

Missing & Missed: From Report To Action



Professional Development and Organizational Design

Working Group C diligently works towards the implementation of recommendations aimed at advancing the training and development of Service members, while addressing bias and discrimination and promoting an inclusive and accountable law enforcement culture.

21 Recommendations

Recommendations

Bias and Discrimination

- 128 – Consider merging CPEU and EIHR – **Initiated**
- 130 – Adequate Resources - EI&HR – **Initiated**
- 131 – Adequate Resources - Wellness – **Almost Done**

Missing Person Investigations

- 37 – Permanent Analyst and Administrator for Missing Persons Unit – **Implemented**
- 38 – Missing Person Coordinators in Missing Persons Unit and Some Divisions – **Almost Done**
- 39 – Roles and Responsibilities of Missing Person Coordinator – **Done**
- 40 – Doubling the Officers Assigned to the Missing Persons Unit – **Implemented**
- 41 – Missing Person Support Workers within Missing Persons Unit – **Almost Done**

Relationship Building

- 137 – Enhanced Liaison Officer Program – **In Progress**
- 138 – Part-Time Divisional Liaison Officer – **In Progress**
- 140 – Independent Evaluation of the Liaison Officer Program – **In Progress**
- 141 – Support and Expand Neighbourhood Community Program – **Implemented**

Training, Education, and Professional Development

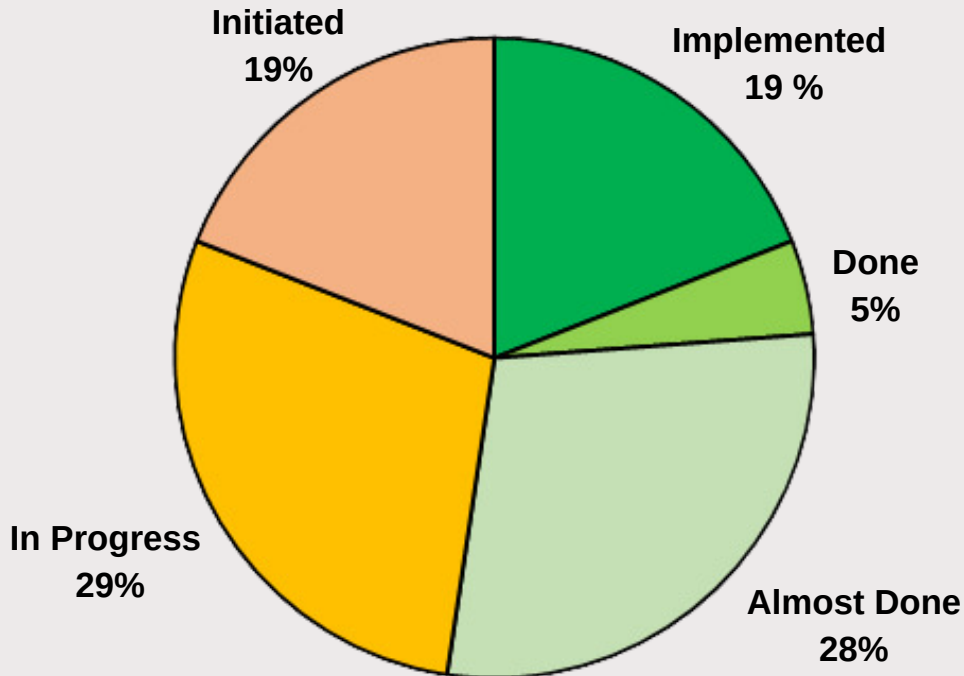
- 116 – TPSB and TPS –Leaders in Policing – **In Progress**
- 117 – Training and Education Based on the Review's Findings – **Almost Done**
- 118 – Specialized Training and Education – **In Progress**
- 119 – Basic Understanding of New Model for Missing Person Investigations– **Almost Done**
- 120 – Continuing Education – Fair, Unbiased and Compassionate Service Delivery through Community Partnerships – **Almost Done**
- 121 – Transfer of Learning & Training Evaluation – **In Progress**
- 123 – Center for Policing Excellence – **Initiated**
- 124 – Publication of Programs Offered to TPS Members – **Initiated**







Unidentified Remains

- 106 – Provincial Missing Persons and Unidentified Remains - Secondment – **Implemented**

Recommendation Status

Below is a breakdown of the status of all recommendations assigned to this Working Group.



-  **Implemented** – The recommendation has been reviewed by the MMIT and the Implementation Report has been approved by MMIT Co-Chairs.
-  **Done** – 100% - Awaiting approval, deliverables have been completed and as a result the Missing and Missed Recommendation Implementation Report has been submitted for approval.
-  **Almost Done** – 80% or greater - The work on this recommendation is almost complete.
-  **In Progress** – 20% to 80% – Work towards completion is well underway.
-  **Initiated** – 20% or less - Work has commenced but is currently in the early stages.
-  **Not Yet Started** – 0% - Even though much preparatory work may have been completed to get a recommendations to the starting point of the implementation process, work to complete the goals/deliverables has not yet started.

To Learn More About Implementation



<https://www.tps.ca/chief/chiefs-office/missing-and-missed-implementation/>

Get in Touch!

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MMIT Police Representatives:
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“

Neither your pain nor your loss is in vain. They will serve as the catalyst for real and lasting improvements to how the Toronto Police Service investigates reports of missing persons.

”

-The Honourable Gloria J. Epstein

**Thank you to our dedicated MMIT
Community Representatives
without whom implementation
would not be possible.**