

TORONTO POLICE SERVICE  
**RACE-BASED  
DATA  
COLLECTION  
STRATEGY**

**Analysis to Action  
Model:  
Roadmap to Equity**  
*Introduction*



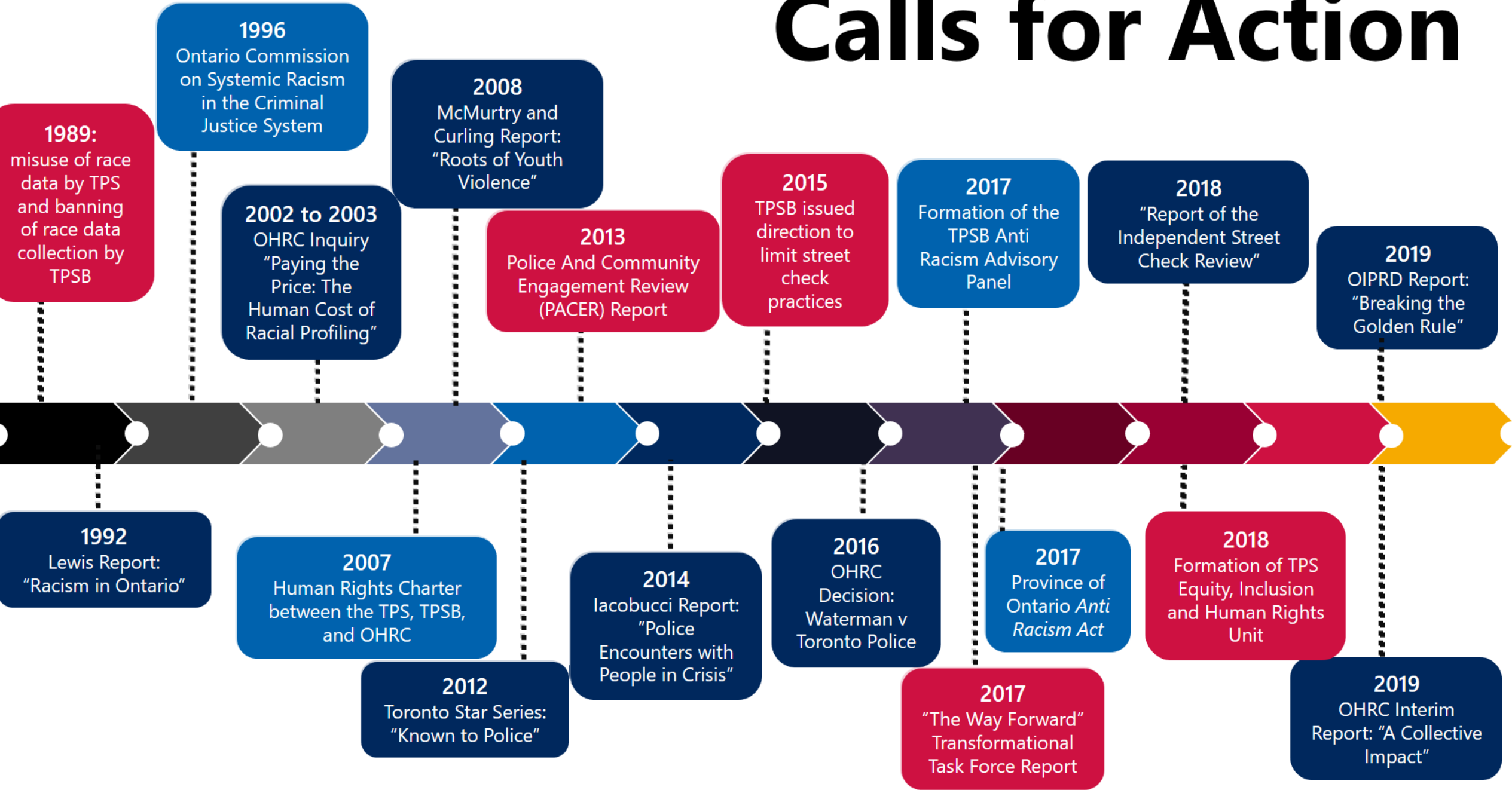
The Toronto Police Service has been on a journey of transformation that is anchored in the principles of diversity, equity, inclusion, transparency and fairness. This is part of our commitment to comprehensive police reform and internal culture change.

We are building these principles into all aspects of the Service to help repair community trust and commit to our members that the Service is a safe, bias-free and inclusive place to work.

A key part of the Service's Commitment to Equity and Transparency is the *Race & Identity Based Data Collection Strategy*.



# Calls for Action



# Race Based Data Collection Policy

In accordance with the Ontario's *Anti-Racism Act (2017)*, public sectors in Ontario are required to collect race-based data. All police services in Ontario began collecting officers' perception of race in Use of Force reports starting in 2020. The Toronto Police Services Board expanded this scope to direct the Service to include race data collection for persons strip searched, in response to the Office of the Independent Police Review Director's report: *Breaking the Golden Rule: A Review of Police Strip Searches in Ontario*.

The Toronto Police Services Board's *Policy on Race Based Data Collection, Analysis and Public Reporting* governs how the Service should approach this important work, including the formation of a Community Advisory Panel, an independent academic review, the publishing of data on the Service's Public Safety Data Portal, and working with the Information Privacy Commissioner.

The Board's Policy states that this Strategy shall not result in the stigmatization of communities or be used to identify Service members.

# **Our Approach: What we are doing differently?**

**Approach**

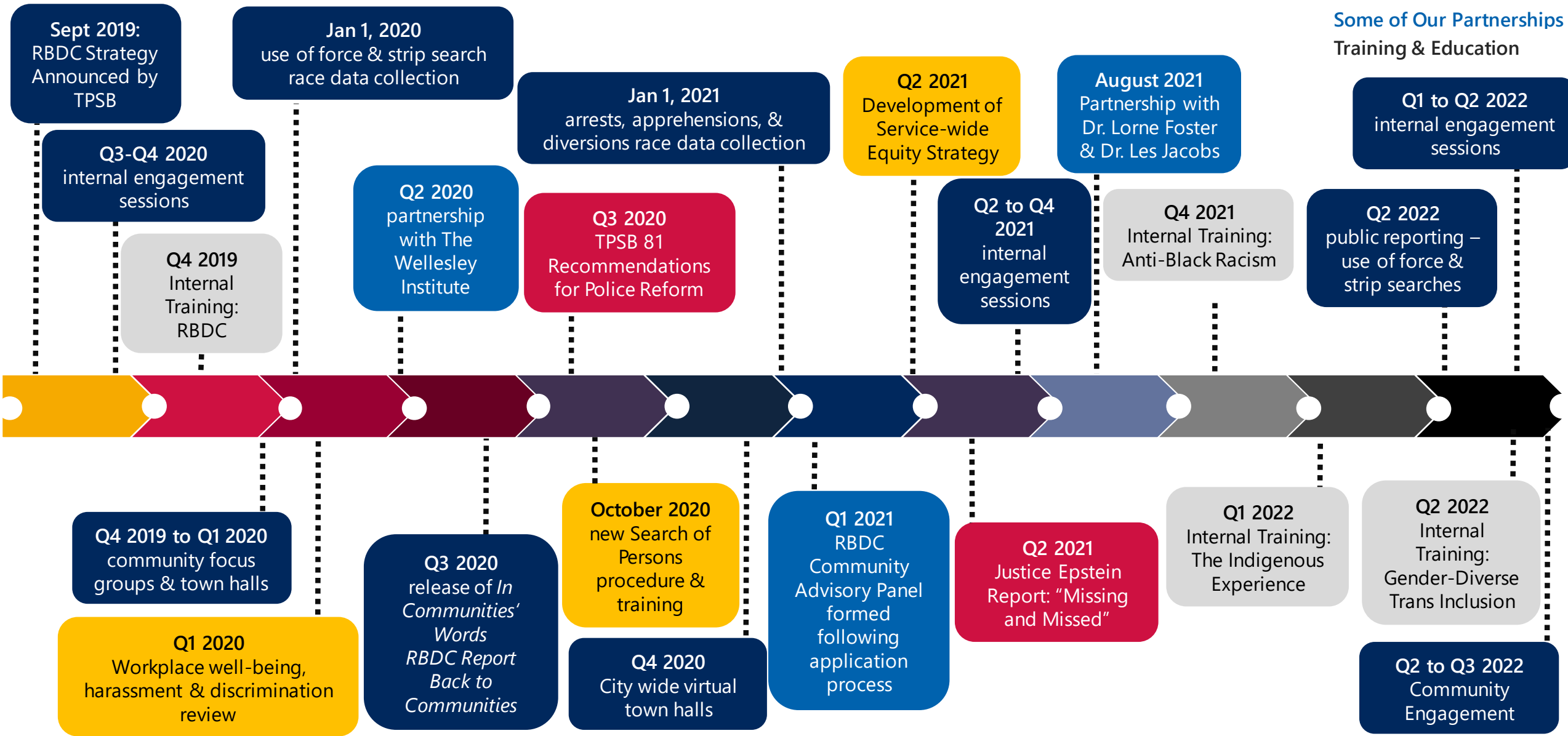
**Analysis**

**Community  
Advisory  
Panel**

**Independent  
Review**

# Taking Action towards Police Reform

Race & Identity Based Data Strategy  
 Reports and Recommendations  
 Organizational Changes  
 Some of Our Partnerships  
 Training & Education



# Analysis to Action Model: Roadmap to Equity



# Analysis to Action Model: Roadmap to Equity

Policing Practices



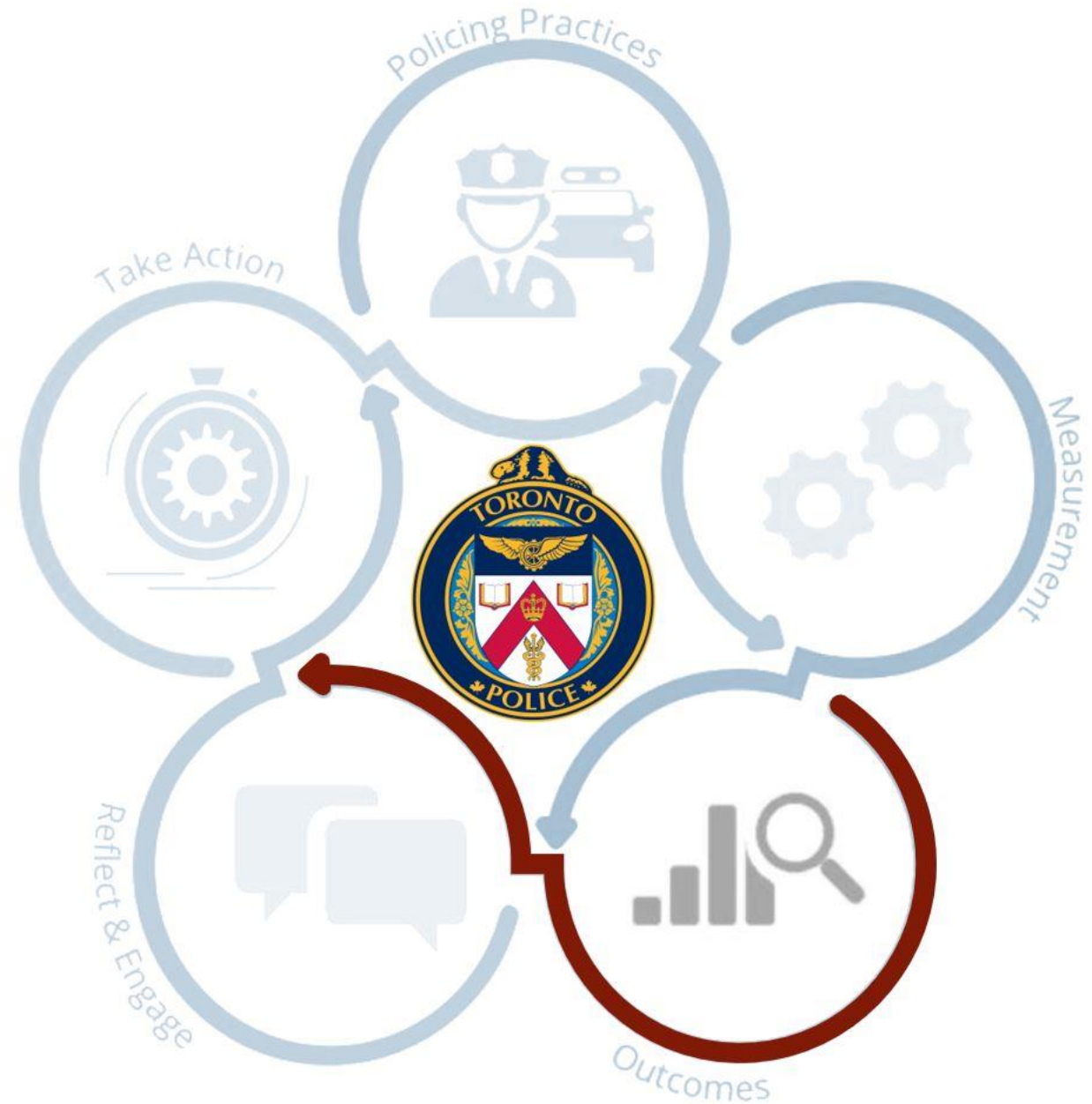
# Analysis to Action Model: Roadmap to Equity

Measurement



# Analysis to Action Model: Roadmap to Equity

Outcomes



# Analysis to Action Model: Roadmap to Equity

Reflect & Engage



# Analysis to Action Model: Roadmap to Equity

Take Action

