



## 2021 Use of Force and Race-based Data: Update and Next Steps





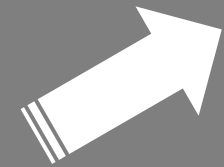
2021 Use of Force  
and Race-based Data:  
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Where  
we started



# Vison

**Our approach:**  
Human Rights-Focused  
Community Safety and Well-Being



# Aspiration

Inclusive  
Innovative  
Progressive



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- Solicitor General set new RBD and U of F requirements
- Historic partnership with OHRC
- Collaboration with subject-matter experts
- Adoption of service wide five-year strategy
- Data collection

# What we did

**ZERO HARM  
ZERO DEATH**

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Organizational  
mobilization to  
reduce disparities





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# Drivers of disparity

1. Officer bias
2. Institutional practices
3. Person's reaction to police
4. Civilian/Offender choices



Developed the five pillars of Human rights-focused training:

- History of racism in Canada
- Unconscious bias & racial profiling
- Procedural justice
- Trauma-informed approach
- Compliance and understanding legislation

Professor Akwasi  
Owusu-Bempah

Independent Consultant





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- Body-worn cameras
- Mandatory-integrated HRF with use of force training
- JKB strategy
- Unconscious bias & R/P
- Charter and compliance

# 20,000 hours of HRF



- Innovative training approach
- Incorporated the five pillars
- Empathic de-escalation scenarios, anti-Black racism emphasis



# 2021 Use of Force and Race-based Data

**273,000**

calls for service/  
traffic stops



**754** use of force reports or  
**0.0028%/0.0030%**

Conducted energy weapon  
as a use of force increased by

**6%**

**11.61%**

decrease in  
use of force reports.

**6.12%**

decrease in overall  
use of force interactions.

**15.7%**

decrease in firearm  
as use of force in 2021.

**64.6%**

decrease in firearm as use of  
force compared to 2019.

**69%**



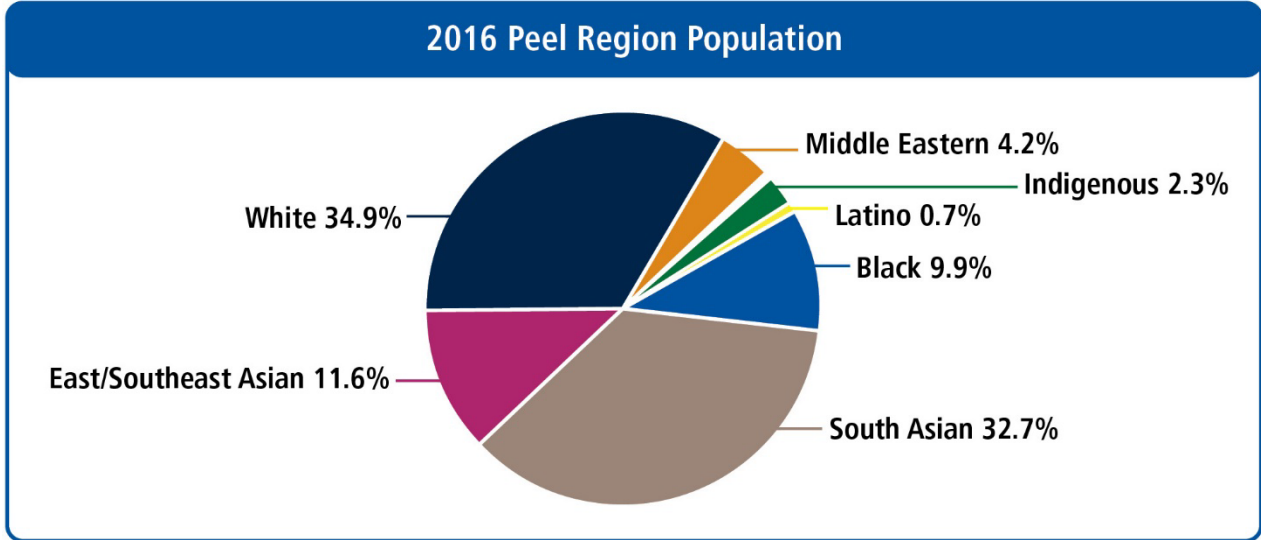
of all use of force reports and  
applications are front line



# 2021 Use of Force and Race-based Data

**3%**  
decrease in use of force reports for black people.

**32% in 2021**  
**35% in 2020**



### Use of Force Applications - Officers Perception of Person's Race

Year	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Latino	Indigenous	Undetermined	Total
2020	369	310	189	148	33	21	4	40	1114
2021	289	271	179	103	47	10	9	32	940
Variance	-80	-39	-10	-45	14	-11	5	-8	-174
% Change	-21.68% ▼	-12.58% ▼	-5.29% ▼	-30.41% ▼	42.42% ▲	-52.38% ▼	125% ▲	-20% ▼	-15.62% ▼



# 2021 Use of Force and Race-based Data

In 2021, de-escalation strategies were used as an alternative measure in

# 88%

of incidents prior to force being used.

The following percentages represent de-escalation by race prior to force being used.

South Asian	83.6%	<div style="width: 83.6%; height: 10px; background-color: #0056b3;"></div>
East & Southeast Asian	83.7%	<div style="width: 83.7%; height: 10px; background-color: #0056b3;"></div>
Black	89.2%	<div style="width: 89.2%; height: 10px; background-color: #0056b3;"></div>
White	90.5%	<div style="width: 90.5%; height: 10px; background-color: #0056b3;"></div>
Indigenous	100%	<div style="width: 100%; height: 10px; background-color: #0056b3;"></div>

## 15.62%

decrease from 2020 in the number of times a type of force was applied on a member of the public.

Reduction of use of force applications:

Black ▼21.68%  
South Asian ▼30.41%

## 13.61%

decrease in the number of officers involved in use of force interactions. 400 officers were involved in use of force interactions in 2021, compared to 463 officers in 2020.

Data shows that the average number of officers that used force in an interaction was consistent across racial groups.

**No disparity** in use of conducted energy weapon, empty hands or firearm by race.

Less than 1% of interactions with a person in crisis involved use of force.





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Where  
we're going

**Procedural justice training  
and lived experience**

**History of racism in Canada**

**Indigenous awareness training**

**Trauma-informed approach**



- Continued partnership with Professor Owusu-Bempah and his academic team
- 5 year force-wide study supported by BWC data
- Measure effectiveness in applying HRF training in all interactions with racialized communities and vulnerable populations
- De-escalate potential use of force situations with people in crisis and BIPOC



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Thank You!  
Questions?

