In Progress

<b>SUMMARY</b>	Have completed an RFP for a new mobility platform, a tablet which would allow for greater mobility and portability of use by front line officers. This platform will allow officers to utilize Google Translate, ability to take photos, speech to text, access to network drives, ability to print in stations, Web RMS, skype for business, softphone, access to TeleStaff, integrated GPS, Business Analytics and Windows 10. The Electronic Notes pilot project is currently reviewing business practices of note taking. Implemented Enterprise Mobility Management (EMM) for better control of mobile devices. Implemented MVC efficiencies for printed Part I summons.
<b>ACTIVITY</b>	<b><i>2b (iv) Review data governance model and digital evidence management system (Carry over from 2014-2016) (year 2-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Both IT and the IG Unit are working jointly to introduce SharePoint throughout the organization. By the end of 2018, the Administrative Branch of YRP will be using SharePoint to manage all data. In 2019, the Operations Branch and Special Investigations and Support Branch will have SharePoint installed. The Executive Branch will be on SharePoint in 2020.
<b>ACTIVITY</b>	<b><i>2b (v) Review cloud solutions for York Regional Police (year 3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Contracted a Cloud Infrastructure Roadmap Report to determine potential lines of business to move to a cloud solution.
<b>ACTIVITY</b>	<b><i>2b (vi) Commence a POA Court Video evidence pilot project (year 1-2)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	The pilot project between #5 District and Tannery court started and a mock trial was set up to test the system on Nov 22, 2018. The go live date was the following week, Nov 29, 2018 in #5 District.
<b>ACTION</b>	<b>2.c Enhance connectivity and co-ordinate resources with our community partners</b>
<b>ACTIVITY</b>	<b><i>2c (i) Explore memorandum of understanding possibilities with community stakeholders (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	The Integrated Rescue Team working group was formed with York Paramedic Services, EG and King Fire and YRP. The committee's mandate is to create a cooperative response to criminal mass casualty events intended to address threats to public safety while simultaneously mitigating loss of life through the coordination of emergency first responders, allowing each of the tri-services to maximize their effectiveness. The working group will present the York Region integrated response strategy to all the Regional Fire Chiefs and Paramedic services on October 31, 2018.
<b>ACTIVITY</b>	<b><i>2c (ii) Explore cost recovery options for the P25 radio systems (year 1)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	York Regional Police continues to explore cost recovery options for the P25 radio system. In fact, in 2017, York Regional Police has added users to the P25 radio system, including Regional Roads (300 users). It is anticipated that by Q1/Q2 2018 Aurora By-Law (10 users) and Parks Canada (20 users) will also be added to the P25 radio system.
<b>ACTIVITY</b>	<b><i>2c (iii) Establish secure disaster recovery site (Carry over 2014-2016)</i></b>
<b>STATUS</b>	In Progress



<b>SUMMARY</b>	York Regional Police is currently in the research phase of establishing a secure disaster recovery site. We are currently exploring the possibility of a common disaster recovery site with other similar organizations and also looking at potential cloud options.
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<b>OBJECTIVE</b>	<b>3. To ensure policing practices respond to our changing community</b>
<b>ACTION</b>	<b>3.a Improve our members' knowledge of the social and community issues in the neighbourhoods they police</b>
<b>ACTIVITY</b>	<b>3a (i) Enhanced data sharing with partners (Census data, Environics data, Data Consortium) (year 1-3)</b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	York Regional Police continues to enhance data sharing with partners. YRP Census and Inclusion Survey was completed. Municipal Benchmarking Network Canada (MBN Cda) data submitted relating to crime statistics and the development of a value proposition. Brenda Mulroy is a member of the York Region Strategic Plan development. The Black Experience Project has also been completed and the results are intended to provide a reference point for the Black community to better recognize its assets and expand its successes broadly throughout the entire community and build on strategies to move forward. It will also help community leaders, decision-makers and members of the public understand and appreciate the vibrancy of the Black community within their vicinity. Participated in the Environics Survey administered by York Region. Participated in the following Data Consortium activities: presented YRP data to review team and conference on June 19, 2018 and participated in various data webinars. Developed data for YRP Senior Strategy. Developed data for the YR Community Safety and Well-Being Plan. Developed data for the Opioid Education and Response Working Group and created a monthly report. Developed data to support Mental Health initiatives. Developed data for cannabis legislation. Developed a monthly Hate Crime report.
<b>ACTIVITY</b>	<b>3a (ii) Explore additional opportunities to use BI tools to assist in directed patrol activities and community engagement activities (year 1-2)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	All officers are being trained across the Region on our BI Dashboards. We are updating our dashboards to enhance our ability to track Cannabis related offences. All Districts were trained by the end of September 2018. We are planning to increase our implementation of Priority Patrol Zones to include District and Regional Crime and Collision priorities.
<b>ACTIVITY</b>	<b>3a (iii) Explore possible enhancements to the intelligence hub (year 2)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	Personnel were added to enhance the capacity of the Intel Hub. The transition of the Crime Stoppers tips through the Intel Hub is in progress to be completed by the end of 2018. Procedure LE-009 is updated which will enhance the information flow to the Intel Hub. The BI tool "Advanced Crime Analysis" is currently being piloted.
<b>ACTIVITY</b>	<b>3a (iv) Provide external reports on crime trends (year 2)</b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	The sharing of crime trends, event assessment and the BI weekly firearms report is on going and has been enhanced by YRP members attending meetings with partner agencies to share the documentation and relevant data.
<b>ACTIVITY</b>	<b>3a (v) Provide external intelligence reports to our partners (year 2)</b>

<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	The York Regional Police Intelligence Hub continues to disseminate all Intelligence Reports produced by York Regional Police Officers to the appropriate partner agencies.
<b>ACTIVITY</b>	<b><i>3a (vi) Develop and implement training demands associated to the pending Cannabis Act and the related federal and provincial legislation (year 1-2)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	There is the Go Green initiative created by uniform officers with drug experience to adapt and respond to changing community concerns over Cannabis legislation, through parade visits and enhancement of formal training for uniform officers and how to provide informal public education on Cannabis during RIDE checks and PPZ t-stops. Corporate Development created the Cannabis e-learning course as well as in class scenario based training that was issued in September 2018. The course was mandatory for Duty Inspectors and below. The two hour course teaches how to identify the legal quantities of cannabis, differentiate between medical and non-medical cannabis regimes, recognize criminal offences under the federal and provincial cannabis legislations and articulate the elements and powers of arrest for each offence under the federal and provincial cannabis legislation.
<b>ACTION</b>	<b>3.b Enhance our relationships with new Canadians in order to promote trust in police</b>
<b>ACTIVITY</b>	<b><i>3b (i) Collaboration with various units to deliver safety awareness sessions at Welcome Centres (Include Major Frauds, Special Victims, IDVU, Marine) (year 1-3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	York Regional Police bureaus, units and external partners continue to collaborate to deliver safety awareness to Welcome Centres throughout York Region. Some examples in 2018 include: BASSIC Seniors Session delivered by Major Frauds and Paramedic Services, WeChat utilization for communication with police, as well as Water Safety presentations and videos.
<b>ACTION</b>	<b>3.c Further prepare the organization to address regional changes associated with urban intensification</b>
<b>ACTIVITY</b>	<b><i>3c (i) Develop E-learning training regarding the subway extension (year 1)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	E-Learning training regarding the subway extension was developed. An e-Learning course titled "Police Response to a Track Level Emergency" was developed and made available to selected members of #4 District in April 2017. Course is available for all members through the York Regional Police Learning Management System.
<b>ACTIVITY</b>	<b><i>3c (ii) District Commanders to meet with Mayor and Economic Development staff to discuss impacts of intensification (year 1)</i></b>
<b>STATUS</b>	Completed and Ongoing
<b>SUMMARY</b>	District commanders continue to meet with their respective mayors and economic development staff to discuss impacts of intensification. Information from these meetings is shared with the Planning, Research and Evaluation Unit.
<b>ACTIVITY</b>	<b><i>3c (iii) Planning, Research and Evaluation to meet with Regional staff regarding development in York Region (year 1-3)</i></b>

<b>STATUS</b>	In Progress
<b>SUMMARY</b>	Planning, Research and Evaluation Unit staff have met with Regional and municipal staff regarding development in York Region. In 2017, Unit staff have either received information or met with municipal partners and York Region from Newmarket, Vaughan, Markham and information from York Region on building permits and short term growth forecasts. Met with York Region Long Range Planning regarding the Official Plan update and anticipated growth. In 2018, the Planners completed the Growth Profiles for each municipality.
<b>ACTIVITY</b>	<b><i>3c (iv) Complete 6 month (in 2017) and 12 month (in 2018) sector evaluations (year 1-2)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	York Regional Police continues to monitor and evaluate the progress of Sector Model Policing. The 6 month evaluation was not possible due to resource constraints. However, the one year evaluation was expanded in scope to include all districts and was completed in the summer of 2018. Progress is being made on the recommendations that were made in the report.
<b>ACTIVITY</b>	<b><i>3c (v) Review and update facilities plan (year 1)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	A review and update of the facilities plan is complete. ORH (Operational Research in Health Limited) completed the York Regional Police Master Accommodation Plan in September 2016. The plan was presented to the Police Services Board in February 2017.
<b>ACTIVITY</b>	<b><i>3c (vi) Ensure the completion of renovations at #4 District Headquarters (year 1-2)</i></b>
<b>STATUS</b>	Completed
<b>SUMMARY</b>	The renovations at #4 District are mostly complete with only minor deficiencies remaining.
<b>ACTIVITY</b>	<b><i>3c (vii) Complete construction of Marine Unit (year 3)</i></b>
<b>STATUS</b>	In Progress
<b>SUMMARY</b>	This project is in progress with the plans still at the approval stage.

THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

JANUARY 30, 2019

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**Quality Service Standards Audit - 2018**

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**RECOMMENDATION**

1. That the Board receives this report pursuant to the Police Services Board Accessible Customer Service Policy No. 04/09.

**SYNOPSIS**

In accordance with section 4.2 of the Accessible Customer Service Board Policy No. 04/09, the Quality Assurance Unit completed a Quality Service Standards (QSS) audit. The purpose of the audit was to verify the level of compliance with the 13 identified Quality Service Standards and to identify areas of potential improvement in order to ensure York Regional Police continues to provide the highest quality of service to the members of our community.

The results of the audit are provided to Managers and Commanders for review, feedback and implementation of the recommendations.

**FINANCIAL IMPLICATIONS**

There are no financial implications.

## BACKGROUND

The Quality Service Standards prescribe the expected level of service that York Regional Police provides in the following categories:

1. Accessible Facilities
2. Complaint Areas
3. Courteous and Respectful Service
4. External Correspondence
5. Freedom of Information (FOI)
6. Front Desk Reception and Complaint Management
7. Investigative Follow-up
8. Investigative Reporting
9. Paid Duties
10. Persons in Crisis
11. Telephone Enquiries
12. Training and Awareness
13. Victims of Crime

### Accessible Facilities

#### STANDARD:

*All York Regional Police facilities accessed by members of the public will be accessible in accordance with the Accessibility for Ontarians with Disabilities Act.*

The *Accessibility for Ontarians with Disabilities Act* (AODA) requires the Ontario Government to lead Ontario to full accessibility for 1.8 million people with a physical, mental, sensory, intellectual or learning disability by 2025.

The York Regional Police Services Board approved Accessibility Policy No. 01/13 on January 1, 2013. It was amended on October 21, 2015, to incorporate the *Design of Public Spaces Standards* (DOPS). In accordance with the Board's Accessibility Policy, the Board and York Regional Police (YRP) will incorporate accessibility features when building new or making planned significant alterations to existing public spaces in accordance with the *Design of Public Spaces Standards* under the *Integrated Accessibility Standards Regulation* (IASR). All YRP contracts further require that consultants and contractors comply with the AODA.

The new Quality Service Standard of Accessible Facilities, approved for inclusion in the Quality Service Standards, by the Board on January 20, 2016, was audited for the third time in 2018. York Regional Police is in compliance with the *Accessibility for Ontarians with Disabilities Act, 2005*, and has incorporated numerous measures to ensure all facilities accessed by the public, will remain accessible in accordance with AODA and the DOPS.

To ensure we continue to meet compliance, there are monthly preventative-maintenance site visits that include reviewing accessible elements. Requests are made available to Capital Projects and Facilities Management to correct any deficiencies reported.

## **Complaint Areas**

### **STANDARD:**

*The Officer-in-Charge of the District Community Oriented Response Unit shall provide a file number to a complainant within five business days of receiving a complaint from a citizen regarding activity of concern.*

*The Officer-in-Charge of the District Community Oriented Response Unit shall update the complainant regarding any action taken within 15 days of receiving the complaint.*

Citizens are able to register a complaint regarding activity of concern in their community by telephone, e-mail or in person. These complaints are directed to the Community Oriented Response (COR) Sergeant who reviews the complaint and if approved, enters it into the Complaint Entry Database within Versadex record management system.

In cases where the complaint is not received in person or by telephone, the COR Sergeant is required to contact the reporting citizen and provide them with the assigned file number within five business days. Within 15 days of receiving the complaint, they are to contact the citizen and advise them of any action undertaken in relation to the complaint.

The Quality Assurance Unit reviewed a random selection of occurrences generated for Complaint Areas from the five Districts between January and June 2018. One hundred percent of Complaint Area occurrences complied with this Standard. This perfect compliance has resulted from Community Oriented Response (COR) Sergeants effectively using the CopLogic and Versadex tracking system.

## **Courteous and Respectful Service**

### **STANDARD:**

*Officers will provide courteous and respectful service.*

The Quality Service Standard of Courteous and Respectful Service, approved for inclusion in the Quality Service Standards, by the Board on January 20, 2016, was audited for the third time in 2018. The Audit Team reviewed In-Car Camera System (ICCS) recordings of 89 randomly selected traffic stops from across all of the York Regional Police Districts and the Traffic Unit. Officers conducting traffic stops were found to be courteous and respectful in 100 percent of the ICCS recordings viewed.

## **External Correspondence**

### **STANDARD:**

*All correspondence requiring a response shall be responded to within 15 working days.*

The Auditors reviewed letter log files of the three Executive Command Team offices for correspondence that was received from January to June 2018. The compliance rate for this Standard was 100 percent.

## **Freedom of Information (FOI)**

**STANDARD:**

*Freedom of Information requests will be responded to in accordance with the Freedom of Information and Protection of Privacy Act.*

Freedom of Information (FOI) requests, approved for inclusion in the Quality Service Standards, by the Board on January 20, 2016, were audited for the third time in 2018. The FOI Unit provides a monthly report to the Deputy Chief on the status of FOI requests. They also provide an annual report to the provincial Information and Privacy Commissioner (IPC) on the status of FOI requests.

The IPC investigates complaints with respect to personal information held by government and resolves access to information appeals and complaints. The Freedom of Information Office is in compliance with the *Freedom of Information and Protection of Privacy Act* (FIPPA) pertaining to York Regional Police's response to FOI requests. Despite significant increases in the volume and size of requests, there have been no complaints or investigations involving York Regional Police launched by the Information and Privacy Commissioner.

**Front Desk Reception and Complaint Management**

**STANDARD:**

*Members of the public attending a police district will be greeted in a timely, courteous and professional manner. All reasonable efforts will be made to satisfy any enquiries. All public complaints will be responded to in accordance with the Police Services Act, O.Reg 263/09 Public Complaints – Local Complaints.*

The Quality Assurance Unit utilizes a summer student as a "secret shopper" to conduct the front desk visitations. The student attended every District, all platoons, the Community Resource Centre, the Whitchurch-Stouffville Community Substation and the Recruiting Office in order to determine if front desk personnel address members of the public in accordance with the Front Desk Reception Standard.

Out of 21 visits in total, the students rated 18 as excellent and three as good. For the 18 excellent responses, front desk personnel were found to: respond in a timely manner and attend the front counter, offer a pleasant greeting, act in a courteous and professional manner and provide a satisfactory response to the student's question.

In all cases, the Front Desk areas of Districts and Customer Service areas were stocked with Office of the Independent Police Review Director (OIPRD) pamphlets and an OIPRD poster was visible.

**Investigative Follow-up**

**STANDARD:**

*All cases assigned to a Criminal Investigation Bureau for review shall receive, at minimum, one investigative call-back.*

Compliance with Investigative Follow-up requirement continues to display a high level of compliance. Investigative call-backs for Assault occurrences and Residential Break and Enter occurrences were reviewed from January 1st to June 31st, 2018. Investigators made call-backs



to victims or reporting parties in 100 percent of Assault occurrences that were assigned to a Criminal Investigation Bureau (CIB) officer and 100 percent of Break and Enter occurrences.

### **Investigative Reporting**

#### **STANDARD:**

*York Regional Police will strive to produce investigative reports that are free from errors or omissions and will include appropriate case clearance and Uniform Crime Reporting (UCR) coding.*

This was the third audit of the new Standard for Investigative Reporting, approved for inclusion in the Quality Service Standards, by the Board on January 20, 2016. The audit focused on UCR coding, spelling and grammar, along with case clearances.

The process for reviewing reports; including approval, validation and submission of UCR statistics, results in a high degree of accuracy for proper UCR coding and case closure. Approximately 77 percent of cases reviewed contained no errors or omissions. Approximately 91 percent of cases reviewed had good spelling or grammar. Approximately 92 percent of cases reviewed were cleared accurately.

### **Paid Duties**

#### **STANDARD:**

*Satisfaction surveys shall be conducted for all new paid duty customers and random sampling shall take place throughout the year for ongoing customers. All surveys will be reviewed to ensure York Regional Police is providing the highest quality service.*

The YRP Paid Duty Quality Assurance Survey is sent to customers electronically following the completion of a paid duty to evaluate customer satisfaction levels. There were 99 surveys returned between January 1, 2018, and June 30, 2018. In 99 percent of responses, customers were satisfied with the service provided by paid duty officers and categorized the service as "excellent" or "good".

### **Persons in Crisis**

#### **STANDARD:**

*The Community Services Mental Health Support Unit will triage every occurrence involving a person in mental health crisis within five business days for the appropriateness of follow-up based on risk and severity with subjects and/or caregivers and support organizations.*

This Quality Service Standard was revised in 2018 to conform with the Iacobucci report "*Police Encounters with People in Crisis*". The metric for measuring the standard was also revised to properly reflect the mandate and practices of the Community Services' Mental Health Resources Unit.

The implementation of the Co-Responder Crisis Workers (CRCW's) Project commenced in September 2015, in One District and Three District to assist police in supporting individuals in crisis. The CRCW's operate independently of a police officer partner. If requested by police, the

CRCWs will assist officers when dealing with an emotionally disturbed person (EDP) occurrence.

With the implementation of the CRCW's, the hospitals increasing their resources when dealing with Mental Health treatment, and our working relationship with York Support Services Network (YSSN), the Mental Health Support Team (MHST) personnel were able to achieve 100 percent follow-up of EDP occurrences.

### **Telephone Inquiries**

#### **STANDARD:**

*With the exception of a call received by a switchboard operator, a caller shall not be transferred more than once and every effort shall be made to satisfy any inquiries. All voice mail shall identify the name and assignment of the member and shall further indicate how a caller can obtain immediate assistance.*

#### **Voice Mail**

A list of members who were scheduled to be off-duty on a randomly selected day was created. These members' extensions were called to determine if their out-of-office assistant for voice mail was properly activated in order to determine compliance levels with this standard.

The member's name was provided in 71 of 72 calls (98.6 percent). The member's Unit assignment was identified in 26 of 72 calls (36.1 percent). Twenty-one percent of members had their voice mail engaged according to the Standard with all of the required elements. These results represent a consistent range for compliance in comparison with prior years. The majority of members who failed to meet the Standard for their voice mail set-up were deficient by omitting their current work assignment (63% percent).

#### **Attended Phone Extensions**

The Auditor completed 50 telephone calls at various times (between 8:00 am and 4:00 pm) to all five Districts. These telephone calls were answered promptly and professionally and callers were not transferred unnecessarily.

During regular business hours non-emergency telephone calls are answered by the Switchboard Operators. Outside of regular business hours incoming telephone calls are received by Communications.

### **Training & Awareness**

#### **STANDARD:**

*Quality Service Standards shall be posted on the York Regional Police website and on the YRPNet. All new members shall receive training in relation to Quality Service Standards.*

The Quality Service Standards were revised in 2016 and 2017, following the Board's approval of new Standards. The revised Quality Service Standards are posted on the YRPNet and the York Regional Police external website. New members are advised during initial training of the existence and importance of these Standards.

In addition, an e-learning component relating to the Quality Service Standards was implemented for newly hired personnel in the spring of 2011. Information from the Training and Education Bureau confirmed that 100 percent of all new members have been enrolled in the program.

## **Victims of Crime**

### **STANDARD:**

*When an officer takes a report from a victim, they shall fill out an YRP384 Victim Information Pamphlet, explain the contents and include the officer's name, badge number, contact information and incident number, before leaving it with the victim.*

There were high levels of compliance observed in the response to victims of crime by front-line officers. Victims of crime received a YRP384 Victim Information Pamphlet in 100 percent of Assault occurrences reviewed and 100 percent of Break and Enter occurrences reviewed. This high level of compliance with the Quality Service Standard is likely attributable to the Supervisor Notification (SN) text page which requires officers to provide an explanation when a YRP384 Victim Information Pamphlet was not issued to a victim of crime.

## **Conclusion**

The 13 Quality Service Standards implemented by York Regional Police demonstrate the commitment to both transparency and providing excellent service. The results of the Quality Service Standards audit demonstrates that York Regional Police continues to provide a high standard of customer service to the communities it serves.

Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police

EJ: cj

Accessible formats or communication supports are available upon request.



THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT TO THE CHIEF OF POLICE

JANUARY 30, 2019

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**Quality Assurance Process**

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**RECOMMENDATION**

1. That the Board receive this report pursuant to the Quality Assurance Process Board Policy No. 01/08.

**SYNOPSIS**

The York Regional Police Quality Assurance and Risk Management Unit conducted a series of internal audits and inspections throughout 2018. This report summarizes the results and recommendations in order to ensure compliance with the Adequacy Standards Guidelines.

**FINANCIAL IMPLICATIONS**

None.

**BACKGROUND**

The Quality Assurance Process, Board Policy No. 01/08 was approved on January 23, 2008, and amended on June 25, 2014. This policy outlines the requirement for internal audits based on a risk assessment and regular procedure/regulation reviews, the results of which are to be presented to the Regional Municipality of York Police Services Board.

In order to ensure York Regional Police is in compliance with the requirements of the Adequacy Standards Guidelines made under the *Adequacy and Effectiveness Regulation 3/99*, the Quality Assurance and Risk Management Unit is responsible for conducting audits and procedure/regulation reviews.

In compliance with the aforementioned requirements, the annual Property, Evidence and Records Retention Audit, Quality Service Standards Audit and Street Checks Audit (*Regulation 58/16: Collection of Identifying Information in Certain Circumstances*) were conducted in 2018. The Ministry of Transportation Inquiry Services System audit was anticipated in 2018 but deferred until 2019 by the Ministry of Transportation.

Pursuant to their responsibility for procedure and regulation reviews, the Quality Assurance and Risk Management Unit researched and developed procedures and related practices stemming from legislation changes and leading practices, developed Chief's Orders, general documents and responded to external requests for assistance throughout 2018.

The Quality Assurance and Risk Management Unit is committed to improving the operations of York Regional Police by oversight through audits to identify and manage risk, policy/procedure reviews and development to ensure accountable and transparent officer conduct. Additionally, the Unit is actively engaged in meeting York Regional Police Business Plan goals by conducting risk management presentations for members throughout the Organization, and serving as a consultant for internal projects and external systemic reviews and inspections. This report summarizes the findings and actions taken to meet these goals and ensure compliance with *Adequacy and Effectiveness Regulation 3/99*.

## **INTERNAL AUDITS**

### **Property, Evidence and Records Retention Audit**

Policing Standards Guidelines, York Regional Police Procedure LE-020 and Board Policy 02/00-22 Collection, Preservation and Control of Evidence and Property requires York Regional Police to undertake an annual audit of all property and evidence under the control of the Service and report the results to the Board. There are nine property rooms that are located within York Region, eight within police facilities and one external storage location.

Representative samples of property from each property room were examined in accordance with the International Standards on Auditing established by the International Auditing and Assurance Standards Board. Only minor administrative errors were identified and reported to the Information Governance and Evidence Management Bureau Supervisors for immediate attention.

As a result of the audit there were two recommendations presented to Executive Command Team, all of which were minor and administrative in nature. These recommendations are in the process of being implemented in an effort to continually improve our property management practices.

### **Quality Service Standards (QSS) Audit**

Board Policy 04/09 Accessible Customer Service Policy provides that the Chief of Police shall ensure that minimum customer service standards are developed and that community

satisfaction is monitored through a variety of means and the results reported annually to the Board.

York Regional Police has 13 Quality Service Standards which set forth the Organizational Standards of service that are to be provided to all citizens. The Quality Service Standards audit was conducted to determine the level of compliance with the Standards and to identify opportunities for ongoing improvement.

The QSS audit resulted in two recommendations, which were presented to the Executive Command Team, reflecting changes to the Quality Service Standards, to ensure they are customer service focused and reflect current operating environment and service delivery models. Audit findings have been further detailed in a separate report to the Board.

## **PROCEDURAL REVIEWS AND NEW PROCEDURES**

Procedural reviews are conducted independently of internal audits and incorporate legislative changes, risk management, leading practices, training or a recognized opportunity to build on the services and response provided by York Regional Police.

The Quality Assurance and Risk Management Unit worked in collaboration with members of various Bureaus and Units in order to develop 115 new Chief's Orders and revised 50 procedures throughout 2018 (up from 30 in 2017). The procedure reviews were conducted to ensure a superior quality of service when responding to the needs of both the Organization and the community. Written procedures provide officers with a standard of conduct to ensure consistency of operations reflecting leading practices in policing. The Quality Assurance and Risk management Unit researches and evaluates trends in policing to ensure York Regional Police is a risk aware organization.

The Quality Assurance and Risk Management Unit worked to complete the research and development of one new procedure to the Organization reflecting legislative changes to the Special Investigations Unit mandate, which was later rescinded by the Ministry of Community and Correctional Services. In response to significant legislative changes in 2018, orders were developed and posted to the YRPNet to provide officers with direction concerning the legalization of cannabis (*Bill C-45*), associated changes to the *Criminal Code of Canada* impacting impaired driving (*Bill C-46*), numerous *Highway Traffic Act* changes, amendments to the standardized rights to counsel (contained within officers' memo books) and the translation of rights to counsel and cautions in six languages (in addition to English) used within our communities. Additionally, 43 forms were revised/developed and posted to the YRPNet.

## **EXTERNAL REQUESTS FOR ASSISTANCE**

York Regional Police is committed to our organizational values of leadership and competence, which is reflected in the external requests for assistance received throughout the year. We frequently field requests concerning our industry leading programs such as our risk management processes, cannabis procedures and a variety of other procedural developments.

The Quality Assurance and Risk Management Unit responded to more than 370 external requests for assistance (an increase from 325 in 2017 and 265 in 2016). These requests ranged from in-person meetings on Organizational/procedure development to minor requests for the sharing of documents or best practices employed at York Regional Police. The requests were received from police services throughout the province of Ontario and across Canada.

## AUDITS SCHEDULED FOR 2019

It has been determined by the Chief of Police that internal audits of the following areas will be conducted by the Quality Assurance and Risk Management Unit in 2019:

- Property, Evidence and Records Retention Audit (mandatory audit)
- Quality Service Standards (QSS) Audit (mandatory audit)
- Street Checks – *Regulation 58/16: Collection of Identifying Information in Certain Circumstances* (mandatory audit)
- Ministry of Transportation Inquiry Services System (mandatory audit)

The Quality Assurance and Risk Management Unit will continue to work to improve the quality of service delivery, accountability and transparency of York Regional Police through effective procedures, evidence based research, risk management processes, critical analysis, audits and inspections. Quality assurance forms an integral part of the management process and is a critical component of good governance and effective policing which assists in meeting business goals and objectives of the police service, and the Chief's responsibilities to the Police Services Board.

EJ:cj

Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police

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THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

JANUARY 30, 2019

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**Secondary Activities**

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**RECOMMENDATION**

1. That the Board receive this report pursuant to Section 31(1)(g) of the *Police Services Act*.

**SYNOPSIS**

Section 31(1)(g) requires the Chief of Police to provide regular reports on disclosures and decisions made relative to “Secondary Activities” under section 49 of the *Police Services Act*.

It is a practice of our Organization to report to the Board on secondary activities by members of York Regional Police at the beginning of each year.

**FINANCIAL IMPLICATIONS**

There are no financial implications.

**BACKGROUND**

Section 49(1) of the *Police Services Act* states that a member of a police force shall not engage in any activity that interferes with or influences adversely the performance of his or her duties, places him or her in a position of conflict of interest, would otherwise constitute full-time employment, or in which he or she has an advantage derived from employment as a member of a police force.

Section 49(3) of the *Police Services Act* states that a member of a police force who proposes to undertake activity that may contravene any of the foregoing conditions, or who becomes aware that an activity that he or she has already undertaken may do so, shall disclose full particulars to the Chief of Police. The Chief of Police shall decide whether the member is permitted to engage in the activity and the member shall comply with that decision.

In 2018, 28 new secondary activity requests were approved by the Chief's Office and four members resigned from secondary activities that were previously approved by the Chief. One hundred and thirty-eight members are engaged in secondary activities for which approval was granted by the Chief.

Members who participate in secondary activities that do not contravene Section 49 of the *Police Services Act*, or do not place the member in potential conflict, do not require the Chief's approval to undertake the activity and are not required to disclose the activity to York Regional Police. The vast majority of secondary activity submissions for approval do not cause potential conflict; however, members often seek the Chief's approval out of an abundance of caution before undertaking their activities.

Secondary activity categories, and number of members involved, are noted in the chart below:

<b>Secondary Activity</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Instructor/Teaching	34	24	26	27	35
Sales	36	25	30	32	37
Mechanical & Technical Services	14	4	6	7	9
Miscellaneous*	14	28	35	36	40
Residential Services	10	1	2	5	7
Health Services	8	1	5	5	7
Volunteer	9	3	4	6	2
Police Related**	6	5	6	7	7
Secondary Activity Not Approved	1	0	1	0	2
Resigned from Activity	1	38	9	17	4
<b>Members with secondary activities approved by the Chief:</b>	<b>129</b>	<b>91</b>	<b>106</b>	<b>108</b>	<b>138</b>

\*e.g. armed forces, referee. \*\*Part-time Records Clerk, Communications for outside agency

EJ:cj

Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police

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THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

JANUARY 30, 2019

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**Proposal for Use of Public Relations Reserve Funds**

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**RECOMMENDATION**

1. That the Board approve a disbursement from the Public Relations Reserve Fund for the 2019 First Responders Day luncheon for \$12,000.

**SYNOPSIS**

This report requests the Board's approval for a proposed disbursement from the Public Relations Reserve fund to the First Responders Day luncheon. This initiative was selected based on a review of the criteria outlined in the Board's Governance Public Relations Reserve Fund Policy.

**FINANCIAL IMPLICATIONS**

The Public Relations Reserve Fund balance as of November 30, 2018 was \$145,592.

**BACKGROUND**

At its March 21, 2018 meeting, the Board approved a \$10,000 disbursement for the 2018 First Responders Day Luncheon. There are two annual luncheons to celebrate and recognize staff contributions: First Responders Day in May; and, a holiday celebration in December. Since 2014, the Police Appreciation Night has funded the December holiday celebration. External funding is beneficial to ensure transparency to taxpayers for spending on staff events. In 2018, both staff luncheon events were externally funded.

The Board's Governance Public Relations Reserve Fund Policy outlines criteria for funding proposals including: to support co-operative initiatives between York Regional Police and the citizens of York Region that foster community harmony and safety by encouraging people to value and treat each other with respect; and, to recognize the work of members of the Police Services Board and York Regional Police.

It is therefore recommended that the Board approve a \$12,000 disbursement from the Public Relations Reserve Fund to the First Responders Day luncheon in accordance with the criteria outlined in the Board's Governance Public Relations Reserve Fund Policy.

Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police

EJ:jc

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THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

JANUARY 30, 2019

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**Annual Report on Auxiliaries and Volunteers**

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**RECOMMENDATION**

1. That the Board receive this report pursuant to the Police Services Board Auxiliary and Volunteer Program Board Policy No. 03/02.

**SYNOPSIS**

In accordance with section 5.4 of the Auxiliary and Volunteer Program Board Policy No. 03/02, the purpose of this annual report is to outline the contributions made by members of the Auxiliary Unit, the Volunteer Program, the Chaplain Program, the District Community Liaison Committees and the Police Community Advisory Council and to report on highlights and program implementation by the police service.

**FINANCIAL IMPLICATIONS**

Funding in the amount of \$2,398,700 was included in the 2018 Operating budget for the Community Engagement and Wellbeing Bureau inclusive of salary and benefit costs of \$381,896 for one Sergeant and two Volunteer Coordinators directly related to Auxiliary and Volunteer initiatives. Additional funds exist in the 2018 Operating budget for Officers to supervise Auxiliary activities as well as costs to equip and train the Auxiliaries and Volunteers.

## BACKGROUND

The Community Engagement and Wellbeing Bureau, within Community Services, administers the Auxiliary Unit and the overall Volunteer Program for York Regional Police.

In addition, Staff Services manages the Chaplain Program and the Diversity, Equity and Inclusion Bureau manages Police Community Advisory Council. All five Districts manage a District Community Liaison Committee and Organized Crime and Intelligence Services manage the Integrated Strategic Advisory Committee. There are also three Volunteer Community Groups located in Georgina, King and East Gwillimbury.

## AUXILIARY UNIT

York Regional Police established an Auxiliary Unit in 1980. Section 52(1) of the *Police Services Act* provides the authority for a police services board to appoint members of an auxiliary for a police force. The *Act* states:

*An auxiliary member of a police force has the authority of a police officer if he or she is accompanied or supervised by a police officer and is authorized to perform police duties by the chief of police; and*

*The chief of police may authorize an auxiliary member of the police force to perform police duties only in special circumstances, including an emergency, that the police officers of the police force are not sufficiently numerous to deal with.*

Auxiliary members are volunteers who are appointed by the Police Services Board and are governed by the *Police Services Act*. The Auxiliary Unit's function is therefore reported independently from other volunteer groups managed by York Regional Police. The Auxiliary Unit's reporting structure is further reflected on the York Regional Police Organizational Chart.

Auxiliary members are required to commit a minimum of 12 hours per month to the Unit for a total of 144 hours per year. This includes mandatory attendance at monthly meetings. The monthly commitment can include a variety of duties including, but not limited to, training, meetings, special event participation, administrative duties, recruiting information sessions, community canvasses, emergency and disaster response, traffic control, ride-a-longs, parades, funerals of fallen officers and police memorials. The minimum standard of hours is consistent with the expectation of a number of other police services, including Toronto, Durham, Halton, Peterborough, London, Hamilton and Barrie Police. Peel and Orangeville Police Services require a greater commitment of 24 hours and 20 hours per month respectively.

At the commencement of 2018, the Auxiliary Unit had 144 members. At the conclusion of the year, the Unit had 108 members. As of January 2019, 24 new recruits were sworn in, bringing the total unit strength up to 132 members. While there are no provisions under the *Police Services Act* that dictate the number of auxiliary members, York Regional Police has adopted a practice of targeting up to ten percent of the authorized sworn strength. Currently, the Unit is within 29 members of the targeted strength.

Throughout the year, 24 new members joined the Unit and 34 members resigned. Sixteen of the members who resigned were hired as Cadets-in-Training with York Regional Police. One Auxiliary member was hired as constable with the RCMP. The remainder of the members

resigned due to insufficient personal time available to commit to the Unit. The average length of service of an active Auxiliary member is 6.3 years.

The Auxiliary Unit participated in 283 events throughout York Region. These events included municipal Santa Claus parades, special events, recruitment sessions, crime prevention canvassing initiatives, the Holiday Heroes Program, Citizens Academy, Remembrance Day activities, car seat clinics, a variety of initiatives, fundraising events and investigative canvassing for York Regional Police specialty units. See Appendix A for an inclusive list of events attended in 2018. Furthermore, nineteen members completed and passed the annual Police Fitness Test.

In addition to providing assistance at events, members of the Unit participated in 4,249 hours of ride-a-longs supporting the work of front line officers throughout the Region.

Pursuant to 7.14.2 of the York Regional Police Regulations, two service badges were issued to members for five years of service, 13 service badges were issued to members for ten years of service, three service badged were issued for 20 years of service, and one service badge was issued for 35 years of service. In addition, two members were recognized by their peers for excellence and were issued York Regional Police Value Coins.

In total, the Auxiliary Unit contributed 23,529 volunteer hours to the organization in 2018.

## VOLUNTEER PROGRAM

The York Regional Police Volunteer Program is administered separately from the Auxiliary Program. It includes ten groups, including Special Event Volunteers and Mascots, UNITED & UNITY, the three Community Policing Groups (East Gwillimbury, Georgina, King) the Male Chorus, Pipes and Drums, Venturer/Rover Scouts, the Youth Band, Community Safety Village Classroom Assistants, Field Placement and Co-op Students and the 32 Military Police Army Cadet Corps. The Program provides opportunities for citizens to support the community and York Regional Police through volunteer placements. The use and administration of the Volunteer Program is governed by General Procedure AI-006 and specifically states the following:

Volunteers shall not:

- (a) be considered as strength in the general staffing levels;
- (b) perform any functions or activities that members of York Regional Police perform;
- (c) carry or be equipped with weapons;
- (d) operate a marked general patrol vehicle; or,
- (e) wear police uniforms or insignia with the exception of the assigned uniform or insignia approved by the Chief of Police or designate.

The objective of the Volunteer Program is to provide an opportunity for citizens to support the activities of York Regional Police in the community. The Community Engagement and Wellbeing Bureau strives to ensure that volunteer assignments personify the Organization's Values and Vision of making a difference in the community. The Program provides for mobilization of our citizens and allows them to contribute towards a safer and more inclusive York Region.

York Regional Police volunteers attended 218 special events. Our volunteers are involved in supporting events hosted by Community Services as well as the community. Volunteers can be seen collecting food for a local food bank, collecting toys for the Holiday Heroes Program and

assisting with crime prevention initiatives. The Pipes and Drums, Youth Band, Male Chorus, Mascots and UNITED & UNITY provide entertainment at events around the Region and facilitate youth and community engagement. The volunteers also support Community Services programs such as Citizen's Academy, Crime Prevention Academy and Diversity, Equity & Inclusion events, including Black History Month, Asian Heritage Month and the International Day for the Elimination of Racial Discrimination. See Appendix B for an inclusive list of events attended in 2018.

The following table shows each volunteer group, the actual number of members associated to each group, the number of events attended and the total number of hours each group volunteered in 2018.

#### VOLUNTEER STATISTICS 2018

GROUP	NUMBER OF MEMBERS	NUMBER OF EVENTS	NUMBER OF HOURS
32 Military Police Army Cadet Corps	20	23	2,406
Community Safety Village Classroom Assistants	19		1,164
East Gwillimbury Community Group	11	6	507
Field Placement and Co-op Students	11		3,495
Georgina Community Group	38	23	3,229
King Community Group	27	4	336
Male Chorus	43	20	9,388
Pipes & Drums Band	26	31	3,347
Special Events including Mascots and Escorts	297	49	2,290
UNITED & UNITY	32	40	344
Venturer Scouts Company and Rover Scouts Crew	45	12	8,845
Youth Band	24	10	4,634
TOTAL	593 <sup>1</sup>	218	39,985

In 2018, 23 volunteers resigned due to their inability to continue to commit to the Program. The majority of which resigned due to family or work-related obligations.

In 2018, nine York Regional Police members became registered volunteers, totaling 101 full-time members that are also involved with the Volunteer Program. In 2018, five volunteers were hired as police officers.

In 2018, volunteers received the following awards: Annual Chief of Police Volunteer of the Year Award; the GTA Public Heroes Youth Recognition Award; and, the Sovereign's Medal for Volunteers from the Governor General.

In summary, the Volunteer Program contributed 39,985 hours to York Regional Police, plus an additional 23,529 hours from the Auxiliary Unit generating a total contribution of 63,514 hours (7,939.25 eight-hour days of service) in support of York Regional Police and the community.

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<sup>1</sup> The total of 593 denotes the actual number of volunteer positions held within the organization. The total number of registered volunteers is 573. The variance is due to the fact that some volunteers hold more than one position within the organization.



## CHAPLAIN PROGRAM

The Chaplain Program is administered separately from the Volunteer Program, being administered by the Member Support Bureau under the umbrella of Staff Services.

York Regional Police currently has eight volunteer Chaplains. All of our Chaplains have status within their chosen denomination and a minimum of five years of practice. Upon appointment, Chaplains take an Oath of Office, Allegiance as well as an Oath of Secrecy. Chaplains are assigned to the honorary rank of Inspector and are permitted to wear the uniform of that position while performing their duties.

The role of the Chaplain is to provide spiritual support and guidance to all members of our organization, and members are encouraged to take advantage of this service. Chaplains also fulfill a spiritual function at ceremonial events, attend the home of next of kin in the event of serious injury or death of a member and visit sick or injured members at their request. In 2018, the Chaplains contributed 51 hours to York Regional Police at a variety of functions.

## DISTRICT COMMUNITY LIAISON COMMITTEES

The District Community Liaison Committees (DCLC) are administered separately from the Volunteer Program by the corresponding District; and, in the case of the Integrated Strategic Advisory Committee, Organized Crime and Intelligence Services. The command staff works with members of these volunteer advisory groups with a focus on addressing local issues by developing suggested solutions and initiatives. The committees are comprised of a diverse group of citizens and community leaders.

The following table provides information pertaining to the actual number of members associated to each of the committees and the number of hours they volunteered in 2018.

**DISTRICT COMMUNITY LIAISON COMMITTEES 2018**

LOCATION	NUMBER OF MEMBERS	NUMBER OF HOURS
#1 District	19	428
#2 District	35	129
#3 District	26	71
#4 District	21	80
#5 District	24	128
Organized Crime and Intelligence Services	10	84
TOTAL	135	920

## POLICE COMMUNITY ADVISORY COUNCIL

The Police Community Advisory Council is administered separately from the Volunteer Program by the Diversity, Equity & Inclusion Bureau under the umbrella of Community Services. The mission of the Police Community Advisory Council is to promote and foster harmony, dialogue and understanding between members of York Regional Police and the community. This volunteer advisory group is comprised of 20 residents or other stakeholders of York Region representing ethno-cultural, geographical and age diversity.

The Police Community Advisory Council generally meets bi-monthly with the Chief to provide informed advice on a variety of matters which include awareness of race relations, perceptions of social equality, specific initiatives and the delivery of specialized programs.

This initiative is reciprocal in that the Council provides feedback to the community on policing perspectives, facilitating both community awareness programs and community responses to public safety and policing issues. The Council takes every opportunity to remain current with community and policing concerns and is prepared to guide community members on appropriate procedures to follow.

The Police Community Advisory Council, while remaining an independent resource to both the community and to the police, facilitates opportunities to promote ongoing positive public relations on behalf of York Regional Police. In 2018, the Police Community Advisory Council contributed 131 hours to York Regional Police and the community through meetings, special events and initiative planning.

In conclusion, the Auxiliary Unit and the various York Regional Police volunteer groups volunteered a total of 64,565 hours in 2018. Collectively, the Auxiliary Unit and the volunteer programs make a difference in our community by enhancing the presence of York Regional Police in the community and building trusting relationships with our citizens.

Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police

EJ:jm

Accessible formats or communication supports are available upon request.

## Appendix A

### 2018 Events Involving Participation of YRP Auxiliary Members

<b><u>Group</u></b>	<b><u>Event</u></b>
<b><u>Auxiliary Unit</u></b>	<p>Police Constable Recruit Graduation – (2)</p> <p>Police Constable Recruit Training - TEB (3)</p> <p>Recruiting Information Session- TEB (14)</p> <p>Police Background Questionnaire – TEB (12)</p> <p>Standardized Field Sobriety Testing – TEB (43)</p> <p>Assist South End Districts with Crime Prevention Canvassing (8)</p> <p>3 District Front Desk (23)</p> <p>Character Community Awards</p> <p>Newmarket Winterfest</p> <p>Richmond Hill Winterfest</p> <p>Vaughan Winterfest</p> <p>Sno* Fest</p> <p>Richmond Hill Winter Carnival</p> <p>Black History Month</p> <p>Voices over Violence</p> <p>Hometown Hockey in Markham</p> <p>Nowruz Iranian Fire Festival</p> <p>Promotional Exam</p> <p>Frauducation Session</p> <p>YRP and Laurier University Presentation</p> <p>Practice PREP (3)</p> <p>Crime Prevention Academy (4 Events)</p> <p>Amazing Race</p> <p>International Day for the Elimination of Racial Discrimination</p> <p>Run for Southlake</p> <p>Car Seat Clinic – Numerous Events</p> <p>Crime Prevention with 5CIB and 5COR (4)</p> <p>Run, Hide, Defend Educational Session</p> <p>York Regional Police Memorial Ceremony</p> <p>Ontario Police Memorial</p> <p>Toronto Police Memorial</p> <p>Ottawa Police Memorial</p> <p>Crime Stoppers Appreciation Dinner</p> <p>MacKenzie Health Annual Run</p> <p>Victory in Europe</p> <p>Flag Party Event (2)</p> <p>Newmarket Baseball Parade</p> <p>Markham Emergency Preparedness</p> <p>Assist ERU with training scenario</p> <p>Israeli Independence Day Parade</p> <p>St. Andrews College Church March</p> <p>Coptic Christian Meet and Greet</p> <p>Canada's Wonderland CMV Blitz (2)</p> <p>Police Week Open House (CSV)</p> <p>Police Week District Open House (10 Events)</p> <p>Police Appreciation Night</p> <p>Relay for Life</p> <p>Nobleton Victoria Day Parade</p>

	<p> Race for Plunkett  Community Walk- 1 dist.  Schomberg Fair  2<sup>nd</sup> Annual Markham Mental Health Awareness Walk  Asian Heritage Month  New Roads Lake Ride  Easter Seals Run  Annual York Region Bike to Work Day  We Belong! YRP Pride Breakfast  LGBTQ ISN BBQ/Flag raising  2<sup>nd</sup> Annual Review – 32 MP Cadets  32 MP Cadets Annual Inspection (2)  Unionville Festival (2 Events)  Youth-A-Palooza  War Memorial-Georgina War Museum  Mount Albert 5km Run  D-Day Parade (3)  Aurora Street Festival  8<sup>th</sup> Annual Ride4Styles  Vet's Parade  Markham's Music Festival  Korean Community Meet and Greet  SVU Investigative Canvass- 4 Dist.  Justice Jaunt  Asian Community Games  Crime Stoppers Golf Tournament  Oak Ridges Fair  2018 York Pride Parade  Dash for Diabetes  Pakistani Meet and Greet  Ismaili Meet and Greet  Serve and Savour Developer's Dinner  Taste of Asia (3)  Ride Don't Hide  Senior's Day  Tour de Speed Bicycle Race  Newmarket Canada Day Fireworks  Markham Canada Day Event  Aurora Canada Day Parade  Newmarket Kanata/Canada Day Festival  East Gwillimbury Canada Day Event  Georgina Canada Day Event  Richmond Hill Canada Day Event  Vaughan Canada Day Event  Unionville Canada Day Event  Toronto Pride Parade  Night it Up (4)  Festival on High  United Way Employee Cycling Event  BBQ Fest  Sutton Fair (5 Events)  P.A.R Family Picnic  PTSD Gala  Sutton Fair (10) </p>
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	2018 MADD Gold Tournament 2018 Crime Stoppers Golf Tournament Strol for Steps Arts and Music Festival (3) Fan Expo (4) Magna Student Hoedown WE Day Auxiliary Survey – Planning Rebel Heartland Swearing in Deputy Rouse Newbarket (2 Events) East Gwillimbury Home Show (2 Events) 1 District Community Walk Keswick Harvest Festival Mount Albert Terry Fox Run Oak Ridges Terry Fox Run Richmond Hill Terry Fox Run Stouffville Terry Fox Run Georgina Terry Fox Run Newmarket Terry Fox Run Run to Remember Event Garrett Styles Candlelight Vigil and Run Search and Rescue Training-Stouffville Markham Fair (4) PCAC/DCLC Meeting Thanksgiving Food Drive Run for the Cure Fundraiser Run for Vaughan Assistance with Fleet (2) Support the Troops Rally - Mount Albert Women's Symposium (2) Assist 3COR with Halloween patrols Halloween in the Village Korean Meet and Greet Markham Remembrance Day Parade Aurora Remembrance Day Parade Newmarket Remembrance Day Parade Georgina Remembrance Day Services Richmond Hill Remembrance Day Parade Unionville Remembrance Day Parade Woodbridge Remembrance Day Parade East Gwillimbury Santa Claus Parade NHL Alumni Hockey Game Citizenship Ceremony Keswick Santa Claus Parade Richmond Hill Santa Claus Parade Newmarket Santa Claus Parade Markham Santa Claus Parade Aurora Santa Under the Stars Parade Santafest Parade Unionville Old Tyme Christmas Parade Mount Albert Santa Claus Parade Schomberg Main Street Christmas Event Stouffville Santa Claus Parade Holidays in the Village (CSV)
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	<p>Sutton Santa Claus Parade Holiday Heroes (Several Events) Shine A Light – Crime Prevention Chinese New Year Celebration Santa Stroll Foot Patrol (3)</p>
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## Appendix B

### 2018 Events Involving Participation of YRP Volunteers

<u>Group</u>	<u>Events – Total Number of Events - 218</u>
<u>32 Military Police Army Cadet Corps</u>	<p><b>23 events plus 28 Training Nights for 1405 Company, 32 Training Nights for 96 Company, 16 Effective Speaking Training Nights</b></p> <p>Operation Jack Frost (Winter Indoctrination CSV Jan 12th-14th)</p> <p>Bowl for Kids in support of Big Brothers &amp; Sisters of York Region ( Newmarket March 03rd)</p> <p>Weekend Sports Adventure (Fort York March 10th – 11th)</p> <p>Spring Tagging (HQ April 07th – 08th)</p> <p>Operation Iron Eagle Spring FTX (Blackdown CTC CFB Borden April 20th – 22nd)</p> <p>Police Week (CSV May 12th )</p> <p>26th Annual Police Appreciation Dinner (Paramount Event Centre May 16th)</p> <p>32 Military Police RCACC Annual Ceremonial Review (YRP HQ June 02nd)</p> <p>Annual First Responders Appreciation Day – (Keswick June 09th)</p> <p>Annual Candlelight Vigil in Memory of YRP Fallen Officers (Mt Albert June 28th)</p> <p>2018 RCAC Summer Training Courses CFB Borden – Blackdown (July – August)</p> <p>League &amp; Sponsor Appreciation Day – (CFB Borden Blackdown July 28th)</p> <p>Peacekeepers Day Parade – Angus (August 09th)</p> <p>Sutton Legion Veterans Dinner (September 16th)</p> <p>Halloween at the Village (October 27th )</p> <p>Poppy Day Tagging ( Sutton Legion November 03rd)</p> <p>YRP Remembrance Day Parade 3 District (November 09th)</p> <p>Poppy Day Tagging (Sutton Legion November 10th)</p> <p>CSV Remembrance Day Presentation</p> <p>Sutton Remembrance Day Parade (November 11th)</p> <p>Mt. Albert Remembrance Day Parade (November 11th)</p> <p>Recruiting Presentation YEO's &amp; SRO's (CSV December 03rd)</p> <p>32 Military Police RCACC Annual Holliday Mess Dinner (HQ December 8th)</p>
<u>Community Policing Centre - East Gwillimbury</u>	<p><b>6 events</b></p> <p>Mount Albert Sports Day- 5 km Run</p> <p>Local Church Clean Up Day</p> <p>Memorial Candlelighting</p> <p>PC Garrett Styles Memorial Walk</p> <p>YRP Holiday Heroes Toy Drive</p> <p>East Gwillimbury Santa Claus Parade</p>
<u>Community Policing Centre - Georgina</u>	<p><b>23 events</b></p> <p>SnoFest</p> <p>Easter Food Drive</p> <p>Our Lady of the Lake Open House</p> <p>GCPC AGM</p> <p>Volunteer Appreciation Dinner</p> <p>Discover Georgina</p> <p>Georgina Volunteer Fair</p> <p>First Responders Appreciation Day</p> <p>Boater's Info Day</p> <p>York Pride Fest</p> <p>Youth a Palooza</p> <p>Music in the Streets</p>

	<p> Festival on High  Sutton Fair  Mayor's Charity Motorbike Ride  Keswick Uptown Festival  Stilettos and Sneakers  Thanksgiving Food Drive  Bird House Project (2 programs in 2018)  Rogers TV (monthly)  District 3 DCLC (quarterly)  Holiday Hero Toy Drive  Holiday Hero Food Drive </p>
<u>Community Policing Centre - King Township</u>	<p> <b>4 events</b>  King Township Community Yard Sale  Victoria Day  Schomberg Fair  Holland Marsh Soupfest </p>
<u>Male Chorus</u>	<p> <b>20 events and weekly rehearsals</b>  Alexander Muir Ret. Res. Newmarket  Roxborough Ret. Res. Newmarket  Salvation Army Georgina Community Church Sutton  Burton Manor Long Term Care Brantford  Ontario Police Memorial Toronto  Durham Christian Homes Whitby  Waterside Retirement Res. Wasaga Beach  Trinity Anglican Church Bradford  Chartwell Rockcliffe Ret. Res. Ottawa  Circle of Friends Butterfly Release Fundraiser  Canadian Police and Peace Officer's Memorial Ottawa  26th Annual YRP Male Chorus Fundraiser Richmond Hill  St. James' Anglican Church Sutton  Westmount United Church Orillia  Rockwood II Condominium Aurora  Salvation Army  Rick Hansen Public School Remembrance Day Ceremony Aurora  Richmond Hill Retirement Res. Richmond Hill  Newmarket Senior's Christmas Tea Newmarket  McKenzie Health Long Term Care Richmond Hill </p>
<u>Mascots</u>	<p> <b>9 events</b>  Police Week Open House  Halloween in the Village  Vaughan Santafest Parade  Ride Don't Hide Event  World Cultures Event at Riverwalk Commons  Markham Fair  Holidays in the Village  Vaughan Winterfest  Richmond Hill Winter Festival </p>



<u>Pipes and Drums Band</u>	<p><b>31 events and weekly rehearsals</b></p> <p>Recruit Graduation  Auxiliary Recruit Graduation  Robbie Burns Supper  Flag Day  Young at Heart Charity Gala Opening Ceremonies  Flag Hoisting Ceremony for Pakistan Day  Bryan MacKenzie's Funeral  2018 International Day for the Eliminations of Racial Discrimination  2018 Paramedic Graduation and Awards Ceremony  Auxiliary Promotional Ceremony  Asian Heritage Month Celebration Ribbon Cutting  Ontario Police Memorial  Toronto Police Memorial  Police Appreciation Night  Inspector Miner's Retirement  Unionville Festival  32 MP Army Cadet Corps Annual Review  D-Day Parade  Highway 407 Detachment Grand Opening Ceremony  Canadian Cancer Society Relay for Life  Run to Remember Candlelight Vigil  Recruit Graduation  Annual Memorial Butterfly Release  Police Memorial Weekend  Hispanic Heritage Month Celebration  Royal Canadian Legion Mount Albert 13th Annual Support the Troops Rally  Remembrance Day Parade  Town of Georgina Council Inaugural Ceremony  Regional Council Inaugural Ceremony  32 MP Army Cadet Corps. Mess Dinner 2018  Citizenship Ceremony</p>
<u>Special Events</u>	<p><b>40 events</b></p> <p>Holiday Heroes Food Drive  Holidays in the Village 2018  Halloween in the Village 2018  Candlelight Vigil, June 2018  Crime Stoppers 10th Annual Student School Symposium  To Serve and Savour  Crime Stoppers Shine a Light on Crime Prevention Lightbulb Packaging (Several)  Seniors Day 2018  Sutton Fair  Filming of UNITED 2  Actors needed for Qualified Death Investigators Course  Police Week Open House at the Village  Community Safety Village Birthday Party  Major Incident &amp; ERU Training  Practical Skills Unit Training Day  Black History Month Celebration 2018  York Vintage Hockey Tournament Time Keeper/Score Keepers  Crime Stoppers Annual Golf Tournament</p>

	<p> Asian Heritage Month Celebration  Ride 4 Styles Event  Sutton Festival  Bird House Project  York Vintage Hockey Tournament Raffle Sales/Prizes  York Vintage Hockey Tournament Arena Administrators  Thanksgiving Food Drive  Crime Stoppers Annual Appreciation Dinner  Social Media Video  Regional Elder Abuse Conference  Service Awards Night  ESP Event  Crime Stoppers Murder Mystery  York Vintage Hockey Tournament Registration and Convenor Assistant  UNITED Event United: Redemption Filming  Crime Prevention Academy  First Responders Day  Policing York Region  Discover Georgina and Military Museum Re-enactment  Youth-A-Palooza  Halloween in the Village Photographer  Bingo World Training </p>
<u>United</u>	<p> <b>40 events</b>  2018 Ward 6 New Year's Levee  Richmond Hill Winter Carnival  Senior Varsity Basketball Game versus YRP Team  Newmarket Winterfest 2018  Uniform Recruiting at the Opening of the Black Panther film  Committee of Youth Officers of Ontario  Launch of Safety Month  EGLX Expo  Shamrock Skate  Light It Up Blue - Autism Awareness Assembly  Level Up  Georgina FanFest  2018 International Day for the Elimination of Racial Discrimination  Cops vs Students Dodgeball Tournament  Tiny Seedlings' Earth Day  Our Rugrats!  Sheridan Open House  Markham Emergency Preparedness Fair  Police Week Open House  Special Needs Track and Field  Police Appreciation Night  2nd Markham Mental Health Awareness Walk  Cops vs Students Dodgeball Tournament  Junior Firefighter Day  CosmoFest  Mount Albert Sports Day  Special Olympics Event  First Provider Appreciation Day </p>

	<p>Social Justice Day  Pride Parade  2018 Ride Don't Hide  Sutton Fair and Horse Fair Family Day  Fan Expo  WE Day  Youth Social Justice Day  Halloween in the Village  Crime Stoppers Student Symposium  YRP Youth Film Festival  Holidays in the Village  Holiday Heroes Campaign</p>
<p><u>Venturer  Scouts and  Rovers Crew</u></p>	<p><b>12 events and weekly meetings</b>  Character Community Awards  Scouts camp  Ottawa memorial  Forensic tour  Marine Unit Ice safety  Crime Scene  Police Week Open House  Halloween in the Village  National Peace Officers' Memorial  Christmas Day Hospital visit  Bradford Santa Claus Parade  Mock Trial</p>
<p><u>Youth Band</u></p>	<p><b>10 events and weekly rehearsals</b>  Wood Haven Long Term Care (LTC) Residence  Parkview Home Long Term Care (LTC) Residence  Langstaff Square Care Community (LTC)  International Day for the Elimination of Racial Discrimination  #2 District Memorial Service  Barton Retirement Residence  Newmarket Santa Clause Parade  Richmond Hill Santa Clause Parade  Holidays in the Village  Salvation Army Northridge Community Church - Carols of Celebration</p>



THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

JANUARY 30, 2019

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***Accessibility for Ontarians with Disabilities Act, 2005***  
**Accessibility for Ontarians with AODA Compliance and Public**  
**Feedback on Accessible Customer Service**

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**RECOMMENDATION**

1. That the Board receive this report pursuant to the Police Services Board Governance Accessibility Policy 01/13 and the Police Services Board Accessible Customer Service Policy 04/09.

**SYNOPSIS**

This report will provide an overview of the Integrated Accessibility Standard Regulation in accordance with Board Policy 01/13, and the Customer Service Standard's public feedback process including the response and actions taken in accordance with section 9.4 of the Accessible Customer Service Board Policy No. 04/09.

**FINANCIAL IMPLICATIONS**

Not applicable.

## **BACKGROUND**

### ***Accessibility for Ontarians with Disabilities Act Customer Service Regulation***

The Accessibility Standard for Customer Service came into effect on January 1, 2008. Designated public sector organizations, including municipalities, were requested to comply with provisions of the Regulation by January 1, 2010. Police Services are included within the scope of 'municipality' as defined in the Regulation.

The Customer Service Regulation requires that York Regional Police establish and document a process to receive and respond to feedback on how the organization's goods and services are provided to people with disabilities, including actions that the organization would take when a complaint is received.

### **Integrated Accessibility Standards**

The Integrated Accessibility Standard Regulation (IASR) came into effect on July 1, 2011. Effective July 1, 2016, the IASR now incorporates the customer service standard.

In 2017, Procedure AI-345, *Accessibility for Ontarians with Disabilities Act*, was updated to include further provisions for support person and service animal. These updates are incorporated in the Region's annual Accessibility Plan report to the Accessibility Directorate of Ontario.

### **Beyond Compliance Accessibility Self-Assessment Tool**

Beyond Compliance: Accessibility Self-Assessment Tool for Organizations was produced by The Regional Municipality of York with support from the Government of Ontario. It was created by a team of experts in the fields of accessibility, research and evaluation survey development. All components of this tool are based on best practices in the broad area of organizational accessibility within Ontario, across Canada and throughout North America.

The purpose of this tool to measure how well York Regional Police performs against best practice measures grouped under key areas of organizational responsibility. Beyond Compliance is not meant to measure an organization's compliance with the *Accessibility for Ontarians with Disabilities Act* but rather help an organization identify what can be done beyond compliance to create a more accessible organization.

In October 2018, York Regional Police's Equity and Inclusion Committee comprised of Human Resources, Capital Projects, Training and Education, Finance, Corporate Communications, Member Support and the Diversity, Equity and Inclusion Bureau, completed a Beyond Compliance Accessibility Self-Assessment Tool.

The purpose of the tool is to assess York Regional Police's AODA practices in six areas:

1. Leadership;
2. Communication;
3. Training and professional development;
4. Employment practices;
5. Goods and services; and,
6. Physical environment.

Overall results were favourable. Employment and Training were noted areas with opportunities to enhance the organization's service level.

In Employment, the following was highlighted:

- Specialized recruitment training on the recruitment of people with disabilities;
- Review of recruitment practices to ensure processes are barrier free for applicants; and,
- Gather member feedback on employment practices through the use of bi-annual focus groups, surveys or similarly related projects that inform Staff Services of any gaps related to accommodation, disability, accessibility and well-being.

The Equity and Inclusion Specialist is currently working with Staff Services and Corporate Development to incorporate the above-mentioned practices throughout 2019.

### **Feedback Received**

Procedure AI-345, *Accessibility for Ontarians with Disabilities Act*, details the process by which members of the public can provide feedback. Feedback regarding goods and services that are provided by York Regional Police to people with disabilities and accessibility issues are directed to the Equity and Inclusion Specialist of the Diversity, Equity and Inclusion Bureau, by phone, email, in writing or by making an appointment to meet in person. This contact information is available on the York Regional Police website.

During 2018, there was no feedback from the public regarding York Regional Police's provision of goods and services to persons with disabilities.

Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police

EJ:al

Accessible formats or communication supports are available upon request.





THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE EXECUTIVE DIRECTOR

January 30, 2019

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**Public Relations Reserve Fund  
Request for Funding**

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**RECOMMENDATION**

1. That the Board approve an expenditure in the amount of \$5,000 from the Board's Public Relations Fund to support the request from CIECYR 2019 Symposium Work Group.

**BACKGROUND**

The Public Relations Reserve Fund Policy No. 08/08 outlines the use of unused monies in the Public Relations Reserve Fund. The monies from this fund are from proceeds from the sale of unclaimed personal property and money found and seized by the police service and can be used for any purpose that the Board considers in the public interest in accordance with Sections 132 (2) and 133 (3) of the *Police Services Act*.

The Executive Director monitors expenditures and reports to the Board semi-annually on the Public Relations Reserve Fund.

**FINANCIAL IMPLICATIONS**

The closing balance of the reserve fund on November 30, 2018 was \$145,592.

**REQUEST FOR SPONSORSHIP**

The CIECYR 2019 Equity Symposium

The Community Inclusivity Equity Council of York Region (CIECYR) will be holding its 2019 Symposium on April 10-11, 2019 in Richmond Hill, ON. The Symposium attendees will improve upon and enhance critical skills in their professional development towards more equitable practices, policies, programs and initiatives.

Overall, approximately 250 attendees are anticipated to be at the symposium. Expected attendees include professionals from child welfare, education, justice, policing, mental health, health, family services and the VAW sector that are within the region and across the province along with a spectrum of community members and leaders and staff from the private/corporate sector to list a few.

The organizing work group is requesting sponsorship in the amount of \$5,000. Other sponsorship opportunities are available as well.

The Board has provided sponsorship in the same amount for this symposium in 2012, 2014 and 2015.

Mafalda Avellino  
Executive Director

/jk

Attachments

From: Michael Bowe <[Michael.Bowe@yorkcas.org](mailto:Michael.Bowe@yorkcas.org)>  
Date: 2019-01-02 4:41 PM (GMT-05:00)  
Subject: A request for Sponsorship: CIECYR 2019 Equity Symposium

January 02<sup>nd</sup>, 2019

Mayor Virginia Hackson, Chair  
Regional Municipality of York Police Services Board  
17250 Yonge Street,  
Newmarket, ON  
L3Y 4W5

**Re: SPONSORSHIP REQUEST**

Dear Chair Hackson,

On behalf of the Community Inclusivity Equity Council of York Region's (CIECYR) Symposium Work Group (hereafter referred to as "CIECYR 2019 Symposium Work Group"), I would like to request a financial sponsorship of **\$5, 000.00** from the York Regional Police Services Board towards the planning of the **CIECYR Third Bi-Annual Equity 2019 Symposium: Courageous Leadership & Organizational Change towards Equitable Outcomes**. The symposium will take place over a two day period (April 10<sup>th</sup> & 11<sup>th</sup>, 2019) at the **Sheraton Hotel, Richmond Hill, York Region, Ontario**. The event is for all within the region and beyond with a particular focus on encouraging and/or enhancing **promising practices** in all organizations—whether public or private.

**The CIECYR 2019 Equity Symposium** is a cross-sectorial learning experience for emerging and existing leaders (frontline staff to senior leaders) at all levels of an organization. Symposium attendees will develop and/or enhance critical skills in specific areas of their professional development towards more equitable practices, policies, programs and initiatives at the staffing, departmental, institutional and societal level. The Symposium aims to illustrate existing challenges and in turn cutting edge promising practices of engagement wherever they may exist.

The symposium will feature keynote speakers and workshop facilitators from diverse sectors (both within the private and public sectors) who will provide in-depth learning experiences with regards to their inspiring and widely recognized journeys toward creating workplaces that recognize and embrace diversity, equity and inclusivity from governance to administration to service delivery--both among its staff complement and across diverse communities--in a manner that is seamless and valued by all.

The symposium will culminate in the development of a comprehensive and well researched discussion paper with several salient recommendations that all, if not most organizations/sectors will find useful as they continue on an individual and/or collective path towards making diversity, equity and inclusivity a permanent part of their awareness and practice.

Overall, approximately **250 attendees** are anticipated to be at the symposium. Expected attendees include professionals from child welfare, education, justice, policing, mental health, health, family services and the VAW sector that are within the region and across the province along with a spectrum of community members and leaders and staff from the private/corporate sector to list a few. The CIECYR 2019

Symposium Work Group consists of a number of local stakeholders such as: York Regional Police, Blue Hills Child & Family Centre, The York Centre, York Region Children's Aid Society, Kinark Child & Family Services, Sandgate Women's Shelter, York University (Faculty of Education), York Region District School Board, Social Services Network, Catholic Community Services York Region among others.

A lunch sponsorship from York Regional Police Services Board would be greatly appreciated. It would be a significant contribution towards our collective effort to benefit our local communities as well as provincial partners. A corporate sponsorship from York Regional Police Services Board will be recognized in the following ways:

**LUNCH SPONSOR (\$5,000.00)**

- One exhibit table
- Prominent signage indicating that you are the Lunch Sponsor during the lunch hour
- Logo placement on electronic and print media items
- Registration to the full symposium for two attendees
- One half-page ad in the event program
- Your company logo will be profiled during the symposium
- Logo placement on the official event programme, the symposium's official website and on the on-line registration system

Please, do inform us of the possibility of receiving a sponsorship of the amount specified.

Best regards,

*Michael Bowe*

Michael Bowe

**Chair,**

**CIECYR Third Bi-Annual DEI 2015 Symposium Work Group**

Website: [www.ciecyr.ca](http://www.ciecyr.ca)

Michael Bowe

**Supervisor, Diversity & Outreach**

York Region Children's Aid Society  
South Office  
120 East Beaver Creek Road, 3<sup>rd</sup> floor  
Richmond Hill, ON  
L4B 4V1

# CIECYR Equity & Inclusivity Symposium 2019:

**Courageous Leadership & Organizational Change towards Equitable Outcomes**



## **SYMPOSIUM SPONSORSHIP PACKAGES**

**Symposium Sponsorship \* Package Display Tables**

PLEASE DIRECT ALL INQUIRIES TO  
[CIECYR15@gmail.com](mailto:CIECYR15@gmail.com)





# SYMPOSIUM SPONSORSHIP PACKAGES

## CORPORATE SPONSOR - \$15,000 (one available)

- Lead logo placement on electronic and print items as the Premiere Sponsor of the event Lead product/brand advertisement at the symposium as the Premiere Sponsor of the event
- One exhibit table
- A few words of greeting from the podium Prominent signage indicating that you are the Premiere Sponsor of the event Registration to the full symposium for six (6) attendees
- One full-page ad in the event program Your company logo will be highly profiled during the symposium and on event signage Lead appearance of your company logo on the official event programme, the symposium's official website and on the on-line registration system
- Recognition with a web-link to your site on the Council's host website

MARQUEE KEYNOTE SPONSOR	\$10,000	LUNCH SPONSOR	\$5,000	BREAK SPONSOR	\$3,000
<p>One available</p> <ul style="list-style-type: none"> <li>-Lead logo placement on electronic and print items as the Premiere Sponsor of the event Lead product/brand advertisement at the symposium as the Premiere Sponsor of the event</li> <li>-One exhibit table</li> <li>A few words of greeting from the podium</li> <li>-Prominent signage indicating that you are the Premiere Sponsor of the event</li> <li>-Registration to the full symposium for six (6) attendees</li> <li>-One full-page ad in the event program Your company logo will be highly profiled during the symposium and on event signage</li> <li>-Lead appearance of your company logo on the official event programme, the symposium's official website and on the on-line registration system</li> <li>-Recognition with a web-link to your site on the Council's host website</li> </ul>		<p>Two available</p> <ul style="list-style-type: none"> <li>-One exhibit table</li> <li>-Prominent signage indicating that you are the Lunch Sponsor during the lunch hour</li> <li>-Logo placement on electronic and print media items</li> <li>-Registration to the full symposium for two attendees</li> <li>-One half-page ad in the event program</li> <li>-Your company logo will be profiled during the symposium</li> <li>-Logo placement on the official event programme, the symposium's official website and on the on-line registration system</li> </ul>		<p>Four available</p> <ul style="list-style-type: none"> <li>-One exhibit table</li> <li>-Prominent signage indicating that you are the Break Sponsor</li> <li>-Logo placement on selected electronic and print items</li> <li>-Registration to the full symposium for one person</li> <li>-One quarter page ad in the event program</li> <li>-Your company logo will be profiled on signage in the lobby</li> <li>-Logo placement on the official event program, the symposium's official website and on the on-line registration system</li> </ul>	



# SYMPOSIUM SPONSORSHIP PACKAGES

<b>HOSPITALITY SPONSOR</b>	<b>\$1,000</b>	<b>Display Tables</b> <b>Not-for-profit agencies</b>	<b>\$400</b>	<b>Display Tables</b> <b>For-profit agencies</b>	<b>\$500</b>
<p>Four available</p> <ul style="list-style-type: none"><li>-Signage indicating that you are the Hospitality Sponsor during the hospitality hour</li><li>-Your company logo will be profiled on signage in the lobby</li><li>-Logo placement on selected electronic and print media items</li></ul>		<ul style="list-style-type: none"><li>-For not-for-profit organizations with charitable organization number</li><li>-Admits one person</li><li>-Includes lunch</li><li>-Does not include access to workshops</li></ul>		<ul style="list-style-type: none"><li>-For corporate/business entities</li><li>-Admits one person</li><li>-Includes lunch</li><li>-Does not include access to workshops</li></ul>	

**PLEASE DIRECT ALL INQUIRIES TO  
CIECYR15@gmail.com**

Note: All potential sponsors must be approved by the Community Equity Council of York Region (CIECYR). The CIECYR reserves all rights to decline an offer of sponsorship based on its exclusive discretion and with or without explanation.

The CIECYR and its members are keen on ensuring that all sponsors are in-line with the event's vision, values and commitment to quality assurance standards as well as the Ontario Human Rights Code along with principles of equity and inclusion. The CIECYR is also steadfast in its commitment to ensure that all sponsors and their products are of high-quality, legitimate (not deemed or suspected to be fraudulent), and research-based (if required). Products or sponsors who do not meet the stated and unstated standards of the CIECYR will not be approved to be a sponsor of the event or display/sell their products at the event.





# COMMUNITY INCLUSIVITY EQUITY COUNCIL OF YORK REGION

## EQUITY & INCLUSION SYMPOSIUM 2019

Courageous Leadership & Organizational Change towards Equitable Outcomes

### Wednesday, April 10, 2019

## Day 1 - Itinerary

8:00 AM - 9:00 AM	Registration & Continental Breakfast First
9:00 AM - 9:30 AM	Nations, Métis, and Inuit Ceremony <i>Giving of tobacco, teaching and land acknowledgement</i>
9:30 AM– 9:45 AM	Welcoming Remarks
9:45 AM- 10:45 AM	Keynote Address: Dr. Robin D'Angelo <i>Question and Answer</i>
10:45 AM- 11:00 AM	Break
11:00 AM- 12:30 PM	Master Session with Dr. Robin D'Angelo
12:30 PM- 1:30 PM	Lunch
1:30 PM– 2:15 PM	Panel Discussion <i>Courageous Leadership towards Equitable Outcomes</i>
2:15 PM– 2:30 PM	Break
2:30 PM- 4:30 PM	Afternoon Workshops

Note: Workshop titles may be abbreviated on the on-line registration site. Repeated workshops are identified with \*\*)

## WORKSHOP DESCRIPTIONS (Day 1)

### A01 • Nation to Nation Allyship- Ica altepetl ihuan altepetl ica nechicolizyotl (Nahuatl) \*\*

Eileen Clearsky, Assistant Professor, Department of Education, Mount Royal University | Ixchel Bennett, Course Director, Faculty of Education, York University)

In this workshop, Eileen and Ixchel will share the reasons why allyship with Indigenous and non-Indigenous Peoples is necessary in Decolonizing and Indigenizing educational spaces. They will focus on: What strategies and tools have worked based on their experiences in leadership and community? Eileen and Ixchel are currently teaching in post-secondary institutions at the Faculty of Education from Calgary and Toronto. Both are engaging in work with faculty members and teacher candidates to Decolonize and Indigenize the institutions. They will share strategies, tools, action plans, and personal experiences about their journey. They will address the fear, discomfort, and the uncertainty that some teacher candidates, educators, community members, experience when trying to Indigenize and Decolonize their practices.

Next, they will focus on How to engage in courageous and brave conversations with allies? The process of learning to unlearn and learning to relearn is challenging: emotionally, mentally, physically, and spiritually. This workshop will use an Indigenous framework to address the physical, emotional, mental and spiritual well-being of participants.

Anticipated Outcomes:

1. To actively analyze the self when working with Indigenous Peoples, Knowledge and Ways of Being
2. To engage in courageous conversations about Indigenous issues and struggles in educational spaces
3. To develop tools and strategies to Decolonize and Indigenize learning spaces

### A02 • Case Study: Developing an Organizational Culture of Equity & Inclusivity & Lessons Learned

Terry Daly, CHRL, CHRP, Principal, Terry Daly & Associates (former Director of HR for the Catholic Children's Aid Society of Toronto)

Children's aid societies, mental health, developmental services, social service and education organizations are both service providers and employers. Notwithstanding legal and ethical considerations, their commitment to the people they serve compel them to recognize this facet as a cornerstone to the actualization of their service. The concept of equity is central to their ability to deliver services in a manner that is experienced by clients as being accessible and empowering, and by staff who are themselves respected, valued and empowered.

This workshop will focus on the implementation of an organizational change strategy over many years that focused on diversity and inclusivity at a large child welfare agency. Topics to be covered include:

1. Creating an organizational climate that eliminates inequalities in service and employment.
2. Developing a culture of inclusivity that ensures the organization reflects the diversity of the community it serves.
3. Diversity model and process: policies, programs and training.
4. Diversity in recruitment and staffing.
5. Integrating diversity policies in union agreements.
6. Promoting equity within an anti-oppression framework.

### A03 • Are your Anti-Oppressive Practice initiatives all talk and no change? How senior managers, and those urging them forward, can move from talking about anti-oppression to doing anti-oppression

Dr. June Yee, Ryerson University | Dr. Gary C. Dumbrill, McMaster University, School of Social Work

Many organizations received diversity and anti-oppression training, but this does not always lead to change. What do organizations do when they feel stuck in the change process? This practical hands-on workshop examines how to become unstuck. In this workshop you will explore:

- (1) The common barriers agencies encounter in the AOP change
- (2) What senior management can do to move organizational change forward, and how organizations can support (or where necessary challenge) senior managers to move the organization forward
- (3) Why service users are essential in any anti-oppressive organizational change process.

Anticipated Outcomes:

1. Understand the barriers to anti-oppressive organizational change, know how senior management can facilitate change, and how to support or urge senior management into action
2. Why the key to meaningful change, and accountability for that change, rests in the involvement of those receiving service from the organization
3. How to involve those receiving services from an organization in the change process

# COMMUNITY INCLUSIVITY EQUITY COUNCIL OF YORK REGION

## EQUITY & INCLUSION SYMPOSIUM 2019

Courageous Leadership & Organizational Change towards Equitable Outcomes

Wednesday, April 10, 2019

2:30 PM - 4:30 PM

### WORKSHOP DESCRIPTIONS (Day 1)

#### A04 • What about administrators, shouldn't they also be a culturally diverse group? If so what's to be done?

**Dr. Carl James, Faculty of Education, York University**

It is well established that most – if not all – workplaces are seeking to have a culturally diverse employee population in relation to but not limited to ethnicity, race, gender and sexual diversity, language and religion not only to reflect the diversity of the GTA population, but also – and more importantly – that of the people or communities they serve. Indeed, there is some satisfaction in knowing that there is cultural familiarity and knowledge of the people being served. But is diversity mainly among frontline staff enough? What about administrators/senior leadership, is there a necessary requirement for diversity among administrators in order to ensure that the contributions that employees bring to the workplace are respected, encouraged and effectively facilitated? In short, what is to be gained from having a group of diverse administrators? In addition to exploring these questions and issues, we will also use the time to discuss the benefits, limitations, successes and the possibilities of having a diverse group of senior leaders.

#### A05 • Community Model for Change: The Inclusion Charter for York Region

**Lisa Gonsalves, Director, Strategies and Partnerships Branch, The Regional Municipality of York | Lois Davies, Manager, Social Policy and Accessibility**

The Regional Municipality of York (York Region) is one of the most diverse communities in Canada. This workshop highlights the community implementation of the Inclusion Charter for York Region by twenty local broader public sector organizations and agencies who recognize this diversity as a source of strength and vitality. By endorsing the Charter each organization affirms its commitment to inclusion in their organization and in the community. Together, participating organizations share the vision of York Region as a welcoming and inclusive community where diversity is celebrated and where everyone can develop to their full potential, participate freely in society and live with respect, dignity and freedom from discrimination. This workshop highlights the roles groups play at all levels of an organization, from leadership to front line, in organizational change.

The Inclusion Charter has been endorsed by municipalities, police services, hospitals, school boards, conservation authorities, community agencies and organizations, including many members of the CIECYR. It has also achieved international recognition by the training arm of the United Nations, UNITAR (CIFAL Atlanta), who has been involved in the initiative since 2017. The Charter's unique model for community change was developed with extensive community consultation, collaboration and collective action planning, and serves as a model for organizations to work together to create communities that are welcoming and inclusive of everyone.

#### A06 • Confronting Anti-Black Racism in the Child Welfare System: Integration of Practice Leads

**Nicole Bonnie, Director of Equity & Community Development, Children's Aid Society of Toronto**

This workshop will highlight the Anti-Black Racism Practice (ABR) Integration Lead initiative piloted at the Children's Aid Society of Toronto (CAST). The presenter will explore how Anti-Black Racism has, and continues to manifest in the child welfare system, setting the context and need for the initiative. As well as the importance and significance of this initiative to organizationally shifting practice towards identifying and addressing inequities, disproportionality, and disparities. The organizational change management planning integration will be explained and chronicled delineating the identification of needs as well as the monitoring mechanisms established. An overview of the initiative – development, objectives, implementation plan, and progress – will be provided with particular emphasis to be placed on outlining the development, preparation and supervision/management of the practice leads. As well as their engagement and development into organizational leaders within their departments.

#### A07 • Inclusivity Matters: Coming Out for Everyone (LGBT2SQ)

**Lorraine Gale, Out and Proud Program, Children's Aid Society of Toronto | Charlotte LeFrank, Diversity Outreach Coordinator, Windsor-Essex Children's Aid Society**

What does it take to create services that are truly inclusive, responsive and equitable in serving LGBT2SQ communities? How do we know when we are successful? How do we know what we don't know? Within the child welfare system, a group of employees endeavoured to answer these questions when CAS staff from multiple agencies, identities and roles came together to develop a self-assessment tool for the field. The LGBT2SQ Committee of the Anti-Oppression Roundtable of the Ontario Association of Children's Aid Societies (OACAS) was born. The process was guided by a commitment to include as many voices as possible, across a variety of intersectional identities. The goal was to create a tool which would identify the ways in which the sector is (or is not) meeting the needs of LGBT2SQ communities who

experience the child welfare system, and to support the sector in voluntarily moving toward equitable outcomes with respect to sexual orientation, and gender identity/expression. One of the challenges was to recognize that

agencies throughout the province were at different points in their equity journeys and to be flexible enough to meet them where they were at.

Based on the experiences of the LGBT2SQ Committee, participants will engage in an interactive workshop to complete a challenge using critical thinking skills, creativity and courageous conversation. In the process, they will come to better understand discrimination and bias experienced LGBT2SQ communities, the importance of including everyone in finding solutions, and how these approaches ultimately benefit all within the public sector.

## WORKSHOP DESCRIPTIONS (Day 1)

Wednesday, April 10, 2019

2:30 PM - 4:30 PM

### **A08 • Centering Anti-Racism/Anti-Oppression and Resisting Anti-Black Racism in the delivery of effective and equitable mental health services for racialized/marginalized communities.**

**Aseefa Sarang Executive Director, Across Boundaries an Ethno-Racial Mental Health**

While, more than 50% of Canada's immigrant population makes Ontario its home, recent trends show a dramatic increase in White supremacist ideologies, anti-Black racism, Islamophobia and an alarming normalization of these rhetorics. This creates an environment of hate and fear and compounds the negative effects on the health and mental health of an already vulnerable population. Thus ensuring equitable and effective health outcomes for racialized/marginalized communities can no longer be optional, but an absolute requirement for service providing organizations.

Providing excellent care for all, requires system planning, resource allocation and working with allies to take up space in places where traditionally there has been silence. This workshop will take an in-depth look at the critical practice framework used at Across Boundaries, an Ethno-racial Mental Health Centre in Toronto. For 23 years, Across Boundaries has consistently addressed through an intersectional lens, the systemic, organizational and individual discriminations experienced by its client population and the impacts of these on their health and mental health. Anti-racist/anti-oppressive and resisting anti-Black racism practices requires long term commitment from organizational leadership, courageous self-reflection, and an unlearning of existing beliefs and practices to create an accessible, inclusive and barrier free workplace. The workshop will also offer an opportunity for small group discussions on the barriers organizations face to becoming inclusive and begin dialogue to look at immediate practical initiatives to overcome them.

### **A09 • Loving Large: Developing a Size-Inclusive Practice** **Sookie Bardwell, Facilitator/Trainer, Shame free Sex and Relational Health Education**

In this introductory workshop, those in attendance will have the opportunity to critically consider fatphobia/sizeism in relation to their own professional practice. Participants will be asked to consider how they can begin to challenge the weight-based discrimination that fat people often experience in accessing everyday spaces and in attempting to access care, and to actively create a size-inclusive environment for all those they endeavour to support. Together, we will challenge the idea that fat itself is the problem, focusing, rather, on the negative impacts, challenges to well-being and daily experiences of trauma experienced by living in a fatphobic/sizeist world. Through hands-on activities, participants will better understand how weight-based discrimination impacts the relationships that those in all kinds of bodies have with themselves and others and will develop skills to support students/clients in navigating the stress of internalized and interpersonal fatphobia/sizeism and in confronting these types of oppression as they may impact relationship dynamics across social spaces, both in and outside of organizations.

### **A10 • The Narrow View of Privileged Mental Health: Widening the Lens**

**Natalie Roach, Mental Health Coordinator, Ryerson University**

Mental health and wellness programming are often created from a medical model lens (i.e. illness, diagnosis and treatment) and from the vantage point of the historically privileged. Further, from this vantage point, mental health distress is often seen as existing entirely within the individual, and thus able to be removed by simply addressing individual challenges, such as combatting stress through exercise. What is missing from this conceptualization is how factors experienced by members of equity seeking groups, such as racialized individuals, differentially impact how distress is felt and addressed.

How can the most common 'ways to wellness' exclude those from equity seeking groups, such as racialized individuals? Why is it important to consider factors such as the experience of microaggressions, social justice, and representation when we think about distress? How does expanding our conceptions of mental health lead to a more inclusive community?

This session will explore these questions using a mix of personal anecdote, lessons learned from an institutional wellness program and reflection on voices speaking to healing and wellbeing within racialized groups and communities.





# COMMUNITY INCLUSIVITY EQUITY COUNCIL OF YORK REGION

## EQUITY & INCLUSION SYMPOSIUM 2019

Courageous Leadership & Organizational Change towards Equitable Outcomes

### Thursday, April 11, 2019 Day 2 - Itinerary

8:00 AM - 9:00 AM	Continental Breakfast
9:00 AM - 9:05 AM	Welcoming Remarks
9:05 AM - 9:45 AM	Keynote Address: <i>Indigenuity Leadership and Governance</i>
9:45 AM - 10:15 AM	Awards Ceremony
10:15 AM - 10:30 AM	Break
10:30 AM - 12:30 PM	Morning Workshops
12:30 PM - 1:30 PM	Lunch
1:30 PM - 2:15 PM	Keynote Address: Tina Lopes, Equity Consultant <i>Question and Answer</i>
2:15 PM - 2:30 PM	Break
2:30 PM - 4:00 PM	Master Session with Tina Lopes
4:00 PM - 4:15 PM	Closing First Nations, Métis, and Inuit Ceremony

Note: Workshop titles may be abbreviated on the on-line registration site. Repeated workshops are identified with \*\*)

## WORKSHOP DESCRIPTIONS (Day 2)

### B01 • Nation to Nation Allyship- Ica altepetl ihuan altepetl ica nechicolizyotl (Nahuatl) \*\*

Eileen Clearsky, Assistant Professor, Department of Education, Mount Royal University | Ixchel Bennett, Course Director, Faculty of Education, York University

In this workshop, Eileen and Ixchel will share the reasons why allyship with Indigenous and non-Indigenous Peoples is necessary in Decolonizing and Indigenizing educational spaces. They will focus on: What strategies and tools have worked based on their experiences in leadership and community? Eileen and Ixchel are currently teaching in post-secondary institutions at the Faculty of Education from Calgary and Toronto. Both are engaging in work with faculty members and teacher candidates to Decolonize and Indigenize the institutions. They will share strategies, tools, action plans, and personal experiences about their journey. They will address the fear, discomfort, and the uncertainty that some teacher candidates, educators, community members, experience when trying to Indigenize and Decolonize their practices.

Next, they will focus on How to engage in courageous and brave conversations with allies? The process of learning to unlearn and learning to relearn is challenging: emotionally, mentally, physically, and spiritually. This workshop will use an Indigenous framework to address the physical, emotional, mental and spiritual well-being of participants.

Anticipated Outcomes:

1. To actively analyze the self when working with Indigenous Peoples, Knowledge and Ways of Being
2. To engage in courageous conversations about Indigenous issues and struggles in educational spaces
3. To develop tools and strategies to Decolonize and Indigenize learning spaces

### B02 • Using Inclusive Design to implement effective School Improvement processes for equitable outcomes: A Senior Leader's lens

Jeewan Chanicka, Superintendent Equity, Anti-Racism & Anti-Oppression, TDSB | Camille Williams-Taylor, Superintendent of Education, DDSB | Camille Logan, Superintendent of Education, YRDB

As system leaders, Superintendents are responsible for creating the conditions, setting the expectations and securing accountability for school leadership that positively impacts and improves student achievement and well-being. In this session, participants will be introduced to 'Inclusive Design', an approach to implementing school improvement at school and system levels to close the gaps for our most marginalized students, reduce barriers and hold high expectations for school leaders, teachers and students. Inclusive Design is an approach to implementing structures within schools and school systems that mitigate barriers for students and families whose historical marginalization has been an impediment to their social and school success.

Inclusive Design builds on and incorporates the widely accepted research that informs equity and inclusion, curriculum and instruction and leadership in education, serving as an integrated model with a focus on closing gaps and mitigating persistent barriers to success among Indigenous, racialized and marginalized populations of students. Inclusive Design can inform superintendents' leadership in building the competency of their teams to affect the changes in their districts that are needed to make these changes a reality. Participants will explore authentic examples of Inclusive Design in practice at system and school levels drawing on the experiences of superintendent leaders in three different school boards. Tools, strategies and outcomes will be presented along with the challenges inherent in the work.

### B03 • Practical Examples of How Data can be Effectively used to Inform Systemic Strategy, Practice and Community Engagement: TDSB's Groundbreaking Work with Data

Maria Yau, Educational Researcher, Toronto District School Board | Rob Brown, Research Co-ordinator, Toronto District School Board

This workshop will share the history, initial challenges, goals, and logistics of collecting identity-based data through the implementation of the Student and Parent Census at the Toronto District School Board, Canada's largest school system. There will be discussions on how the data were then analyzed, linked and used. Examples of knowledge transfer and mobilization will also be included in the presentation to illustrate the multiple usage and benefits of identity-based data along with experiential data for different stakeholder groups in identifying systemic barriers and in promoting equity in achievement and well-being for all students regardless of background.



## WORKSHOP DESCRIPTIONS (Day 2)

Thursday, April 11, 2019

10:30 AM - 12:30 PM

### **B04 • Facing Institution Racism: Understanding White Privilege and Structural Racism towards Equitable Leadership**

**Jean Samuel, Director, Equity, Diversity & Inclusion, Ontario Association of Children's Aid Society (OACAS)**

The issue of systemic-structural racism in society's institutions must be examined and dismantled to effectively address the disproportionality and disparity of service experienced by racialized communities in Canada. Equity in the child welfare systems, as well as other mainstream systems like education, health and criminal justice cannot be achieved solely through the take up of diversity and inclusion, or through an anti-oppressive practice development perspective. Achieving equity in social institutions is promoted through a critical examination of white privilege and white supremacy, and is supported by an organizational change management process to identify and remove barriers to full participation of racialized individuals within these institutions.

This workshop seminar will acquaint participants with the current efforts being undertaken by child welfare agencies in Ontario toward the dismantling of institutional-systemic racism. Because such efforts require on-going discussion and dialogue, it is hoped that those present will provide constructive feedback about the efforts described, as well as learn from the experiences of child welfare to assist in engaging in critical race dialogue to end institutional racism.

Anticipated Outcomes:

1. To promote awareness of some of the internal efforts to foster systemic-structural change.
2. To encourage feedback about these efforts from those in attendance.
3. To use this feedback to enhance efforts to dismantle institutional-systemic racism within organizations.

### **B05 • Beyond the Redistribution of Resources: Critical Considerations for Addressing Oppression, and Achieving Equitable Outcomes for Marginalized Communities**

**Kike Ojo, Principal, The Kojo Institute**

Equity consultant Kike Ojo will lead participants through a process using the familiar image of "Boys on Boxes" at a baseball game (typically used by diversity trainers to explain the difference between equity and equality), to illustrate how the redistribution of resources as a strategy for achieving equity for marginalized communities, has in fact worsened outcomes and conditions for those communities and worked to maintain the status quo. The workshop will provide an explanation of what equity is and offer critical considerations for achieving equity.

The "Boys on Boxes" process:

1. Makes the case for collection, analysis and utilization of disaggregated identity-based data
2. Makes the case for doing more than redistributing resources to address social inequities
3. Illustrates how marginalized and dominant groups are constructed and how narratives of inferiority and superiority get constructed and internalized
4. Draws our attention to the role of the system, and how it is not neutral in its impact on various groups
5. Helps us understand what our systems reflect and therefore who benefits and who is subordinated
6. Clarifies our role/ task in addressing social inequities
7. Provides organizations with common language with which to work toward equitable outcomes for staff and communities served

### **B06 • Mitigating Suffering: Worker Complicity in the Wake of Anti-Black Racism – Ownership and Knowing**

**Sharon McLeod, Lecturer, Ryerson University and Jennifer Clarke, Assistant Professor, Ryerson University**

This workshop is focused on worker and leader responsibility, the assessment and operation of anti-Black Racism, its aftermath and impact on families, systems and sectors. Attention will be paid to the re-insertion of race and class and the ways they intersect with child health and lone-mothering, to impact family dignity. To equip participants with renewed appreciation for how anti-Black racism influences resource management and is implicated in service delivery, accounting and decision-making and the funding of initiatives aimed at course-correction. Collaboration will both historicize and evaluate organizational cultures and the importance of understanding discourse, narrative and ideology and the continued impact on worker and service user encounters and relationships. The presentation will underscore the ways in which policies, protocols and procedures mask anti-Black racism, while maintaining and promoting neo-liberalism, Whiteness and the New Public Management. It is also focused on attacks on interest convergence and the cost of continued contentions on reputation, integrity and public trust.

### **B07 • Dnaagdawenmag Binnoojiiyag Child and Family Service a Journey Towards Indigenous Wholistic Practice in Child Welfare: This is Heart Work**

**Sally Rivers - Director of Services, Dnaagdawenmag Binnoojiiyag Child and Family Services**

Dnaagdawenmag Binnoojiiyag Child & Family Services is a pre-designated Indigenous Child Wellbeing agency. While we are seeking the child protection mandate from the Ministry of Children, Community and Social Services (MCCSS), our mandate rightly comes from the First Nations and indigenous children, youth and families we serve. This presentation is meant to provide the participant with an overview of one indigenous agency's vision, values, philosophy, approach, and service model being utilized to provide culturally intelligent services to indigenous children, youth and families in our jurisdiction. The presentation will cover the differences, challenges and growth opportunities we have had with our Children's Aid Society partners.





# COMMUNITY INCLUSIVITY EQUITY COUNCIL OF YORK REGION

## EQUITY & INCLUSION SYMPOSIUM 2019

Courageous Leadership & Organizational Change towards Equitable Outcomes

### WORKSHOP DESCRIPTIONS (Day 2)

Thursday, April 11, 2019

10:30 AM - 12:30 PM

#### B08 • LGBTQI2S Safer Space for Service Providers

**Alyx Duffy, Equity & Inclusion Educator, Challenge Accepted Collective**

As a service provider, you know that delivering safer and accessible community services is about combining an inclusive approach with knowledge, experience and systemic supports. This session will provide an introduction to the creation of LGBTQ+ Safer and more inclusive services and spaces. We'll move through the basics of the LGBTQ+ acronym to practical applications and the need for systemic change.

Topics include:

- Identity Basics – Understanding 4 parts of identity using the SOGIE Astronaut.
- Unpacking the Acronym – LGBTQI2S explained and explored.
- Safer Services and Workplaces – Considering practical approaches to delivering inclusive and accessible community services.
- Community Resource Mapping – Pooling collective knowledge to identify existing resources as well as service gaps.

#### B09 • The responsibility of Boards and Senior Leadership Teams in preventing and/or addressing Islamophobia in their Organizations

**Aasiyah Khan, Education and Outreach Coordinator, National Council of Canadian Muslims (NCCM)**

What is the role of senior leaders in confronting or preventing Islamophobia in their organizations? This particular learning opportunity provides an intensive and interactive experience towards a formative understanding of leadership strategies that are based in human rights legislation that can serve to inform governance and operational plans and policies!

#### B10 • Lived Experience Shared by Youth Speakers towards System Change

**Una Wright, Founder of YouthSpeak and a panel of youth speakers**

Una Wright, Founder of YouthSpeak will facilitate this interactive workshop with youth speakers who will share their personal stories of either human trafficking, homelessness, substance mis-use, being in the care of CAS, and/or navigating systems and society as a trans youth among other experiences. Participants will hear firsthand experiences of issues relevant to today's youth and gain a greater understanding of their struggles in hopes of transforming the approach of emerging and senior leaders towards system change. A youth voice brought to difficult issues provides caring adults with a greater sense of hope, and a fresh perspective to bring to their relationships with youth in their care across and within all sectors. Drawing on their own experience on what worked for them and what didn't, youth speakers will also share tips on how to create a safe space for youth to talk and encourage participants to see strengths and assets versus problems and hopelessness.

Youth Speakers are passionate about sharing their stories in order to make a difference in the lives of other youth and the adults who play an important role in supporting them. They have received professional development in public speaking and facilitation skills in order to share their messages from a strength-based place, and in a way that is true to their lived experiences and at the same time, impart transferable and transformative lessons that can inform and re-imagine system change towards equitable outcomes (e.g. policies, practices, programs, service delivery, etc.).



THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE EXECUTIVE DIRECTOR

January 30, 2019

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**Freedom of Information Access Requests - 2018**

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**RECOMMENDATION**

1. That the Board receive this report in accordance with its Bylaw No. 09-15, a bylaw to establish administration policies for *Municipal Freedom of Information and Protection of Privacy Act* Access Requests.

**PURPOSE**

The Board recognizes the purpose of the *Municipal Freedom of Information and Protection of Privacy Act* (the “Act”) is to provide access to information under the control of institutions and to protect the privacy of individuals’ personal information held by institutions. The Board is committed to compliance with the *Act* and for access to information and personal privacy issues to be determined in accordance with the *Act* and the Board’s By-Law No. 09-15.

Section 5.2 of the Board’s Bylaw states that the Executive Director shall report to the Board annually on access requests for Board information, and it shall include the following information as it compares with previous years.

1. Total number of access requests
2. Total number of appeals
3. Outcome of the appeals.

**2018 ACCESS REQUESTS AND OUTCOMES**

No requests were received by the Board in 2018.

**CONCLUSION**

This report is submitted in compliance with Section 5 of the Board’s Bylaw No. 09-15.

Mafalda Avellino  
Executive Director

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THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE EXECUTIVE DIRECTOR

January 30, 2019

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**Monitoring Requirements Status Report**

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**RECOMMENDATION**

1. That the Board receive the Monitoring Requirements Status Report attached as Appendix A.

**PURPOSE**

Section 31(1)(c) of the *Police Services Act* requires a Board to establish policies for the effective management of the police and section 31(1)(e) requires a Board to direct the Chief and monitor his or her performance. The Board is committed to fulfilling its statutory obligations through strong oversight mechanisms and governance practices.

**SUMMARY**

The attached report contains a list of reports that were submitted to the Board in 2018 in order for the Board to fulfill its monitoring responsibilities

The document sets clear expectations with regard to the type of report and the schedule of reporting. It assists the Board in meeting its legislative obligations to monitor and oversee, on a regular basis, aspects of the police service such as the police budget and other financial accountabilities, administration of the public complaints system, and the achievement of Business Plan objectives, as well as compliance monitoring required under the Adequacy Standards Regulation.

Included in the report is a column indicating the reason why each report is required - in most cases they are legislative requirements.

**FINANCIAL IMPLICATIONS**

There are no financial implications associated with this report.

## **CONCLUSION**

The requirements set out in Appendix A include obligations set out in legislation or in Board policy.

Mafalda Avellino  
Executive Director

Attach. (1): Appendix A – Monitoring Requirements Status Report

**Monitoring Requirements Status Report**  
January 1, 2018 – December 31, 2018

**APPENDIX A**

<b>REPORT TO THE BOARD</b>	<b>REPORTING TIMELINE TO THE BOARD</b>	<b>LEGISLATIVE/BOARD REQUIREMENT</b>	<b>RESPONSIBILITY</b>	<b>STATUS</b>
Updates to the Multi-Year Accessibility Plan	As updates are made	Board's Accessibility Policy No. 01/13; Accessibility for Ontarians with Disability Act, 2005	Chief of Police/ Executive Director	N/A
Accessible Customer Service	Annually	Board's Accessible Customer Service Policy No. 04/09; Accessibility for Ontarians with Disability Act, 2005	Chief of Police/ Executive Director	Received
Air Support Policing	As required	Board's Air Support Policy No. 02/08; Ministry Standard	Chief of Police	N/A
Annual Property and Evidence Audit	Annually in the Quality Assurance Process Report	Board's Policy No. 02/00-22 - Collection, Preservation and Control of Evidence and Property Policy; Ministry Standard/ Audit Policy No.01/08	Chief of Police	Received
Annual Solicitations and Donations	Annually	Board's Public Donations Policy No. 02/01	Chief of Police	Received
Applications to the Board under Section 83 (17) of the PSA.	As required	Board Procedures 01/14 and 02/14 Section 83(17) of the Police Services Act	Chief of Police	Received
Appointment of Auxiliary Members	As required	Pursuant to section 52(1) of the Police Services Act	Chief of Police	Received
Appointment of Experienced Police Officers	As required	Pursuant to section 31(1)(a) of the Police Services Act	Chief of Police	Received
Appointment of New Police Officers	As required	Pursuant to section 31(1) of the Police Services Act	Chief of Police	Received
Appointment of Special Constables	As required	Pursuant to section 53(1) of the Police Services Act	Chief of Police	Received
Appointments Made Under the Interprovincial Policing Act	As required	Interprovincial Policing Act	Chief of Police	N/A

REPORT TO THE BOARD	REPORTING TIMELINE TO THE BOARD	LEGISLATIVE/BOARD REQUIREMENT	RESPONSIBILITY	STATUS
Approval of Matters During Summer Recess	Annually	Delegated Authority to Chair and Chief	Executive Director	Received
Audit of Financial Statements	Annually	Financial Accountability Policy No. 01/05	Chief of Police	Received
Auxiliary Program Status Report	Annually	Board's Auxiliary and Volunteers Policy No. 03/02; Ministry Standard	Chief of Police	Received
Board Commendation (Citizen/Member of YRP)	As required	Board Requirement	Chief of Police	N/A
Business Plan Status Updates	Annually	Framework for Business Planning Policy 07/01; Ministry Standard	Chief of Police	Received
Child Pornography Policy (Internet Child Exploitation)	PTSD Prevention Plan or the YRP Annual Report	Board's Child Pornography Policy No. 03/08; Ministry Standard	Chief of Police	Received in Annual Report
Conference Attendance and Travel Expense	As required	Board's Conference Attendance and Travel Expense Policy 02/11	Executive Director/ Board Member	N/A
Crime Statistics	Annually and Semi-annually	Crime, Call and Public Disorder Analysis Policy No. 02/00 - 5; Ministry Standard	Chief of Police	Received
Criminal Investigation Management and Procedures	Review and report back periodically	Board's Criminal Investigation Management and Procedures Policy No. LE-006 Ministry Standards	Chief of Police	N/A
Collection of Identifying Information in Certain Circumstances	Report in 1 <sup>st</sup> quarter and in YRP Annual Report	Board Policy 01/16 Collection of <i>Identifying Information in Certain Circumstances – Prohibition and Duties</i>	Chief of Police	Received
Delegation of Authority (Private and Public)	Quarterly	Board's Delegation of Authority Policy No. 03/11	Chief of Police	Received

REPORT TO THE BOARD	REPORTING TIMELINE TO THE BOARD	LEGISLATIVE/BOARD REQUIREMENT	RESPONSIBILITY	STATUS
Disposition of Hearings under Part V of the PSA	Semi-annually	Board's Complaints By Law 01-11 Part V - Police Services Act	Chief of Police	Received
Equity and Inclusion Policy	Annually	Board's Equity and Inclusion Policy No. 04/11	Chief of Police	1 <sup>st</sup> quarter 2019
Financial Statements	Quarterly	Board's Financial Accountability Policy No. 01/05	Chief of Police	Received
Forfeited Offence-Related Property/Proceeds of Crime/Civil Remedies for Illicit Activities	Annually	Board's Proceeds of Crime Policy No. 01/04; Ministry Standard	Chief of Police	Received
Framework for Business Planning Policy	Once every business cycle	Board's Framework for Business Planning Policy No. 07/01; Ministry Standard	Chief of Police	Received
Freedom of Information Bylaw	Annually	Board's Bylaw No. 09-15	Chief of Police Executive Director	Received
Hate Crimes	Based on the occurrence of an incident or if any exceptional activity or increase in hate crimes occurs	Board's Hate Propaganda and Hate Crimes Policy No. 02/00-9 & 10; Ministry Standard; Board's Diversity Policy No. 04/11	Chief of Police	Received
Human Resources	Monthly	Pursuant to section 31(1)(a) of the Police Services Act	Chief of Police	Received
Human Rights Tribunal Application/ Human Rights Complaints	As required	Board requirement	Regional Solicitor	Received
Labour Relations Update	Quarterly	Board's Labour Relation Policy No. 01/02	Regional Solicitor	1 <sup>st</sup> quarter 2019

REPORT TO THE BOARD	REPORTING TIMELINE TO THE BOARD	LEGISLATIVE/BOARD REQUIREMENT	RESPONSIBILITY	STATUS
Legal Indemnification	As Required	Board's Legal Indemnification Policy No. 05/01 and Article 30.6 of the 2013-2015 Uniform Working Agreement and Article 29.6 of the 2013-2015 Civilian Working Agreement; Sections 31 (h) and 50 of the Police Services Act	Chief of Police	Received
Notice of Civil Suit	As required	Pursuant to YRP Regulation 5.3.1 Section 30 of the Police Services Act	Chief of Police	Received
Older and Vulnerable Adult Abuse	YRP Annual Report	Board's Older and Vulnerable Adult Abuse Policy No. 05/08; Ministry Standard	Chief of Police	Received in Annual Report
Police Services Budget and Board Budget	Annually	Financial Accountability Policy No. 01/05; Section 39 of the Police Services Act	Chief of Police/ Executive Director	Received
Procurement	As required	Board's Purchasing By-law No. 06-14	Chief of Police	Received
Promotions	As required	Pursuant to section 31(1)(a) of the Police Services Act	Chief of Police	Received
Protocol for Sharing of Information	Annually	Board's Framework for Annual Reporting by Chief of Police policy No. 04/01 and Protocol for Sharing of Information; Ministry Standard	Chief of Police	Received
Public Complaints	Semi-Annual	Board's Complaints By Law 01-11	Chief of Police	Received
Public Donations	Annually/As required	Board's Public Donations Policy No.01/15	Chief of Police	Received
Public Relations Fund Report	Semi-Annually	Board's Public Relations Reserve Fund Policy No. 08/08	Executive Director	Received

REPORT TO THE BOARD	REPORTING TIMELINE TO THE BOARD	LEGISLATIVE/BOARD REQUIREMENT	RESPONSIBILITY	STATUS
Quality Service Standards	Annually	Board's Accessible Customer Service Policy No. 04/09	Chief of Police	Received
Radio Communications Tower	Annually in 1st Quarter	Board's Policy Installation of Radio Communications Towers No. 02/09	Chief of Police	Received
Renewal of Lease	As required	Board requirement	Chief of Police	Received
Report on York Regional Police Civil Litigation	As required/Annually	Board requirement	Regional Solicitor	Received
Resignation of Auxiliary Members	As required	Pursuant to Section 52(2) of the Police Services Act	Chief of Police	Received
Respect in the Workplace	Annually	Board's Respect in the Workplace Policy No. 02/10	Chief of Police	1 <sup>st</sup> quarter 2019
Schedule of Board Meetings	Annually	Board's Procedural By-law 06-02	Executive Director	Received
Schedule of Internal Audit and Workplan (Quality Assurance)	Annually	Audit Policy No. 01/08	Chief of Police	Received
Secondary Activities	Annually	Pursuant to Sections 31 (1)(g), 31(7), 49(3), 49(4) of the <i>Police Services Act</i>	Chief of Police	Received
Section 11 Review	As required	Pursuant to Section 11(4) of Ontario Regulation 267/10 made under the Police Services Act	Chief of Police	Received
Section 13 Review	As required	Pursuant to Section 13 of Ontario Regulation 926/90 made under the Police Services Act	Chief of Police	N/A

REPORT TO THE BOARD	REPORTING TIMELINE TO THE BOARD	LEGISLATIVE/BOARD REQUIREMENT	RESPONSIBILITY	STATUS
Service/Policy Complaints	As required	Board's Complaints By Law 01-11	Chief of Police	Received
Statistics Canada Crime Index	Annually	Crime, Call and Public Disorder Analysis Policy No. 02/00 - 5; Ministry Standard	Chief of Police	Received
Status of Rewards	Annually	Board's Rewards Policy No.03/00	Chief of Police	N/A
Termination of Members	As required	Pursuant to Sections 31, 44(3), 52 and 53 of the Police Services Act	Chief of Police	Received
Traffic Management, Enforcement and Road Safety	YRP Annual Report	Board's Traffic Management, Enforcement and Road Safety Policy No. 06/08; Ministry Standard	Chief of Police	Received in Annual Report
Use of Force	Annually	Board's Use of Force Policy No. 01/14; Ministry Standard	Chief of Police	Received
Use of York Regional Police Crest	As required	Pursuant to Procedure AI-020	Chief of Police	N/A
Volunteer of the Year	Annually	Board Policy 03/02	Chief of Police	Received
York Region Transit Annual Report/ Special Constables	Annually	Section 52 of Agreement with YRPSB and York Region	Chief of Police	Received
Youth Crime	Statistical Report, Annual Report	Board's Youth Crime Policy No. 04/08; Ministry Standard	Chief of Police	Received



THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE EXECUTIVE DIRECTOR

January 30, 2019

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**Report of the Independent Street Checks Review**

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**RECOMMENDATION**

1. That the Board receive this report for its information.

**BACKGROUND**

On January 1, 2017, the *Ontario Reg. 58/16 Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties* (the “Regulation”) came into effect setting rules for voluntary police-public interactions. The Regulation prohibits police officers from arbitrarily stopping and requesting identifying information from a member of the public. The new rules are designed to ensure that the interactions are without bias or discrimination.

The Board adopted a policy (Collection of Identifying Information under Certain Circumstances – Prohibition and Duties) compliant with the Regulation in September 2016 which prohibits the arbitrary collection of identifying information. In addition to the requirements under the Regulation, the Board’s Policy includes additional components. For example, the Board required that resources with analytical and statistical expertise be required to conduct analysis in section 6 (e) of the Policy. Also, consistent with the Board’s monitoring requirement of the Chief of Police in other circumstance, the Chief is required to report to the Board in the first quarter – earlier than the issuance of the Annual Report. The Chief is also required to file all YRP procedures related to this Policy with the Board.

The Board took additional steps to ensure YRP officers had the required training in a timely manner. The Board wrote a letter to the Minister of Community Safety and Correctional Services in 2016 advising of its concern with the short time frame provided for training police officers.

**SUMMARY**

A mandatory review of the Regulation was conducted by Justice Michael Tulloch; the [Independent Street Checks Review](#) report was released on January 1, 2019. The recommendations are attached to this report (Appendix A). The Board Chair, Vice Chair and Executive Director met with Justice Tulloch in November 2017 as part of his province-wide consultation process to inform the review and Board members and the Executive Director attended public consultations in Markham. Justice Tulloch met with over 2,200 people including police, community stakeholders, members of the public and received over 100 written submissions.

Justice Tulloch was asked by the Province to answer a number of questions in his review (see Appendix B) as it relates to the Regulation and its implementation.

The review focusses on the Regulation but also highlights the practice of “carding” by some police services which is the random gathering of identifying information of individuals who are not suspected of being involved in a crime and the subsequent storage of that information in a database. Justice Tulloch asserts that the practice of carding has harmful consequences including damage to police-community relations and is unproven as an investigative tool and recommends that it be discontinued. He highlights certain scenarios where street checks are legitimate and appropriate when using a more targeted approach.

The report proposes a number of recommendations including defining “identifying information” and “suspicious activity” and broadening the application of the Regulation to vehicle stops that are not exempt from the Regulation. Another concern is the lack of standardization in the policies and procedures across Ontario. For example, the information on the receipts issued by officers should be consistent. The report also highlights the need to ensure that the content in the Annual Reports to police services boards should be the same province-wide.

Justice Tulloch emphasizes the importance of public education and better training for police officers. He notes that the Regulation and the training provided focusses on the “who”, “what”, “when” and “how” but not so much on the “why” which is important to ensure there is buy-in from the policing community. He asserts that training should include the reasons why the Regulation exists with a focus on subconscious bias and systemic discrimination.

The recommendations also include the specifics about what should be recorded by an officer in a regulated interaction, and it is recommended that those specifics should be standardized on a province-wide form. The report also makes several recommendations on the storage and retention period of the collected data.

There are also numerous recommendations on building stronger relationships with diverse communities including a recommendation to the Ministry of Community Safety and Correctional Services on adopting a model strategy on diversity and inclusion for adoption by police services. And a recommendation to police services boards on developing policies on diversity within the service.

As the Board is aware, in 2017 the Board amended its Equity and Inclusion policy which directs that all YRP procedures and practices meet the needs of the diverse communities. The Service’s procedures and practices will cover at minimum the areas of: Service Delivery, Employment Practices, Communications, Professional Development and Training. The Chief will be required to report on the strategy to support the objectives in the Board’s policy including performance indicators and qualitative and quantitative assessments of the programs related to this policy and other mechanisms relied on by the Chief.

## **CONCLUSION**

The Minister of Community Safety and Correctional Services has indicated that the Province is reviewing and assessing the recommendation in the report and has indicated that the recommendations will inform the Ministry during its review of the policing legislation.

Mafalda Avellino  
Executive Director

Attach. (2): Appendix A: Recommendations of Independent Street Checks Review  
Appendix B: Mandate of Independent Street Checks Review





# Appendix A

## Recommendations

### Chapter 2

#### Recommendation 2.1

The Government of Ontario should immediately proceed with amending the Regulation in accordance with the recommendations made in this report. All amendments must take into account the time and resources necessary for police services to ensure effective, proper training and implementation of the revised Regulation. The government should allocate additional resources to police services specifically for this purpose.

### Chapter 5

#### Recommendation 5.1

The Regulation should expressly state that no police officer should arbitrarily or randomly stop individuals to request their identifying information.

#### Recommendation 5.2

Officers should be instructed that the requirements of the Regulation apply when a police officer requests identifying information in a regulated interaction, whether or not the officer retains and records the identifying information.

#### Recommendation 5.3

The term “identifying information” should be defined in the Regulation in a way that is similar to the definition adopted by the Toronto Police Service, such as:

“Identifying information” means any information which, alone or in combination with other information, can be used to identify an individual. Identifying information includes information about an individual’s race, age, sex, sexual orientation, gender identity, marital or family status, socioeconomic circumstances, and education, medical, psychiatric, psychological, criminal or employment history.

#### Recommendation 5.4

The definition of identifying information should not include video surveillance or the incidental photographing or recording of an individual during a regulated interaction, such as could occur when an officer wears a body-worn camera.

### **Recommendation 5.5**

The Province of Ontario should consider revising other Acts empowering police to obtain identifying information to contain similar protections as those contained in this Regulation.

### **Recommendation 5.6**

The Regulation should apply to vehicle stops that are not otherwise exempt from the Regulation.

### **Recommendation 5.7**

The Regulation should specifically apply when identifying information is requested from passengers of vehicles during vehicle stops when the passenger is not in violation of the *Highway Traffic Act*, the *Criminal Code*, or any other Act of Parliament or Legislature.

### **Recommendation 5.8**

The Regulation should state expressly that it does not apply to attempts to confirm the identity of an individual who matches the description of a missing person, human trafficking victim or other victim of crime.

### **Recommendation 5.9**

The Regulation should state expressly that it does not apply to interactions that have a community-building purpose, meaning on-duty police contact with members of the community meant to foster positive relationships and/or assist members of the public without gathering identifying information for an investigative or intelligence purpose.

### **Recommendation 5.10**

The procedures developed by chiefs of police should ensure that identifying information requested by police officers in social situations or for the purpose of fostering community relations or assisting members of the public is not recorded and stored in any regulated interactions police database.

### **Recommendation 5.11**

The Regulation should specify that a regulated interaction should take no longer than is reasonably necessary to satisfy the purpose of the interaction, and that police officers should not prolong a regulated interaction in the hope of acquiring reasonable suspicion to detain.

### **Recommendation 5.12**

Remove subsection 1(2) of the Regulation and replace with:  
Despite subsection (1), this Regulation does not apply with respect to an attempted collection made by a police officer for the purpose of investigating an offence the officer

reasonably suspects has been, is being or will be committed, and the person from whom the identifying information is requested appears to have some connection to the offence whether as a suspect or as someone who has helpful information about the offence.

### **Recommendation 5.13**

“Suspicious activity” should be defined in the Regulation to mean an activity where, under all of the circumstances, there are objective, credible grounds to request identifying information.

### **Recommendation 5.14**

Police officers should be directed and trained that when there is a suspicious activity and it is feasible to do so, a police officer should first make inquiries of an individual to confirm or dispel the officer’s suspicion without requesting identifying information.

### **Recommendation 5.15**

No police service should randomly stop people in order to collect and record identifying information and create a database for general intelligence purposes.

## **Chapter 6**

### **Recommendation 6.1**

Remove subsections 5(1), (2) and (3) of the Regulation, and replace with:

5 (1) A police officer shall not attempt to collect identifying information from an individual if:

- (a) any part of the reason for the attempted collection is a prohibited ground of discrimination under section 1 of the Ontario *Human Rights Code*, R.S.O. 1990, c. H.19, or is due to the individual’s socioeconomic status, or
- (b) the attempted collection is done in an arbitrary way.

(2) A police officer may consider if an individual is part of a group protected by a prohibited ground of discrimination under section 1 of the Ontario *Human Rights Code* or the individual’s socioeconomic status (“protected group”) if:

- (a) the officer is seeking a particular individual;
- (b) being within a protected group(s) forms part of a credible, reasonably specific description relating to the individual or is evident from a visual representation of the individual; and
- (c) the description consists of more than the individual’s membership in a protected group(s).

**Recommendation 6.2**

The wording of clause 5(4)(1) should be changed to “details about the individual and/or the circumstances” that cause the officer to reasonably suspect that identifying the individual may contribute to or assist in an inquiry.

**Recommendation 6.3**

Officers should be trained and informed that they should have articulable reasons for initial inquiries and gathering of information. No part of the reasons for the initial inquiry or gathering of information may be a ground prohibited by the Regulation.

**Chapter 7****Recommendation 7.1**

Requests for information should be conducted in a professional and civil manner that respects the individual and inspires confidence in the police and their interactions with the public.

**Recommendation 7.2**

Before identifying information is requested, individuals should be informed of the following:

- (a) the reason for the request to provide identifying information;
- (b) that, if the individual provides identifying information, the information may be recorded and stored in the police records management system as a record of this interaction;
- (c) that participation is voluntary; and
- (d) that, if they chose to provide information, some of the identifying information that may be requested, such as the person’s religion, is being requested by law to help eliminate systemic racism.

**Recommendation 7.3**

Officers should be trained to inform individuals of the above-noted rights in a tone and manner that does not convey the message that compliance is required.

**Recommendation 7.4**

If an individual is requested to produce an identification document in a regulated interaction and the individual voluntarily complies, the identifying document should be retained for no longer than is necessary to verify the information that had been provided, and should then be immediately returned to the individual.

**Recommendation 7.5**

- (a) Where it appears the individual stopped in a regulated interaction may be under the age of 12 years old, the individual should be asked their age before they are asked to



provide other identifying information. If the individual is under 12 years old, a request should be made as to whether there is a readily available parent or guardian who can attend during the regulated interaction.

(b) If there is a readily available parent or guardian, the regulated interaction should take place in the presence of that person.

(c) If there is no parent or guardian readily available, and the individual is under the age of 12, the police officer should not request any identifying information from the individual.

(d) Subsections (a) to (c) do not apply if the police officer is conducting a well-being check, confirming the identity of a missing or runaway child, human trafficking victim or other victims of crime, or in a situation of urgency.

### **Recommendation 7.6**

The information required to be on the receipt should be standardized across Ontario and set out in both official languages.

### **Recommendation 7.7**

The receipt should contain only: the name and badge or identification number of the police officer; the date, time and location of the regulated interaction; and include an area for the officer to record the reason for the regulated interaction.

### **Recommendation 7.8**

The receipt provided to the individual should be a numbered carbon copy or identical copy of what is retained by the police officer.

### **Recommendation 7.9**

A police officer in a regulated interaction should record the following:

- (a) the officer's specific reason for the stop or the attempt to collect identifying information;
- (b) whether the individual refused to provide identifying information;
- (c) any relevant suspect profile or intelligence report relied upon to make the request for information;
- (d) the time, date and duration of the stop;
- (e) the location of the stop;
- (f) the name and religion of the person stopped, if it is voluntarily provided;
- (g) the age group, gender, race and ethnic origin of the person stopped, as perceived by the police officer – if the person stopped voluntarily provides this information, it also should be recorded;

- (h) whether the person was requested to provide a document confirming their identity, and if so, why the request was made;
- (i) an indication if any frisk or search was conducted and, if so, the reason for the frisk or search and whether the person consented to the frisk or search;
- (j) an indication as to whether any force was used and, if so, the reason why force was used;
- (k) an indication if any person was injured or any property damaged or confiscated as a result of the regulated interaction and, if so, the reasons;
- (l) any further action taken as a result of the regulated interaction, such as a warning or arrest;
- (m) an indication as to whether there were any other people accompanying the person stopped and, if so, an indication as to the number of people, their perceived racial or ethnic background and an indication if they also were required to provide identifying information;
- (n) an indication if the regulated interaction was successful in obtaining information needed to satisfy the purpose for conducting the regulated interaction;
- (o) the officer's name, identification or badge number and unit;
- (p) if the individual appears to be under 12 years old, whether the child was asked if a parent or guardian was available to attend and whether the regulated interaction was conducted with a parent or guardian;
- (q) whether the individual was informed of the information as required by section 6 of the Regulation or, if informing the individual was not required, the reason why that was not required; and
- (r) whether the individual was offered or given the receipt as required by section 7 of the Regulation or, if offering or giving the receipt was not required, the reason why that was not required.

**Recommendation 7.10**

For requests for identifying information made from passengers of motor vehicles, the following information should also be recorded:

- (a) the traffic violation or other violation precipitating the stop;
  - (b) the reasons why the passenger was requested to provide identifying information;
- and

(c) an indication whether the passenger was required to leave the vehicle and, if so, the reason why.

**Recommendation 7.11**

There should be a standardized, province-wide form on which the street check data is recorded either physically or electronically.

**Recommendation 7.12**

The forms should include checkboxes, to record the reasons for making the stop and require commentary in free text to articulate those reasons.

## Chapter 8

**Recommendation 8.1**

The Regulation should state that chiefs of police should ensure that every police officer on their police service who attempts to collect identifying information does so in compliance with this Regulation.

**Recommendation 8.2**

Identifying information should be included in a restricted database until it has been confirmed that it is in compliance with the Regulation and may be included in a non-restricted database.

**Recommendation 8.3**

There should be limited types of ongoing police investigations for which access to restricted information may be obtained.

**Recommendation 8.4**

Whenever a person views information in the restricted database, a record should be made of who viewed the information and the reason for viewing the information.

**Recommendation 8.5**

Information obtained during a regulated interaction should not be shared with any other government agency for any purpose other than as set out in subsection 9(10)(2) of the Regulation.

**Recommendation 8.6**

Identifying information should be destroyed no later than five years after it is first entered into a police database unless it is being used for a purpose set out in subsection 9(10)(2) of the Regulation, in which case it should be destroyed once it is no longer required for that purpose.

**Recommendation 8.7**

A police service may elect to destroy identifying information earlier than five years after it was collected.

**Recommendation 8.8**

Define and standardize an “appropriately sized random sample” needed for data analysis by chiefs of police/designates across the province.

**Recommendation 8.9**

The collected and de-identified data should be made available to reputable independent organizations for research purposes.

**Recommendation 8.10**

Identifying information collected before January 1, 2017 to which this Regulation would have applied had the information been collected after January 1, 2017 (“historical data”) should be stored in a restricted database and only be used for a purpose set out in subsection 9(10)(2) of the Regulation.

**Recommendation 8.11**

The authorization required under subsection 9(10)(1) of the Regulation should apply to historical data.

**Recommendation 8.12**

Historical data should be automatically destroyed five years after it was collected unless it is being used for a purpose set out in subsection 9(10)(2) of the Regulation, in which case it should be destroyed once it is no longer being used for that purpose.

**Recommendation 8.13**

A police service may elect to destroy historical data earlier than five years after it was collected.

## Chapter 9

**Recommendation 9.1**

The training should be provided to those who supervise the police officers who attempt to collect identifying information as well as to those who verify the submitted regulated interactions and the collected identifying information for compliance with the Regulation.

**Recommendation 9.2**

Police services should ensure that supervising officers support the operation of not only the Regulation, but also the direction of police leadership.

**Recommendation 9.3**

Police services should select trainers who are supportive of the Regulation, and who are seen by police officers to be credible.

**Recommendation 9.4**

The training should be standardized and include the following topics:

- (a) The reason for the Regulation and the legal framework under which requests for information may be made, including the meaning of articulable cause, reasonable suspicion and investigative detention;
- (b) How to take proper notes of the reasons for the interaction;
- (c) Rights of individuals under the Canadian *Charter of Rights and Freedoms* and the Ontario *Human Rights Code*;
- (d) The initiation of interactions with members of the public;
- (e) The right of an individual not to provide information to a police officer, the limitations on this right and how to ensure that this right is respected;
- (f) The right of an individual to discontinue an interaction with a police officer, the limitations on this right and how to avoid unlawfully psychologically detaining an individual;
- (g) Bias awareness, including recognizing and avoiding implicit bias, as well as how to avoid bias and discrimination;
- (h) Promoting public trust and public confidence by recognizing the social cost of some historic police practices;
- (i) Indicating how the use of respectful language, tone and demeanour during regulated interactions benefits the community, individuals, officers and police services;
- (j) Strategic disengagement and conflict de-escalation techniques, as well as de-personalization techniques particularly when an individual is disrespectful during a regulated interaction;
- (k) Training on the specific communities being served and their particular issues;
- (l) Adolescent development as it may relate to a regulated interaction and the specific requirements and limitations related to collecting identifying information from children;
- (m) The impact of technology such as mobile phones and body-worn cameras;
- (n) The rights that individuals have to access information about themselves that is in the custody or under the control of a police service; and
- (o) The Regulation and its application.

**Recommendation 9.5**

The training should consist of more than video presentations. The training should include realistic real-world scenarios and role playing.

**Recommendation 9.6**

The training should be prepared and delivered with the assistance of members of police services who understand the challenges of regulated interactions and the realistic scenarios police officers might encounter.

**Recommendation 9.7**

The training should be prepared and delivered with the assistance of racialized groups and Indigenous peoples who understand the effect of regulated interactions.

**Recommendation 9.8**

Anti-bias training should be provided to all police officers and not just those who are most likely to be involved in a regulated interaction.

**Recommendation 9.9**

The training should involve testing.

**Recommendation 9.10**

The training should have a special focus on the ability to articulate the reasons for a regulated interaction.

**Recommendation 9.11**

There should be annual refresher training on the Regulation for all police officers.

**Recommendation 9.12**

When a police officer transfers from one police service to another, they should be required to receive training about the specific communities being served and their particular issues.

**Recommendation 9.13**

Consideration should be given to establishing a College of Policing.

**Recommendation 9.14**

Working with post-secondary institutions, a task force or advisory group should be created to evaluate, modernize and renew police studies and law enforcement-related course offerings across post-secondary institutions. Consideration should be given to updating the Ontario Police College curriculum, including the creation of a post-secondary degree in policing.

**Recommendation 9.15**

A Code of Practice similar to those used in the United Kingdom should be developed to explain how the Regulation operates and the circumstances under which it is to be applied.

**Recommendation 9.16**

The Province of Ontario should make efforts to raise public awareness about the content of the Regulation, and the circumstances under which people are and are not required to provide identifying information to the police. These efforts should involve collaboration with community groups, youth advocacy groups, legal aid clinics and school boards.

**Recommendation 9.17**

The MCSCS should launch a full, cross-platform advertising and social media campaign to inform the public about the Regulation and its operation.

**Recommendation 9.18**

The Code of Practice should be made publicly available on the internet and in print, in all accessible formats.

**Chapter 10****Recommendation 10.1**

There should be a minimum, consistent, province-wide policy to implement the Regulation that is binding on police services boards, similar to the policing standards provided for other policing activities.

**Recommendation 10.2**

If it is determined that the information contained in the street checks database is incorrect, then that information should be restricted and eventually purged.

**Recommendation 10.3**

The policies should seek to eliminate regulated interactions that are based, even in part, on a prohibited ground of discrimination under the Ontario *Human Rights Code*, absent a reason such as is currently allowed by the Regulation for an individual's racialized background.

**Recommendation 10.4**

Police services boards may develop further policies that expand on the content of the Regulation for the purpose of protecting human rights and preventing discrimination.

**Recommendation 10.5**

No information collected in a regulated interaction, including identifying information obtained prior to January 1, 2017, to which this Regulation would have applied had the information been collected after January 1, 2017, should be used as a basis to classify a person as being "known to the police" or result in an entry on an individual's clearance letter, police reference check, vulnerable sector check or any police record check required by the *Police Record Check Reform Act*.



**Recommendation 10.6**

Chiefs of police should review the procedures they developed in order to ensure that the procedures are consistent with the policies developed by the local police services boards, including any requirements that go beyond the Regulation.

**Recommendation 10.7**

The procedures should seek to eliminate regulated interactions that are based, even in part, on a prohibited ground of discrimination under the Ontario *Human Rights Code*, absent a reason that is allowed by the Regulation.

**Recommendation 10.8**

Chiefs of police may develop procedures that expand on the content of this Regulation for the purpose of protecting human rights and preventing discrimination.

**Recommendation 10.9**

The procedures should be binding on chiefs of police.

## Chapter 11

**Recommendation 11.1**

The MCSCS, in consultation with the Ontario Association of Chiefs of Police, should develop a template annual report.

**Recommendation 11.2**

Annual reports should be made publicly available within the first six months of the following calendar year.

**Recommendation 11.3**

The annual report should list the number of complaints and requests for information related to regulated interactions.

**Recommendation 11.4**

The potential age groups of those requested to provide identifying information should be standardized.

**Recommendation 11.5**

The age groups should distinguish between children and adults.

**Recommendation 11.6**

The recommended age groups are:

0-11

12-17

18-29



30-39  
40-49  
50-59  
60-69  
70-79  
80 and over

**Recommendation 11.7**

The potential racial or ethnic groups of those requested to provide identifying information should be standardized.

**Recommendation 11.8**

The recommended racial or ethnic groups are:

Indigenous including: First Nations (North American Indian), Inuit, Métis

- White
- Black
- Latin American including: Central American, South American, Mexican, Cuban, Puerto Rican, etc.
- East Asian, Southeast Asian including: Chinese, Japanese, Filipino, Korean, Southeast Asian, Vietnamese, Cambodian, Malaysian, Laotian, etc.
- South Asian including: East Indian, Pakistani, Sri Lankan, etc.
- Middle Easterner including: Arab, Iranian, Afghan, etc.
- Other including: Visible minorities not included elsewhere and multi-racialized individuals

**Recommendation 11.9**

The term “disproportionately” as contained in section 14(2)(9) of the Regulation should be defined so as to be applied consistently.

**Recommendation 11.10**

When determining whether there was a disproportionate number of street checks, the collected data should be compared to the local census data to determine if there is a statistically significant difference.

**Recommendation 11.11**

The number of regulated interactions in each neighbourhood or area should also indicate the age, race and gender of the person stopped compared to the census data for that area.

**Recommendation 11.12**

The collected, de-identified data provided by a chief of police to a police services board under section 14 of the Regulation should be made publicly available.

**Recommendation 11.13**

The identifying information received should be monitored as it is received to ensure compliance with the Regulation.

**Recommendation 11.14**

There should be an early indication system to identify, correct and warn officers who unintentionally collect identifying information contrary to the Regulation.

**Recommendation 11.15**

If it is determined that identifying information was unintentionally collected contrary to the Regulation, the officer who collected the information must be notified as soon as possible of the reason why the collection was found not to have been obtained in compliance with the Regulation.

**Recommendation 11.16**

In appropriate circumstances, an officer who collects identifying information in breach of the Regulation should receive additional training. If necessary, the officer should not conduct regulated interactions until the retraining has been completed.

**Recommendation 11.17**

An officer who persists in collecting identifying information in breach of the Regulation without reasonable excuse should be subject to discipline.

**Recommendation 11.18**

The Code of Conduct should be amended to state

2(1) Any chief of police or other police officer commits misconduct if he or she engages in,

(g) UNLAWFUL OR UNNECESSARY EXERCISE OF AUTHORITY, in that he or she,

(i.1) without good and sufficient cause *authorizes, condones or* makes an unlawful or unnecessary physical or psychological detention,

\* \* \*

(iii) collects or attempts to collect identifying information about an individual from the individual *or authorizes or condones such activity* in the circumstances to which Ontario Regulation 58/16 (Collection of Identifying Information in Certain Circumstances – Prohibition and Duties) made under the Act applies, other than as permitted by that regulation.

**Recommendation 11.19**

It should be considered misconduct for police officers who are not engaged in covert operations to refuse to provide their name and badge number if requested.

**Chapter 12****Recommendation 12.1**

Police services should be provided with adequate funding to allow for greater community involvement and to support other models of community policing that enable police officers to spend some time each day in the community.

**Recommendation 12.2**

Police services should increase outreach to and establish meaningful and equitable partnerships with Indigenous communities.

**Recommendation 12.3**

Efforts should be made by police services to hire police officers who live within the city or region they will serve.

**Recommendation 12.4**

Community police officers should serve in community neighbourhoods for a sufficient period of time to form meaningful local relationships.

**Recommendation 12.5**

Efforts should be made to ensure that youth are taught about their rights and responsibilities, as well as Black and Indigenous history, as part of the school curriculum. Information on the Regulation and its operation should be included in the curriculum.

**Recommendation 12.6**

The MCSCS should work in conjunction with police services and the Ontario Association of Chiefs of Police to design and launch public surveys to seek input from Indigenous, Black and other racialized communities on policing in Ontario.

**Recommendation 12.7**

The Ontario Association of Chiefs of Police should survey the experiences and views of diverse members in police services throughout the province.

**Recommendation 12.8**

Police services should hold regular consultations with the public and members of diverse communities to obtain feedback on police diversity initiatives and to improve police–public relations.

**Recommendation 12.9**

Police services should develop local strategies to improve diversity and inclusion at all levels of the service. The MCSCS should work on the development of a model strategy on diversity and inclusion for adoption, adaptation (to local concerns and realities) and implementation by services throughout Ontario.

**Recommendation 12.10**

Police services should undertake a systemic review of their recruitment and promotional processes, including a focus on examinations, interviews and assessment tools to ensure that they are inclusive and bias-free.

**Recommendation 12.11**

Each police service in Ontario should have a diversity officer (or, for smaller police services, an officer whose duties include diversity) or a diversity bureau dedicated to establishing a constructive link between the police and diverse communities.

**Recommendation 12.12**

The Ontario Police College should review its curriculum, teaching methods and evaluation techniques to identify and eliminate barriers to success for recruits from diverse and marginalized communities.

**Recommendation 12.13**

The MCSCS should establish selection criteria for police services board appointees with a specific focus on recruiting applicants who reflect the diversity of the communities they serve.

**Recommendation 12.14**

Police services boards should be responsible for developing relevant board policies on diversity within the police service, overseeing efforts of the police service to recruit and promote diverse members, and reviewing and approving the service's diversity plan.

## **APPENDIX B - Mandate of Independent Street Checks Review**

### **1. Mandate**

#### **1.1 The Review**

The Independent Reviewer shall review O. Reg. 58/16 and report to the minister on:

#### **Content of the regulation**

- a. Whether the regulation appropriately reflects the government's goal of ensuring that police-public interactions should be
  - consistent,
  - conducted without bias or discrimination, and
  - done in a manner that promotes public confidence and keeps our communities safe;
- b. Whether the regulation appropriately reflects the following key principles stated by the government:
  - Ontario takes the protection of human rights very seriously and has zero tolerance for racism or any form of discrimination based on the prohibited grounds set out in the *Human Rights Code*, R.S.O. 1990, c. H. 19, s. 1,
  - Ontario stands opposed to arbitrary, random stops that do not have a clear policing purpose, and which are done solely for the purpose of collecting identifying information;
- c. Any recommendations in light of (a) and (b) above.

#### **Implementation of the regulation**

- d. Whether police officers and chiefs of police are in compliance with the regulation, including but not limited to:
  - Limitations on the collection of certain information pursuant to section 5,
  - Duties relating to the collection of information pursuant to sections 6-8,
  - Data retention and management requirements pursuant to section 9,

- The elimination of performance targets pursuant to section 10,
  - The delivery of training pursuant to section 11,
  - The development of procedures pursuant to sections 13, and
  - The provision of reports pursuant to sections 14 and 15
- e. Whether police services boards have developed policies in compliance with section 12
- f. The curriculum and related training materials developed by the Ontario Police College to ensure compliance with section 11, and make recommendations regarding the effectiveness of the training
- g. The approaches police services have adopted and any relevant recommendations on whether consistency is required regarding the:
- Document to be provided pursuant to section 7,
  - Retention of information to which the O.Reg. 58/16 applies, and
  - Establishment of age groups and racialized groups for the purpose of section 14
- h. Whether there are any challenges, operational or otherwise, in applying the regulation and, if so, any recommendations regarding how they could be addressed
- i. Whether the accountability and oversight mechanisms in O.Reg. 58/16 are appropriate to ensure compliance with the regulation and, if not, recommend how they could be improved, and
- j. Any potential regulatory amendments, policy and/or procedural changes recommended to improve the implementation of the regulation.

**THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD**

**BY LAW NO. 01-19**

**A By Law to Confirm  
the Proceedings of the Board at its Meeting  
held on January 30, 2019**

The Regional Municipality of York Police Services Board HEREBY ENACTS as follows:

1. The action of the Board in respect of each motion, resolution and other action passed and taken by the Board at its meeting is hereby adopted, ratified and confirmed.
2. The Chairman of the Board, the Chief of Police and Deputy Chiefs of Police are hereby authorized and directed to do all things necessary to give effect to the said action or to obtain approvals where required, and, except where otherwise provided, the Chairman and Executive Director are hereby directed to execute all documents necessary in that behalf.

**ENACTED AND PASSED this 30th day of January, 2019**

\_\_\_\_\_  
**Mafalda Avellino, Executive Director**

\_\_\_\_\_  
**Mayor Virginia Hackson, Chair**