



# Data Analysis Framework for Racial Equity

October 2022

Under the Toronto Police Service’s (Service) Race and Identity-Based Data Collection (R.B.D.C.) Strategy, the Data Analysis Framework for Racial Equity (Analysis Framework) presents the Service’s approach to analyzing race-based data informed by input from communities, Service members, and external stakeholders. The purpose of analysis under the Strategy is to support training; monitor and evaluate policies, procedures, and practices; and, facilitate understanding of any potential systemic racial disparities in outcomes.

This document presents a general framework that lays out principles, objectives and methodological approaches for the analysis of different interactions between police officers and community members. It brings together different complementary approaches to understanding any potential racial disparities:

- quantitative analyses to identify any racial disparities and
- qualitative analyses to uncover the assumptions, policies, procedures, and/or practices that may be contributing to any disparities.

The Analysis Framework guides a series of separate analysis plans (**Figure 1**) for specific interactions that take into account the particular data and contributing factors relevant to each type of interaction.

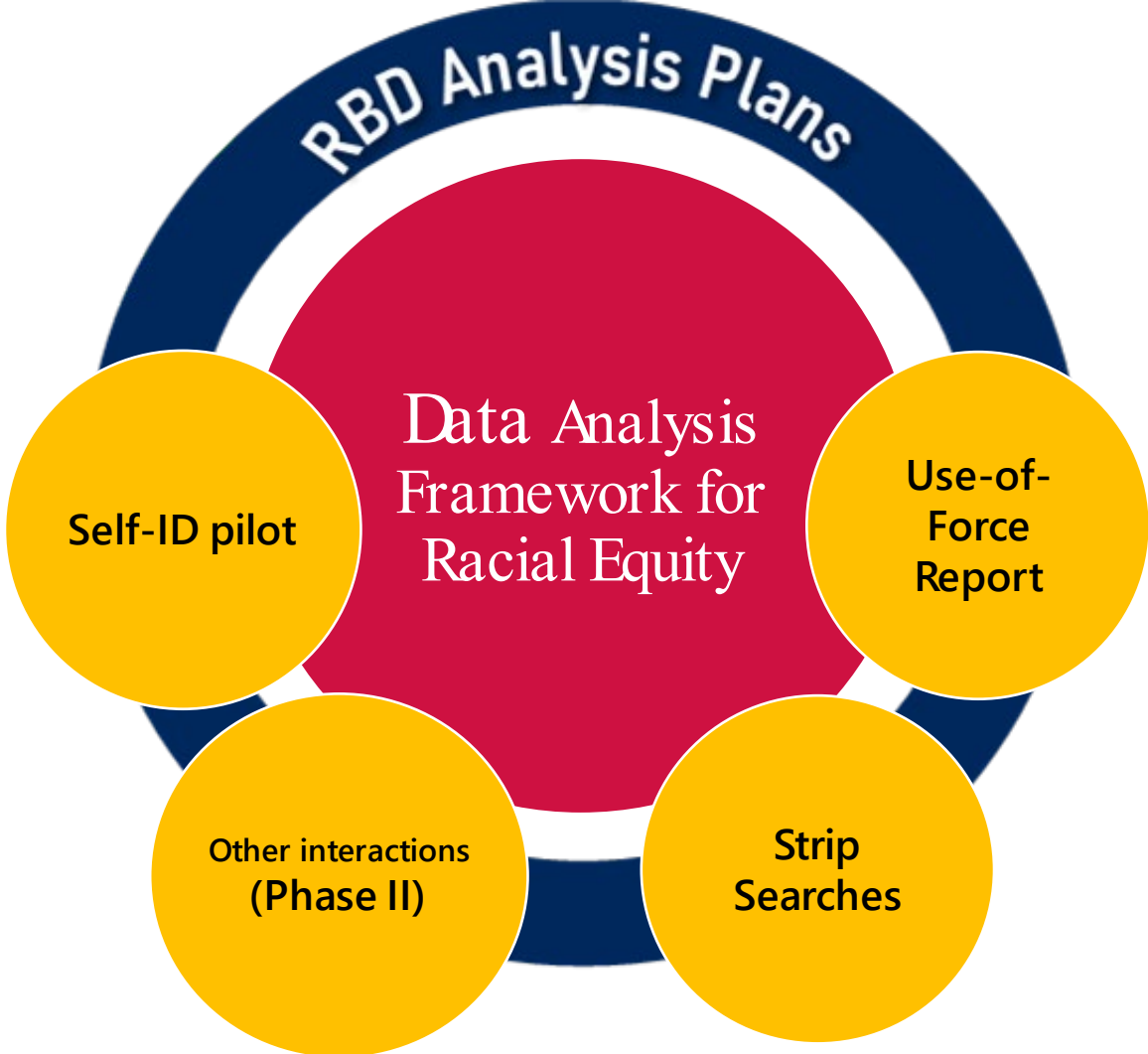


Figure 1: Data Analysis Framework & Analysis Plan Model

## Context

For decades, there have been calls to acknowledge and address systemic racism in policing. Official commissions, public inquiry reports, academic researchers and community advocates have pointed to the need for disaggregated data collection<sup>1</sup> to understand the experiences of Black, Indigenous, and racialized groups in relation to human rights and policing. Race and identity-based data is instrumental to addressing systemic anti-Black and anti-Indigenous racism and is encouraged by the Ontario Human Rights Commission's (2009) *Count Me In!*, as a means for public sector organizations to identify and address systemic barriers and discrimination related to any of the protected grounds<sup>2</sup>.

As a result, the Toronto Police Services Board (Board) and the Service took steps to improve race relations, address systemic barriers and modernize police services to better serve a growing, diverse and rapidly changing city. After extensive consultations, the Service and Board released *The Way Forward Action Plan* in 2017

The Ontario government passed the *Anti-Racism Act, 2017* and a regulation in 2018 to mandate data collection for the purpose of identifying, monitoring, and addressing systemic racism and advancing racial equity in public policies, services and functions. The Province also established data standards for the consistent collection, analyses, management, and reporting of race and identity-based data across public sectors. This includes requirements and best practices for justice sector organizations, such as police services.

that set strategic goals to embed equity, inclusion and human rights; center community policing; and, leverage existing and new technologies to drive evidence-informed policing.

Consistent with the Service's priority to promote community trust through transparency and accountability, the Board passed the *Race-Based Data Collection Analysis and Public Reporting Policy* (Board Policy) to require disaggregated data analyses for the purpose of identifying and addressing systemic racial disparities and racial biases in policies, procedures and practices (see **Appendix B** for references).

The Board Policy requires the Service to develop an analytic framework that:

- Permits an intersectional analysis of various factors (i.e., in addition to race, age, gender identity, etc.);
- Incorporates relevant contextual information such as demographic and census information, deployment information, etc.;
- Identifies appropriate benchmarks that are relevant to the police interaction at issue to assist in objectively identifying bias;
- Applies key performance indicators that assist in assessing whether racial disproportionalities or racial disparities in the data collected exist;
- Identifies any trends; and,
- Is open and transparent, and enables the public to access privacy-protected data to conduct their own analyses.

<sup>1</sup> Ontario Human Rights Commission (2020) Racial Disparity in Arrests and Charges; OHRC (2020) Use of Force by the Toronto Police Service; OHRC (2019) Policy on the Elimination of Racial Profiling in Law Enforcement; Tulloch (2018) Independent Review of Street Checks; OIPRD (2019) Breaking the Golden Rule; Coroner's (2017)

Andrew Loku Inquest Verdict and Jury's Recommendations; PACER Committee Final Report (2013); Ontario Commission on the Elimination of Systemic Racism in the Criminal Justice System (1996)

<sup>2</sup> Race, Colour, Ancestry, Creed (religion), Place of Origin, Ethnic Origin, Citizenship, Sex (including pregnancy, gender identity), Sexual Orientation, Age, Marital Status, Family Status, Disability, Receipt of Public Assistance

The analytic approach must enable the Service to:

- Assess community safety outcomes of the interaction the data is collected in relation to;
- Evaluate compliance with this Policy and applicable Service procedure(s);
- Identify training needs and opportunities;
- Identify possible key performance indicators that can be applied to monitor appropriateness and effectiveness of the police interaction at issue; and,
- Create action plans to address any issues that arise from the Service's findings, ongoing monitoring and implementation of any action plans, tracking of progress and evaluation of outcomes

The Service's *R.B.D.C Strategy*, in response to the Board Policy, represents a phased implementation approach to enable the Service to prepare, learn, improve, and innovate race and identity-based data collection, analyses and reporting that is first-in-class among police services.

- Phase 1 of the Strategy began January 1, 2020 with use of force reports and strip searches.
- Phase 2 of the Strategy began January 1, 2021 and includes all arrests (including releases, charges and diversions), mental health apprehensions, and child apprehensions. The Service is taking a staged approach to include all traffic and pedestrian stops, beginning with those that result in a written warning or ticket.

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**The Analysis Framework is consistent with human rights principles and helps inform action plans to strengthen community-police relationships and support the advancement of professional and equitable police services.**

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**The Service is engaging with our members, community organizations, Indigenous, Black and other racialized communities, key stakeholders and subject matter experts to help guide our approach to the analysis and public reporting of race and identity-based data.**

**This framework is intended to be a living document that is regularly updated to reflect the progressive implementation of the Board Policy, and advances in racial equity analysis, statistical methodologies, and data collection methods.**

The purpose of the Analysis Framework is to promote transparency, accountability to the public and support the Service to develop action plans and identify training needs under the Board Policy. It reflects and supports the Board Policy's purpose to identify, monitor and eliminate potential systemic racism and racial bias in policing.

## Scope

The data analysis approach consists of two main components to facilitate the phased approach to the Board Policy's implementation:

- A. Analysis Framework:** A general approach that applies across all interactions and includes theoretical framework, research objectives and main methodologies to be used in analyses using race and identity-based data.
- B. Analysis Plans:** Specific analysis plans are designed for each type of interaction to reflect the particular context, outcomes and technical limitations associated with the collection of data for each interaction. Separate analysis plans will be developed to understand different types of interactions: use of force, arrests, release, charges, searches, and apprehensions.

Numbers alone can only give us a partial understanding. To achieve the Board Policy's purpose to create action plans (**Figure 2**) and address any systemic racial biases, quantitative results should be complemented with qualitative information gathered from interviews with officers, affected communities, stakeholders, and subject matter experts; include audits of policies, procedures, and practices; and evaluations of training and its effectiveness.



### **What is out of scope**

The analysis of race and identity-based data will **not** be used for performance management or to identify individual Service members for disciplinary purposes. It is **not** intended to stigmatize or ascribe criminality to community groups or to identify individual members of the public.

The processes to develop action plans, while a critical deliverable of the R.B.D.C Strategy, is beyond the scope of this framework, which is intended to guide transparent and robust R.B.D.C analysis.

## Principles

Four principles guide the analysis and reporting of race and identity-based data. These principles build on those underpinning the R.B.D.C Strategy – transparency, accountability, inclusiveness, equity, systemic focus and sustainability.

- **Center Race and Racial Disparities:** The analysis centers race and racial disparities, and where possible, how race intersects with other individual characteristics such as gender, age, and mental health status in order to assess whether there are any systemic racial disparities in policing outcomes. In alignment with the Province's Anti-Racism Data Standards (A.R.D.S.), analysis will use disaggregated data by race categories wherever possible.
- **Reflect Engagement:** Community and Service members inform the development of the data analysis framework and provide feedback on the interpretation and dissemination of data findings. The analytical approach should consider the complexity of police and community interactions and multiple factors that might affect police decisions. This requires the involvement of those with operational expertise, as well as youth, racialized and Indigenous peoples with lived experiences.
- **Use Sound Methods:** Methods used, including benchmarks, statistical models and techniques, are based on best practices informed by research innovations

Figure 2: Analyses into Action Plans

in the field of racial profiling or racial bias in policing. The methods used in analyses should be explainable and transparent to enable replication of models and independent verification.

- **Solution-oriented:** Analyses are conducted in a manner that produce actionable insights and allows the Service to make evidence-based decisions about their policies, practices, and procedures. This means that analyses should assess the impacts of policy assumptions, procedural compliance and/or practices with a systems focus to promote racial equity in police interactions with diverse communities.

## Racial Equity Framework

In conducting data analysis and interpreting results, we should be clear about the underlying assumptions and foundational concepts (**Appendix A**) used to frame research objectives, identify relevant contributing factors, and interpret results. This transparency helps to assess how well the data can answer questions of interest, the lens used to interpret the results, and gaps that the data does not address.

A racial equity framework informs the Service's data analysis through the following underlying understanding:

- The concept of 'race' is socially constructed and has no scientific basis. Nevertheless, race has social impacts and affects lived experiences through differential treatment that has resulted in inequitable outcomes for individuals, families and communities.
  - Racial biases are cognitive and behavioural distortions based on racial stereotypes, assumptions and oversights that create disadvantages for some and privileges for others. Biases may be held by individuals, organizations, or both, and may be conscious or unconscious.
  - Racialization is the process and practice of being perceived or perceiving others as different (i.e., based on observed attributes),

categorized, and consequently treated differently based on the associated stereotypes, assumptions and biases held, often unconsciously, about members of the group.

- While all individuals and their circumstances are unique, race as a social category is an organizing principle in society (along with gender, class, age, etc. and different combinations of identities) that is rooted in relationships that are unequal in power. This manifests in experiences and conditions that result in, and perpetuate, inequalities in health, education, income and wealth, and social opportunities, including access to justice and increased exposure to policing.
- The historical and structural roots of systemic racism and racial discrimination impact how the criminal justice system operates, including: how crime and public safety are defined; whom justice serves; where resources are allocated and how priorities are set; what is the appropriate deterrent or punishment for specific offences; and how 'at risk' populations are identified for crime intervention or prevention activities. Therefore:
  - the criminal justice system impacts groups differently based on class, race, gender, age, mental health status, poverty, etc. Anti-Black and anti-Indigenous racism are two examples of systemic biases that have been documented and supported by various studies and acknowledged in case law.
  - crime is socially constructed and reflects what society determines is deviant behaviour and harmful to the broader community, what is valued, and how to protect and enforce rules. As such, what constitutes crime and its enforcement, changes over time, varies in places, and is subject to social priorities, conditions and political decisions that may reflect gender, class and racial biases.
  - offending rates may vary by group as some groups, such as Black and Indigenous peoples, face social conditions that increase the chances that they may be criminalized, perceived as more dangerous or deviant and/or engage in activities and behaviours considered

unlawful by society (e.g., the historical criminalization of marijuana, Indigenous cultural and religious practices, etc.).

- Arrests and charges, often used as proxies for crime rates, are in fact inter-related but not equivalent constructs. Arrests and charges reflect policing practices and priorities, while crime rates in the population may be known with varying degrees of certainty and precision (e.g., through general surveys, victim surveys, calls for service, etc.).

## Objectives and Methodological Approaches

### 1. Key questions for actionable insights and monitoring trends

Informed by the purpose of the Board Policy and the A.R.D.S., the objective of the analysis framework is to identify, monitor and understand any systemic racial disparities in policing outcomes and trends in order to promote professional and equitable policing.

The following are key research questions that would be the main focus of the analysis:

- a) Where are there racial disparities in police interactions with the public?
  - Racial disproportionalities: To what extent, if any, are racial groups over-represented in specific types of interactions?
  - Racial disparities: To what extent, if any, are certain groups more likely than others to experience specific types of interactions?
- b) To what extent, if any, are there racial disparities in the outcomes of specific interactions?

- c) What, if any, are the policies, procedures, practices or programs that may be contributing to racial disparities in police interactions? (i.e., to what extent, if any, are racial disparities due to biases in policing policies and practices?)

The crux of questions 1 and 2 is to learn if there are any differences and how large these differences are, while question 3 seeks to examine the institutional factors that may have contributed to any racial disparities that are identified. To answer these questions, we may rely on various analytic methods (i.e., statistical analyses, focus groups, interviews and/or document analysis, etc.) and types of data (quantitative administrative data and/or qualitative data).

These research questions will be applied to each type of interaction considered under the Board Policy. For actionable insights, analysis should take into account the unique contextual, legal, and individual factors (as available data permits), and that are relevant to understanding the specific outcomes within an interaction. These research questions are also bound to the two ways of collecting race - perceived race and self-reported race.

In Phases 1 and 2 of the R.B.D.C Strategy, the Service is collecting officers' perception of the individual's race. This helps to identify whether perceived race is associated with differential treatment or outcomes in interactions that involve discrete decision-making, such as a use of force, arrest, or strip search. In subsequent phases, the Service will pilot collection of self-reported identities as required by the Policy.

### 2. Quantitative Methodological Approaches

Quantitative analysis can produce insights and identify trends. Methods employed for quantitative analysis use data that can be measured, counted and expressed using numbers.

As such, **quantitative data is also limited in what it can reveal about the root causes of any identified racial disparities. It is imperative that its function and value is understood to identify, track and monitor gaps as one measure of progress to support organizational accountability.**

Methodological approaches guiding data analysis draw from guidance provided by the A.R.D.S. and innovates on the research literature on racial discrimination and racial profiling in policing. Further considerations of operational requirements and specific methodologies would be identified for the particular interactions and outcomes of interest.

It is important to consider strengths and weaknesses associated with the methodologies and types of administrative records used that have implications for statistical analysis (Knox, Lowe & Mummolo, 2020; Neil and Winship, 2019). We will identify methodological limitations to the extent possible and reasonable efforts will be made to mitigate them. Wherever possible, the Service will draw on available data from external sources to complement its analyses and/or provide helpful context, such as census data, surveys, etc.

Any findings of racial disparities in outcomes may or may not indicate that systemic racial bias or discrimination is evident. Further qualitative analyses would be needed to better understand why, and to what extent, racial disparities may be due to biases, systemic barriers and/or other factors and should be assessed in collaboration with Service members, affected communities, and external stakeholders.

## 2a. Primary Unit of Analysis – Disaggregated Race Categories

Disaggregated categories of race represent the primary unit of analysis. Although the data collected is often information about individuals, the analysis uses the averages for racial groups to identify if there are any disparities experienced by that group, after controlling for other available legitimate factors that may impact an interaction outcome.

Intersectionality is of interest. A focus on race can also mean assessing how disaggregated categories of race may combine with gender, age, mental health status, and other social identities to result in potentially different outcomes for unique groups.

Consistent with the A.R.D.S., race categories shall be disaggregated; two or more race categories may be combined as appropriate only to address small samples and protect individual privacy. **It is important to use all categories of race collected in analyses to help understand group differences, beyond a narrow focus on Black and White, and to recognize there may be unique experiences of different groups in Toronto.** Those experiences may be understood through analyses that involve two types of race measurements:

- **Perception data** – refers to an officer’s perception of an individual’s race based on observation. This measurement is used to identify whether the way officers perceive a subject’s race has any impact on their decisions that result in outcomes for individuals.
- **Self-identification data** – refers to information an individual provides about their own race, ethnic origin, Indigenous identity, religion, gender identity, disabilities, etc. in response to being asked for this information. This measurement is used to identify whether individual’s self-identified race and other identities are associated with their outcomes and experiences with police.

## 2b. Comparative Analyses - Racial Disproportionality and Disparity Indices

There are two key indices most commonly used to identify potential unfair treatment or outcomes: disproportionality and disparity indices. They are defined under the A.R.D.S. as (Figure 3):

- **Racial disproportionality index:** is a measure of a racial group’s over-representation or under-representation relative to the group’s presence in the reference population.
- **Racial disparity index:** is a measure of group differences in outcomes by comparing the outcomes for one group with those of another.



Comparative Focus

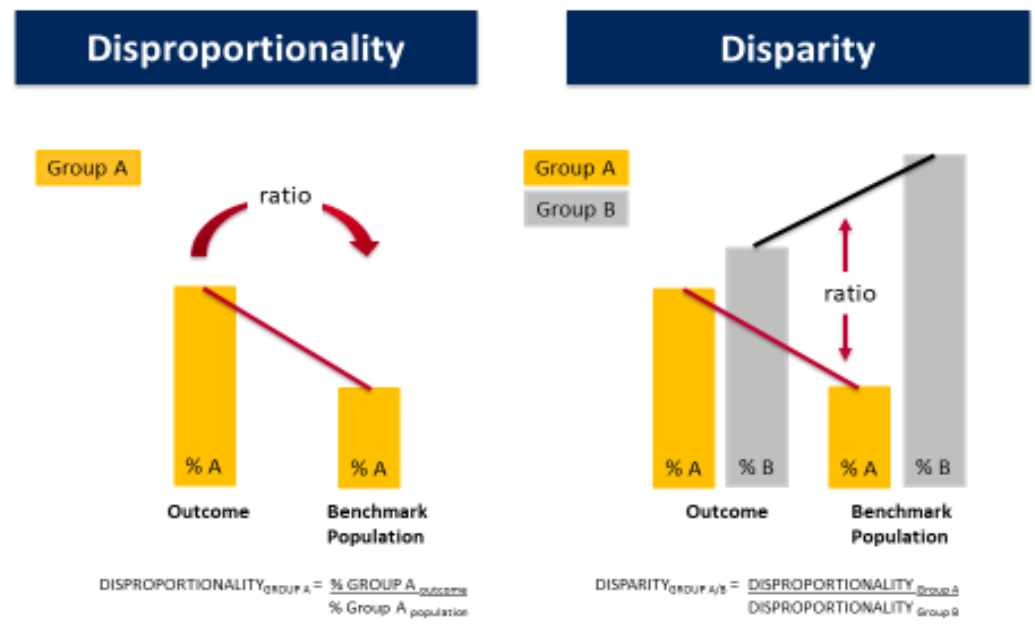


Figure 3: Calculating disproportionality & disparity indices

The choice of using the disproportionality or disparity index to analyze a specific outcome should be informed by knowledge of the overall context for that outcome as well as the appropriateness of the comparator for understanding a particular issue of interest. This should be achieved through engagement with affected communities, subject matter experts and stakeholders, including the Service’s R.B.D.C Community Advisory Panel (C.A.P.).

2c. Multivariate Analyses

Accounting for relevant factors

Many factors affect police decision-making and should be included in analyses wherever possible to understand whether, after controlling for those factors, there are any disparities in outcomes by race. This allows analyses to better compare

similar incidents and isolate whether race has any independent role in outcomes of officers’ decisions in the aggregate.

Wherever possible, other factors to consider that may impact officer decision-making include:

- legal factors (e.g., type of offence, subject actions at time of incident, etc.);
- interaction characteristics (e.g., time of incident, location, type of incident, etc.);
- subject characteristics (e.g., gender, age, sobriety, etc.);
- officer characteristics (e.g., rank, years of service, type of assignment, etc.) where information is available.

Relevant factors should be identified and considered for inclusion in interaction-specific analysis plans to understand outcomes. Wherever possible, data about youth (under age 18) and adults will be analyzed separately to take into account differences in legal, policy, procedural and program aspects and other factors that may affect the outcomes of youth and adults in police interactions.

Accounting for Characteristics of Neighbourhoods and Divisions

Where possible, appropriate analytic models (such as hierarchical or multilevel models) should be employed to take into account the context of neighbourhoods or Divisions that may influence officers’ decision-making. For example, decisions to use force may be partially influenced by characteristics of neighbourhoods (e.g., rates of recent violent crime reported, racial composition, poverty rate, concentrated disadvantage, etc.) and/or characteristics of Divisions (e.g., level of staffing, composition of officers, etc.).

Breaking down disparities by neighbourhoods or Divisions, where data is available and with sufficient sample sizes, is another way to provide a more nuanced and contextualized understanding of local patterns and trends to support place-specific and community-based solutions.

## Use Most Appropriate Benchmark and Reference Group for Comparisons

Identifying and using appropriate benchmarks and reference groups are necessary to an accurate analysis. An appropriate benchmark reflects the relevant population that is at risk for experiencing a specific outcome (**Figure 4**). Benchmarks may be internal (using police data) or external (using population census). There are benefits and shortcomings associated with the use of different benchmarks and these should be carefully considered in the analyses. Different benchmarks vary in their accuracy for estimating biases and ability to lead to actionable insights.

The choice of a reference group for comparison is necessary for understanding if there are any disparities or difference between groups in treatment or outcomes. The selection of a reference group may be based on many considerations, such as the common practice of comparing against the best performing group or alignment with existing research, to address a specific policy question aimed at understanding the relative treatment of one group as compared with another.

**For example,** to understand any over or under-representation of strip searches conducted, the most relevant benchmark for comparison may be the population arrested and detained (**Figure 4**). External benchmarks, such as the population of Toronto, may not be an appropriate benchmark for understanding strip searches, as (1) not everyone may be subject to a strip search, potentially overestimating racial biases in policing practices, and (2) not all those who might be subject to a strip search live in Toronto, potentially misestimating racial disproportionalities.

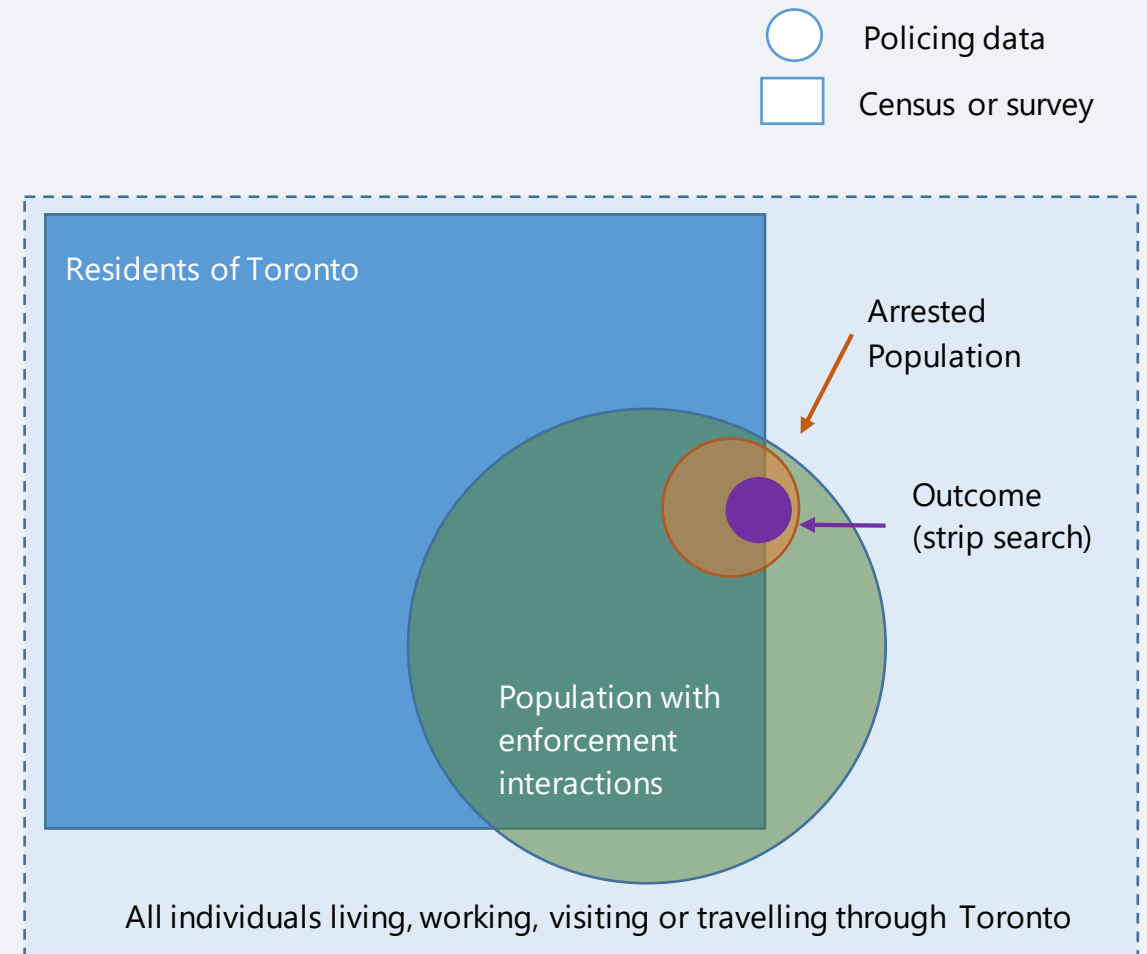


Figure 4: Appropriate benchmarks - an example for strip searches

## 2d. Identify and Establish Thresholds

Prior to data analysis, it is necessary to determine the magnitude of disparities or disproportionalities that, if observed or exceeded, would be considered a notable difference for further investigation and/or corrective action. These are referred to as “thresholds.”

Thresholds should be agreed upon with input from affected communities; subject matter experts; including anti-racism and policing experts; and, internal and external stakeholders. To be consistent with the A.R.D.S., thresholds should be determined for each outcome being analysed and should be:

- Reasonable, set in good faith, and reflect engagements with affected communities;
- Set consistently for all racial groups (different thresholds may not be set for different groups); and,
- Focussed on adverse impacts or disadvantageous outcomes that would require remedial action.

Notable differences in outcomes is an indicator that there may be racial biases and require further investigations of the relevant policies, procedures, practices and programs and identify other contributing factors. Having thresholds helps us to identify and prioritize areas for deeper examination to understand root causes and identify potential solutions (see next section – qualitative methodological approaches).

## 3. Qualitative Methodological Approaches

Disparity and disproportionality analyses using quantitative data alone, cannot tell us the specific contributing factors behind disparate outcomes and what actions we should take to mitigate and minimize these factors. This requires gathering other kinds of information to complement, enhance and enrich our understanding so that

we can work with communities, stakeholders and partners to identify effective solutions.

Qualitative analyses uses information that is hard to measure using numbers such as ideas, images, qualities (of experiences, behaviours, etc.), emotions, processes, etc. This information is important to help understand the experiences and root causes of disparities:

- **Talk to people:** Plan and conduct focus groups and systematic interviews with those with direct and lived experiences. Engaging with affected communities, frontline officers and supervisors, communities, stakeholders and subject matter experts can provide important context and perspectives to gain insights about specific interactions and outcomes and how different groups may be impacted.
- **Review the rules:** Audit existing policies and procedures, including how they are understood and applied by those who implement them, to identify their potential contribution to unintended outcomes and address gaps. Research and assess best practices in other jurisdictions and evaluation of their impacts.
- **Observe practices and behaviours:** Design and undertake a systematic process to observe and evaluate how policies and procedures are implemented and practiced in the field and in interactions with communities’ realities. Identify gaps and opportunities to inform training, procedural changes, and other remedies needed to address disparities.

# Interpreting and Reporting Results of Data Analyses

In accordance with the Board Policy and the A.R.D.S., interpretation of results should focus on policing practices, policies, and procedures and how to mitigate and address any identified disparities or disproportionalities.

Through collaboration with Service members, stakeholders, and the R.B.D.C. Community Advisory Panel, the Service was able to delve deeper into the key questions and ground analyses in operational context and community perspectives.

**Results shall not be interpreted or used to stigmatize communities.** As much as possible, results are understood within the appropriate context and with an understanding of mitigating factors, including communities' experiences and the perspectives of Service members and assessments of relevant policies, procedures, practices and programs that may be contributing to any racial disparities.

Different perspectives are essential. Interpreting and reporting results of quantitative and qualitative analyses should be informed by the input of affected communities, subject matter experts, and internal and external stakeholders. Analyses and findings should support identifying areas for effective solutions and action plans to improve service delivery, training and program development. This could be achieved through:

- Regular public engagements and education campaigns to engage with affected communities (e.g., Indigenous, Black and racialized communities, youth, those living with mental health and disabilities, etc.), as well as other members of the public.
- Meaningful collaborative partnerships with academic researchers, community-based thought leaders, policing experts and stakeholders in other organizations and sectors.

We are committed to publicly reporting analyses and action plans by taking an open by default approach that protects privacy. Data analyses and results can be used to contribute to public knowledge-building and organizational transparency.

## RBDC Analysis Workflow

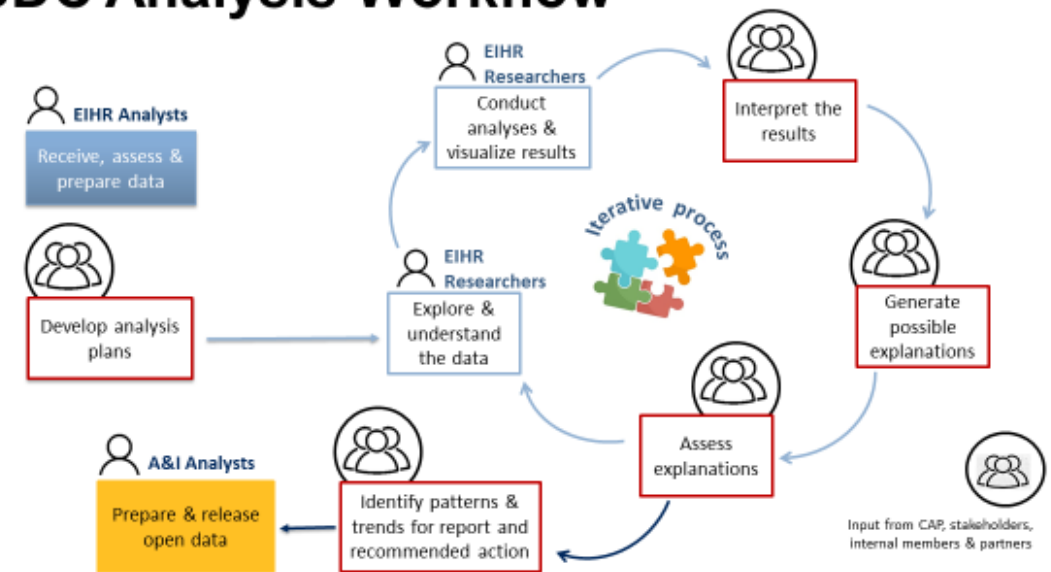


Figure 5: Co-developing questions for analyses and interpreting findings together

# Appendix A: Glossary of Terms

## Administrative records

Information collected for the purpose of carrying out and providing various programs and services. For example, administrative records are maintained to manage cases and people, to respond to the legal requirements for recording details of particular events such as arrests, detentions and charges, or use of force, and to support the administration of justice. Examples include: general occurrences reports, use of force forms, and arrest records among others.

## Affected Communities

Refers to communities or groups that are affected by systemic racism in ways that negatively impact or disadvantage individual members and/or groups as a whole.

## Benchmark

A benchmark is a point of reference, or standard, against which things can be compared, assessed, or measured.

## Data

Data consists of facts, figures, and statistics objectively measured according to a standard or scale, such as frequency, volumes or occurrences, but does not include information that represents ideas, thoughts, knowledge or memories, irrespective of format or medium.

## Data set (or Dataset)

An organized collection of data. The most basic representation of a data set is data elements presented in tabular form. A data set may also present information in a variety of non-tabular formats, such as an extensible mark-up language (XML) file, a geospatial data file, or an image file.

## De-identify

In relation to the information of an individual, means to remove any information that identifies the individual or for which it is reasonably foreseeable in the circumstances that it could be utilized, either alone or with other information, to identify the individual.

## Disaggregated data

Data which is broken down into component parts or smaller units of data for statistical analysis. For the purpose of Toronto Police Service's race-based data analysis, it means breaking down the (aggregate) "racialized" category into its component parts such as Black, South Asian, East/Southeast Asian, Indigenous, Latino, Middle Eastern, and White.

## Intersectionality

The way in which people's lives are shaped by their multiple and overlapping identities, which, together, can produce a unique and distinct experience for that individual or group, such as presenting additional barriers, opportunities, and/or power imbalances. In the context of race and Indigenous identity, this means recognizing the ways in which people's experiences of racism or privilege may vary depending on the individual's or group's relationship to other social identities such as religion, ethnic origin, gender, age, disabilities, socio-economic status, and immigration status.

## Open by default

A presumption in favour of disclosure over non-disclosure.

## Open data

De-identified data that are released free of charge to the public in one or more open and accessible formats.

### **Perceived Race (Perception data)**

A police officer's perception of a person's race at the time of an interaction. If the officer did not see the person, they must describe the circumstances in a text box to explain why (i.e., the person was covered, got away, etc.). Perceived race is collected to help us understand if there is systemic racial bias in policing practices, processes and decision-making.

### **Qualitative Data**

Information that is hard to measure using numbers and are often descriptions or about qualities, such as ideas, images, qualities (of experiences, behaviours, etc.), emotions, processes, etc.

### **Quantitative data**

Information that can be measured, counted and expressed using numbers.

### **Race**

Term used to classify people into groups based mainly on physical traits (phenotypes) such as skin colour, eye colour, hair texture, and other visible features. Racial categories are not based on science or biology but on differences that society has created (i.e. "socially constructed"), with significant consequences for people's lives. Racial categories may vary over time and place and can overlap with ethnic, cultural or religious groupings.

### **Racial bias**

Racial bias is a predisposition, prejudice or generalization about a group or persons based principally on race (see definition of race).

### **Racial disparity**

Racial disparity is unequal outcomes in a comparison of one racial group to another racial group.

### **Racial disproportionality**

The over-representation or under-representation of a racial group in a particular program or system, compared with their representation in the reference population.

### **Racial profiling**

Any action undertaken for reasons of safety, security or public protection, that relies, in part, on stereotypes about race, colour, ethnicity, ancestry, religion, or place of origin, or on a combination of those traits, rather than on a reasonable suspicion, to single out an individual for greater scrutiny or different treatment.

### **Racial equity**

The condition that would be achieved if one's racial identity no longer predicts, in a statistical sense, how one is treated and their outcomes. Racial equity is the systemic fair treatment of all people. It results in equitable opportunities and outcomes for everyone.

### **Racialization**

A process of drawing group boundaries (races) and allocation of persons within those boundaries by primary reference to (supposedly) inherent and/or biological (usually phenotypical) characteristics that are related to race. In this process, societies construct races as 'real,' different, and unequal in ways that matter to economic, political, and social life.

### **Systemic Racism**

Organizational culture, policies, directives, practices or procedures that exclude, displace or marginalize some racialized groups or create unfair barriers to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.

**Self-identification data**

Information that derives from an individual providing their race in response to being asked this information by a Service member.

**Threshold**

A value that, if met or exceeded, indicates a notable inequality of concern for attention or action. Determining an appropriate threshold helps to interpret the meaning of the numerical results and indicates whether the magnitude of the disproportionality and disparity indices represents a notable difference for further investigation, monitoring, and/or potential action.

## Appendix B: References

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