Introduction

RBDC Video 1 Transcript

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Toronto Police Service
Race-Based Data Collection Strategy

Analysis to Action Model: Roadmap to Equity

Introduction

Slide 2

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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.

Slide 3 – Calls for Action

Work to address systemic discrimination, anti-Black racism, and anti-Indigenous discrimination started long before the Race & Identity Based Data Collection Policy & Strategy and we want to acknowledge the calls for action that have led us here today.

Systemic racism occurs when institutions or systems create or maintain racial inequity often as a result of hidden institutional biases in policies, practices, and procedures that privilege some groups and disadvantage others. It is the "normal ways of doing things", that are often unintended or unconscious, that have a negative impact on racialized people. That includes when members of Indigenous, Black, and racialized groups are singled out for greater scrutiny or different treatment.

Systemic racism exists across all Canadian institutions, including law enforcement, and requires a cross-sector approach.

We are committed to make this change. Our data has an equity purpose and this represents a fundamental shift from how race-data has been used by law enforcement in the past.

We recognize that this data has been misused by the Toronto Police Service in the past. We will use the data to help us work more deeply with communities.

Slide 4 – Race Based Data Collection Policy

On January 1, 2020, all police services in Ontario began collecting race data in provincial use of force reports. New procedures and training were introduced to members to help them understand the RBDC Strategy and its purpose in eliminating systemic racism and advancing racial equity.

We recognize that 2020 was unique from other years. This data serves as a baseline to help us understand our progress going forward. The issues we are addressing – anti-Black racism, policing, accountability and reform – remain as relevant as ever for the citizens of Toronto. The changes we are making are a reflection of the priorities highlighted in the feedback we received from thousands of Torontonians.

From focus groups to town hall meetings, we heard from communities about what it will take to earn their trust. We will use this data, with community and member input, to identify what is driving disparities and to develop meaningful solutions. **Data will not be used to further stigmatize communities or to deepen the divide that already exists**.

We are motivated to make cultural and systemic change, and to be better for our communities. **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 to:**

- identify, monitor and eliminate potential systemic racism and racial bias;
- identify equitable service delivery that can contribute to understanding and best practice;
- advance the delivery of police services that advance the fair treatment of every person by supporting the development of equitable policies, procedures, services and initiatives;
- preserve the dignity of individuals and communities; and
- enhance trend analysis, professional development and public accountability
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The policy also governs that the implementation of Race Based Data by the Service should:
- not result in the stigmatization or stereotyping of any communities
- must have regard to the sensitive nature of the information that is collected so that the Service can protect the privacy of the individuals with whom it comes into contact
- not be used for performance management or to identify individual Service Members
- be a tool to identify trends that contribute to professional development and organizational change.
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Professional Standards and public complaint processes that are required by the Police Services Act are not impacted by the Board's Policy.

Slide 5 – Our Approach: What we are doing differently?

Our approach is in line with police reforms currently being implemented, including the Toronto Police Services Board's *81 Recommendations for Police Reform* and the recommendations outlined in The Independent Civilian Review into Missing Person Investigations Report: *Missing & Missed.*

The analysis is led by external and internal subject matter experts in race data, equity, police data, and informed by engagement. Findings of racial disparities on their own do not tell us how, why, or where they exist. We are using our internal data like never before to better understand uses of force and strip searches. Our approach to analysis is a cycle, not a linear process. It takes into account the fact that decisions to use force or to search a person are made in situations that are unique, complex, and fluid.

The Strategy is informed through engagement from the Community Advisory Panel that includes 12 diverse residents from Black, Indigenous and other racialized communities, as well as youth representatives. The members bring expertise in community organizing, academics, and social services.

To ensure our work is transparent, the analysis process, practices, and findings are independently reviewed by Dr. Lorne Foster and Dr. Les Jacobs, leading experts in Race & Identity Based Data Collection and Analysis with a human rights lens.

Slide 6 – Taking Action towards Police Reform

In addition to the Race & Identity Based Data Strategy, since 2020, we have been making changes to help our members understand the lived experiences of diverse communities.

Through our community partnerships, Neighbourhood Community Officer Program, models for alternative service delivery, and work with experts in human rights, we are working towards building trust, developing relationships, and changing our existing structures. Our Equity, Inclusion & Human Rights Unit supports the Service's modernization efforts and development of the Service-wide Equity Strategy .

We continue to conduct an academic review of our training curriculum and have hired Equity & Inclusion training specialists who design and lead training, including: Anti-Black Racism, the Indigenous Experience, annual In-Service Training Program, and training for coach officers & new recruits.

Slide 7 – Analysis to Action Model: Roadmap to Equity (Intro)

Our roadmap to equity model is our commitment to continue driving change--*our commitment to keep working to analyze our practices, measuring our progress, and looking to what's next.* It's what grounds the Race Based Data Collection Strategy and is our promise to keep working towards equitable outcomes. It's grounded in five main sections.

Slide 8 – Analysis to Action Model: Roadmap to Equity – Policing Practices

The first section is Policing Practices.

The Service is taking a phased approach to data collection, analyses and reporting so we can learn, improve and expand our efforts in a sustainable way. We began with use of force and strip searches in January 2020 and included arrests, charges, diversions and apprehensions in 2021.

As the Strategy progresses, we will look to incorporate how members of the public Self Identify.

Slide 9 – Analysis to Action Model: Roadmap to Equity – Measurement

The Second section is measurement.

We cannot understand or change what we do not measure. We undertook a comprehensive review of our data systems to see how we can adapt our existing systems to collect this information.

The Race and Identity-Based Data Analysis Framework presents ideas for consideration based on input from communities, our members, and external stakeholders to inform our approach to analyzing race-based data.

The framework that lays out principles, objectives and methodological approaches for the analysis of different interactions between police officers and communities. It represents different complementary approaches to understanding any potential racial disparities:

- **quantitative analyses** to identify potential racial disparities and
- **qualitative analyses** to uncover the assumptions, policies, procedures and/or practices that may be contributing to any disparities
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The framework guides a series of separate analysis plans for specific interactions that take into account the particular data and contributing factors relevant to each type of interaction. Before analysis is completed on the data, all personal information that could identify an officer or a subject is removed.

Slide 10 – Analysis to Action Model: Roadmap to Equity – Outcomes

The third section is outcomes.

Our analysis seeks to identify disproportionalities and areas for organizational change.

The outcomes for Use of Force & Strip Search data are based on data collected in 2020. They will serve as a baseline as we continue to work on subsequent analysis and releases to understand trends and changes over time.

Analysis of arrests, apprehensions and diversions will start in Q3 2022.

Slide 11 – Analysis to Action Model: Roadmap to Equity – Reflect and Engage

Engagement is at the heart of the Strategy. **Meaningful** engagements with communities, members, and stakeholders take time. There needs to be a shared buy in and understanding on how we are treating the data. Throughout the Strategy, we engaged with communities, the Community Advisory Panel, Members, and academic partners to build trusted relationships needed to guide the Service. We work together to understand root causes to inform partnerships and be innovative and effective in developing areas for action to make changes.

Slide 12 – Analysis to Action Model: Roadmap to Equity – Take Action

We have leveraged our data to better understand our impact, but data is only one part of this work. In our commitment to police reform we are undertaking systems and organizational culture change, including through our investment in Information Management and strategies led by the People & Culture pillar.

We then proceed back through the cycle starting at policing practices.

The next set of videos will take us through each section of the cycle as they apply to Phase I