TORONTO POLICE SERVICE
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The Toronto Police Service Releases Findings from Race-Based Data Collection

Chief Ramer apologizes on behalf of Service & announces 38 actions to address use-of-force and strip search outcomes

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The Toronto Police Service today released findings from its Race-Based Data Collection (RBDC) Strategy, aimed at understanding and assessing racial disparities in its policing. The findings are based on analysis of data collected in 2020 of officers' perceptions of an individual's race in use-of-force and strip searches.

In 2019, as part of the Ontario government's *Anti-Racism Act*, all police services were directed to begin collecting race-based data in instances of reportable use-of-force. The Toronto Police Services Board (TPSB) approved a "Race-Based Data Collection, Analysis and Public Reporting" policy with the objective of identifying, measuring, and ultimately, eliminating systemic racism.

The Toronto Police Service went beyond the mandate and expanded the scope of data collection to include strip searches. The purpose was to assess whether racial disparities exist, and if so, in what measure, and what can be done to eliminate them.

All of the findings are available on the [Race-Based Data Collection webpage](#) at TPS.ca.

Key results from the Service's data findings include:

- Black, Indigenous, and racialized people are over-represented in both use-of-force incidents as well as in strip searches.
- Use-of-Force:
    - Black people are 2.2 times more likely to have an interaction with police officers and are 1.6 times more likely to have force used on them during the interaction.
    - Black, East/Southeast Asian, Middle Eastern and Latino people were overrepresented in reported use-of-force incidents compared to their presence in enforcement action population.
- Strip Searches:

- Strip search rates varied throughout the year and dropped significantly following changes to the *Search of Persons* policy in October 2020, resulting in a significant decline in strip searches.
- There were differences by race in strip search rates with Black, Indigenous and White people over-represented relative to their presence in arrests.

Chief of Police James Ramer said, "The results have confirmed what, for many decades, racialized communities – particularly the Black and Indigenous communities -- have been telling us; that they are disproportionately over-policed. This data demonstrates the unfortunate realities of those experiences. As an organization, we have not done enough to ensure that every person in our city receives fair and unbiased policing.

For this, as Chief of Police, and on behalf of the Service, I am sorry and I apologize unreservedly. The release of this data will cause pain for many. Your concerns have deep roots that go beyond the release of today's report. We must improve; we will do better,"

He continued, "As difficult as these findings are, we recognize that this is some of the most important work we have ever done. Getting to this point with our data has been challenging, but we are committed to using the 2020 findings as a baseline to build upon actions that have already begun and will continue in the years ahead."

Chief Ramer added, "We will continue to listen, engage and act, all with the goal of propelling us forward in our ultimate goal of providing fair and equitable policing to all."

The Service has identified 38 actions to address the use-of-force and strip search outcomes which can be found on the Race-Based Data Collection 2020 Findings webpage.

These actions are in line with other ongoing reform initiatives including:

- The TPSB 81 Recommendations on police reform
- The 151 recommendations flowing from Justice Epstein's *Missing & Missed* inquiry; and
- An Equity Strategy designed to embed human rights into all that we do as a Service, internally and externally.

Community Engagement

The Service consulted with community representatives throughout this initiative and continues to do so. The RBDC Community Advisory Panel (CAP), comprised of 12 diverse residents, from Black, Indigenous and other racialized communities, as well as youth representatives from varying backgrounds, was formed to help define the Service's approach and guide this work.

The Service also acknowledges and thanks the Anti-Racism Advisory Panel (ARAP) and the Police and Community Engagement Review (PACER) committee for their commitment to continue helping us address this extremely complex issue.

Chief Ramer said, "I want to thank and acknowledge the engagement and contribution of our community consultative groups including the RBDC Community Advisory Panel, the Police and Community Engagement Review committee, the Board's Anti-Racism Advisory Panel, and the Association of Black Law Enforcers. You have held us to account and we thank you for your candour and commitment to continue to help us address this multifaceted issue. We would also like to recognize our collaboration with the Ontario

Human Rights Commission in their ongoing inquiry into systemic racism in policing in Toronto."

TPS Data, Peer Reviewed

The Service's Race-Based Data Collection Strategy work was led by expert analysts within the Equity, Inclusion and Human Rights Unit and overseen by Command members including the Chief Information Officer and a Deputy Chief.

An independent report, conducted by research, diversity and human rights academics Dr. Lorne Foster and Dr. Les Jacobs, concluded that the Service's RBDC Strategy "reflects the best practices for race data collection from a human rights perspective and is a model for other police services in Canada." Their report notes the Service has made strides with the Strategy in its first year, but also states there remains room for improvement, and it has offered eight recommendations to provide guidance on how to move forward. The Service has committed to actioning all of them. The report is available on the Race-Based Data Collection webpage at TPS.ca.

About the Data Collection and Analysis Process

In 2019, as part of the Ontario government's *Anti-Racism Act*, the government directed all police services in Ontario to begin collecting race-based data in instances of reportable use-of-force. The Service expanded the scope of collection to include strip searches as well.

The Province's *Anti-Racism Data Standards* guides the collection, management and analysis of race-based data. The Toronto Police Service Board's policy specifically directs the Service on how to collect and analyze race-based data.

Community engagement is a core part of the RBDC Strategy. From the beginning, the Service collaborated with community organizations and engaged broadly with the public in its largest community engagement endeavor ever to raise awareness about the strategy and to gather public feedback on their approach. The Service 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.

The findings from 2020 will act as a baseline to build upon in the years ahead. The Service will continue to engage with members and Indigenous, Black and racialized communities and will co-develop actions in response to the data collected.

For all information on the Service's Use-of-Force and Strip Search findings, Fact Sheets and Backgrounders, please visit the Race-Based Data Collection webpage at TPS.ca.

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