



TPS Equity Strategy:
The Road to Creating an Inclusive Workplace and Fairness in Community Safety

Proposed Implementation Plan

Fostering 2SLGBTQI+ Inclusion

December 2023



Land Acknowledgement

The Service acknowledges that we are on the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. The Service also acknowledges that Toronto is covered by Treaty 13 signed with the Mississaugas of the Credit.

Starting with a land acknowledgement is a way to recognize the enduring presence and resilience of Indigenous peoples in the land we now call the City of Toronto. Land acknowledgements mark a small and important step in the process of reconciliation and building a positive relationship with Indigenous peoples, which is foundational to any work intended to advance equity and inclusion.

Contribution of Black Communities

For decades, there have been calls for action to address systemic racism in policing. Numerous studies, reports and case law revealed racial disparities in police interactions, with Black people more likely to be proactively arrested, charged and subjected to use of force.

Black communities have been at the forefront of equity, advocating for systemic change and profound reforms in policing. Confronting and removing barriers caused by anti-Black racism benefits all Canadians, including other Toronto communities experiencing racism and marginalization. This strategy acknowledges, builds on, and responds to the work of Black leaders, activists, educators, and community groups and organizations, present and past.

Working with 2SLGBTQI+ Communities

2SLGBTQI+ communities have continuously called for actions to address systemic homophobia and transphobia in policing. It is important to acknowledge the past and harm that has been done, and then move forward in a different way so that transformative change happens.

The Service has made it its top priority to work with our communities, including our 2SLGBTQI+ Community Consultative Committee, to not only build, and in some cases, re-build trust, but more importantly to ensure that the trust is maintained, starting with being intentional and proactive in listening, learning and improving our understanding of how we can change for the better. Leaning on the communities' wisdom, lived experiences, direction and feedback, and truly collaborating from design to delivery have been key in the work of implementing the Missing and Missed Recommendations and the Gender Diverse and Trans Inclusion Initiative.

Our Strategic Framework

The diagram below summarizes our Strategic Framework, developed in consultation with our members, partners and communities, including our Priorities, Vision and Strategic Goals.



Fostering 2SLGBTQI+ Inclusion Implementation Plan



GOAL #1

Place equity, inclusion, and fairness at the heart of how we recruit, promote, and retain our members to reflect the unique diversity of our city.

Action #1
 Develop and strengthen policies, processes and practices – with a focus on human resources and people management – to ensure, include and empower diversity in all parts of the Service, especially where there is underrepresentation

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
1.1 Develop and co-design new recruitment campaigns to attract underrepresented applicants with a range of lived experiences including education, career history, family status, age, gender identity, sexual orientation and socio-economic status	HR Programs	Talent Acquisition	#/% of underrepresented applicants		✓		
	Policies, Processes & Procedures		Success rate of underrepresented applicants				
1.2 Embed a 2SLGBTQI+ lens to job postings, interview aids, testing and investigative backgrounds	HR Programs	Talent Acquisition	Equity review and update of interview aids, testing, and investigative backgrounds				✓
	Policies, Processes & Procedures		Feedback from applicants/members				

<p>1.3 Ensure the Service's hiring processes prioritize recruits with the capacity and the potential to respond with empathy, respect and compassion when connecting with marginalized communities, including members of 2SLGBTQI+ communities</p>	<p>HR Programs Policies, Processes & Procedures Listening & Understanding</p>	<p>Talent Acquisition</p>	<p>Process to include 2SLGBTQI+ community member's feedback in hiring and promotional panels</p>		<p>✓</p>		
<p>1.4 Ensure broad socio-demographic and organizational representation in hiring and promotional panels, and train staff conducting interviews on 2SLGBTQI+ inclusion and implicit bias</p>	<p>HR Programs Policies, Processes & Procedures</p>	<p>Talent Acquisition</p>	<p>Socio-demographic data of composition of hiring and promotional panels %/# of staff conducting interviews receiving recurring 2SLGBTQI+ inclusion and implicit bias training</p>				<p>✓</p>



GOAL #2

Empower our members with skills and equal opportunities to grow and use inclusive and equitable practices in their roles and responsibilities.

Action #2

Strengthen, expand and make mandatory anti-racism and equity-related training

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
2.1 Continue to provide mandatory Gender Diverse and Trans Inclusion (GDTI) training to all Service members	Training & Capacity Building	Toronto Police College	% of completion rate of training Gender Diverse and Trans Inclusion training embedded in all training and onboarding programs	✓			
2.2 Develop an evaluation tool and ensure accountability measures are in place for the Gender Diverse and Trans Inclusion (GDTI) initiative¹	Training & Capacity Building Monitoring & Accountability	Toronto Police College	Evaluation tool developed #/types of accountability measures in place		✓		

¹ See [Appendix A](#) for an overview of the work that has been underway on the GDTI initiative, including community engagement, updates and amendments made to Service forms and procedures, training and evaluation.

<p>2.3 Continue to deliver 2SLGBTQI+ inclusion training and ensure it is incorporated across the Service, including police recruit training, mobile crisis intervention training, division crisis support officer training, sergeants' on-boarding course, special constable training, re-integration course and the intimate partner violence course</p>	<p>Training & Capacity Building</p>	<p>Toronto Police College</p>	<p>% of completion rate of training</p> <p>2SLGBTQI+ inclusion training embedded in all training and onboarding programs</p>	<p>✓</p>			
<p>2.4 Review and refine 2SLGBTQI+ inclusive policing training content annually in consultation with the 2SLGBTQI+ Community Consultative Committee, Internal Support Network, and other subject matter experts with lived experience</p>	<p>Training & Capacity Building</p> <p>Listening & Understanding</p>	<p>Toronto Police College</p>	<p># of consultations and engagements with 2SLGBTQI+ CCC, ISN, and other SMEs with lived experience</p> <p>Update of training content reflective of feedback</p>		<p>✓</p>		
<p>2.5 Provide timely and consistent resources and support to Equity, Inclusion and Human Rights instructors at the Toronto Police College to sustain training capacity on 2SLGBTQI+ related topics</p>	<p>Policies, Processes & Procedures</p> <p>Training & Capacity Building</p>	<p>Toronto Police College</p>	<p>#/type of learning and professional development opportunities offered to instructors</p> <p>Updated budget reflecting the additional/ongoing resourcing and support (e.g., procurement of external consultants to support development of 2SLGBTQI+ training material)</p>		<p>✓</p>		

Action #3

Deliver community-centered training and involve experts, members and organizations with lived experience in the development, delivery and evaluation

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
<p>3.1 Invest in building relationships and partner with relevant internal and external groups, such as community agencies that represent the interests of 2SLGBTQI+ communities, in co-developing and co-delivering immersive community experience programs for members of all ranks</p>	Training & Capacity Building	<p>Toronto Police College</p>	#/type of new & existing partnerships		<p>✓</p>		
	Listening & Understanding		#/types of incentives for community partners				
	Reconciliation & Community Relationships		# of officers that have completed the community experience programs				
			# of engagements				
			Annual update of Course Training Standard and curriculum				
		Feedback from participants and partners					
<p>3.2 Review training on all community service and response programs to ensure the incorporation of de-escalation training and the examination of use of force impacts on 2SLGBTQI+ communities with updated scenarios and case review annually</p>	Policies, Processes & Procedures	<p>Toronto Police College</p>	Update of training curriculum to incorporate de-escalation and use of force impacts on 2SLGBTQI+ communities		<p>✓</p>		
	Training & Capacity Building		Feedback from members				
<p>3.3 Audit and review training effectiveness, in collaboration with academic institutions and community agencies that represent the interests of 2SLGBTQI+ communities, bi-annually</p>	Policies, Processes & Procedures	<p>Toronto Police College</p>	Standard audit and evaluation framework developed with a 2SLGBTQI+ lens		<p>✓</p>		
	Monitoring & Accountability		Development of audit findings				

Action #4

Revitalize and reframe internal affinity groups and organizational assets to help increase member engagement and foster belonging

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
4.1 Leverage the Internal Support Networks (ISNs) and develop other equity champions Service-wide to help shape the work internally on fostering 2SLGBTQI+ inclusion	Training & Capacity Building	Equity, Inclusion & Human Rights	# of engagements and collaborations with the 2SLGBTQI+ ISN # of equity champions developed across the Service			✓	



GOAL #3

Invest in our leaders, enable them, and hold them accountable for embodying inclusive and courageous leadership.

Action #5

Design and deliver, and increase access to leadership development programs for historically underrepresented members of the Service

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
5.1 Enhance existing and create leadership and professional development programs that build inclusive leaders who understand the experiences of historically underrepresented groups, such as diverse 2SLGBTQI+ communities and human rights	HR Programs	People & Culture	Review and plan for enhancement of leadership programming				✓
	Training & Capacity Building		Development of professional development and leadership programs centered around the experiences of 2SLGBTQI+ communities				
			Feedback of programs from participants				

Action #6

Identify and support leaders to establish expectations, set the tone and take action to foster a healthy and inclusive workplace, and acknowledge those who model equitable leadership and behaviours

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
6.1 Provide targeted management-level training and tool kits to new supervisors and all Senior Officers on how to address bias and 2SLGBTQI+ discrimination in policing and rebuild trust with 2SLGBTQI+ communities (e.g., accountability processes for reporting behaviours not aligned with the Service’s core values, how to have difficult conversations and effective communication)	Training & Capacity Building	Toronto Police College	Training and tool kits developed and delivered Feedback from leaders		✓		
6.2 Create space to have ongoing open and honest conversations about 2SLGBTQI+ discrimination in policing through various modes and platforms (e.g., speaker series, round tables)	Listening & Understanding	Equity, Inclusion & Human Rights	#/types of opportunities that discuss 2SLGBTQI+ discrimination in policing (e.g. speaker series, round tables, etc.) # of participants Feedback from participants		✓		



GOAL #4

Change our organization – policies, processes, systems and structures – to eliminate systemic barriers and ensure unbiased and fair treatment of our members and our communities and partners.

Action #7
Review and update internal and community-facing policies, procedures and processes to identify and address barriers, and to increase fairness and transparency

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
7.1 Build capacity around Equity Impact Assessments (e.g., tool kits, training) and embed them in all relevant operational plans and procedures and board reports to determine how projects and deployments can impact diverse 2SLGBTQI+ communities	Policies, Processes & Procedures	Equity, Inclusion & Human Rights	Members familiarized with Equity Impact Assessments		✓		
	Training & Capacity Building		Equity Impact Assessments being completed as part of operational plans and board reports				
	Monitoring & Accountability						
7.2 Ensure Service procedure is reflective of recognizing and addressing occurrences of anti-2SLGBTQI+ discrimination directed at members	Policies, Processes & Procedures	Governance	Procedure developed/updated and members familiarized with the procedure			✓	
			Feedback from members				
			#/% of incidents of occurrences of anti-2SLGBTQI+ discrimination directed at members				

<p>7.3 Review and revise use of force procedures and options with a trauma-informed and 2SLGBTQI+ lens, to implement measures that continue to promote safety and fair treatment in police interactions with 2SLGBTQI+ communities (e.g., tactical de-escalation, trauma-informed approach)</p>	<p>Policies, Processes & Procedures</p>	<p>Toronto Police College</p>	<p>Updated procedures in consideration of data findings and 2SLGBTQI+ lens</p> <p># of use of force interactions with 2SLGBTQI+ communities</p> <p>Feedback from members and communities</p>				<p>✓</p>
<p>7.4 Explore creating a TPS Transitioning Guide to support 2SLGBTQI+ members in the workplace</p>	<p>Training and Capacity Building</p> <p>Policies, Processes & Procedures</p>	<p>Wellness</p>	<p>Development of a TPS Transitioning Guide</p> <p>Feedback from members and SMEs with lived experience</p>				<p>✓</p>
<p>7.5 Review and update the 911 Call Centre procedures with a 2SLGBTQI+ lens</p>	<p>Policies, Processes & Procedures</p>	<p>Governance</p>	<p>Completion of review with revised/updated procedures</p> <p>Feedback from members and public</p>			<p>✓</p>	
<p>7.6 Develop a directory of, and plan for engagement with 2SLGBTQI+ health and wellness professionals to support 2SLGBTQI+ Service members</p>	<p>HR Programs</p> <p>Reconciliation & Community Relationships</p>	<p>Wellness</p>	<p># of 2SLGBTQI+ health and wellness professionals</p> <p>#/list of resources available to 2SLGBTQI+ members</p> <p>Feedback from 2SLGBTQI+ members</p> <p># of 2SLGBTQI+ members reaching out to Wellness unit</p>			<p>✓</p>	

Action #8

Implement capabilities to collect, monitor and report on race and identity-based data across various stages of priority internal and community-facing processes

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
8.1 Collect demographic data during recruitment, screening, application and promotional processes to identify and address 2SLGBTQI+ discrimination and representation gaps, and explore areas to provide additional supports	HR Programs Data & Technology	Talent Acquisition	Collection of demographic data during recruitment and promotion Presentation and analysis of data to members and public Plan to address gaps and creation of additional supports	✓			

Action #9

Introduce new and emerging technologies with a consideration on how it impacts underrepresented groups, both negatively and positively, and the Service's commitment to protecting the privacy rights, freedoms and dignity of individuals and communities

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
				2024	2025+		
9.1 Seek input from diverse internal and external stakeholders with lived experiences who have a 2SLGBTQI+ and accessibility lens to help guide decisions around the purchase and use of technologies and new policies and practices, such as artificial intelligence and machine learning	Listening & Understanding Reconciliation & Community Relationships Data & Technology	Information & Technology	List (#/type) of internal and external stakeholders involved # of and minutes from meetings Analysis of decisions being made post-creation of panel Feedback from panel and members	✓			

Action #10

Build and update the communications strategy to ensure transparency and authenticity in all messaging to drive equity across the Service

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
10.1 Develop a Service-wide internal and external communications strategy for consistent and transparent delivery of messaging, updates, and communications about the Service’s prioritization of, and commitment to fostering 2SLGBTQI+ inclusion	Policies, Processes & Procedures	Corporate Communications	Review & feedback on the communications strategy by SMEs with lived experience Development, roll out and evaluation of a Service-wide communications strategy Consistent development of stakeholder mapping/communications plans tailored to high stakes issues that include community		✓		
10.2 Deliver biannual updates on the Service’s equity-related work including the Gender Diverse and Trans Inclusion initiative	Policies, Processes & Procedures Monitoring & Accountability	Equity, Inclusion & Human Rights	#/type of updates on different communication platforms # of inquiries into EIHR unit	✓			

Action #11

Collect data, monitor, measure and evaluate the effectiveness of our services, programs and initiatives to ensure they are progressing towards advancing equity and transparency of results

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
11.1 Build out monitoring and evaluating capacities and mechanisms, in collaboration with internal and external subject-matter experts, partners and stakeholders, to track progress of our services, programs and initiatives	Listening & Understanding	Information & Technology	Development of monitoring and evaluation mechanisms with 2SLGBTQI+ lens			✓	
	Reconciliation & Community Relationships		Internal and external reporting of progress of TPS services, programs and initiatives (including # of reportings)				
	Monitoring & Accountability		Feedback from internal and external members				
11.2 Develop and roll out post-police interaction survey with input from 2SLGBTQI+ communities	Policies, Processes & Procedures	Information & Technology	Creation of post-police interaction survey				✓
	Listening & Understanding		Feedback from 2SLGBTQI+ community				
	Reconciliation & Community Relationships		Analysis of feedback				
	Monitoring & Accountability		Report back of findings				



GOAL #5

Strengthen community trust and empower the voices of diverse communities in how we police.

Action #12

Develop and implement engagement strategies, practices and policies to build and foster trust and partnerships, and collaborate meaningfully with communities

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
12.1 Build and implement a refreshed employee and community engagement strategy for the Service with diverse stakeholders, including subject matter experts with lived experience, community organizations and leaders, policing-focused committees and public sector partners	Listening & Understanding	Community Partnerships & Engagement	Development and roll-out of an engagement strategy for the Service			✓	
	Reconciliation & Community Relationships		Stakeholder database developed				
	Monitoring & Accountability		#/type of engagements Feedback from partners and stakeholders				



GOAL #6

Place fairness and respect at the heart of how we deliver our services and deploy our resources.

Action #13
Commit to continually conducting and evaluating race and identity-based data collection analyses, and acting on those findings to eliminate disparities in our interactions with the public

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
13.1 Explore collecting and analyzing data on gender identity to identify, understand and work on eliminating 2SLGBTQI+ discrimination in our interactions with the public	Training & Capacity Building	Equity, Inclusion & Human Rights	Collection and analysis of gender identity data Report on gaps identified				✓
13.2 Refine procedures which govern interactions with persons experiencing mental health issues, considering the impact on diverse 2SLGBTQI+ communities and feedback from community stakeholders	Policies, Processes & Procedures Listening & Understanding Reconciliation & Community Relationships	Strategy Management	Revision of police interaction procedures Feedback from members and community stakeholders			✓	

Action #14

Invest in, and develop community-centered programs, initiatives and services to support marginalized and/or multi-barriered groups and communities

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
14.1 Continue to expand and strengthen alternative service delivery models and programs that do not include uniform response, particularly for 2SLGBTQI+ communities that may have a strained relationship with the police	Reconciliation & Community Relationships	Community, Partnerships & Engagement	# and types of alternative service delivery models and programs Monitoring & evaluation of programs Feedback from communities and members			✓	
14.2 Strengthen existing, and develop new youth and community programs and services, and identify gaps, potential reallocation and further investment to equitably address the needs of the 2SLGBTQI+ communities	Reconciliation & Community Relationships	Community, Partnerships & Engagement	# and types of youth and community programming across the divisions Monitoring & evaluation of programs Feedback from communities and members			✓	



GOAL #7

Build strong relationships with stakeholders from multiple sectors to collectively identify and tackle disparities, systemic barriers and systemic racism, and transform the system.

Action #15

Seek out and create opportunities to have dialogue, build relationships and share learnings, and advocate for other stakeholders to be able to effectively contribute to a 'whole system' response to systemic issues

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
15.1 Actively participate in conferences, forums and cross-sectoral tables and meetings to build relationships and share lessons learned on fostering 2SLGBTQI+ inclusion and psychological safety with other policing jurisdictions and stakeholders in the criminal justice and law enforcement systems, and with multi-sectoral partners	Listening & Understanding	Equity, Inclusion & Human Rights	# of submissions to conferences, knowledge-sharing events		✓		
	Reconciliation & Community Relationships		Internal and external communication shared # and nature of feedback, questions # of new partnerships and contacts				
15.2 Use and leverage the platform, voice and communication channels of the Service, working together with groups such as Serving with Pride, to support and advocate for diverse 2SLGBTQI+ communities and champion emerging issues	Listening & Understanding	Equity, Inclusion & Human Rights	# and type of advocacy activities and communication		✓		
	Reconciliation & Community Relationships		Feedback from multi-sectoral partners and communities				

Action #16

Assume a broader, multi-sectoral approach in the planning and delivery of services and initiatives by collaborating with partners and stakeholders from various sectors and levels on matters related to equity and human rights in policing

SUB ACTION ITEM	THEME	LEAD ACCOUNTABILITY	MEASURES OF PROGRESS	STATUS			
				Completed/ Ongoing	In Progress	Not yet started	
						2024	2025+
16.1 Continue to regularly consult and work with key stakeholders and subject-matter experts to advance the Service's priority of fostering 2SLGBTQI+ inclusion, including community and grassroots organizations, the Service's 2SLGBTQ+ Community Consultative Committee, Community Police Liaison Committee, and the Chief's Youth Advisory Committee	Listening & Understanding Reconciliation & Community Relationships	Equity, Inclusion & Human Rights	# of meetings (and minutes from) with key stakeholders and SMEs Feedback from key stakeholders and SMEs in advancing fostering 2SLGBTQI+ inclusion priority		✓		
16.2 Collaborate with key 2SLGBTQI+ frontline organizations supporting diverse 2SLGBTQI+ communities to develop and implement alternative response models for people in crisis	Listening & Understanding Reconciliation & Community Relationships	Community Partnerships & Engagement	Development and implementation of alternative response models for people in crisis # of engagements and consultations Feedback from community members and partners			✓	

Appendix A. GENDER DIVERSE AND TRANS INCLUSION INITIATIVE

The Gender Diverse and Trans Inclusion (GDTI) Initiative is a key part of the Service's efforts to foster an inclusive, accountable and transparent culture. This initiative was launched following the *Boyd Kodak v. TPSB* case after Mr. Boyd Kodak's allegations of discrimination based on gender and gender identity were made against the Service. This prompted the Board and the Service to enter into an agreement with the Ontario Human Rights Commission (OHRC) to revise Service policies, procedures, forms and officer training, in consultation with gender diverse and trans communities.

The following provides an overview of and further details and progress on the work that has been underway on this initiative, including community engagement, updates and amendments made to Service forms and procedures, training and evaluation.

Gender Diverse and Trans Inclusion (GDTI) Initiative				
Community Consultations/ Participation	Forms that were updated	Procedures that were amended	GDTI Training Modules	Evaluation
<p>Key Community Advisors - Members of gender diverse and trans communities who are familiar with community issues were invited to provide insight and feedback</p>	<p>*The Gender Field for all the below forms has been updated to reflect the options of: MALE, FEMALE, NONBINARY and UNKNOWN</p> <p>CPEU 1 TPS - Volunteer Application and Waiver</p> <p>CPEU 12 - Personnel Information Notice - Volunteer Changes</p> <p>TPS 100 - Record of Arrest</p>	<p>01-02 Search of Persons</p> <p>01-02 Appendix C Trans Persons</p> <p>01-03 Persons in Custody</p> <p>01-03 Appendix A Medical Advisory</p>	<p>Module 1 (Towards Trans Inclusive Police Service: Community Experiences) - Focuses on awareness and empathy building, barriers trans and gender diverse people face, terminology, and how to show respect. This module includes community videos, tests across the module, and branching scenario.</p>	<p>An evaluation tool is in the process of being developed through a third party vendor for all GDTI related training.</p> <p>Fall 2023 - Community consultations around the evaluation process</p>

<p>Focus Groups - Three focus groups among street-involved youth, youth of colour and sex workers, offered their experiences and insights to inform policy revisions and training.</p>	<p>TPS 110 Pilot - Shop Theft Report (Ontario Court of Justice)</p> <p>TPS 169 - ETF - Request for High Risk Prisoner Escort / Witness Protection</p> <p>TPS 170 - Description Sheet</p> <p>TPS 200 - Incident Report</p> <p>TPS 201 - General Occurrence</p> <p>TPS 202 - Missing Person Report</p> <p>TPS 221 - Statement: Witness</p> <p>TPS 227 - Person and Vehicle for Investigation</p> <p>TPS 228 - Special Address and System Report</p>	<p>Notes</p> <p>01-03 Appendix C Designated Lock-Ups</p> <p>01-03 Transportation and Lodging of Trans Person</p> <p>05-05 Sexual Assault</p> <p>09-06 Property of Persons in Custody</p> <p>13-14 Human Rights</p> <p>17-01 News Media</p>	<p>Module 2 (Towards Trans Inclusive Police Service: Policies and Procedures) - Covers all the changes made to policies, procedures, and forms, as well as specific ways to show respect in policing roles.</p>	<p>Roll-out of a year-long post interaction evaluation tool</p> <p>Fall 2024 - Report back to community around evaluation findings</p> <p>Winter 2025 - Chief's final report back to community</p>
<p>Public Community Forum and Meeting - Community members and organizations were invited to provide feedback and discuss proposed changes to relevant policies, procedures and officer training.</p>	<p>TPS 232 - Missing Person Bulletin</p> <p>TPS 233 - Canvass Interview Form</p> <p>TPS 250 - Immigration Report</p> <p>TPS 251 - Document Fraudulent Report</p> <p>TPS 252 - Homicide and Sudden Death Report</p> <p>TPS 253 - Intelligence Services - Case Overlap</p> <p>TPS 317 - Driver Information Request for Driver's Licence Review</p> <p>TPS 326 - Traffic Violation Report</p> <p>TPS 332 - Collision Field Notes: Involved Persons</p> <p>TPS 334 - Fail to Remain Report</p> <p>TPS 471 - DNA Adult Offender Blood Sample Checklist</p>	<p>New Standard of Conduct 1.9.2 – Respect for Gender Diversity and Trans-Inclusive Policing was created</p>		

<p>TPS 472 - DNA Adult Offender Buccal Sample Checklist</p> <p>TPS 473 - DNA Adult Offender Hair Sample Checklist</p> <p>TPS 474 - DNA Adult Offender Endorsement Checklist</p> <p>TPS 475 - Family Court Order Information</p> <p>TPS 476 - DNA Young Person Endorsement Checklist</p> <p>TPS 477 - DNA Young Person Blood Sample Checklist</p> <p>TPS 479 - DNA Young Person Buccal Sample Checklist</p> <p>TPS 480 - DNA Young Person Hair Sample Checklist</p> <p>TPS 710 - Emotionally Disturbed Persons (EDP) Information Form</p> <p>TPS 738 - Toronto Police Service Youth Referral Form</p> <p>TPS 813 - Personnel Action Notice (Pan) Hire/Rehire/Recall 1</p> <p>TPS 825 - Change of Name</p> <p>TPS 828 - TPS - Consent to Disclosure of Personal Information</p> <p>TPS 834 - Vessel Collision Report</p>			
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