

The Regional Municipality of York Police Services Board

Public Board Meeting
April 26, 2023

Report of the Chief of Police

2022 Use of Force Annual Report

1. Recommendations

That the Board receive this report pursuant to Use of Force Board Policy No. 01/14.

2. Summary

As per the Board's Use of Force Policy No. 01/14, the 2022 annual use of force statistics are contained within this report.

3. Background

The *Criminal Code of Canada* authorizes police officers in the province of Ontario to use force, while engaged in the lawful execution of their duty. Under Section 25 officers are permitted to use as much force as necessary if they act on reasonable grounds. Regulation 926 of the *Police Services Act*, specifically outlines the types of firearms and weapons that police officers are permitted to carry, and includes mandatory training qualifications in use of force and firearms. The regulations further address reporting requirements when officers apply force or draw their firearms. As of January 1, 2020, under the *Anti-Racism Act*, police services are now required to collect data on the perceived race of those subjects involved in use of force incidents. Police Services in

Ontario are mandated to complete province-wide standardized Use of Force Reports electronically, for the collection by the Ministry of the Solicitor General.

MANDATORY REPORTING REQUIREMENTS

When an officer has displayed or applied reportable force or utilized a force option as defined by regulation, the officer must complete and submit an electronic Use of Force Report. Individual officers who are involved in the same incident must complete separate reports if they have applied reportable force. Emergency Response Units and Public Order Units are permitted to complete and submit a single electronic Use of Force Report, detailing the teams' combined use of force.

A member shall submit a Use of Force Report when:

- (a) a handgun is drawn in the presence of a member of the public, excluding a member of the police force who is on duty, points a firearm at a person or discharges a firearm. A member of the public includes a suspect or arrested person;
- (b) a member uses a weapon other than a firearm on another person;
- (c) a member uses physical force on another person, not in relation to training conducted by the Training and Education Bureau, that results in an injury requiring medical attention; and
- (d) a member deploys a Conducted Energy Weapon (CEW) on a person or an animal or displays the CEW in the Demonstrated Force Presence Mode.

After completing the electronic Use of Force Report, the officer submits the electronic copy to their supervisor who is required to review and approve the report. The supervisor then forwards the electronic report to their commander and the Practical Skills Unit Training Analyst. The Training Analyst then reviews the report and ensures the submission is made to the Ministry of the Solicitor General. Data from all Use of Force Reports is then reviewed by the Use of Force Review Committee to establish trends, identify training needs or to revise operational policies. The Use of Force Review Committee meets on a quarterly basis and is comprised of the Officer-in-Charge of the Training and Education Bureau, the Staff Sergeant, Sergeant and Training Analyst from the Practical Skills Unit, a member of the Real-Time Operations Centre, a Sergeant from the Risk Management Unit and a Patrol Sergeant.

The Training and Education Bureau compiles and retains data collected from all service-wide Use of Force Reports. As of January 1, 2020, the information will also be used to identify, monitor and address potential racial bias or profiling, while maintaining the privacy and protection of any individuals included. This report focuses on mandatory use of force reporting and its associated data. In accordance with the Anti Racism Act this report also looks at the intersectionality of the application of force and race.

TRAINING

De-escalation & Critical Decision-Making

York Regional Police members are provided with use of force training, beginning during the Cadet Training Program. During this time, members are introduced to the Ontario Use of Force Model, use of force options and de-escalation training. Cadets receive further training at the Ontario Police College, again, with an emphasis on communication and de-escalation. York Regional Police members receive ongoing use of force training through the Re-Classification Training Program and Annual In-Service Training. This training is mandatory for all members, with themes of de-escalation and communication as the foundation for the curriculum. Re-classification training provides members with Crisis Intervention skills, focusing on de-escalation techniques including effective communication, barriers to communication and implicit bias training. Members also receive information in relation to police inquests and lessons learned in the application of force. All York Regional Police members are provided with a decision-making model, which they receive as part of the Incident Command Training Program. This training provides members with the ability to process decisions based upon the current situation, risk effectiveness and acceptability, with respect to legal authorities, civil liability and moral acceptability. This model ensures members have a consistent decision-making process to accompany them during all duties including use of force incidents.

Anti-Racism Training

York Regional Police continues to focus on providing our members with ongoing anti-racism training. York Regional Police has developed a multi-year anti-racism strategy, first implemented in 2020. This multi-year program focuses on several areas, with phase one concentrating on the Ontario Human Rights Commission's "Call it out", racial discrimination and human rights course. Phase two focused on anti-racism in York Region with the theme of "Our People & Our Community". York Regional Police partnered with Dr. Lorne Foster and associates to develop a customized anti-racism training program to develop phase three, which focuses on in-class sessions with a strong emphasis on community collaboration in the design and delivery of training. In November 2022, York Regional Police established an Indigenous Training Working Group to design and develop mandatory Indigenous Awareness Training for all York Regional Police members. This training framework aligns with the Truth and Reconciliation Commission's 94 Calls to Action - Professional Development and Training for Public Servants. In addition to the formal training, York Regional Police regularly calls upon speakers and community leaders to deliver content to the membership on the topics of equity, diversity and inclusion.

COMMUNITY ENGAGEMENT AND CONSULTATION

In 2022 York Regional Police engaged community members to assist in the development and review of this report. York Regional Police formed a community liaison committee dedicated to reviewing and providing feedback in the areas of training, use of force reporting and recruitment practices. The committee is composed of racialized community members, indigenous peoples, members of the LGBTQ2s+ community and leaders from organizations that support vulnerable community members. The committee members were provided with education in the area of use of force training, the Ontario Use of Force Model and guidelines on use of force reporting. In January of 2023, members of the committee worked with the Training and Education Bureau to review the

2022 use of force data and make recommendations on how this report could be improved. Feedback from our committee members included, the request for an exhaustive list of all call types during which reportable force was used. In addition, committee members expressed the need to provide a thorough explanation of all use of force options and the circumstances in which these options may be used. They expressed that this context was helpful in understanding the intersectionality of the application of force and subjects. The feedback and recommendations from the Community Liaison Committee have been incorporated into this report.

4. Analysis

USE OF FORCE INCIDENTS VS. TOTAL INTERACTIONS

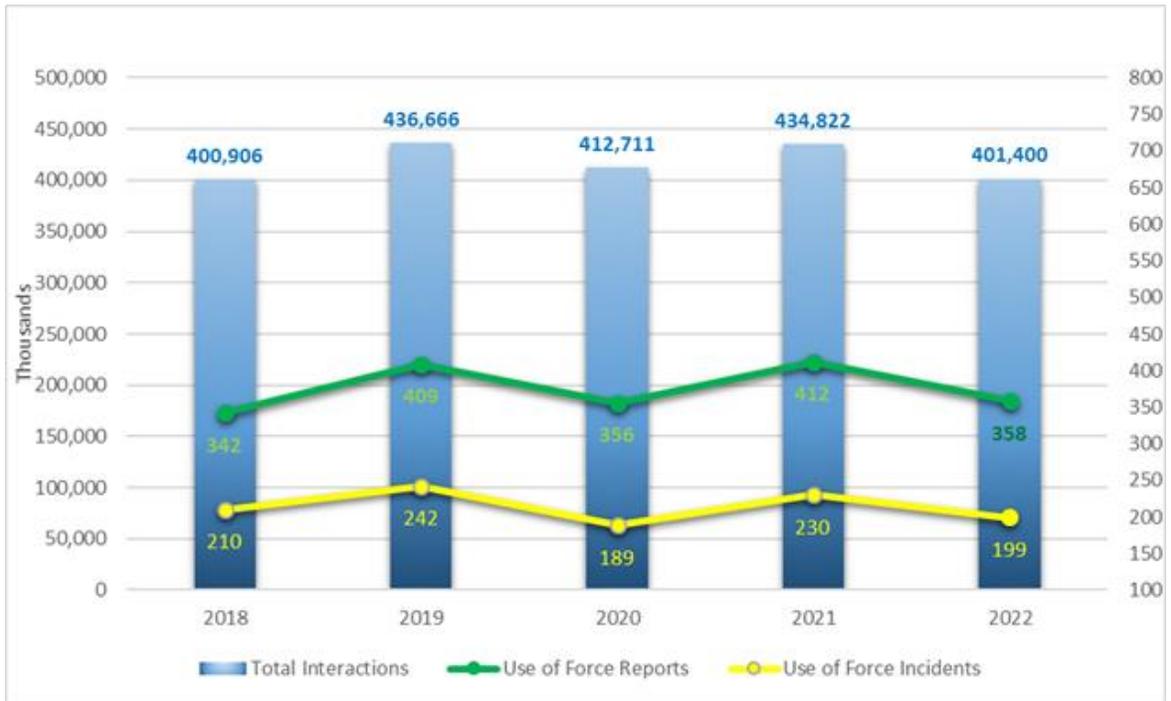
In 2022, members of York Regional Police had 401,400 interactions with members of the public. These included traffic stops, citizen-generated calls for service and officer-initiated contacts. Out of the total number of interactions with the public, 199 individual incidents resulted in police using force, or 0.050% of all police interactions involved mandatory use of force reporting. There were a total of 260 subjects involved in the 199 incidents which resulted in 358 Use of Force Reports being generated by officers. A use of force incident is an occurrence, event or interaction with the public that generates mandatory use of force reporting. A single incident with one subject could generate two or more reports if multiple officers applied force at the same incident. Additionally, an incident that involves multiple subjects could also generate multiple Use of Force Reports.

In 2022, York Regional Police recorded a 13.5% decrease in use of force incidents. The decrease in use of force incidents can be attributed to several factors. In 2022, total police interactions decreased by 33,422, representing a 7.6% decrease from the previous year. There was also a decrease in the number of incident call types, which resulted in the application of reportable force. These included; the Humane Dispatch of Animals, Domestic Dispute, Suicide Attempt and Weapons call types.

For comparison purposes to the previous year, 434,822 police interactions resulted in 230 individual use of force incidents; or 0.050% of all police interactions involved mandatory use of force reporting. In 2021, 412 Use of Force Reports were generated by police officers. Use of force incidents and reports have marginally decreased from 2021 and the total number of incidents in 2022 sits below the five-year average of 219 use of force incidents per year. One explanation for the decline in the use of force incidents can be attributed to the continued focus on de-escalation training and enhanced intervention strategies when responding to “Person(s) in Crisis” call types. A five-year comparison of the total number of incidents where Use of Force Reports were submitted is illustrated in Figure #1.

Figure #1

USE OF FORCE INCIDENT VS. TOTAL INTERACTIONS

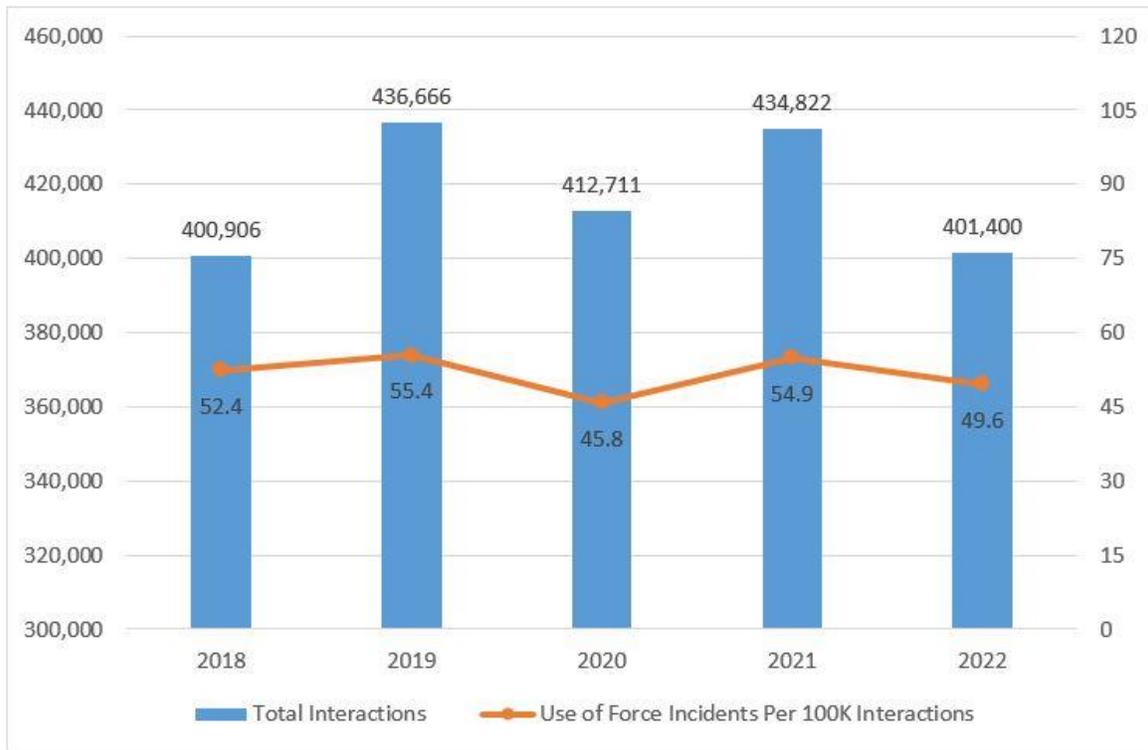


USE OF FORCE INCIDENTS PER 100,000 INTERACTIONS

In 2022, there were 49.6 incidents requiring Use of Force Reports for every 100,000 police interactions. This compares to 52.9 incidents per 100,000 in 2021, a 6.2% decrease from that year. The five-year trend for use of force incidents per 100,000 interactions is illustrated in Figure #2. The comparison shows incidents per 100,000 interactions trending lower than the five-year average of 51.62 incidents per 100,000.

Figure #2

USE OF FORCE INCIDENTS PER 100,000 INTERACTIONS

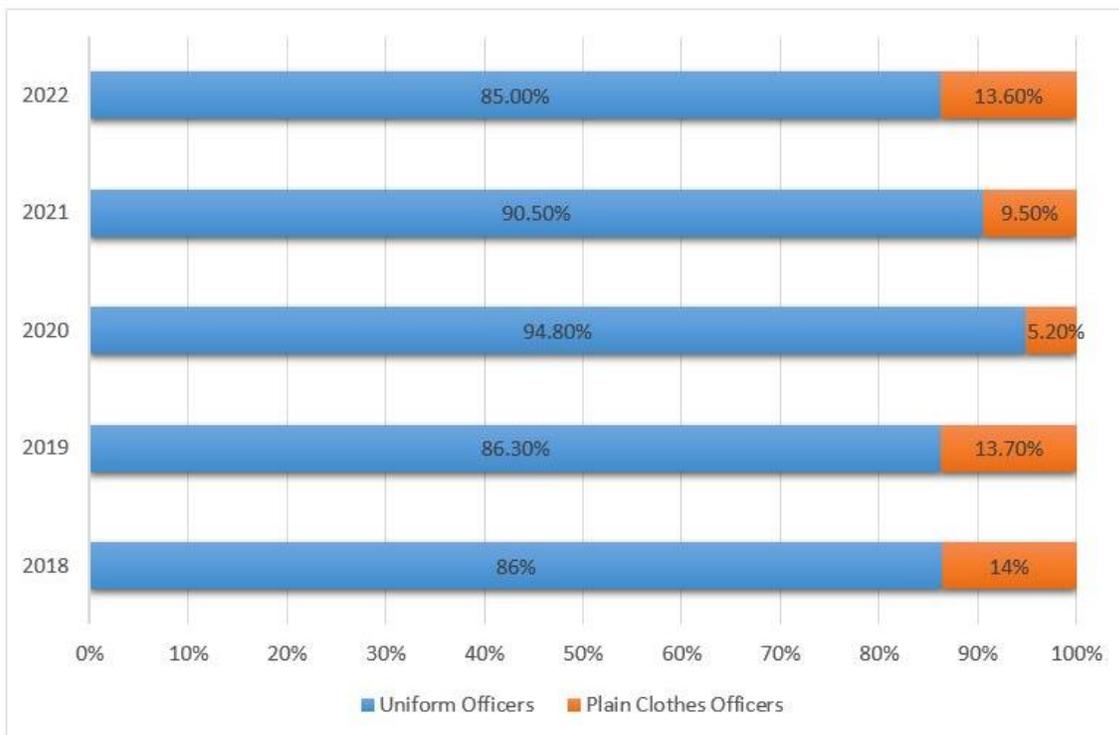


UNIFORM OFFICER VS. PLAIN CLOTHES OFFICERS

In 2022, 85.2% of all Use of Force Reports were submitted by frontline uniformed officers (includes Emergency Response and Support Units). The remaining 14.78% of reports came from Plain Clothes Officers in specialized units. A five-year comparison of these statistics is illustrated in Figure #3. The majority of use of force incidents continue to be encountered by frontline uniformed officers. The five-year comparison illustrates that use of force incidents involving plain clothes officers are returning to pre-pandemic levels.

Figure #3

UNIFORM OFFICERS VS. PLAIN CLOTHES OFFICERS

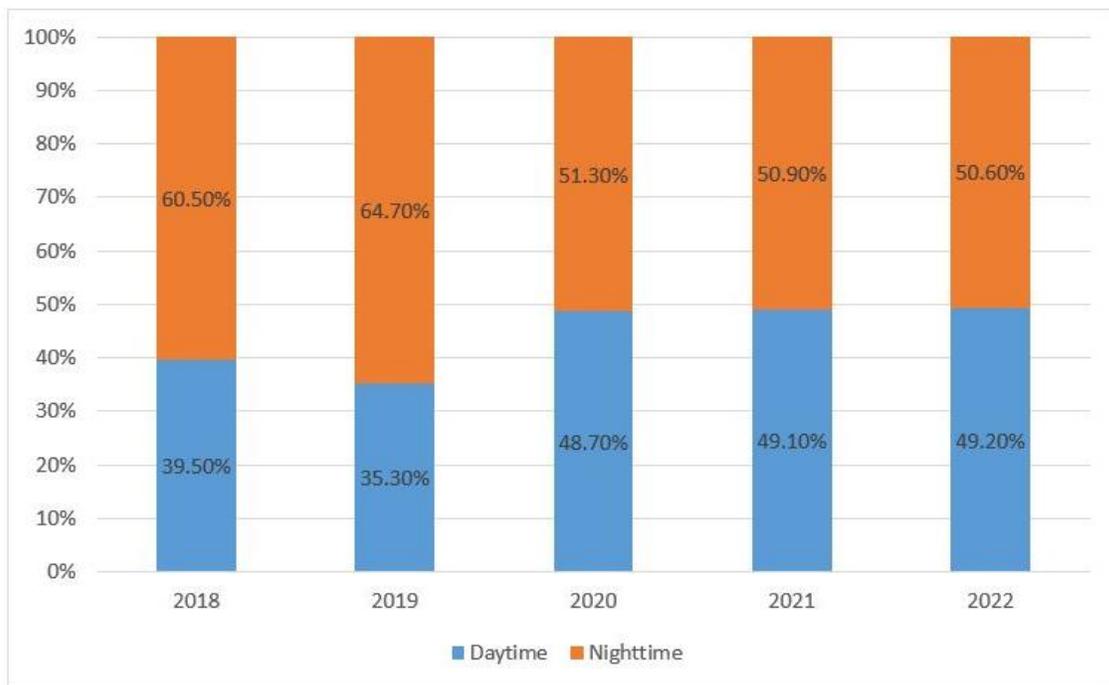


NIGHTTIME VS. DAYTIME

In 2022, 50.75% of use of force incidents occurred during the nighttime hours between 6:00pm and 6:00am. This is consistent with 2021 where 50.9% of use of force incidents occurred at nighttime. A five-year comparison of these trends is illustrated in Figure #4. The comparison shows that use of force incidents occurred more frequently at night prior to the COVID-19 pandemic. However, since 2020, use of force incidents occurred more evenly during nighttime and daytime hours.

Figure #4

NIGHTTIME VS. DAYTIME



CALL TYPES

Call types resulting in use of force varied in 2022, as they have in previous years. Such calls include officer-initiated contact with the public, for example traffic stops and citizen-generated calls for service and assistance. Committee consultation resulted in a request for a more exhaustive list of call types to illustrate all police interactions which resulted in the submission of a Use of Force Report. Table #1 reflects all “call types” resulting in mandatory use of force reporting. Calls for service where weapons were involved have consistently been the primary reason for most use of force incidents.

Table #1 also highlights a reduction in use of force incidents related to Domestic Dispute call types. One factor that may have resulted in this reduction is the continued emphasis on members training with respect to crisis intervention, de-escalation and critical decision making.

Table #1

CALL TYPES

Type of Call	2020	2021	2022	2021-2022 Variance
ANIMAL COMPLAINT	7	15	4	-73.30%
ARMED BARRICADED PERSON	5	4	5	25.00%
ASSAULT	7	6	3	-50.00%
ASSIST AMBULANCE/P.O./OTHER AGENCY	9	7	6	-14.29%
ASSIST OFFICER EMERGENCY	3	0	1	100%
BREACH CONDITIONS OR PROBATION	1	2	1	-50.00%
BREAK AND ENTER IN PROGRESS	7	6	6	N/A
CHECK WELFARE	2	1	6	500%
LANDLINE/ PAYPHONE- SEC. TO CHECK	0	0	1	100%
COMPLAINT AREA TRAFFIC	1	0	1	100%
DISPUTE	0	1	1	0
DISTURBANCE	0	0	1	100%
DOMESTIC DISPUTES	14	24	15	-37.50%
DRIVING HAZARD	0	1	1	0
DRUGS	2	2	2	0

Type of Call	2020	2021	2022	2021-2022 Variance
PERSON IN CRISIS	12	10	11	10.00%
ER006 RESPONSE	0	0	1	100%
IMPAIRED	4	8	5	-37.50%
INDECENT ACT	0	0	1	100%
INJURED PERSON	1	1	2	100%
MVC INJURY	0	0	1	100%
MVC PROPERTY DAMAGE	3	8	11	37.50%
OUT OF REGION DEPLOYMENT	2	4	10	150%
PROPERTY DAMAGE	0	0	2	200%
ROBBERY CAR/HOME/COMMERCIAL/STREET	8	3	12	300%
SUICIDE ATTEMPT	6	7	1	-85.70%
SUSPICIOUS PERSON	0	7	2	-71.40%
SUSPICIOUS VEHICLE	7	11	13	18.20%
THEFT	8	7	8	14.25%
THREATS	3	1	2	100%
TRAFFIC STOP	3	6	11	83.30%
UNKNOWN TROUBLE	5	7	2	-71.43%
UNWANTED PERSON	3	7	3	-57.14%
WANTED PERSON	0	1	2	100%
WARRANT EXECUTION	1	1	2	100%
WEAPONS CALL	51	58	43	-25.90%
OTHER CALL TYPES	14	14	N/A	N/A
Total	189	230	199	-13.50%

**“Other Call Types” includes Fraud, which had Use of Force Reports generated in previous years, however; did not have any reports generated in 2022.

WEAPON CALL TYPES

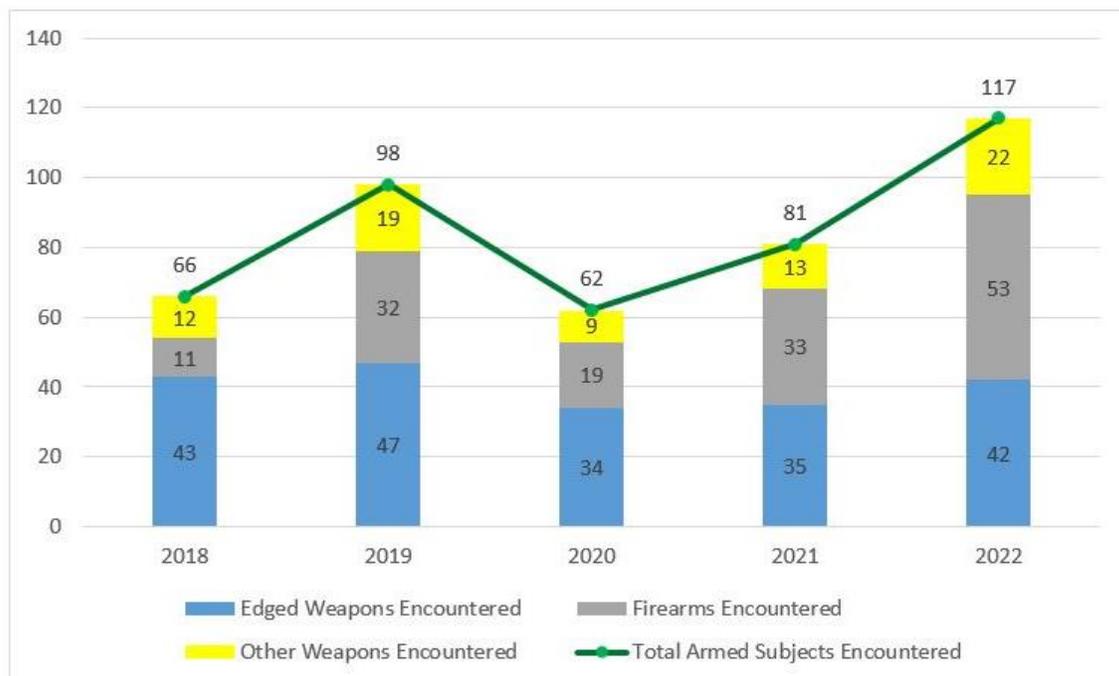
Members draw their firearms when they reasonably believe it is necessary to protect themselves or the public against the threat of serious bodily harm or death. Most use of force incidents occur when officers respond to weapon-related incidents. Typically, the subject is believed to be armed with a weapon, a weapon was involved in the incident or a weapon is likely expected.

INCIDENTS WITH ARMED SUBJECTS

In 2022, 82 of the 199 separate incidents involved officers encountering armed subjects. During these 82 incidents, officers encountered a total of 117 subjects that were armed with a weapon, compared to 81 out of 230 incidents in 2021. The data illustrates that officers are more frequently encountering armed subjects compared to previous years. Although total use of force incidents decreased by 13.5%, the number of incidents involving an armed subject increased by 44%. The most common weapons encountered in 2022 incidents included, 53 subjects (45%) reportedly armed with a firearm, 42 subjects (36%) armed with a knife/edged weapon and 22 subjects were armed with other weapons (13 subjects (11%) used a vehicle as a weapon and nine subjects (8%) were armed with a blunt object or weapon of opportunity). Subjects armed with firearms have increased substantially and edged weapons have increased, compared to the previous year, by 44% and 20% respectively. Figure #5 illustrates the type of weapon carried by the armed subjects.

Figure #5

INCIDENTS WITH ARMED SUBJECTS



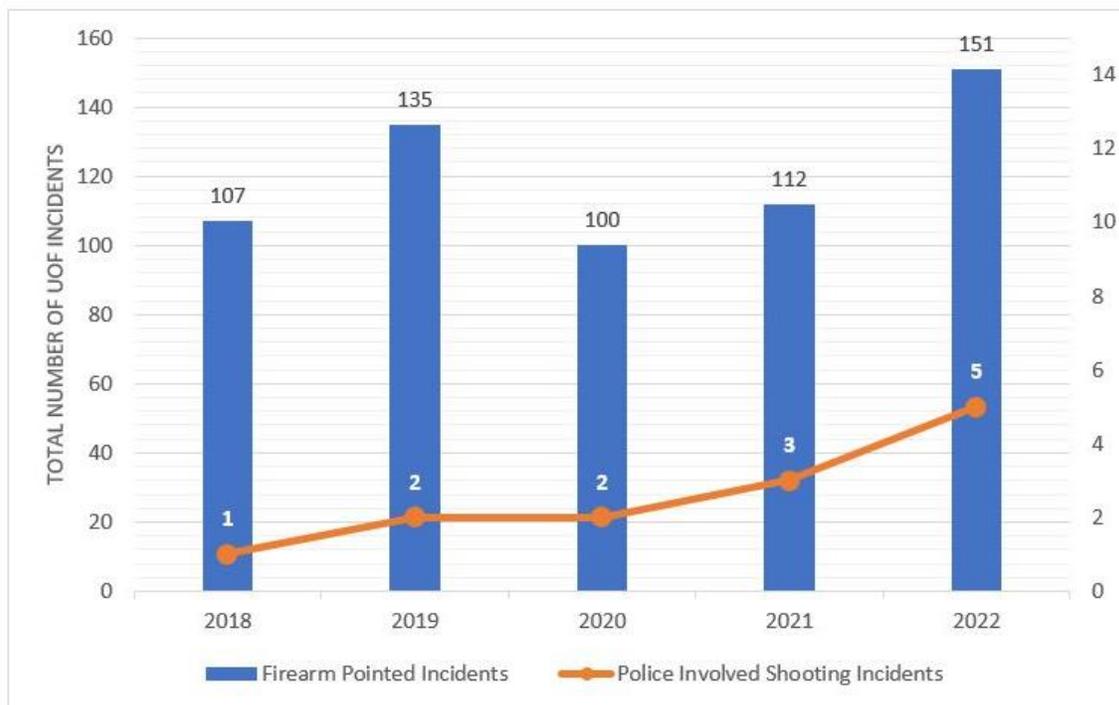
USE OF FORCE OPTIONS

Point or Discharge of Firearm

Of the 358 Use of Force Reports in 2022, there were 151 Use of Force Reports where officers drew their firearms and pointed them at a subject. Out of these reports, five resulted in discharging the firearm at a subject. Types of firearms discharged included, patrol rifle and pistol. Four of the incidents resulted in the death of the subject and one resulted in injuries to the subject. In all five incidents, the Special Investigations Unit (SIU) commenced investigations. The SIU is an independent civilian law enforcement agency that is responsible for investigating circumstances involving police that have resulted in death or serious injury, or if a firearm was discharged at a person. Out of the five incidents, two have been cleared by the SIU Director noting that the officer(s) comported themselves lawfully. Three incidents are actively being reviewed by the SIU. Figure #6A illustrates the vast majority of police officers were able to de-escalate potentially dangerous encounters effectively with the demonstration of force and not having to discharge their firearms.

Figure #6A

POINT OR DISCHARGE FIREARM

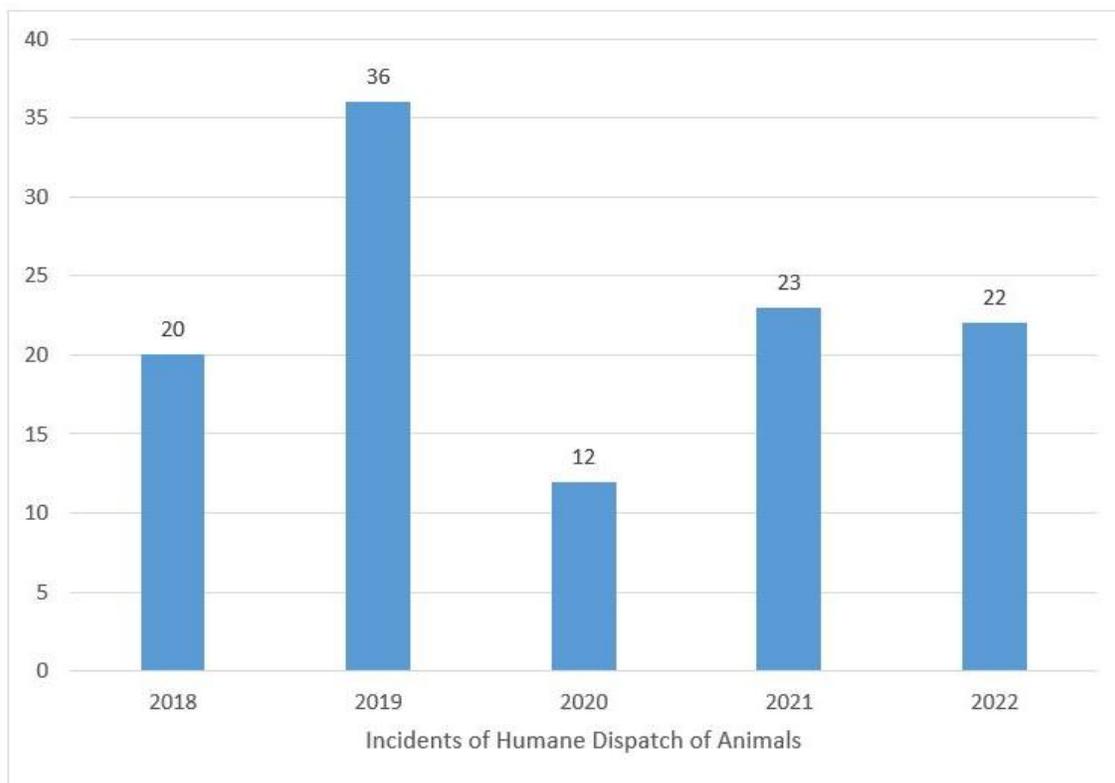


Humane Dispatch of Injured Animals

In 2022, of the 199 use of force incidents, there were 22 incidents where officers discharged their firearms to dispatch injured animals humanely. 18 of the 22 incidents resulted from citizen generated calls for service. The primary reason for the calls were due to a traffic collision involving an animal. The number of humane dispatching of animal incidents was similar to 2021, when officers discharged their firearms 23 times for this purpose. Figure #6B illustrates the five-year data of the humane dispatch of injured animals.

FIGURE #6B

HUMANE DISPATCH OF INJURED ANIMALS

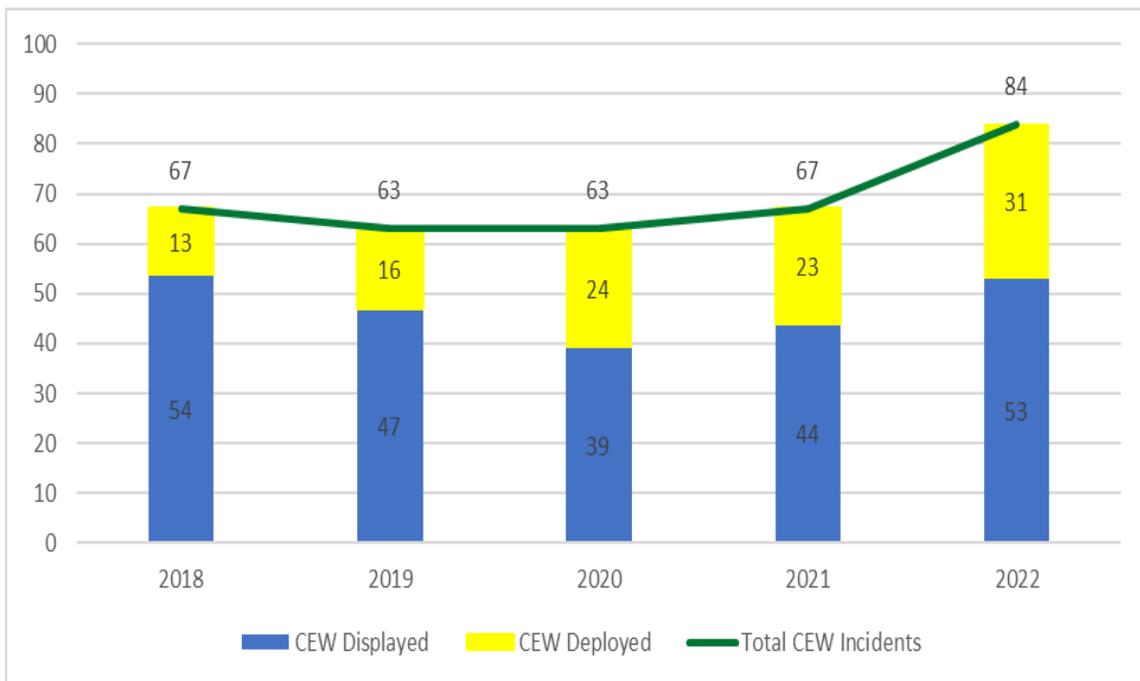


Conducted Energy Weapon (CEW)

Officers continue to be trained to utilize the Conducted Energy Weapon (CEW). The CEW has been proven to be an effective less-lethal option for police officers. The mere presence and display of the CEW has been shown to be effective in de-escalating volatile incidents. In 2022, of the 358 Use of Force Reports, the CEW was utilized 84 times, an increase from 2021 where it was utilized 67 times. Of the 84 deployments, demonstrated force presence mode was employed 53 times, meaning officers displayed the CEW but did not physically apply it on a subject. On eight occasions, the CEW was applied on a subject through drive stun mode and 23 times through probe mode. There were no instances where officers deployed the CEW in both probe and drive stun mode. Figure #7 highlights the frequency of deploying the CEW as a demonstrated force mode, which has proved to be critical during de-escalation and person-in-crisis intervention.

Figure #7

CONDUCTED ENERGY WEAPON DEPLOYMENT

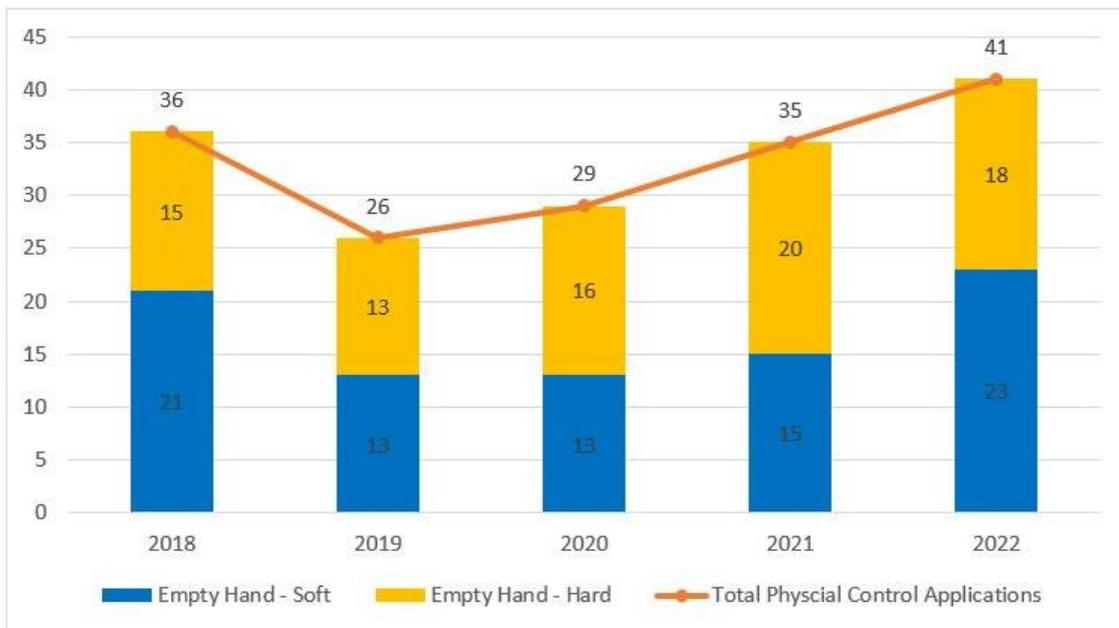


Physical Control

Physical control refers to the application of physical force upon a subject. The mere act of escorting a subject or placing them in handcuffs is an example of physical control but does not require a Use of Force Report to be submitted. Use of Force Reports are mandated if the subject requires medical attention. For example, if an officer strikes and/or grounds an assaultive subject and the subject sustains an injury that requires medical attention, a Use of Force Report must be submitted. In 2022, there were 21 incidents where physical control applications were applied to 27 subjects. A total of 41 police officers submitted Use of Force Reports for their applications of physical control. Hard empty hand techniques (strikes or grounding the subject) accounted for 18 applications, while 23 involved soft empty hand techniques (using leverage to pry an arm or leveraging joints). Figure #8 illustrates a slight increase in physical control applications since 2018.

Figure #8

PHYSICAL CONTROL

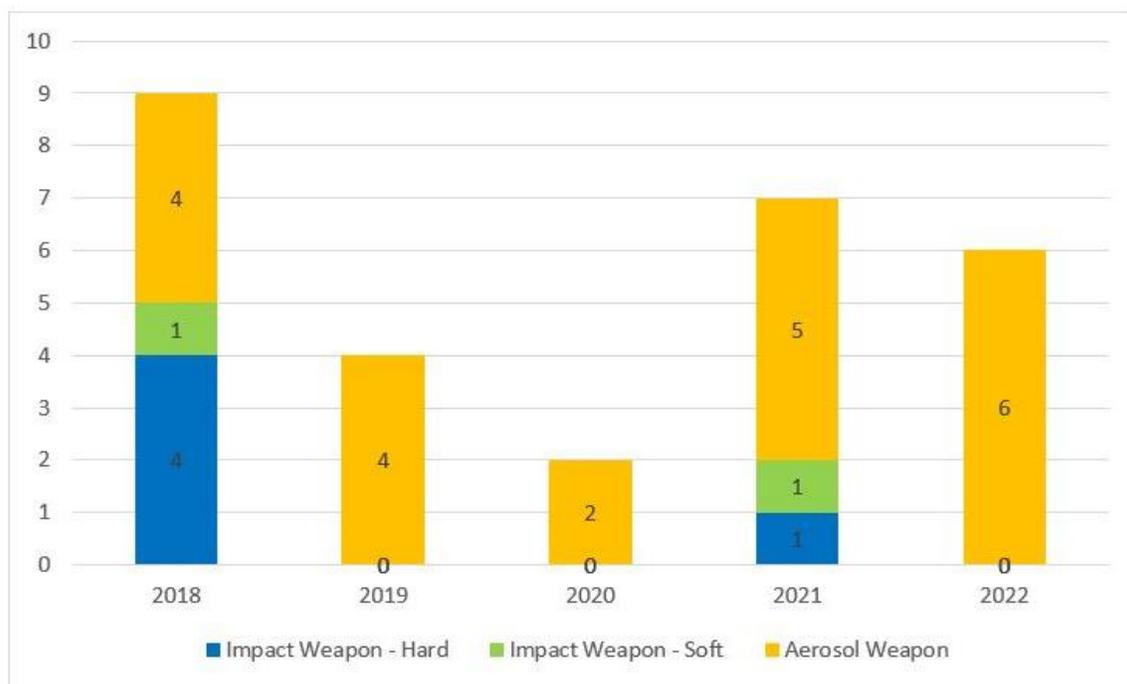


Impact Weapons and Aerosol Weapons

Impact weapons (batons) can be deployed in two ways; hard (strikes) and soft (used to pry a limb such as an arm). There were no baton applications in 2022 and two baton applications in 2021. Oleoresin capsicum (pepper spray) is an aerosol weapon that was utilized on six occasions in 2022 and on five occasions in 2021. The previous four-year data for these weapons is illustrated in Figure #9. This data reflects a consistent trend in the number of applications of these use of force options. Out of all 2022 Use of Force Reports (358), only six (1.7%) are related to the use of an Aerosol Weapon.

Figure #9

IMPACT WEAPONS AND AEROSOL WEAPONS

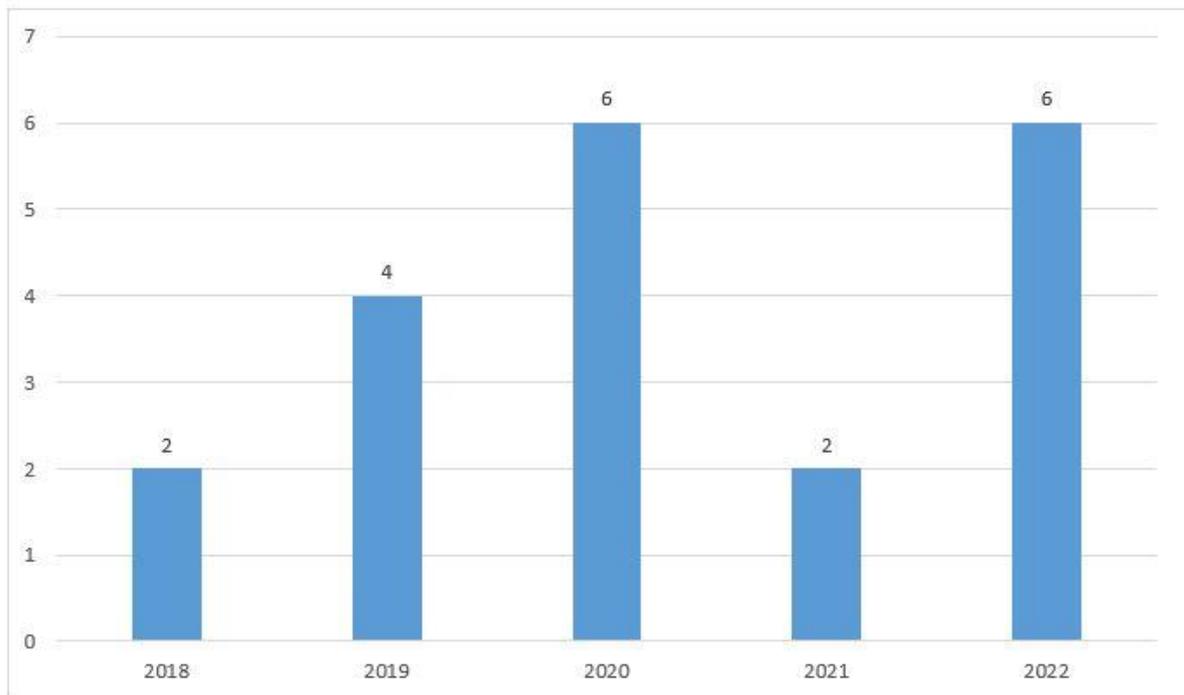


Police Service Dogs

Police Service Dogs are trained to provide support in areas such as tracking, building and area searches, evidence searches and criminal apprehension. They may be specially trained in the detection of controlled drugs and substances, human remains, explosives, firearms and ammunition and currency. In 2022, there were six Use of Force Reports submitted where Police Service Dogs were utilized to support criminal apprehensions, an increase from four Use of Force Reports in 2021. Although Police Service Dogs are deployed for many reasons, only applications that result in dog bites or damaged clothing of subjects are reported under the regulations. Figure #10 illustrates the number of Police Service Dog bites since 2018. The data also shows that dog bites are quite rare when criminal apprehensions occur and account for just 1.7% of Use of Force Reports submitted.

Figure #10

POLICE SERVICE DOG BITES



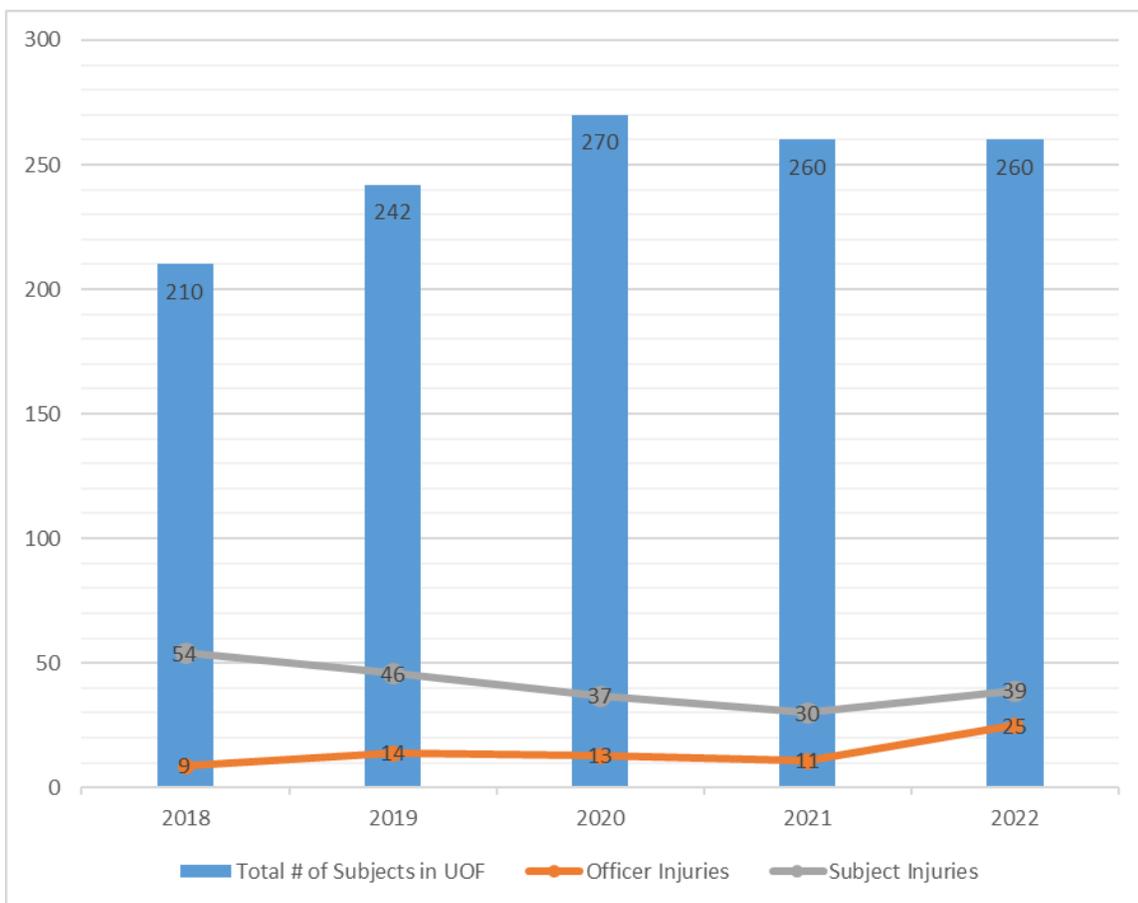
INJURIES DATA

Officer Injuries vs. Subject Injuries

In 2022, a total of 25 officers and 39 subjects were injured during use of force incidents. In 2021, 11 officers and 30 subjects were injured. Of the 260 subjects involved in reported use of force incidents in 2022, 221 subjects sustained no injuries. Subject injuries continue to decline over the five-year reporting period, with a slight increase in 2022. Out of 358 officers involved in reported use of force incidents in 2022, 333 officers had no injuries. Compared to 2021 and the five-year trend, officer injuries continue to increase. In 2021, only 11 officers reported an injury due to a use of force incident. Figure #11 illustrates Officer Injuries vs. Subject Injuries.

Figure #11

OFFICER INJURIES VS SUBJECT INJURIES



SUBJECT RACE DATA

Perceived Subject Race

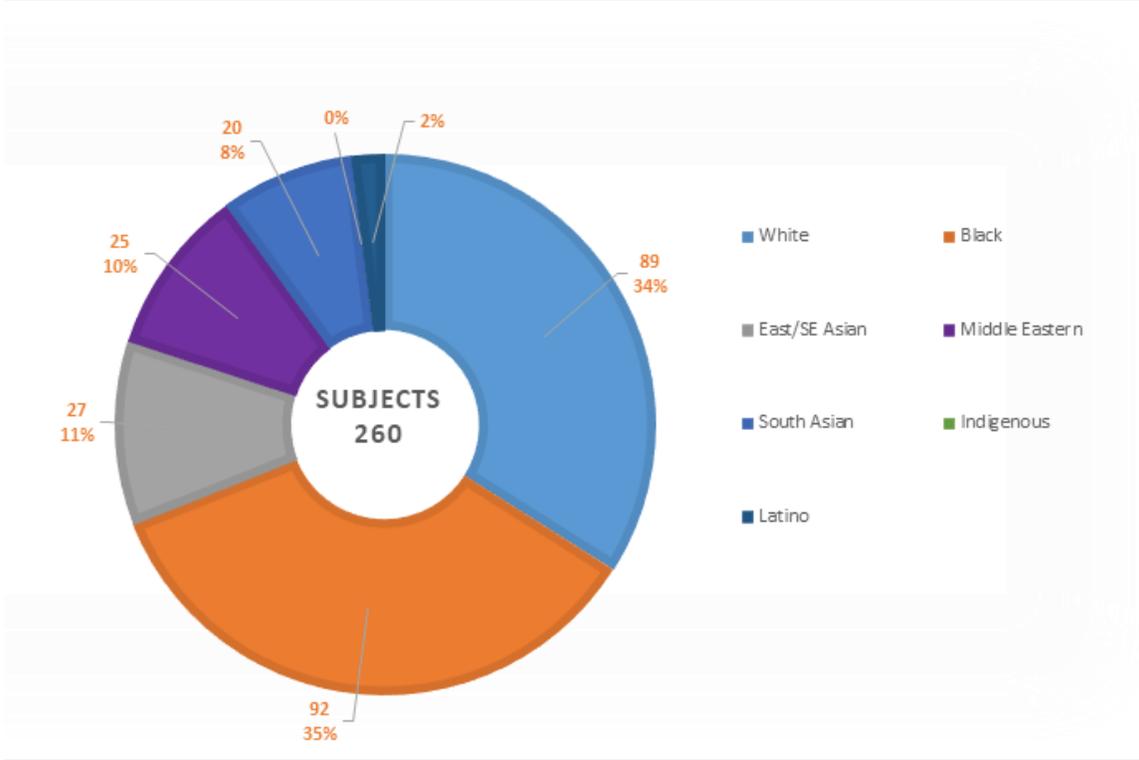
As of January 1, 2020, under the *Anti-Racism Act*, police services are required to collect data on the perceived race of those subjects involved in use of force incidents. The Ministry's Use of Force Reporting form contains a series of datasets that attempt to monitor and identify disparity in police use of force in relation to the seven race-based categories. In 2022, York Regional Police had 401,400 interactions with the public and only 199 (0.050%) included an application of force to 260 subjects. The use of force applied ranged from physical control, less lethal to lethal force. The demographic information will further assist York Regional Police in addressing and preventing systemic racism in policies, strategies and practices.

In the Use of Force Report, officers must select the subject's perceived race from one of seven categories. Inaccuracies in capturing race-based information may exist as an involved subject may not self-identify for data collection purposes or an officer's perception may be incorrect. These circumstances may contribute to an over or under-representation of certain racial groups in police use of force. The Race groups are categorized by the Ministry and are divided into seven groups; Black, East/Southeast Asian, Indigenous, Latino, Middle Eastern, South Asian and White.

In 2022, Use of Force Reports were submitted where 260 subjects were involved. Figure #12a illustrates the perceived race of these subjects. Out of the 260 subjects, 117 (45%) were armed with either a firearm, edged weapon or other type of weapon (tool, baseball bat etc.), whereas the remaining 143 (55%) subjects were unarmed. Figure #12b illustrates the percentage of armed versus unarmed subjects by race category. With the exception of those perceived as East Southeast Asian and Latino, reportable force was applied evenly on armed and unarmed subjects.

Figure #12

PERCEIVED SUBJECT RACE



Perceived race data shows that subjects perceived as Black were involved in the largest percentage of use of force incidents (35%), followed by subjects perceived as White (34%), then East/Southeast Asian (10%), Middle Eastern (10%), South Asian (8%) and Latino (2%).

Figure #12B

ARMED VS. UNARMED SUBJECTS BY RACE

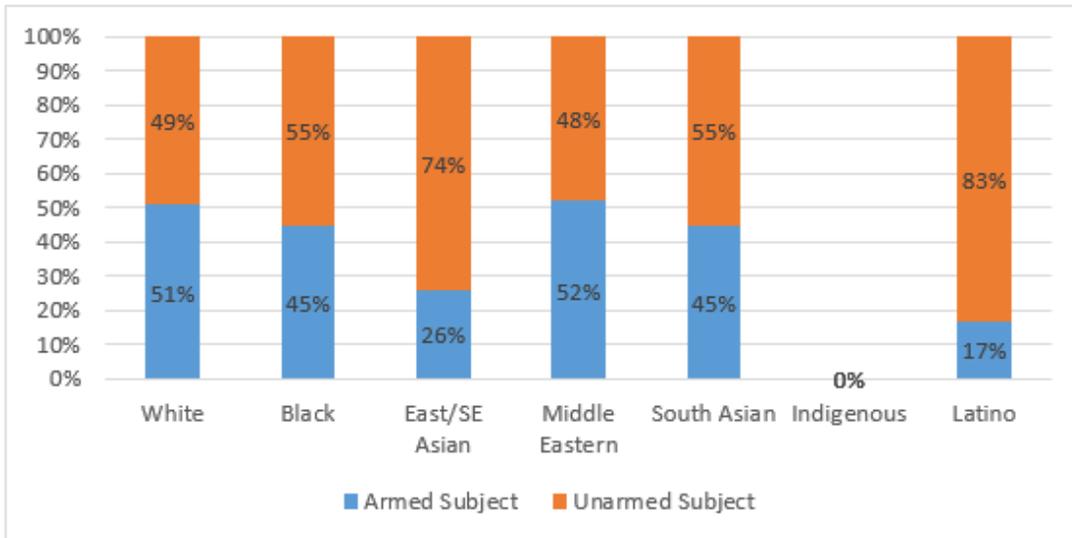


Table #2 illustrates the two-year data of armed versus unarmed subjects within each perceived race category. The percentages reflect the distribution of armed versus unarmed subjects within each race category.

Table #2

ARMED VS. UNARMED SUBJECTS BY RACE

Race/ Ethnicity	Armed (2021)	Unarmed (2021)	Armed (2022)	Unarmed (2022)
White	48 (47%)	54 (53%)	45 (51%)	44 (49%)
Black	25 (46%)	29 (54%)	41 (45%)	51 (55%)
East/SE Asian	15 (33%)	30 (67%)	7 (26%)	20 (74%)
Middle Eastern	24 (59%)	17 (41%)	13 (52%)	12 (48%)
South Asian	6 (30%)	14 (70%)	9 (45%)	11 (55%)
Indigenous	0	0	0	0
Latino	1 (13%)	7 (88%)	1 (17%)	5 (83%)
Unknown	0	0	1	0
Total	119 (44%)	151 (56%)	117 (45%)	143 (55%)

ARMED SUBJECTS – INFORMATION AND FACTORS

In 2022, a total of 260 subjects were involved in use of force incidents. Of the 260 subjects, 117 subjects were armed with a weapon at the time reportable force was applied. Table # 3 presents race-based data and the type of weapon possessed.

Table # 3

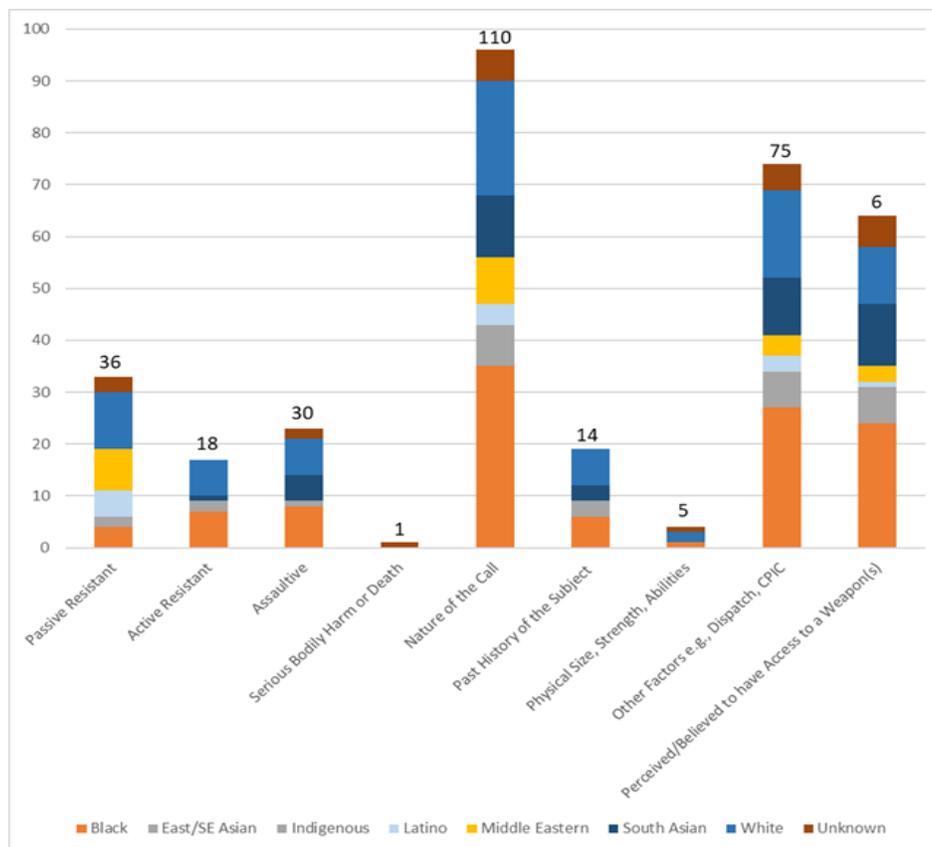
Race/ Ethnicity	Firearm	Edged Weapon	Vehicle	Other – Blunt Instrument
White	9	28	4	4
Black	31	5	0	5
East/SE Asian	2	4	1	0
Middle Eastern	11	1	1	0
South Asian	0	2	7	0
Indigenous	0	0	0	0
Latino	0	1	0	0
Unknown	0	1	0	0
Total	53	42	13	9

UNARMED SUBJECTS – INFORMATION AND FACTORS

Some examples of when use of force is reported on unarmed subjects include: officers drawing and/or pointing their firearm at a subject whom they believe is armed but is later found to be unarmed; demonstrating or deploying a CEW or using physical control (soft or hard empty hand techniques) on a subject who is assaultive or about to cause serious bodily harm or death to another person (i.e. choking or strangulation); or where the subject is injured and/or requiring immediate medical attention. Medical attention could range from a subject requiring first aid from a self-inflicted injury, to necessary emergency care or hospitalization. In 2022, York Regional Police officers used force on 143 unarmed subjects. A review of each incident involving the application of force on an unarmed subject revealed, officers were justified in their application of force based on the specific situation. Within the unarmed category the application of force becomes subjective due to the multitude of situational factors. Each incident was reviewed to identify whether there was a race disparity in the application of force when the officer encountered similar circumstances. The review showed that no apparent race disparity was observed with respect to the application of force on unarmed subjects when considering the specific subject behaviour and/or information known about the call or subject. Figure #14 illustrates information and/or factors that influenced officer response.

Figure #14

INFORMATION / FACTORS THAT INFLUENCED OFFICER RESPONSE



5. Financial

There are no financial implications.

6. Conclusion

The data in 2022 revealed that use of force incidents have decreased by 13.5% compared to the year before and are 7.1% lower than the five-year trend. Given the dynamic of police encounters, officers cannot eliminate the necessity to use force in some situations, however; York Regional Police continues to collaborate with subject matter experts and consult with community members to improve officer's critical decision-making skills, de-escalation strategies and response to person(s) in crisis.

The majority of the Use of Force Reports (80.5%) involved officer's utilizing a demonstration of force to gain subject compliance. In most cases, the demonstration of force combined with de-escalation tactics assisted to gain control of the subject without using physical force. These incidents included weapon calls where subjects were typically armed with a firearm or edged weapon.

The 2022 data shows the distribution of perceived race for all subjects that force was applied to. Black subjects comprised the largest group and White subjects were the second highest. East/Southeast Asian and Middle Eastern both represented 10% of perceived race in the use of force. Subjects perceived to be Black were disproportionately involved in use of force incidents when considering the population composition of York Region. All 199 use of force incidents and 358 Use of Force Reports were reviewed by supervisors and then independently by the Training and Education Bureau. The exhaustive review revealed that regardless of race, officers used a proportionate and reasonable amount of force required for the specific incident. York Regional Police use of force training continues to be focused on subject behaviour and the appropriate and responsible assessment of relevant situational factors. In an effort to identify and eliminate any unconscious bias, YRP has implemented an anti-racism training framework which saw YRP members complete training on the subjects of anti-racism and bias. An additional anti-racism training program focusing on unconscious bias and the exploration of racial discrimination is being developed with the assistance of consultants Foster and Associates and will be implemented in the summer of 2023. York Regional Police is committed to reviewing and enhancing our training to meet the needs of the organization and community.

Credible and accurate data is critical to inform police training. The information is used to identify, monitor and address improvements of officer skill and ability, which impacts individuals and the community. For the third year, data surrounding the subjects involved in use of force incidents with police was collected and continues to support our efforts to address any potential racial bias or profiling. In 2022, a community liaison committee representative of York Region was formed. Use of force data and education in the area of police training will continue to be shared with committee members to further assist York Regional Police in identifying any bias and remain transparent.

Although the scope of race-related data is limited within this report, York Regional Police has commenced research into broader race data collection to look at additional benchmarking and to better understand the intersectionality of race and police interactions.

York Regional Police continues to deliver training and educational programs to members with the means to interact and collaborate with the community. Based on the 2022 use of force data, 2023 training has been designed with a continued emphasis on de-escalation, critical decision-making, interacting with persons in crisis and encounters with armed and unarmed subjects. York Regional Police will continue to engage and collaborate with our community and educational providers to continue to develop use of force training that is focused on de-escalation and eliminating bias.

York Regional Police is in compliance with the *Police Services Act*, the Policing Standards Manual, York Regional Police Use of Force Procedure AI 012/AI 014 and the *Anti-Racism Act*.

Accessible formats or communication supports are available upon request.

Alvaro Almeida, M.A., CMM III
Acting Chief of Police

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