



TORONTO POLICE SERVICE  
**RACE-BASED  
DATA  
COLLECTION  
STRATEGY**



**Analysis to Action  
Model:  
Roadmap to Equity**  
*Taking Action*

# Take Action

We have identified **38** actions to address the outcomes in Use of Force and Strip Searches addressed this report.

These actions are **one part** of our commitment to reduce disparate outcomes. They are what we can do as a Service as we continue to make organizational change and information management investments.

They are in line with recommendations identified in the 81 Recommendations for Police Reform and other recommendations by the Anti Racism Advisory Panel (ARAP) Mental Health & Addictions Advisory Panel (MHAAP), and the Police and Community Engagement Review (PACER).

We know more needs to be done. We will work together with communities to develop these actions and identify additional areas where we can do better.



# Driving Change

## Listening & Understanding

- Sit with Black, Indigenous, and racialized communities to understand the results and the path forward together

## Monitoring

- Revise the Officer Performance Report to measure more community service
- Develop a post-interaction survey to gather public feedback on interactions
- Progress dashboard for implementation of the 38 recommendations

## Procedures & Workflow

- Mandatory review of video for all use of force incidents
- Mandatory supervisory debrief of use of force incidents for probationary officers
  - Measure race-based data in other interactions

## Governance

- Review use of force reports & strip searches at the Staff Superintendent level
- Equity assessments of projects and deployments

## Communication

- Publish use of force analytics online
- Publish strip search data online

## Training

- Revise police training in collaboration with community to be more community informed
- Provide Adverse Childhood Experience training to all officers
- Revise Coach Officer training to include an understanding of the unique needs of diverse communities

