

# PEEL REGIONAL POLICE + STUDENTS

## *A framework for change*

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## ACKNOWLEDGEMENTS

THANK YOU FOR  
SHARING YOUR

*Voices*

We would like to acknowledge the time and dedication of youth, community organizations, grassroots groups, parents, teachers, school officials and members of the Peel Regional Police.



# SRO program

ABOUT THE

(SCHOOL RESOURCE OFFICER)



- By-product of policies like the *Ontario Safe Schools Act (OSSA)*
- Included police officers typically assigned to one high school on a full-time basis to interact daily with the student body, objectives ranging from reducing instances of bullying to preventing crime

# COMMUNITY CONSULTATION

## Goals

- Seek feedback about the SRO program and its effect on primarily African, Caribbean, Black (ACB) students, parents, and its communities.
- Centre Black youth voices
- Identify steps to move forward and build a framework for change



# WORKING TOGETHER

All teach  
All learn  
All lead

75+ Online Participants

6 Large Virtual Sessions

20+ Small Group Discussions

3 Surveys

Countless Emails

Endless Stories + Experiences

## TIMELINE

*This was  
our journey*

JULY 28 SRO Program in Peel is halted

AUGUST Community Consultation Begins

OCTOBER Facilitators Begin

NOVEMBER 18 Public Acknowledgment and apology for the SRO program's impact some student communities. As well as, the official confirmation that the SRO program is dissolved

NOVEMBER – FEBRUARY  
Small Group Meetings + Presentations

FEBRUARY Report Writing

MARCH Final Report



## SETTING THE

# Stage



Build and hold a brave space for positive solution-focused dialogues



Establish guidelines and process with group



Create a forum for smaller group discussions



Outline the facts about SRO per PRP, PDSB and DPCDSB



Determine goals of framework with group

# FRAMEWORK

## Pillars



### *Transparency*

Communities are informed and can monitor the indicators of systemic change.

### *Voices*

Solicit community and youth voices: normalize youth input and respect a two-way dialogue

### *Acknowledge*

Acknowledge past harm and create measures for reconciliation

### *Action*

Establish new accountability measures.

### *Equity*

Prioritize equity over equality



# YOUTH VOICES

## after SRO



- ACB youth want to better understand and see police accountable for misconduct
- ACB youth want to see and feel that public safety is equitably applied and includes them
- ACB youth want to know their rights and how to be prepared when interacting with police
- ACB youth want to have a voice in where, when and how police engage with students
- ACB youth interested in outcomes from THIS REPORT

# COMMUNITY VOICES

after SRO



- Nothing about us without us.
- Build meaningful community relationships
- Power imbalance between ACB community and PRP at collaboration tables
- Ensure legally binding remedies to tackle systemic racism within policing



NOW WHAT?

# Recommendations



1. Overhaul internal legislation, policies and programs that reinforce unequal application of the law
2. Representational recruitment and ongoing anti-racism training
3. Train and educate law enforcement officers on adolescent brain development and behavior
4. Concrete accountability when harm occurs due racial bias by police
5. Centre youth voices from historically harmed communities to inform a youth strategy



# Immediate Next Steps

## FOR PRP / COMMUNITY PARTNERSHIP



1. Engage ACB youth and community members in determining the priorities and actions that respond to the five pillars.
2. Ensure actions are co-constructed and co-owned by ACB youth and community members.

# A Framework for Change