



## **Application for Community Representatives for the Missing and Missed Implementation Team (MMIT)**

### **Introduction**

In 2018, on the recommendation of a diverse community-led Working Group, the Toronto Police Services Board (Board) commissioned an independent review to evaluate how the Toronto Police Service (Service) has conducted, and is conducting, missing person investigations, particularly in relation to 2SLGBTQ+ and vulnerable or marginalized communities.

The Honourable Gloria J. Epstein was appointed to lead the review and to make recommendations to promote efficient, effective and bias-free investigations and better police relations with the affected communities. For almost three years, the review team engaged with, and collected feedback from community interest holders and members of the public through written submissions and town halls.

Following the review, the Honourable Justice Epstein made 151 recommendations. Former Police Chief James Ramer accepted the review's findings and committed to acting on every one of the recommendations. Chief Myron Demkiw continues to support the commitment to real partnerships with communities, public and transparent process, and building trust one relationship at a time.

In response to Recommendations 146a, c and e of the Missing and Missed Report of the Independent Civilian Review into Missing Person Investigations, the Toronto Police Service is inviting applications from members of the public who reside in Toronto for its Missing and Missed Implementation Team (MMIT).

Community members wishing to apply to be on the MMIT must complete and submit the following application form. It can be returned via email, hand delivery or via Canada Post. You may submit a resume and/or a cover letter, to supplement your application.

Thank you for your interest in being part of the MMIT.

If you require this application questionnaire in an alternate format or require communication supports, you can contact the Toronto Police Service Equity Inclusion and Human Rights (EI&HR) unit at [equityinclusion@torontopolice.on.ca](mailto:equityinclusion@torontopolice.on.ca) or 416-808-8176.

### Contact Information

1. Name:

2. Preferred method of contact:

Telephone:

Email:

3. Are you a resident of the City of Toronto?

Yes:

No:

4. Are you applying on behalf of a specific community organization or group?

Yes:

No:

If yes, please indicate which organization or group you are applying on behalf of.

### Core Skills and Specific Expertise

The Missing and Missed Implementation Team (MMIT) is being co-chaired by a Community member and a Senior Officer of the Toronto Police Service. Having some MMIT members with the following skills would be an asset:

**Analytical and Critical Thinking** - the ability to think analytically and critically, to evaluate different options, proposals and arguments and make sound decisions.

**Inter-personal Communications** - the ability to effectively communicate ideas, positions, and perspectives to peers, as well as understand the ideas, positions, and perspectives of peers and facilitate resolutions of differences in the common interest.

**Governance Expertise** - understanding and experience with the appropriate roles, group processes and corporate bylaws and policies that form systems of not for profit governance.

The Toronto Police Service has also identified the following specific expertise where emphasis will be placed during the selection process:

**Expertise in working with or lived experience with/as 2SLGBTQ+, Indigenous, Racialized, and/or Marginalized persons** - strong knowledge and lived experience with issues that prompted the Independent Civilian Review into Missing Person Investigations by Justice Epstein.

**Remuneration:** \$125.00 per meeting

**Note:** You may attach a cover letter in response to questions 5, 9, & 10 rather than populating those boxes.

5. Please describe why you wish to serve on the MMIT. Please highlight relevant expertise and experience as it pertains to the core skills and expertise identified above.

6. Please assess your level of competency in **Analytical and Critical Thinking** using the following rating index:

- Excellent: Substantial knowledge base combined with more than 5 years professional and/or volunteer experience
- Good: Some knowledge base combined with 2-5 years professional and/or volunteer experience
- Average: Knowledge base of an 'average person' combined with less than 2 years of professional and/or volunteer experience

7. Please assess your level of competency in **Inter-personal communication skills** using the following rating index:

- Excellent: Substantial knowledge base combined with more than 5 years professional and/or volunteer experience
- Good: Some knowledge base combined with 2-5 years professional and/or volunteer experience
- Average: Knowledge base of an 'average person' combined with less than 2 years of professional and/or volunteer experience

8. Please assess your level of competency in Governance using the following rating index:

- Excellent: Substantial knowledge base combined with more than 5 years professional and/or volunteer experience
- Good: Some knowledge base combined with 2-5 years professional and/or volunteer experience
- Average: Knowledge base of an 'average person' combined with less than 2 years of professional and/or volunteer experience

**9. 2SLGBTQ+, Indigenous, Racialized, and Marginalized**

Expertise in working with or lived experience in 2SLGBTQ+ communities, gender diversity, Indigenous communities, racialized communities, underhoused, drug and other substance use, sex work, with an understanding of intersectionality and the diverse range of needs facing these communities; the barriers and inequities experienced by these communities, social determinates of health; strategies to eliminate barriers, stigma, gender-based harassment and discrimination, and strengthen collaboration across sectors is an asset. What qualifications, expertise and/or experience do you have in this?

10. Is there any additional information you would like considered with your application?

**Note:** There is an (optional) opportunity to submit a resume, to supplement your application, at the end of this questionnaire.

### Demographics

11. What is your gender? (select all that apply)

- Man
  
- Woman
  
- Transman
  
- Transwoman
  
- Non-binary
  
- Two-spirit
  
- Prefer not to say
  
- I don't identify with any of the above.

My gender is (please specify):

12. Which of the following groups are you a part of? (select all that apply)

- From the Black community
- From the Indigenous community
- From racialized communities other than Black or Indigenous
- From the 2SLGBTQ+ community
- Representing the Mental Health and Addiction communities
- I sit at the intersection of many communities
- None of the above
- Prefer not to say
- Other (please specify)

13. Which race category best describes you? (select all that apply)

- Black (e.g., African, Afro-Caribbean, African-Canadian descent, etc.)
- East/Southeast Asian (e.g., Chinese, Korean, Japanese, Taiwanese, Filipino, Vietnamese, Cambodian, Thai, Laotian, Malaysian, other Southeast Asian descent)
- Indigenous
  - First Nations
  - Métis
  - Inuit
- Latino (e.g., Latin American or Hispanic descent, etc.)

- Middle-Eastern (e.g., Arab, Persian, West Asian descent; such as Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)
- White (e.g., European descent)
- South Asian (e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean descent, etc.)
- Prefer not to say
- Other race category not described above. (Please specify)

**Resumes and cover letters can be submitted by the following methods:**

1. Email to: [MMIT@tps.ca](mailto:MMIT@tps.ca)
2. Deliver to: Toronto Police Headquarters at 40 College Street, 9th floor, Attention MMIT, Strategic Projects
3. Canada Post: Toronto Police Service, 40 College Street Toronto, M5G 2J3

**Applications must be received by Friday, March 13, 2026**

Applicants should use a subject line of MMIT Application for email submissions, and address hand delivery and Canada Post submissions to the Attention of the Missing and Missed Implementation Team, Strategic Projects.