

# 06-09-23



## REPORT Police Services Board

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DATE: September 6, 2023

SUBJECT: **HUMAN RIGHTS REPORT & 2022 USE OF FORCE**

FROM: Anthony Odoardi, Deputy Chief, Innovation and Technology Command

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### RECOMMENDATION

**It is recommended that the Police Services Board receive this document as the inaugural Human Rights Project Report and the 2022 Annual Use of Force Report.**

### REPORT HIGHLIGHTS

- Overview of the inaugural Human Rights Report
- Reporting and training requirements for Use of Force
- Statistical data and analysis for 2022 Use of Force incidents
- Race Based Data analysis for 2022 Use of Force Reporting

### DISCUSSION

The purpose of this report is to share the progress of the ongoing work of the Human Rights Project to reach our goal of identifying and addressing systemic discrimination in policing.

The report details the analysis of race and identity-based data (RIBD) collected **between January 1 to December 31, 2022**, for use of force (UoF) and strip searches, and our continued effort to meet our commitment to the Human Rights Project.

Goal: 3. Accountability, Equity and Service Excellence

Priority: 3.4 Public trust and confidence through accountability and transparency

## CONCLUSION

On June 22, 2023, the Ontario Human Rights Commission (OHRC), in a joint statement with the Peel Regional Police (PRP) and the Peel Police Services Board (PPSB), announced the release of recommendations to address issues of systemic racism and discrimination in PRP.

Our commitment to eliminate discriminatory practices in policing and restore trust with Black, Indigenous, and racialized communities started in 2020 by signing a Memorandum of Understanding, an essential partnership between PRP and OHRC.

The Human Rights Project & Use of Force Report will be authored annually to document our progress going forward.

### **Approved for Submission:**



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Anthony Odoardi, Deputy Chief, Innovation and Technology Command

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*Authored By: Human Rights Project Team*



# Committed to Action

Progress Report: Human Rights Project & Use of Force



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# About This Report

The purpose of this report is to share the progress of the ongoing work to reach our goal of identifying and addressing systemic discrimination in policing. The report details the analysis of race and identity-based data (RIBD) collected **between January 1 to December 31, 2022**, for use of force (UoF) and strip searches, and our continued effort to meet the commitment to the Human Rights Project.

The data collected provides insights into our communities' unique needs and informs the trajectory of initiatives and resources, including decision-making in our service delivery. While data collection has received attention in recent years and is essential in mitigating inequities, we understand that collecting information is a sensitive issue. As such, we have taken proper protocol and practices to ensure the process for data collection is fair, inclusive, and equitable.

Our critical work is an outcome of continued collaboration with multiple stakeholders. In releasing this report, we are grateful to our community and indebted for the guidance received from our academic experts mentioned below, who played a crucial role in ensuring we start the journey the right way allowing for long-term success.

We are excited about the road ahead, the results and the opportunities it will bring for our communities and us to improve outcomes together.

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Lorne Foster is a Professor, Public Policy and Human Rights in the School of Public Policy & Administration, York University. He holds the York University Research Chair in Black Canadian Studies and Human Rights. As the Director of the Institute for Social Research (ISR), Dr. Foster oversees the leading university-based survey research centre in Canada.

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Les Jacobs, is the Vice-President, Research and Innovation at Ontario Tech University. He is a Fellow of the Royal Society of Canada (FRSC), the highest honour for a Canadian academic researcher, appointed in 2017 in recognition of being one of the world's leading experts on innovative large scale projects on human rights, equality and access to justice involving data science.








# Background

On June 22, 2023, the Ontario Human Rights Commission (OHRC), in a joint statement with the Peel Regional Police (PRP) and the Peel Police Services Board (PPSB), announced the release of recommendations to address issues of systemic racism and discrimination in PRP.

Our commitment to eliminate discriminatory practices in policing and restore trust with Black, Indigenous, and racialized communities started in 2020 by signing a Memorandum of Understanding, an essential partnership between PRP and OHRC.

Guided by OHRC's [Policy on eliminating racial profiling in law enforcement](#), this historic undertaking between the two parties, led to the establishment of PRP's Human Rights Project.

**Peel Regional Police and the OHRC have committed to seven key principles to address systemic racism:**

	<b>Acknowledgement</b>
	<b>Engagement</b>
	<b>Policy Guidance</b>
	<b>Monitoring &amp; Accountability</b>
	<b>Organizational Change</b>
	<b>Data Collection</b>
	<b>Multi-Year Action Plan</b>

# Continuing Our Transformative Work

Since the start of the Human Rights Project, several initiatives and organizational changes have taken place to instill the core values of inclusiveness and equity into our daily practices and to help attain the outcomes we set out to achieve three years ago.

We understand that, in policing, we have a responsibility to our communities and hold ourselves accountable to the highest standards of excellence. Learn how PRP is committed to uprooting systemic racism by reviewing the progress on our Human Rights Project, as outlined through OHRC's seven principles.

## 1. ACKNOWLEDGEMENT

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*Substantively acknowledging the reality of racial profiling, including the impact it has on individual and community well-being and trust in law enforcement, and recognizing the specific impact on Black, Indigenous peoples and racialized communities and individuals.*

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Our partnership with the OHRC to implement human rights-focused practices, to establish strong accountability measures, and to enhance trust with communities is collaborative and constant. We recognize that the work we have started is the beginning of a long, transformative journey for PRP. As we embark on this path, we must underscore the importance of this critical work.

We acknowledge that systemic racism exists in our service and fully commit to disassembling the historical and present-day institutional practices that inhibit positive outcomes for our communities and our members.

In light of the past negative interactions our communities have experienced with members of our service, Peel Regional Police remains committed to listening and incorporating feedback from our Anti Racism Advisory Committee into a statement of acknowledgment and apology.

## 2. ENGAGEMENT

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*Active and regular engagement with Black, Indigenous and racialized communities to obtain frank and open feedback on the lived experience of racial profiling and effective approaches to combatting it.*

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### **Anti-Racism Advisory Committee**

Actively and regularly engaging with diverse and racialized communities to foster connections and strengthen partnerships is critical to our work.

# Continuing Our Transformative Work

In 2021, PRP co-created the Anti-Racism Advisory Committee (ARAC), comprised of anti-racism experts with lived experiences reflective of Peel Region's diverse perspectives. ARAC has been a valuable resource and advisor to our service by providing meaningful guidance for change within the PRP.

Since the inception of the Human Rights Project, Peel Regional Police has hosted a series of 50 online and in-person consultations with our community and stakeholders, including surveys and feedback sessions.

Community engagement is the anchor of the Human Rights Project and embedded in our initiatives on an ongoing basis. As we continue to implement recommendations from the Human Rights Project, we will rely on the guidance and the voice of ARAC and our community.

## 3. POLICY GUIDANCE

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*Adopting and implementing all appropriate standards, guidelines, policies and strict directives to address and end racial profiling in law enforcement.*

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### **Anti-Racism Policy**

In 2022, PRP conducted a policy review and updated *Directive I-B-158 (F) on Racial Profiling/Bias-Based Policing*, and procedures, training, and accountability mechanisms to ensure it reflected the principles and best practices, as laid out in OHRC's [\*Policy on eliminating racial profiling in law enforcement\*](#).

### **RIBD Policy**

In 2022, PRP developed *Directive I-B-429(F) for Race and Identity-Based Data* that stringently outlines leading practices on collection and reporting, privacy and training for members on RIBD.

### **Crisis Intervention and De-escalation Policies**

We incorporated de-escalation into several directives, including *Directives I-A-204(F) Code of Ethics, Conduct and Discipline*, *Directive I-A-603 (F) Mental Health Policy*, and *Directive I-B-102 (F) Incident Response and Use of Force*.

### **Duty to Report & Intervene Policy**

PRP updated *Directives I-A-204(F) Code of Ethics, Conduct and Discipline* to mandate all members to report and reasonably intervene to stop any misconduct, including excessive force, they may witness.



# Continuing Our Transformative Work

## 4. MONITORING & ACCOUNTABILITY

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*Regularly monitoring racial profiling, and setting robust internal accountability mechanisms at the governance, management and operational levels.*

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### **Body-Worn Cameras**

In an effort to increase transparency, accountability and strengthen our commitment to a bias-free service delivery, PRP updated *Directive I-B-173 (F) on Body Worn Cameras* that requires the addition of a supervisor to review body-worn camera footage when a use of force incident has occurred. This is to monitor for appropriate conduct by the officer and ensure compliance with our training and directives.

### **Performance Management**

In 2022, the annual performance review process for all sworn members was updated to include an officers' use of force reports for compliance with our directives.

## 5. ORGANIZATIONAL CHANGE

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*Implementing multi-faceted organizational change (for example, in relation to training, culture, hiring, incentive structures etc.) consistent with the OHRC's guide human rights and policing: Creating and sustaining organizational change.*

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### **Changes in Hiring Practices**

Police hiring practices are governed by legislation, which identify under-represented groups as racialized, Indigenous, women and those who are abled differently.

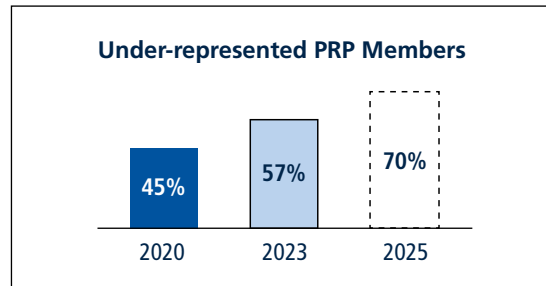
The community has repeatedly called for diversity to be reflected in our hiring practices. In an effort to meet those calls for change, PRP revamped hiring practices in 2020 for all uniformed officers to ensure we continue to attract, hire and retain professional and skilled employees with post-secondary education who reflect our community.

Our goal is to increase the hiring of under-represented groups to reflect our community by 2025.

In 2020, the total number of sworn under-represented members in the organization was approximately 45%. As of June 1, 2023, that number has risen to 57% as a result of expansive efforts and a redesign of our recruiting and outreach bureaus.

# Continuing Our Transformative Work

PRP is on track to hit our goal of increasing our police officer membership of under-represented members to 70% aligning with the diversity of the region.



## Psychological Testing

Our work on the Human Rights Project identified that it is not enough to just hire police officers who reflect the diverse composition of the community. The officers we hire must have the appropriate attitudes and aptitudes to serve our diverse community.

In extensive collaboration with various psychological experts, PRP implemented mandatory advanced psychometric testing for all new recruits in 2020 that exceeds the provincial minimum standard.

The testing was implemented to ensure PRP was hiring candidates with the required character traits essential to policing in the current environment while identifying risks and vulnerabilities in candidates.

The tests and the process are as follows:

1. Minnesota Multiphasic Personality Inventory (MMPI-2-RF) test is the minimum provincial standard. It provides information on a candidate's psychological suitability.
2. 16 Personality Factor Inventory (16PF) is an assessment tool used to summarize 16 personality factors that helps in assessing a candidate's tendency toward resiliency and other positive personality traits.
3. Matrix-Predictive Uniform Law-Enforcement Evaluation (M-Pulse) is specially designed for policing and screens for 18 different liability scales to identify a candidate's liability potential for officer misconduct. Some of the 18 scales screened include the following:
  - Racially offensive misconduct, including racist attitudes or targeting of racial groups
  - Excessive force, risk of excessive use of force and/or aggressive behaviour
  - Inappropriate use of weapon/risk of using a weapon
  - Discharge of a weapon/risk of firing a weapon in the line of duty, justifiably or not
  - Sexually offensive misconduct
  - Criminal conduct – risk of criminal and corrupt behaviours
  - Unprofessional conduct – including verbal abuse, aggression, rudeness

# Continuing Our Transformative Work

4. Connor Davidsons Resiliency Scale (CD-RISC) which is a screening tool designed to investigate how a candidate manages stress in high-risk and high-stress activities.
5. An interview with a clinical psychologist.
6. Creation of a report of the candidate's suitability. Peel Regional Police only considers hiring candidates who meet all the required criteria and who receive a suitability for hire designation from the evaluating psychologist.

We are continually evaluating our psychological screening processes for new hires and will continue to use the most stringent psychological tests to assess candidates as they evolve. We are assessing our hiring processes with a goal of continuous improvement to meet the needs of our community.

## **Mandatory Training: Interactions with Children**

PRP regrets the unfortunate handcuffing of a 6-year-old Black girl in 2016. To ensure this does not occur again, and with guidance from experts, PRP implemented the J.K.B strategy in 2021 with support from the OHRC. The strategy outlined a two-phased approach that includes professional training and development for officers, including changes to dispatch protocols.

All PRP officers have received mandatory training on interacting with children in crisis as of 2022. The training was designed in collaboration with a child psychologist specializing in racialized trauma.

The training inculcates a zero-harm mindset requiring officers to adopt a child in need of protection approach. As part of the exercise, officers are trained to follow the least intrusive manner when de-escalating a crisis involving a child under 12 years. Another aspect is to respond to these situations as misconduct and behaviour-related, as opposed to criminalizing a child's actions.

Included in the PRP training approach is specific human rights related training undertaken in our 911 Communication Centre. The training in this regard emphasizes the need for communicators and call takers to ensure all dispatched events with children are empathy-based and bias-free, with their well-being at the forefront. All calls involving children under 12 require the attendance of a Sergeant and notification to the on-duty Staff Sergeant and Duty Inspector for oversight.

## **Autism Awareness Strategy**

In 2023, PRP launched a strategy to strengthen how it provides service to the autistic community in Peel. The strategy was established in response to a growing recognition that law enforcement agencies need to do more to effectively understand, engage and respond to autistic individuals and their families. It was developed with the Peel Autism Collaborative, who are a group of service providers that came together with PRP in November 2022 to create a forum to identify opportunities and actions to best serve autistic residents.

[Learn more about our Autism Strategy.](#)

# Continuing Our Transformative Work

## **Mandatory Training: Advanced Mental Health Training**

Following the jury inquest into the tragic death of Mr. Marc Ekamba, a series of recommendations were brought forward in 2022 through the Human Rights Project, which included the implementation of a 4-day mental health-training course for all front line officers.

In addition to all front line members having completed the training, recommendations from the inquest have been completed or are underway for completion.

## **Human Rights-Focused Training**

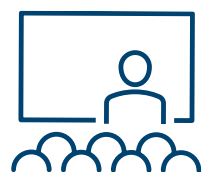
PRP has mandated human rights-focused training to address officer bias, which has shown to be instrumental in reducing inequities in policing. Our goal for adopting this training approach is to improve outcomes for Black, Indigenous and racialized communities and everyone we serve.

In 2020, with guidance from academic and subject matter experts, PRP implemented the five pillars of human rights-focused training, which have been validated to contribute to the overall reduction of negative outcomes for racialized communities, including use of force.

The anchor of the training is to aspire for zero harm and zero death outcomes for the community by centering de-escalation techniques into all interactions with the public.

The development of our training modules was a direct result of grant funding provided by the Ontario Anti-Racism Directorate (ARD). Since implementation, members have completed approximately 10,000 hours of training per calendar year. The training curriculum is part of our multi-year plan and will continue to be a mandatory component delivered annually in various modules throughout a member's career.

Over 25,000 hours of mandatory Human Rights Focused training has been completed since the commencement of the Human Rights Project. Mandatory Human Rights Focused training will remain as the standard for the organization.



**25,000+ Hours**  
Human Rights Focused Training

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# Continuing Our Transformative Work

The following is an overview of the five modules of human rights-focused training integrated throughout PRP's training.

## History of Racism in Canada



- Review and discussion on the history of negative police interactions with various racialized community groups.
- Address how conscious and unconscious bias in policing has historically affected Black, Indigenous, and racialized populations..
- A historical overview of race-relations in Canada and acknowledgement that structural and systemic racism is rooted in Canada's history of colonialism.

## Unconscious Bias and Racial Profiling



- Discussion on racism, discrimination and biases - both conscious and unconscious, where our biases come from and how being a police officer can lead to development of further biases.
- Focus on the impacts of biases on our community and on strategies for recognizing and acknowledging biases and ways to counter them, which includes dealing with fears and anxieties that are driven by biases that may influence decision-making.

## Procedural Justice



- Discussion on how taking a human rights approach, being respectful and showing dignity in all interactions help shape the communities view and opinion of the police.
- Focus on fair practices in processes (including using discretion when appropriate), being transparent in actions, providing opportunity for voice and being impartial in decision making.
- Adoption of the view that community members are partners in public safety.

## Trauma Informed Approach



- Discussion on trauma, the effects of trauma and types of trauma including intergenerational and historical trauma.
- Understanding of situations where officers are met with aggression and negative comments, could be a result of the person having experienced past traumatic events, including negative police interactions, whether their own experience or those of others. Officers will be educated on taking a trauma informed approach so that they apply a different lens to their response while recognizing their own biases.

## Legislative Authorities



- Review and comprehension of various legislation including the Anti-Racism Act, Charter, Collection of Identifying information in Certain Circumstances (CIICC, street checks), Ontario Human Rights Code, Ontario Police Services Act and both Federal and Provincial statutes.

# Continuing Our Transformative Work

## 6. DATA COLLECTION

*Implementing race data collection and analysis for identifying and reducing disparity, and managing performance.*

A multitude of academic research, public hearings, inquests, and commissioned reports have highlighted the need for police services to collect race and identity-based data (RIBD) to validate and address the lived experiences and inequities that have existed and continue to exist within police services across Ontario.

PRP, with the assistance of expert collaboration, has developed a comprehensive framework for collecting and analyzing data to examine disparities that exist within policing. Through this framework, our ultimate goal is to expand our data collection in consultation with community and other HRP stakeholders .

### Understanding Disparities

Disparity, by definition, is an unequal outcome or treatment experienced by different groups of individuals in their interactions. Disparity can arise as a result of factors such as race, ethnicity, gender, age, socio-economic status, religion, and through the intersection of these characteristics.

Racial and other inequities in our public and social systems, in housing and healthcare, for example, all have an influence on how members of different groups experience and interact with the police. As a police organization, and one that wields significant power over individuals' freedoms and ability to engage in society, we recognize how important it is to be mindful and aware of the inequities that exist within policing. It is within this broad context that we examine and begin to address the disparities caused by policing interactions, particularly around the use of force.

### Drivers of Disparity

Internal	External
<p><b>Officer:</b></p> <ul style="list-style-type: none"><li>• Officer characteristics such as age, gender, physical abilities, race, size, experience and training</li><li>• Officer bias and attitudes</li><li>• Officer discretion</li></ul> <p><b>Institutional Practices:</b></p> <ul style="list-style-type: none"><li>• Organizational culture</li><li>• Policies and procedures</li><li>• Incident type, location and time of day</li><li>• Patrol patterns</li><li>• Enforcement - arrest and charging</li><li>• Proactive vs. reactive interaction</li><li>• De-escalation as a practice</li></ul>	<p><b>Persons' Choices &amp; Actions:</b></p> <ul style="list-style-type: none"><li>• Persons' choices</li><li>• Drug &amp; alcohol abuse</li></ul> <p><b>Social &amp; Demographic Factors:</b></p> <ul style="list-style-type: none"><li>• Education system</li><li>• Food insecurity</li><li>• Housing insecurity</li><li>• Economic</li><li>• Violence and trauma</li><li>• Age, gender</li><li>• Mental health</li><li>• Health care system</li><li>• Systemic racism</li><li>• Social environment &amp; opportunities</li><li>• Family environment</li></ul>

# Continuing Our Transformative Work

Understanding these drivers of disparity is a vital step in the collection of RIBD as it provides areas of focus for police services and the community, with the ultimate goal of improving fairness and equity in policing. Analysis of data collected will provide insights for research and policy development, as well as the need to implement more community-centred approaches.

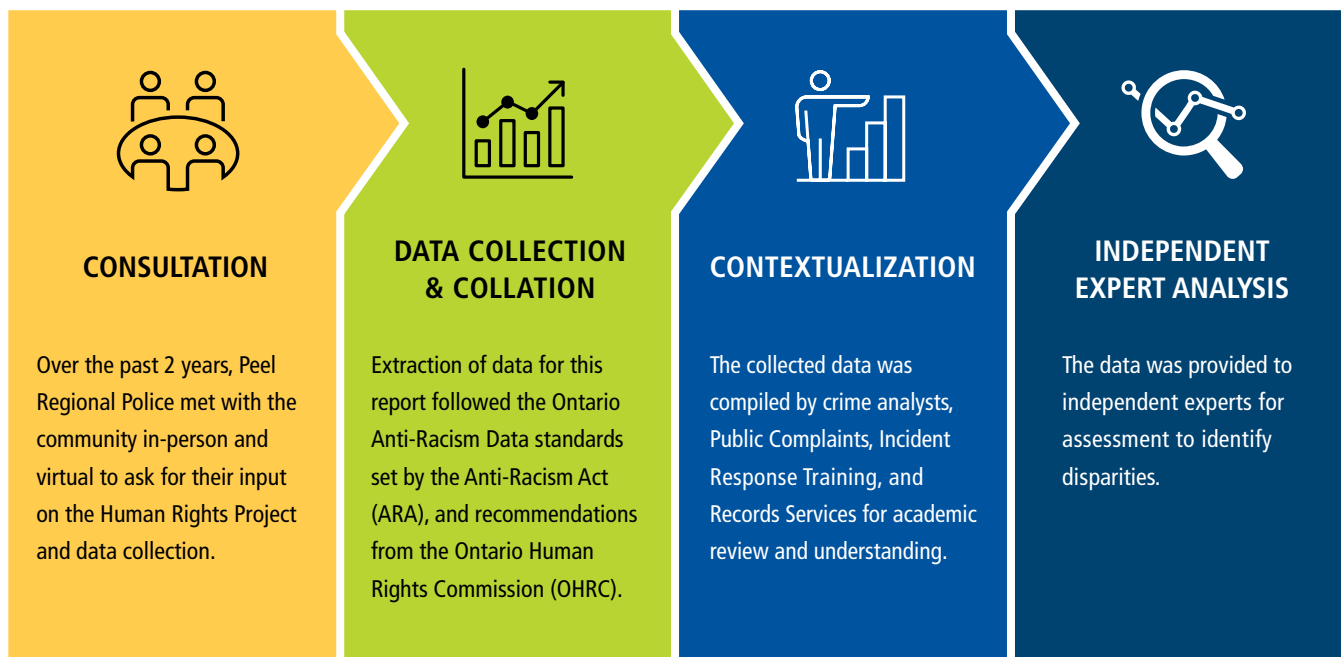
## Development of the RIBD Framework

The goal of our RIBD framework is to have a contextualized understanding of the collected data so that PRP can develop progressive approaches to addressing racial disparities by changing institutional practices in:

- hiring,
- policy and procedures,
- training,
- service delivery, and/or
- police actions that result in negative outcomes for the community.

The collection of information is a sensitive issue, and as such, organizationally, we are aware of the potential risks of framing and presenting the data in a manner that could appear stigmatizing to Black, Indigenous, and racialized communities. The data collected will not be used, under any circumstance, for any police-related enforcement or investigative actions.

The following elements and principles set the initial foundation for the critical work of an RIBD strategy.



# Findings

## Use of Force and Strip Searches

The protection and safety of the public is a priority for Peel Regional Police. The Criminal Code of Canada grants authority for police to use reasonable force when necessary to carry out their duties. As of January 1, 2020, under the Anti-Racism Act, police services are required to collect data on the perceived race of people involved in use-of-force incidents.

The Ontario Ministry of the Solicitor General governs the mandated reporting requirements for use of force that officers follow. The following reporting requirement in Peel Regional Police Directive I-B-102(F) specifies when an officer shall submit a Use of Force Report, as required by the Ontario Police Services Act, Regulation 926 Section 14.5(1): *Any force applied to a subject that results in injury, a complaint, or the anticipation of a complaint shall be reported to an immediate Supervisor on the P.R.P. #296 (as set out in the Equipment and Use of Force Regulation 926) within three days of the incident.*

If the officer is incapacitated, the Provincial Use of Force Report shall be completed by the officer's immediate supervisor within three days of the incident. Regardless of injury or complaint, a Provincial Use of Force Report shall be submitted if a member uses any weapon, including:

- draws a handgun in the presence of a member of the public;
- points a firearm at a person;
- discharges a firearm;
- uses a weapon on another person;
- draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- points a conducted energy weapon at a person;
- discharges a conducted energy weapon; or
- uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services.

This regulation prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed training course.

Use of force training requalification is mandatory for every member who uses or may be required to use force or carry a weapon. The use of force training courses taught by PRP meet the requirements set by the Ontario Ministry of the Solicitor General and, in some instances, exceed the standards. Each member is required to pass the requalification course every twelve months.

The data used to prepare this section of the report is compiled from PRP use of force reports from 2019 to 2022 and includes the following reportable sections as per the requirements of the Ministry of the Solicitor General. The inclusion of 2019 data is to provide the reader with comparisons prior to the implementation of the Human Rights Project in 2020.



# Findings

## Total Number of Events and Use of Force Reports

In 2022, members of PRP were involved in 275,739 events with the community. An event includes traffic stops, citizen-generated calls for service and officer initiated contacts. As a result of these events, 695 use of force reports were generated which is 0.25% of the total number of events.

Figure 1

Total Number of Events and Use of Force Reports				
Year	Total Number of Events	Number of Use of Force Reports	% of Events Resulting in Use of Force Reporting	Change Since 2019
2019	298,930	838	0.28%	N/A
2020	288,756	853	0.30%	2%
2021	273,074	754	0.28%	-10% ↓
2022	275,739	695	0.25%	-17% ↓
<b>4 Year Average</b>	<b>284,125</b>	<b>785</b>	<b>0.28%</b>	

The total number of events increased in 2022 by 1% from 2021. The total number of use of force reports decreased in 2022 by 17% when compared to 2019.

## Use of Force Reports & Number of Involved Officers

Figure 2

Use of Force			
Year	Total UoF Incidents	Total UoF Reports	Total Unique Officers That Apply UoF
2020	572	853	463
2021	537	754	400
2022	517	695	390
Variance 2020-2022	-55	-158	-73
<b>Percent Change</b>	<b>-9.62%</b> ↓	<b>-18.52%</b> ↓	<b>-15.77%</b> ↓

A use of force incident stems from a police event. That incident results in a use of force report. In 2022, we had an 18.5% drop in the total number of all use of force reports when compared to 2020 and 73 less officers using force when compared to 2020.

# Findings

## Call Types Resulting in Use of Force

Call types that resulted in most frequent use of force incident are listed in the table below.

- Approximately 22% of all use of force incidents were the result of weapons dangerous calls.
- Domestic disturbances resulted in 14.3% of all use of force.
- Stolen vehicles and disturbances made up approximately 16% of all use of force.

Figure 3

Call Types – Use of Force		
Call Type	Number of Use of Force Reports	% of Total Use of Force Incidents
Weapons Calls	113	21.9
Domestic Disturbances	74	14.3
Persons in Crisis	62	12
Stolen Vehicle and Related	43	8.3
Disturbance - Other	42	8.1
Robbery	41	7.9
Break and Enter	25	4.8
Traffic Related	25	4.8
Impaired Driving	20	3.9

## Officer Assignment and Types of Force Used

Officers assigned to uniform patrol accounted for 75% of all Use of Force reports in 2022.

Figure 4

Officer Assignment								
Assignment	2019	%	2020	%	2021	%	2022	%
Uniform Patrol	576	64.7%	569	73.9%	522	69.2%	522	75.1%
Tactical	152	17.1%	86	11.2%	66	8.8%	48	6.9%
Canine	54	6.1%	37	4.8%	35	4.6%	30	4.3%
Investigation - CIB	54	6.1%	61	7.9%	123	16.3%	78	11.2%
Other	13	1.5%	6	0.8%	8	1.1%	4	0.6%
Courts	6	0.7%	3	0.4%	0	0%	0	0%
Investigation - Drugs	7	0.8%	5	0.6%	0	0%	6	0.9%
Paid Duty	14	1.6%	0	0%	0	0%	1	0.1%
Traffic	9	1%	2	0.3%	0	0%	6	0.9%
Station Duty	4	0.4%	1	0.1%	0	0%	0	0%
Off Duty	1	0.1%	1	0%	0	0%	0	0%
<b>Total</b>	<b>890</b>	<b>100%</b>	<b>770</b>	<b>100%</b>	<b>754</b>	<b>100%</b>	<b>695</b>	<b>100%</b>

# Findings

## Type of Force Used

The most frequent use of force type reported was the use of Conducted Energy Weapon (CEW i.e. Taser). The second most frequently used type of use of force is a firearm pointed at person, and/or drawn only.

Figure 5

Type of Force Used					
Conducted Energy Weapon (CEW)	2019	2020	2021	2022	% Change
Drawn/Displayed Not Deployed	382	225	210	219	-43%
Drive Stun and/or Probes Deployed	330	188	228	264	-20%
<b>Total</b>	<b>712</b>	<b>413</b>	<b>438</b>	<b>483</b>	<b>-32%</b> ↓
<b>Physical Control</b>					
Physical Control Soft Only	296	159	185	137	-54%
Physical Control Hard Only	293	107	119	61	-79%
<b>Total</b>	<b>589</b>	<b>266</b>	<b>304</b>	<b>198</b>	<b>-66%</b> ↓
<b>Firearm</b>					
Firearm Pointed at Person	590	248	209	305	-48%
Handgun - Drawn Only	104	118	117	70	-33%
Firearm Discharge	30	4	12	1	-97%
<b>Total</b>	<b>724</b>	<b>370</b>	<b>338</b>	<b>376</b>	<b>-48%</b> ↓
<b>Other Types of Force</b>					
Oleoresin Capsicum Spray	33	18	19	20	-39%
Impact Weapons	9	9	4	7	-22%
Arwen	0	2	3	0	0%
Police Service Dog	27	12	13	15	-44%
Other Types of Force	5	2	2	0	-100%
<b>Total</b>	<b>74</b>	<b>43</b>	<b>41</b>	<b>42</b>	<b>-43%</b> ↓
<b>Grand Total</b>	<b>2099</b>	<b>1092</b>	<b>1121</b>	<b>1099</b>	<b>-48%</b> ↓

In 2022, we observed the following trends in types of force used.

### Conducted Energy Weapon

CEW was used 483 times. This represents an 10.3% increase from 2021 in which the CEW was used 438 times.

### Firearm

Firearm pointed and drawn was used 376 times and discharged once accidentally without injury. This represents a 11.2% increase from 2021 in which a firearm was used 338 times.

# Findings

## Physical Control

Physical control, including soft and hard techniques, was used 198 times. This represents a 35% decrease from 2021, in which physical control was used 304 times.

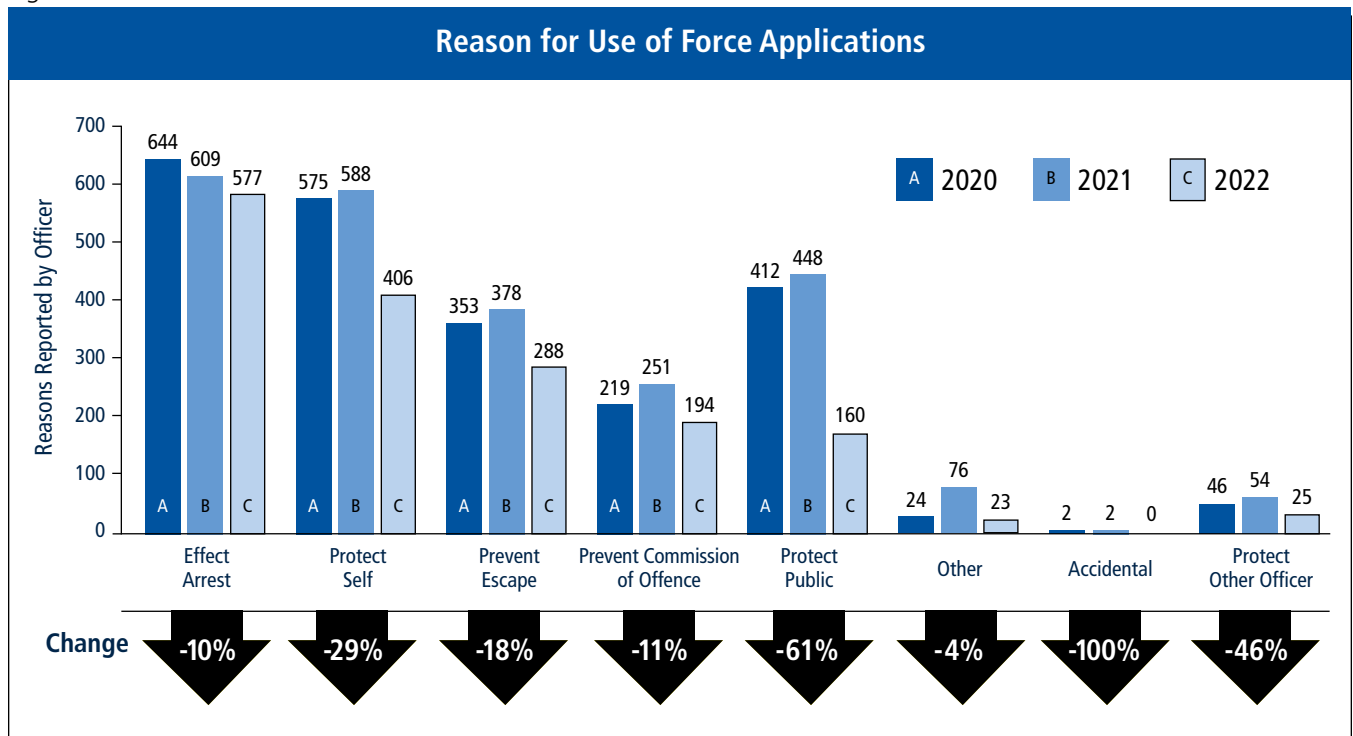
## Reductions in Overall Types of Force Used

Since the implementation of the Human Rights Project in 2020, the following decreases have been noted, when compared to 2019.

- All types of use of force has decreased by 48% in 2022.
- Total use of firearm has decreased by 48% in 2022.
- Total use of intentional discharge of a firearm has decreased by 97% in 2022.
- Total use of physical control has decreased by 66% in 2022.
- Total use of CEW has decreased by 32% in 2022.

## Reasons for Use of Force

Figure 6



# Findings

In 2022, the reasons for using force have shown several decreases when compared to 2020. These decreases highlight our police officer's decision-making and the effectiveness of adopting a human rights focus in training and the anchoring of de-escalation in use of force training.

- Using force to effect an arrest decreased by 10% in 2022.
- Using force to protect oneself decreased by 29% in 2022.
- Using force to prevent escape decreased by 18% in 2022.
- Using force to protect the public decreased by 61% in 2022.
- Using force to protect another officer decreased by 46%.

## Use of Force Resulting in Injury to Persons and Officers

Police officers are required to record injuries sustained by anyone involved in a use of force incident and record if medical attention was required. For the purpose of use of force reporting, only injuries requiring medical attention are recorded. If a person has sustained an injury prior to police contact and use of force incident, then the officer is not required to record that injury as per provincial requirements.

Figure 7

Use of Force Injuries				
Injuries	2020	2021	2022	% Change of Total UoF Incidents
Total Use of Force Reports	853	754	695	-19%
Total Persons	792	730	691	-13%
Number of Reported Injuries	247	209	136	-45%
Percentage	31%	29%	20%	
Officer Injuries				
Total Use of Force Reports	853	754	695	-19%
Number of Reported Injuries	55	44	49	-11%
Percentage	6%	6%	7%	

In 2022, injuries resulting from use of force have decreased when compared to 2020.

- Number of persons reported injuries has decreased by 45% in 2022.
- Number of officers injured has also decreased by 11% in 2022.

# Findings

## Race-Based Data Analysis

In alignment with the Anti-Racism Act, the Ministry of the Solicitor General lists seven “race categories” that officer’s may select to indicate the perceived race of a person who has been subject to an application of use of force by a police officer.

These race categories are: Black, White, East/Southeast Asian, South Asian, Middle Eastern, Latino, and Indigenous.

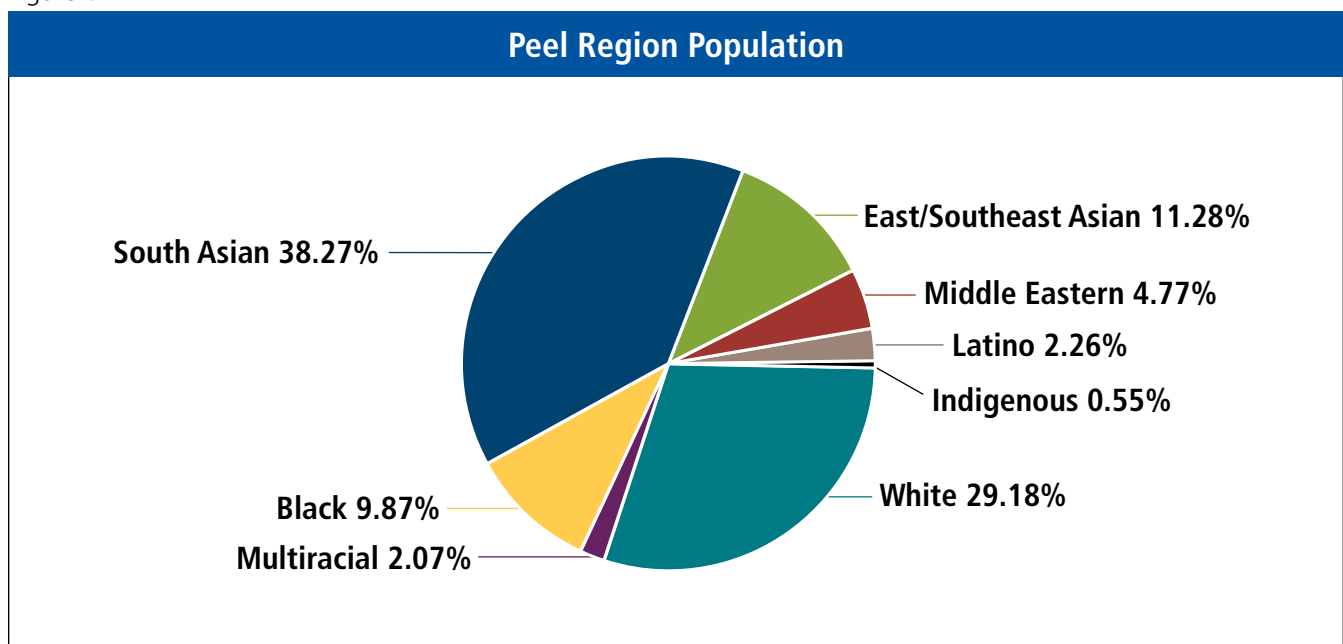
The analysis in this section of the report has been conducted using the data that formed all other sections of this report and with the guidance of our academic experts in the field of race-based data collection and use of force.

All information in the sections below has been compiled using data from 2020, 2021 and 2022 to identify disproportionality by race in use of force outcomes. Where applicable, the variance between years is measured to illustrate a change, if any, in a multitude of variables relevant to use of force reporting.

The focus over the past year was to gain insights into what has been driving the over-representation for Black people in use of force reporting. Despite reductions in all use of force year-over-year, we are cognizant of the little to no change in the outcomes involving Black people. We will be exploring new strategies to address the disparities in the multi-year action planning section of this report.

## Regional Census Population Data

Figure 8



# Findings

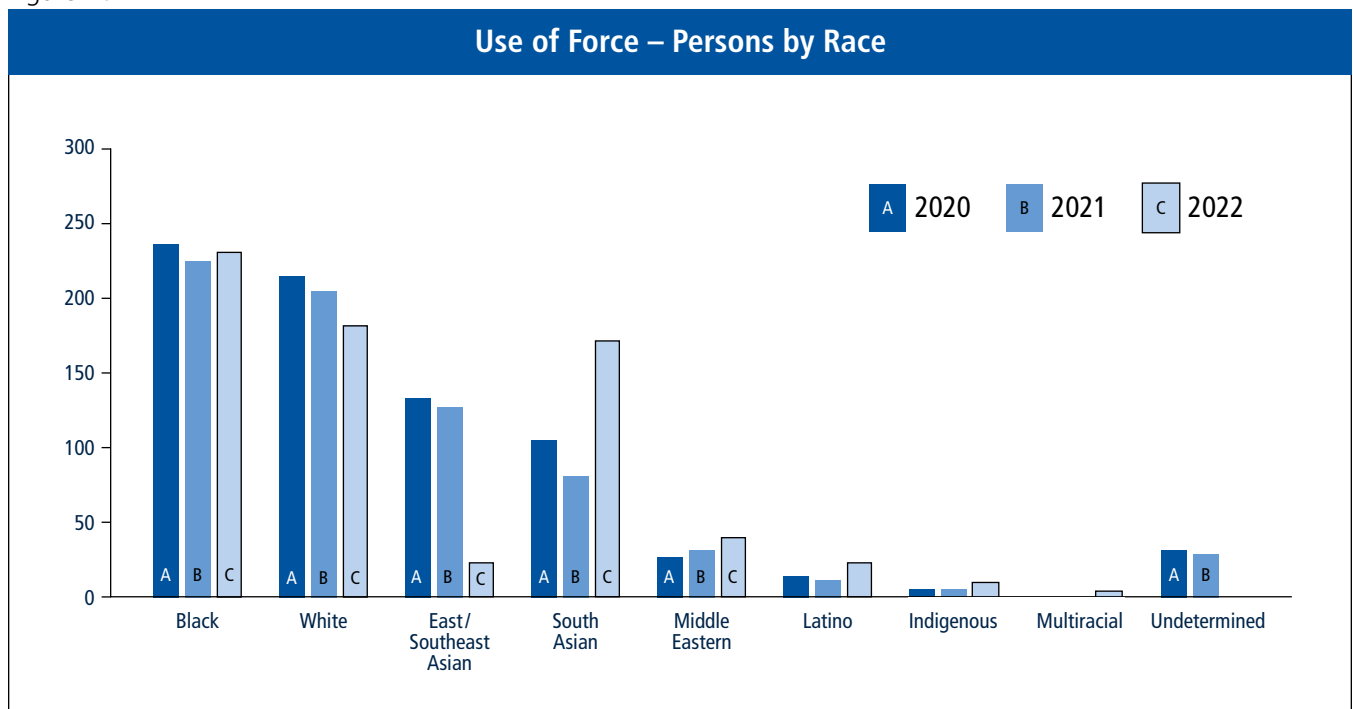
## Use of Force on Persons by Race

Figure 9

Use of Force – Persons by Race										
Year	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Latino	Indigenous	Multiracial	Undetermined	Total
2020	247	218	141	111	27	12	3	0	33	792
2021	227	202	137	83	35	10	4	0	32	730
2022	237	184	21	179	41	21	6	2	0	691
Variance	-10	-34	-120	68	14	9	3	2		-101
% Change	-4.05% ↓	-15.60% ↓	-85.11% ↓	61.26% ↑	51.85% ↑	75% ↑	100% ↑			-12.75% ↓

Readers should note that the observed decrease in use of force involving East/Southeast Asian people and observed increase in use of force involving South Asian people may be attributable to changes in officer recording practices, as training on race-based data collection has been rolled out. The observed trends may thus reflect more accurate racial classification by officers, rather than significant changes in the race of use of force subjects.

Figure 10



Figures 9 & 10 represent the total number of use of force reports by race based on the number of people who had force used on them.

# Findings

Figure 11

Use of Force – Persons by Race Percentage										
Year	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Latino	Indigenous	Multiracial	Undetermined	Total
2020	31.2%	27.5%	17.8%	14.0%	3.4%	1.5%	0.4%	0	4.2%	100%
2021	31.1%	27.7%	18.8%	11.4%	4.8%	1.4%	0.5%	0	4.4%	100%
2022	34.3%	26.6%	3%	25.9%	5.9%	3%	0.9%	0.3%	0	100%
Variance since 2020	3.1%	-0.9%	-14.8%	11.9%	2.5%	1.5%	0.5%	0.3%	-4.2%	0
2021 Peel Region Population	9.8%	29%	11.2%	38.1%	4.7%	2.2%	0.5%	2.1%		

Total includes 2.3% NIE (Not Included Elsewhere)

Figure 11 above shows a 3.5 over-representation of the Black community in use of force, when compared to their residential population.

## Use of Force - Public vs. Officer Initiated Call

To better understand what led to the use of force, we examined whether force resulted from an officer initiated interaction or an interaction that occurred in response to a call for service. Figure 12 illustrates the results of this analysis.

Figure 12

Use of Force – Public vs. Officer Initiated Call			
Perceived Race	Public Initiated	Officer Initiated	Total
Black	83.5% (198)	16.5% (39)	100% (237)
East/Southeast Asian	81% (17)	19% (4)	100% (21)
Indigenous	100% (6)	0	100% (6)
Latino	81% (17)	19% (4)	100% (21)
Middle Eastern	95.1% (39)	4.9% (2)	100% (41)
Multiracial	100% (2)	0	100% (2)
South Asian	73.2% (131)	26.8% (48)	100% (179)
White	92.9% (171)	7.1% (13)	100% (184)
<b>Total</b>	<b>84.1% (581)</b>	<b>15.9% (110)</b>	<b>100% (691)</b>

## De-escalation Centred Approach

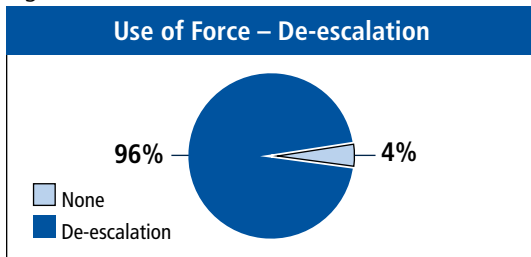
In 2022, verbal interaction and de-escalation techniques continued to be embedded through human rights-focused training. In 2022, de-escalation was used in 96% of all use of force incidents prior to an application of force. This is an 8% increase when compared to 2021.



# Findings

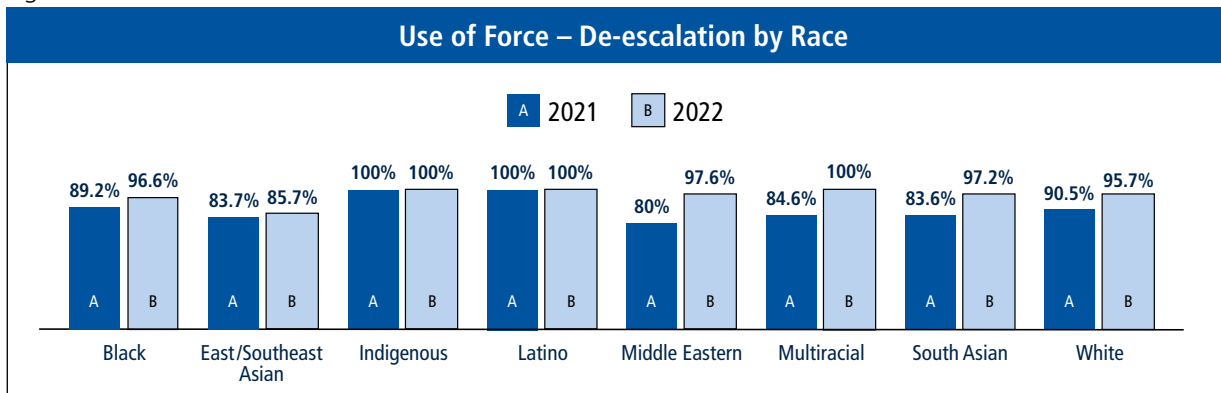
Safely resolving an urgent threat to the public or an officer's safety may limit the use of de-escalation as an option, which is reflected in the 4% differential.

Figure 13



The figure below shows officers de-escalation attempts during use of force encounters.

Figure 14



## Officer Involved in 2022 Use of Force

The figure below grouped by race shows the average number of officers who applied force during an incident. There is little to no variance in the number of officers involved in use of force encounters in 2022 compared to 2021 data.

Figure 15

Key Indexes	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Multiple Racial Group	Indigenous	Latino
Number of Occurrences	176	158	98	61	25	26	4	9
Number of Officers Involved	231	219	130	81	34	29	9	9
Average Officers Per Occurrence	1.3	1.4	1.3	1.3	1.4	1.1	2.3	1.0

# Findings

Figure 16

Officers Involved in 2022 UoF Occurrences								
Key Indexes	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Multiple Racial Group	Indigenous	Latino
Number of Occurrences	237	184	21	179	41	2	6	21
Number of Officers Involved	328	240	24	214	59	2	9	27
Average Officers Per Occurrence	1.4	1.3	1.1	1.2	1.4	1	1.5	1.3

## Injuries to Persons by Race

Officers are required to record injuries sustained during a use of force encounter. For the purpose of use of force reporting, only injuries requiring medical attention that are a result of the use of force application are recorded.

In 2022, we analyzed injuries to persons by race and observed some variation in injuries across groups.

Figure 17

Injuries to Persons by Race			
Perceived Race	No Injury Reported	Injury Reported	Total
Black	83.5% (198)	16.5% (39)	100% (237)
East/Southeast Asian	85.7% (18)	14.3% (3)	100% (21)
Indigenous	66.7% (4)	33.3% (2)	100% (6)
Latino	76.2% (16)	23.8% (5)	100% (21)
Middle Eastern	75.6% (31)	24.4% (10)	100% (41)
Multiracial	50% (1)	50% (1)	100% (2)
South Asian	73.7% (132)	26.3% (47)	100% (179)
White	84.2% (155)	15.8% (29)	100% (184)
<b>Total</b>	<b>80.3% (555)</b>	<b>19.7% (136)</b>	<b>100% (691)</b>

## Injuries to Persons in Crisis by Race

In 2022, there were 6,654 calls for persons in crisis resulting in 106 use of force incidents, which is 1.59% of all persons in crisis calls. Of this, 28 people or 0.42% of persons in crisis reported injury from that use of force encounter.

# Findings

Figure 18

Use of Force and Injuries by Race on Persons in Crisis			
Perceived Race	No Injury Reported	Injury Reported	Total
Black	62.5% (20)	37.5% (12)	100% (32)
East/Southeast Asian	60% (3)	40% (2)	100% (5)
Indigenous	66.7% (2)	33.3% (1)	100% (3)
Latino	100% (6)	0% (0)	100% (6)
Middle Eastern	83.3% (5)	16.7% (1)	100% (6)
Multiracial	0% (0)	100% (1)	100% (1)
South Asian	77.3% (17)	22.7% (5)	100% (22)
White	80.6% (25)	19.4% (6)	100% (31)
<b>Total</b>	<b>73.6% (78)</b>	<b>26.4% (28)</b>	<b>100% (106)</b>

## Applications of Force on an Individual by Race

Figure 19

Application of Force – Single Person					
Race	Reports	Persons	Persons %	Max Application	Average Application
Black	169	138	32.2%	8	1.63
East/Southeast Asian	17	14	3.3%	3	1.64
Indigenous	9	5	1.2%	3	2
Latino	21	16	3.7%	6	1.5
Middle Eastern	46	30	7%	11	2.1
Multiracial	2	2	0.5%	2	1.5
South Asian	135	112	26.1%	3	1.48
White	147	112	26.1%	7	1.61
<b>Total</b>	<b>546</b>	<b>429</b>	<b>100%</b>		

We also examined racial differences in applications of force for 2022 (Figure 19). The largest difference in applications in use of force by race for 2022 is between Middle Eastern people and White people. This average difference, however, is largely attributable to one individual requiring multiple applications of force. The individual involved was being arrested for theft and became combative, striking and injuring an officer. His actions required 11 applications of force to resolve the situation safely and take him into custody. The individual was not injured during this use of force interaction.

Figure 19 depicts applications of force in incidents involving single subjects. These account for approximately 82% of all use of force incidents. Focusing on this subset of reports allows for a robust analysis of applications of force to determine if any disparities by race exist in outcomes of use of force incidents.

# Findings

## Strip Searches

In 2022, there were 25,700 custody events, which resulted in a person being placed in a holding facility by the Peel Regional Police. Of these custody events, a total of 15 adults were strip searched, which is less than 0.058% of all custody events. These low numbers are attributed to PRP's robust oversight and strict policy requirements.

As per Directive I-B-119(F), a strip search can only be authorized by a Staff Sergeant or their designate as the Officer in Charge of a Holding facility during the following instances:

- Reasonable grounds to believe the person in custody has weapons or drugs on their person.
- For the safety of the person or persons in custody.

All strip searches are performed with considerations to the health, safety and dignity of all persons involved and align with all legislative authorities.

Our stringent process has been in place for several years as illustrated in Figure 20.

Figure 20

Strip Searches							
Prisoner Escort	2016	2017	2018	2019	2020	2021	2022
Total Strip Searches	166	159	78	87	34	18	15
Total of Prisoners Managed	32,064	31,666	29,354	32,037	23,342	22,201	25,700

Figure 21 is a comparison by race of 2022 strip searches.

Strip Searches									
Race	Black	White	East/ Southeast Asian	South Asian	Middle Eastern	Multiple Racial Group	Indigenous	Latino	Total
Total Strip Searches	5	3	0	3	1	1	2	1	15
% of Strip Searches	33%	20%	0%	20%	7%	7%	7%	7%	100%

# Next Steps

## Disparity Reduction and Well-Being Plan

In addition to continuing with internal plans for improvement, PRP will be co-creating an external community based plan to address the disparities identified in use of force. The objective of this plan is to identify any external factors contributing to disparity.

The plan will be a collaboration with the Anti-Racism Advisory Committee and guidance from Professor Akwasi Owusu-Bempah, who co-chairs [Canada's Black Justice Strategy](#) and other academic experts. We will also seek funding from the Ontario Anti-Racism Directorate for this initiative.

There is a growing recognition that integrated multi-disciplinary and intersectional perspectives from various public sector institutions are necessary to address disparities amongst the Black, Indigenous and racialized communities within the Region of Peel. Success in this endeavor lies in the future emerging collaborative community safety and well-being practice with anti-racism interventions.

Implementing a disparity reduction and well-being plan requires subject-matter expert consultation from many sectors, including health care, education and child welfare, courts and police. All play an important role in creating a culturally responsive strategy to address the over-representation of the Black community in use of force.

The Disparity Reduction & Well-Being Plan will commence in the fall of 2023 and will consist of four stages.

### Stage 1: Community Engagement

Community consultation and engagement with various sectors and stakeholders from Peel Region. The purpose of these consultations is to listen and learn community concerns, receive input on the plan, and identify the required community experts.

### Stage 2: Strategy & Development

Co-create strategies with the community, academics and experts that will address the disparities by the hiring and onboarding of SMEs from the various sectors, including education, healthcare, social services and justice.

### Stage 3: Operational

Implementation of the agreed upon strategies.

### Stage 4: Measurement of Outcomes

Measure and review the results and outcomes with the ultimate goal of reducing the over-representation of Black people in use of force outcomes.

# Next Steps

## 7. MULTI-YEAR ACTION PLAN

*Forming Human Rights Focused action plans featuring initiatives geared toward achieving short and long-term positive outcomes for the community through the advancement of the seven principles.*

Principle	Recommendation	Goals
<b>Acknowledgement</b>	<p>Publicly acknowledge the reality of racial discrimination in PRP service-delivery, the impact on trust, and the specific impact on Black, racialized and Indigenous communities.</p> <p>PRP should apologize for racially-discriminatory service delivery and commit to ending systemic racism within PRP.</p>	<p>2020: Verbal acknowledgement – completed.</p> <p>2023/2024: Written acknowledgement with inclusion of ARAC – pending.</p>
<b>Engagement</b>	<p>Engage Peel's diverse communities on a broad array of issues related to ending systemic racism in policing, including community calls for alternate approaches to police services, and identifying opportunities to enhance efficiency, and sustainability in service delivery and the possible redirection of non-core policing functions.</p> <p>PRP should develop race and identity-based data community advisory panel (CAP). The panel should include members of the Indigenous, Black, South Asian, and other racialized communities, ideally with expertise in data management whenever possible. The CAP members should provide input on PRP, RIBD initiatives. The CAP should not replace ongoing community consultation.</p>	<p>2022/2024: Continue engaging the community in reallocating community resources. Consultations will continue in the fall of 2023.</p> <p>Fall 2023: Explore the creation of a Steering Committee with representation from ARAC, RIBD experts and PRP to address disparities in RIBD and negative outcomes for Black and racialized communities.</p>

# Next Steps

Principle	Recommendation	Goals
<b>Engagement</b>	PRP will leverage ARAC to facilitate the development of a Disparity Reduction and Wellbeing Plan to explore the external factors contributing to the over representation of Black people in use of force.	Fall 2023: Resource and facilitate with ARAC the development of a Disparity Reduction and Wellbeing Plan.
	PRP should collect and release survey data on community perspectives on policing.	Fall 2024: PRP will conduct a survey and report annually.
<b>Policy Guidance</b>	PRP should review and if necessary, conduct an investigation into the circumstances that result in the discharge of a CEW.	2023/2024: Update the directive – in progress.
	The Incident Response directive should reflect that when dealing with vulnerable populations, including elderly, children under 12, persons with developmental disability, exhibiting behavioural issues should be treated as “in need of protection”.	2023/2024: Continue comprehensive reviews of policies, procedures and practices/update the directive – in progress.
	The Incident Response Directive should be amended to discourage the use of CEWs on all children, not just ‘children under 12.’	2023/2024: Update the directive – in progress.
<b>Data Collection</b>	PRP will continue expanding our Race and Identity Based Data collection strategy and explore the implementation of various phases.	2023: Report on RIBD data on use of force – in progress. Continue reporting and expanding on RIBD in use of force and strip searches. 2024: Phase-in data collection on arrests and charges. Begin phasing-in data collection of all stops and traffic stops.

# Next Steps

Principle	Recommendation	Goals
<b>Monitoring and Accountability</b>	<p>Police policies and procedures should provide that if a member of the public requests that an officer stop recording or refrain from recording in circumstances where the officer is required or permitted to record and the individual is not being detained or under arrest, the officer must:</p> <ul style="list-style-type: none"> <li>• inform the individual that while the camera must stay on, they are free to discontinue the interaction, including by leaving the scene.</li> <li>• respect their right to do so.</li> </ul>	<p>2023/2024: An update to the directive – in progress.</p>
	<p>Specify the frequency of reviews and require public reporting on them. The OHRC further recommends that at least quarterly, supervisors conduct both systematic and random audits of the body-worn and in-car camera recordings of officers under their command, to assess if officers are providing a service environment free from racial discrimination.</p> <p>The OHRC recommends that these reviews make sure footage from all front-line officers' BWCs is audited at least every two years.</p>	<p>2023/2024: PRP will continue to conduct monthly audit compliance.</p>
<b>Organizational Change</b>	<p>PRP and PPSB should support the development and expansion of civilian-led mental health crisis responders.</p>	<p>2024: PRP will explore and support the development of civilian-led mental health crisis responders.</p>
	<p>PRP should publicly commit to working toward ensuring the police service and its leadership is as diverse as the community it serves by 2025, including in supervisory and leadership positions.</p>	<p>2024: PRP will continue to work towards ensuring diversity in the police service including leadership positions.</p>



# Next Steps

Principle	Recommendation	Goals
<b>Organizational Change</b>	When making decisions about hiring officers, PRP should consider whether the candidate has obtained post-secondary education.	2023/2024: PRP will continue to recruit candidates with post-secondary education.
	Objectively measure how well officers are applying their human rights focused training and de-escalation techniques.	2023/2024: PRP will launch a research study on how well officers are applying procedural justice training and de-escalation training.
	Continue with mandatory human rights focused training for the organization.	2023/2024: PRP will continue the mandatory training.
	PRP should hire and promote at every level of the organization to reflect the diversity of the community by 2025.	2023/2024: PRP will continue to hire develop and promote to meet the composition of the community by 2025 in accordance with Equal Opportunity legislation.

# References

## Race Categories

### Black

Examples: African, Afro-Caribbean, African-Canadian descent

### East/Southeast Asian

Examples: Chinese, Korean, Japanese, Taiwanese descent; Filipino, Vietnamese, Cambodian, Thai, Indonesian, other Southeast Asian descent

### Indigenous (First Nations, Métis, Inuk/Inuit)

Examples: First Nations, Métis, Inuit descent

### Latino

Examples: Latin American, Hispanic descent

### Middle Eastern/West Asian

Examples: Arab, Persian, West Asian descent, e.g. Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.

### South Asian

Examples: South Asian descent, e.g. East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.

### White

Examples: European descent

[Data Standards for the Identification and Monitoring of Systemic Racism: Collection of personal information | Ontario.ca](#)

# Glossary of Terms

## **Anti-Racism Data Standards**

Data standards to guide public sector organizations to fulfill their obligations under the Anti-Racism Act and establish the consistent collection, management, use (including analyses), de-identification, and public reporting of race-based information. They are also known as Ontario's Anti-Racism Data Standards (ARDS).

## **Anti-Black Racism**

Prejudice, attitudes, beliefs, stereotyping or discrimination that are directed at people of African descent. This form of racism is rooted in our history of slavery and its legacy that continues to negatively affect Black people. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, and manifests through unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates, and over representation in the criminal justice system.

## **Anti-Indigenous Racism**

The ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the over representation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived-experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people. (Ontario)

## **Benchmark**

A point of reference against which various outcomes can be compared, assessed, or measured.

## **Constructive Discrimination**

A rule or practice unintentionally singles out a group of people and results in unequal treatment. This type of discrimination is called "constructive" or "adverse effect" discrimination.

## **De-escalation**

Verbal and non-verbal strategies intended to reduce the intensity of a conflict or crisis encountered by the police, with the intent of gaining compliance without the application of force, or if force is necessary, reducing the amount of force required to bring a situation safely under control.

## **Event**

Total number of calls to police generated by citizens, police initiated activity, and traffic enforcement.

## **Implicit Bias (or Unconscious Bias)**

The attitudes or stereotypes that affect our understanding, actions or decisions in an unconscious manner. These biases can be positive or negative and are usually outside the person's awareness.

# Glossary of Terms

## **Officer Initiated**

Proactive activity generated by an officer.

## **Occurrence**

An Event for which a police report was created (on Niche).

## **Public Initiated**

Activity generated by a member of the public who has contacted police to respond to a situation.

## **Race or Race Group**

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 Disparity**

Unequal outcomes in a comparison of one racial group to another racial group.

## **Racial Disproportionality**

The proportion of a race group that is greater than (over-representation) or is less than (under-representation) their presence in the benchmark population.

## **Racial Profiling**

Any act or omission related to actual or claimed reasons of safety, security or public protection by an organization or individual in a position of authority, that results in greater scrutiny, lesser scrutiny or other negative treatment based on race, colour, ethnic origin, ancestry, religion, place of origin or related stereotypes.

## **Social and Demographic Factors**

Crime is a complex phenomenon that is influenced by a variety of factors, including social, economic, psychological, and environmental factors. Social factors are particularly influential as they shape individuals' behaviors, attitudes, and likelihood to engage in crime. Important social factors that can contribute to criminal behaviour include poverty, education, employment, housing stability, addiction, and family dynamics.

## **Systemic Racism**

That exclude, displace or marginalize some racialized groups or create unfair barriers for them 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.

## **Use of Force Application**

Any type of force (ex. Baton, CEW, Empty Hand) to which a person is subjected to.

# Glossary of Terms

**Use of Force Incident**

Event in which police applied force to one or more individuals.

**Use of Force Report**

Mandated report submitted to the Solicitor General by a police officer who applies force on an individual.