Backgrounder

June 2022

The Toronto Police Service (the Service) is committed to the promotion of equity, fairness and non-discriminatory policing in Toronto. Over the past several years, we have been working diligently to make positive changes to address issues of bias within the Service, to modernize and to embrace reform.

However, we cannot fully understand or change what we do not measure.

The Service's Race-Based Data Collection (RBDC) Strategy is providing us with valuable data and insights to address and reveal trends to help us identify, monitor and eliminate systemic racism in our policies and practices. It is also allowing us to identify ways we can better support our members in their delivery of fair and equitable policing.

In 2019, the provincial government directed all police services in Ontario to begin collecting race-based data in instances of reportable use-of-force. In response to the Office of the Independent Police Review Director's 2019 report "Breaking the Golden Rule: A Review of Police Strip Searches in Ontario," we went a step further and also included the collection of race-based data related to strip searches.

The Service began collecting race-based data in January 2020, in line with the Ontario government's Anti-Racism Act and the Toronto Police Services Board's RBDC Policy. Beyond internal engagement sessions to keep members informed, new procedures and training were introduced to help them understand the RBDC Strategy and its purpose in eliminating systemic racism and advancing racial equity.

Engagement is an integral part of the RBDC Strategy. From the beginning, we partnered with community organizations and engaged broadly with the public in our largest community engagement endeavor ever to raise awareness about the strategy and to gather public feedback on our approach. We established a Community Advisory Panel (CAP) dedicated to supporting all aspects of the Strategy and met regularly with community stakeholders and the Board and Chief's community-based committees, including the Anti-Racism Advisory Panel (ARAP) and the Police and Community Engagement Review (PACER).

To ensure our work is transparent, the analysis, practices and findings have been independently reviewed by Dr. Lorne Foster and Dr. Les Jacobs, leading experts in Race and Identity Based Data Collection and Analysis with a human rights lens.

The Service has identified 38 actions to address the use-of-force and strip search findings. These actions are in-line with recommendations identified in the 81 Recommendations for Police Reform, the 151 Recommendations identified in the Independent Civilian Review into

Missing Person Investigations Report: *Missing and Missed*, and our soon to launch Equity Strategy, designed to embed human rights into the very fabric of our Service.

Embedded in this process is sustained collaboration with Indigenous, Black and racialized communities. Through a series of upcoming town halls, we will be listening and engaging on what changes are needed, and where we can improve. In addition to the town halls, in the coming months we will be completing an academic report on this information with open data and analytics. The next phase of the Strategy includes the collection of perceived race data for apprehensions, arrests, charges, releases and youth diversions.

The 2020 data is serving as a baseline to help us understand our progress going forward. The issues we are addressing – anti-Black racism, policing, accountability and reform – remain as relevant as ever for the citizens of Toronto. We will use this data, with community and member input, to identify what is driving disparities and to develop meaningful solutions.

For more information, see our Interactive Story Map and visit the Race-Based Data Collection webpage on TPS.ca: https://www.tps.ca/race-based-data-collection/