

# TORONTO POLICE SERVICE RACE-BASED DATA COLLECTION STRATEGY



## Analysis to Action Model: Roadmap to Equity

*Reflect & Engage*

# Listening to Understand

Engagement is an integral part of the Race & Identity Based Data Strategy

From **October 2019 to February 2020**, we engaged in our largest engagement endeavour ever to raise awareness about this strategy and to gather public feedback.

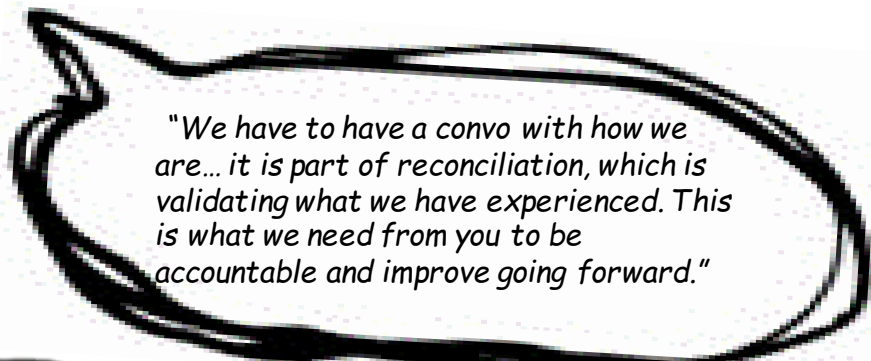
We heard community voices through 69 focus groups and town halls involving 886 participants, and 197,000 social media engagement points.



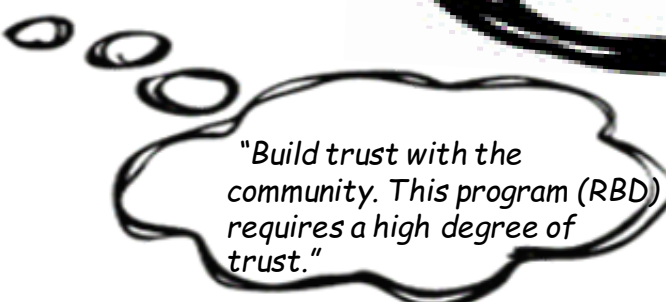
# Listening to Understand

**In Communities' Words**, a report back on what we heard, was published in 2020 and followed by additional virtual town halls in **December 2020** in partnership with community agencies throughout Toronto.

## Relationship building



*"We have to have a convo with how we are... it is part of reconciliation, which is validating what we have experienced. This is what we need from you to be accountable and improve going forward."*



*"Build trust with the community. This program (RBD) requires a high degree of trust."*



## IN THE COMMUNITIES' WORDS:

The Toronto Police Service's Race-Based Data Collection Strategy

OCTOBER 2020



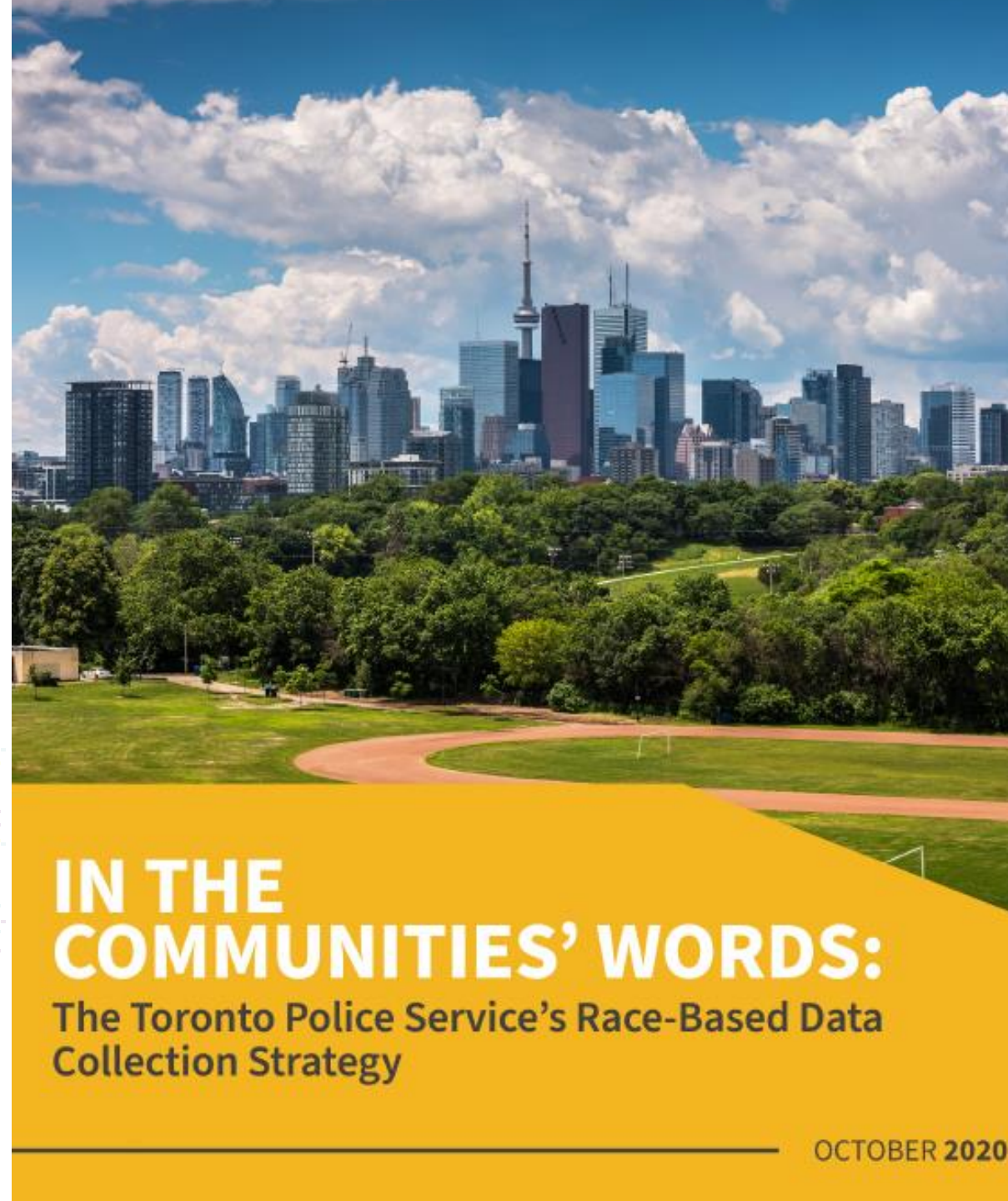
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## Data Use

*"Other reports say what we already know. That was done in the community, how is this data different? Will you be doing something different with it?"*

*"It might be used to confirm deep seated biases against racialized communities... and victimize particular sections of racialized minorities, resulting in over policing."*



## IN THE COMMUNITIES' WORDS:

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OCTOBER 2020

# Listening to Understand

This work is a collective effort by units across the Service, from data collection to data analysis and dissemination. **Internal support** of the strategy starts with ensuring that our members are confident in the direction we are taking and equipped to lead the change.

Starting in **December 2019 and throughout 2020**, we conducted in person and on-line mandatory member training on the strategy and data collection. In **2020 and throughout summer 2021**, the Service conducted internal member engagements to help inform the data analysis process.





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The Strategy's success depends on how well the voices and perspectives of diverse communities are heard, which is why we established a **Community Advisory Panel** (CAP) in **January 2021** to work alongside the Service.

The CAP includes 12 diverse residents from Black, Indigenous and other racialized communities, as well as youth representatives. The **members bring expertise in community organizing, academic, and social services.**



# Listening to Understand

## Engagement is an integral part of the Race & Identity Based Data Strategy

Partnerships with government agencies, human rights organizations, and academics are fundamental to an accountable and robust data analysis process leading to actionable insights.

In **April 2020**, the Service partnered with the **Wellesley Institute**, leading experts in human rights; and, in **August 2021**, partnered with **Dr. Lorne Foster** and **Dr. Les Jacobs**, experts in race & identity-based data analysis to review our processes and analysis.



# What we Heard

## Actions

- Identify areas of accountability for officers
- Ensure the data is entered properly
- Identify what we are doing to address outcomes but take a collaborative approach towards developing additional solutions

## Deeper Analysis

- Conduct guided analysis and testing perspectives on the data to answer questions
- Indigenous experiences in Toronto are distinct from Black & other racialized groups
- Incorporate other data and context that reflect the daily operations of policing

## Acknowledge

- The role of the Service in the strained relations with communities
- History of calls to action
- Psychological trauma from all levels of use of force
- The work the Service is currently doing towards reform

## Communicate

- Deliver this information in a way that communities understand

Throughout our engagements, we heard perspectives from communities, our members, and academic partners to help guide the analysis and action plans