



PSB REC. SEPTEMBER 16, 2023
FILE CLASS: P01
LOG#55-24

REPORT

Peel Police Service Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: _____

Date: **September 16, 2024**

Subject: **2023 HUMAN RIGHTS REPORT & USE OF FORCE**

From: **Anthony Odoardi, Deputy Chief, Innovation and Technology Command**

Recommendation

It is recommended that the Police Services Board receive this document as the 2023 Human Rights Project and Use of Force Report.

REPORT HIGHLIGHTS

- **Overview of the 2023 Human Rights Report**
- **Reporting and training requirements for Use of Force**
- **Statistical data and analysis for 2023 Use of Force incidents**
- **Race Based Data analysis for 2023 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, 2023. Including use of force (U of F), strip searches and our continued effort to meet our commitment to the Human Rights Project.

Goal: 3. Accountability, Equity and Service Excellence

Objective: 3.4 Foster public trust and confidence.

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



Anthony Odoardi, Deputy Chief, Innovation and Technology Command

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Authored By: Human Rights Project Team



Committed to Action

2023 Progress Report:
Human Rights Project & Use of Force

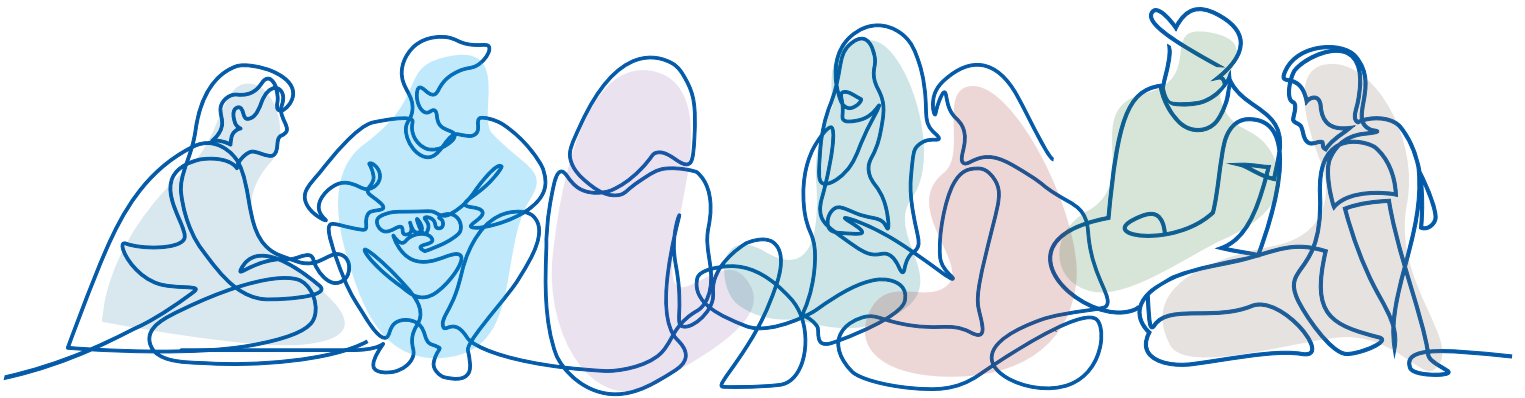


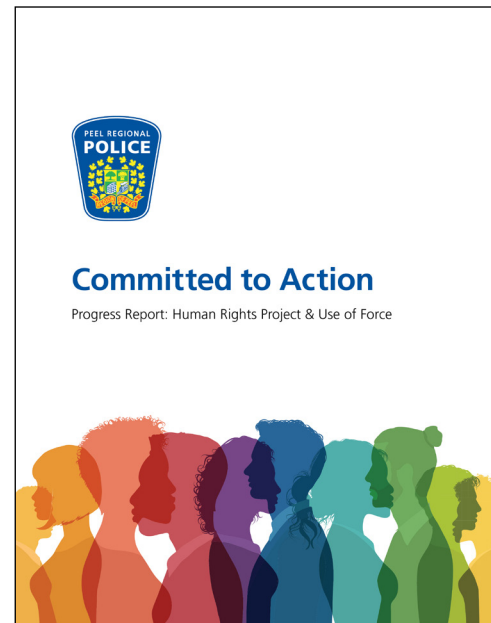
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Executive Summary

The Human Rights Project team continues to collaborate with [leading academic experts](#) to build upon operational successes, while also addressing contemporary community issues. In September 2023, Peel Regional Police (PRP) presented the [first progress report](#) on the Human Rights Project – including statistics on Use of Force – at the Peel Police Service Board (PPSB) meeting. The report emphasized the efforts to embed the core values of inclusiveness and equity within PRP, beginning with a strategy to reduce disparities as part of a multi-year action plan.



[View the first progress report.](#)

Over the past year, Peel Regional Police commenced the review of over 300 hundred directives based on recommendations from the Ontario Human Rights Commission (OHRC). Key 2023/2024 updates include:

- **Anti-Racism Policy:** To reflect OHRC principles, emphasizing intervention and prevention of misconduct;
- **Race and Identity-Based Data (RIBD) Policy:** To enhance data collection and reporting, with a focus on eliminating systemic racism;
- **Crisis Intervention and De-escalation Policies:** To incorporate disengagement options to avoid force;
- **AI/Facial Recognition Policy:** To adhere to privacy guidelines with a human-rights focused approach;
- **Duty to Report & Intervene Policy:** To mandate reporting and intervention in cases of misconduct.

Since 2020, more than 30,000 hours of human rights-focused training have been completed, with a focus on trauma-informed approach, de-escalation, procedural justice and reducing negative outcomes for racialized communities.

As of June 2024, PRP's revamped hiring practices achieved 59% of sworn members from underrepresented groups. Over 80% of the new hires in 2024 were identified to be among the underrepresented groups.

PRP expanded the framework for collecting and analyzing race and identity-based data (RIBD) to address disparities. The goal is to improve fairness and equity in policing by examining factors contributing to disparities and developing progressive approaches in hiring, policy, training and service delivery.

In recognizing our duty to involve all communities we serve, we have conducted over 70 community consultation sessions to share findings and discuss progress. We also received feedback from Black, Indigenous, and racialized communities through the Anti-Racism Advisory Committee (ARAC), Chief's Resource Councils and the Anti-Black Racism & Systemic Discrimination (ABR-SD) Collective.

The Governance and Human Rights Committee of the Peel Regional Police Service Board (PPSB) also conducted community engagements for transparent feedback on human rights issues. These sessions provided an opportunity to listen and learn on areas of concern and improvement for consideration by the PPSB.

Over the past year, PRP has focused on finalizing recommendations in collaboration with the PPSB, ARAC and the OHRC. PRP and OHRC are currently in the process of filing these recommendations with the Ontario Human Rights Tribunal.

With the support of ARAC, PRP established the following verification sub-groups to review and advise on the implementation of the recommendations:

- Acknowledgement and Engagement: To co-create acknowledgment and engagement strategies with the community.
- Community Advisory Panel (CAP): Provide meaningful and thoughtful insights on Race and Identity-Based Data (RIBD).
- Organizational Change: Review systems and service delivery within the organization.
- Policy, Monitoring and Accountability: Review policies with a lens for transparency.
- Multi-Year Action Plan: Create timelines for implementation.
- Training: Review and provide meaningful and thoughtful advice on PRP's Training.

In 2025, PRP will establish a process with an independent verifier to validate with ARAC the implementation and completion of the recommendations.

We have recently added two subject-matter experts, Professor Kanika Samuels-Wortley and Dr. Daniel Konikoff, to integrate a human-rights approach to artificial intelligence. Additionally, we enlisted Ms. Claudia McKoy, a community outreach specialist from UpSurgence, to co-design a statement of principles for our AI strategy. UpSurgence is also instrumental in our disparity reduction and well-being planning. Ms. McKoy's involvement in both initiatives ensures the strategy incorporates community perspectives, maintaining transparency and an inclusive, independent voice.

PRP is dedicated to dismantling systemic racism, as evidenced by the progress of our Human Rights Project, which is guided by [OHRC's seven principles](#).

Findings

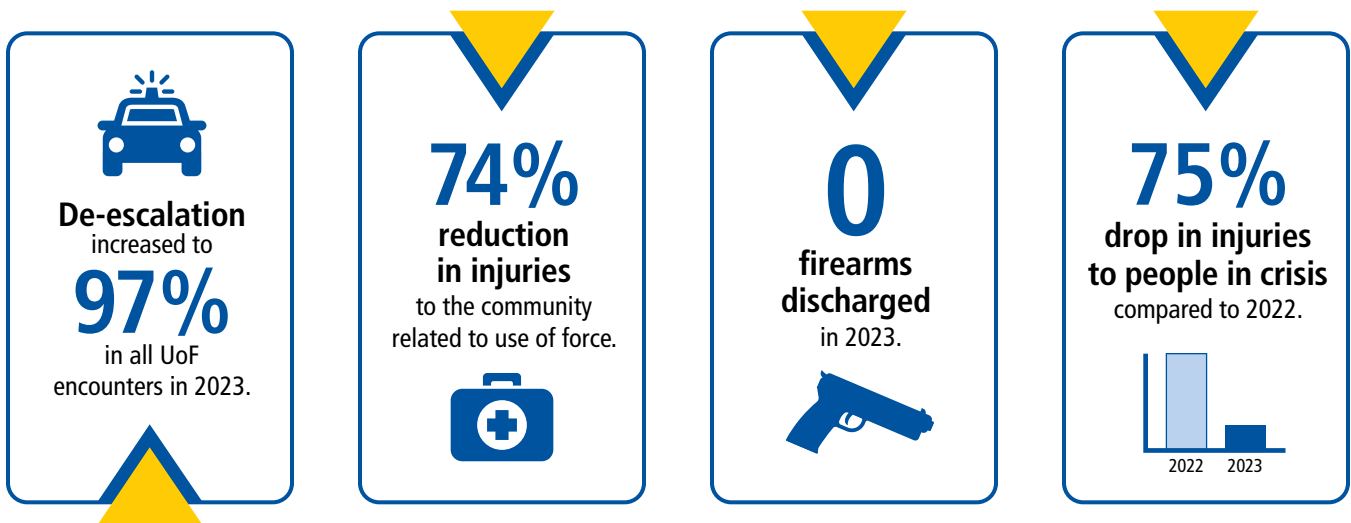
Use of Force

The Ontario Ministry of the Solicitor General mandates reporting requirements for use of force by officers through Directive I-B-102(F). Officers must submit a Use of Force Report before going off duty if they:

- draw a handgun in public
- point a firearm at a person
- discharge a firearm
- use a weapon on a person
- draw, display, point or discharge a conducted energy weapon to gain compliance
- point or discharge a conducted energy weapon at a person
- use force on another person, including the use of horse or dog, resulting in an injury requiring medical attention, of which the officer is aware

All members must complete the prescribed training course to use force, with requalification required every twelve months. PRP's training exceeds provincial standards.

Below are highlights from this year's report.

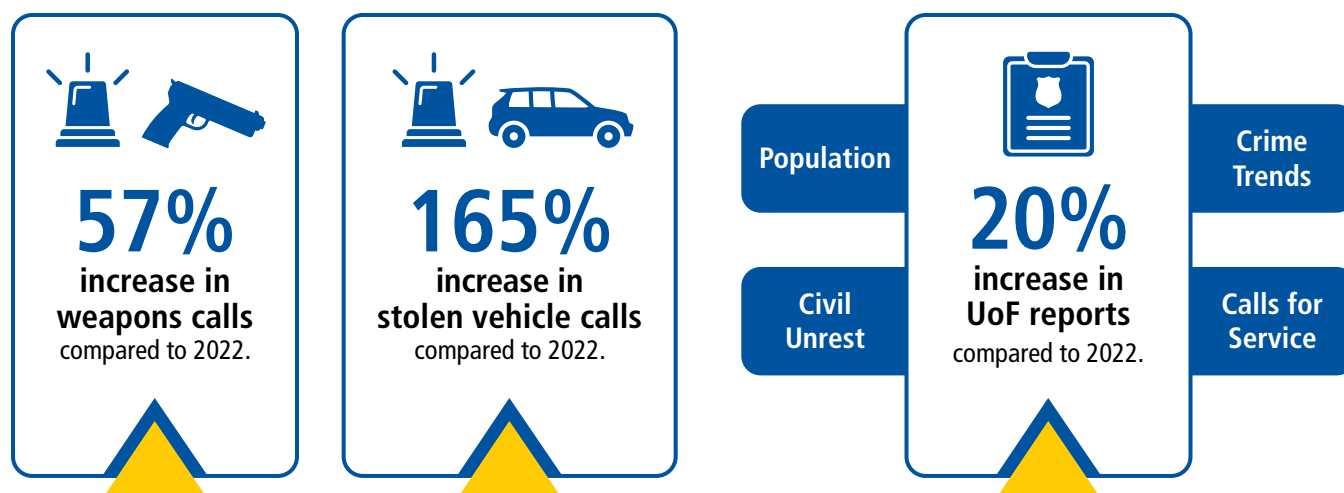


Findings

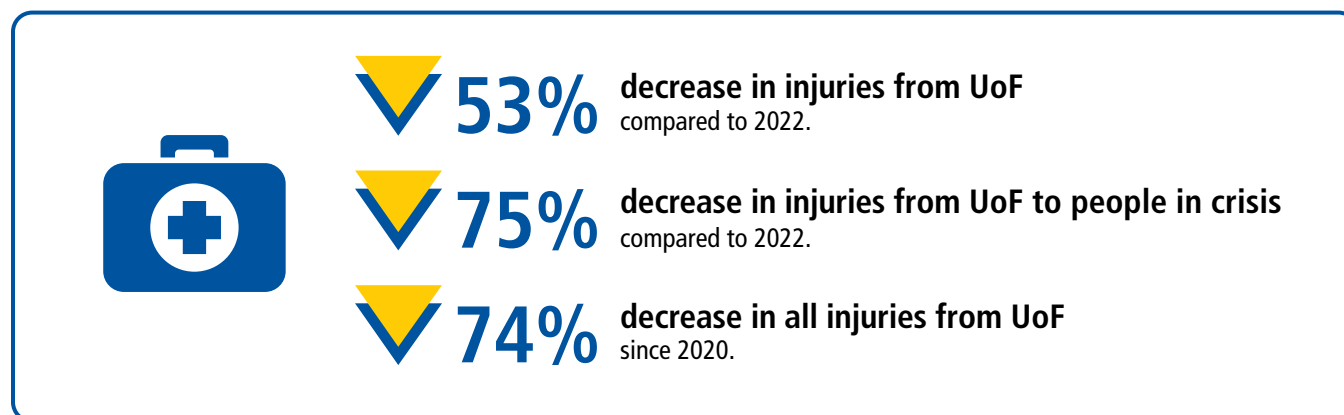
Factors Impacting Use of Force Reporting

A multitude of factors can cause Use of Force reporting to fluctuate from year to year. These factors include population growth, crime trends, civil unrest and calls for service. One of the goals of the Human Rights Project is to adopt a zero harm approach to interactions that result in Use of Force. In the rare event that a Use of Force interaction occurs, officers apply harm reduction strategies such as de-escalation to resolve the situation with the least amount of force necessary to ensure a safe conclusion.

In 2023 the Region of Peel experienced the following crime trends:



To resolve these types of calls safely, multiple officers are required to respond and each officer who uses force is required to submit an individual Use of Force report resulting in an increase in the number of reports. This has contributed to a 20% increase in Use of Force reports for 2023 as listed in figure 2. Despite the increase in reports there has been a significant decrease in injuries related to use of force as shown below:



Findings

Total Number of Events and Use of Force Reports

In 2023, PRP members were involved in 276,444 events, primarily citizen-generated calls for service, alongside traffic stops and officer-initiated contacts. Out of these events, 835 use of force reports were submitted, amounting to 0.30% 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 Report	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% ↓
2023	276,444	835	0.30%	0%
5-year Average	282,589	795	0.28%	

The total number of calls for service increased in 2023 by 0.2% from 2022.

Use of Force Reports and Number of Involved Officers

As mentioned, in 2023, there was a significant increase in stolen auto and weapons calls resulting in 20% increase in UoF reports when compared to 2022.

Figure 2

Use of Force			
Year	Total UoF Incidents	Total UoF Reports	Total Unique Officers That Applied UoF
2020	572	853	463
2021	537	754	400
2022	517	695	390
2023	521	835	399
Variance Since 2022	4	140	9
Percent Change	0.77%	20.14%	2.31%
Variance Since 2020	-51	-18	-64
Percent Change Since 2020	-8.9%	-2.1%	-13.8%

Findings

Call Types Resulting in Use of Force

Figure 3

Event or Incident Type		
Call Type	Number of Use of Force Reports	% of Total Use of Force Reports
Weapons Calls	178	21.3%
Stolen Vehicle and Related	114	13.7%
Disturbance (e.g., noise complaint, unknown trouble, unwanted person)	78	9.3%
Person in Crisis	75	9.0%
Violent Crime (non-IPV) (e.g., assault, car-jacking, robbery, homicide)	64	7.7%
Intimate Partner Violence (IPV)/Dispute	49	5.9%
Executing Warrant (e.g., DNA, arrest, search)	49	5.9%
Property Crime	45	5.4%
Traffic (e.g., RIDE, vehicle collision)	45	5.4%
Family/Neighbour/Other Type of Dispute	41	4.9%
Other Federal/Provincial Statutes (e.g., LLA)	27	3.2%
Investigation (follow-up, ongoing)	19	2.3%
Other	51	6.1%

Officer Assignment and Types of Force Used

Officers assigned to uniform patrol accounted for 72% of all use of force reports, which is consistent with previous years.

Figure 4

Officer Assignment										
Assignment	2019	%	2020	%	2021	%	2022	%	2023	%
Uniform Patrol	576	64.7%	569	73.9%	522	69.2%	522	75.1%	602	72.1%
Tactical	152	17.1%	86	11.2%	66	8.8%	48	6.9%	86	10.3%
Canine	54	6.1%	37	4.8%	35	4.6%	30	4.3%	25	2.99%
Investigation - CIB	54	6.1%	61	7.9%	123	16.3%	78	11.2%	68	8.14%
Other	13	1.5%	6	0.8%	8	1.1%	4	0.6%	10	1.2%
Courts	6	0.7%	3	0.4%	0	0%	0	0%	-	-
Investigation - Specialized Units	7	0.8%	5	0.6%	0	0%	6	0.9%	26	3.11%
Paid Duty	14	1.6%	0	0%	0	0%	1	0.1%	8	0.96%
Traffic	9	1%	2	0.3%	0	0%	6	0.9%	9	1.08%
Station Duty	4	0.4%	1	0.1%	0	0%	0	0%	-	-
Off Duty	1	0.1%	1	0%	0	0%	0	0%	1	-
Total	890	100%	770	100%	754	100%	695	100%	835	100%

Findings

Type of Force Used

In 2023, we observed the following trends in types of force used. For additional context, the Region of Peel observed a rise in criminal activity as the number of 'crimes against persons' occurrences increased by 10%, and the number of 'crimes against property' occurrences increased by 20% since 2022. Included within the increase in property crimes is an increase of 35% in stolen vehicles.

Figure 5

Type of Force Used							
Conducted Energy Weapon (CEW)	2019	2020	2021	2022	2023	% Change since 2022	% Change since 2019
Drawn/Displayed Not Deployed	382	225	210	219	317	45%	-17%
Drive Stun and/or Probes Deployed	330	188	228	264	133	-50%	-60%
Total	712	413	438	483	450	-7% ↓	-37% ↓
Physical Control							
Physical Control Soft Only	296	159	185	137	108	-21%	-64%
Physical Control Hard Only	293	107	119	61	174	185%	-41%
Total	589	266	304	198	282	42% ↑	-52% ↓
Firearm							
Handgun Drawn and Pointed	590	248	209	305	324	6%	-45%
Rifle Drawn and Pointed					211	-	-
Handgun - Drawn Only	104	118	117	70	106	51%	2%
Firearm Discharge	30	4	12	1	0	-100%	-100%
Total	724	370	338	376	641	70% ↑	-11% ↓
Other Types of Force							
Oleoresin Capsicum Spray	33	18	19	20	17	-15%	-48%
Impact Weapons	9	9	4	7	5	-29%	-44%
Arwen	0	2	3	0	2	-	-
Police Service Dog	27	12	13	15	11	-20%	-56%
Other Types of Force	5	2	2	0	2	-	-
Total	74	43	41	42	38	-10%	-49% ↓
Grand Total	2,099	1,092	1,121	1,099	1,410	28% ↑	-33% ↓

Firearm

No incidents involving the discharge of a firearm occurred in 2023. There is a 100% decrease in discharging of a firearm when compared to 2019.

Conducted Energy Weapon (CEW)

A CEW was used 450 times in 2023. This represents a 7% decrease from 2022, in which a CEW was used 483 times. Since 2022, there has been a 50% drop in drive stun/probe deployment.

Findings

Physical Control

Physical control, including soft and hard techniques, was utilized 286 times, reflecting a shift from the reduced use of the CEW.

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 have decreased by 33%.
- Total use of firearm has decreased by 11%.
- Total use of intentional discharge of a firearm has decreased by 100%.
- Total use of physical control has decreased by 52%.
- Total use of CEW has decreased by 37%.

Rifle

As stated earlier, officers are required to report whenever a firearm is drawn in the presence of a member of the public. Under a new Ministry mandate, officers must also report each instance when a rifle is removed from their cruiser in public. The new Ministry form reporting does not distinguish between drawn and pointed.

The rise in firearm incidents as a use of force option can be linked to the new reporting requirements and the roll-out of a carbine program, which is a future requirement of the *Community Safety and Policing Act*.

The following charts indicate types of calls in which police officers have deployed their rifles. The Tactical Unit accounts for 61% of reported use of the rifle and 37% is attributed to frontline patrol.

Figure 6

Rifle Incident Type		
Incident Type	Number of Use of Force Reports	% of Total Use of Force Incidents
Executing Warrant (e.g., DNA, arrest, search)	73	32.9%
Weapon(s)	62	28.4%
Stolen Vehicle	19	12.6%
Disturbance (e.g., noise complaint, unknown trouble, unwanted person)	15	7.2%
Violent Crime (non-IPV) (e.g., assault, car-jacking, robbery, homicide)	15	6.8%
Person in Crisis (e.g., mental health, suicide threat)	9	4.1%
Intimate Partner Violence (IPV)/Dispute	8	3.6%
Property Crime	8	3.6%
Alarm	1	0.5%
Wellness/Safety Check	1	0.5%

Findings

Figure 6a

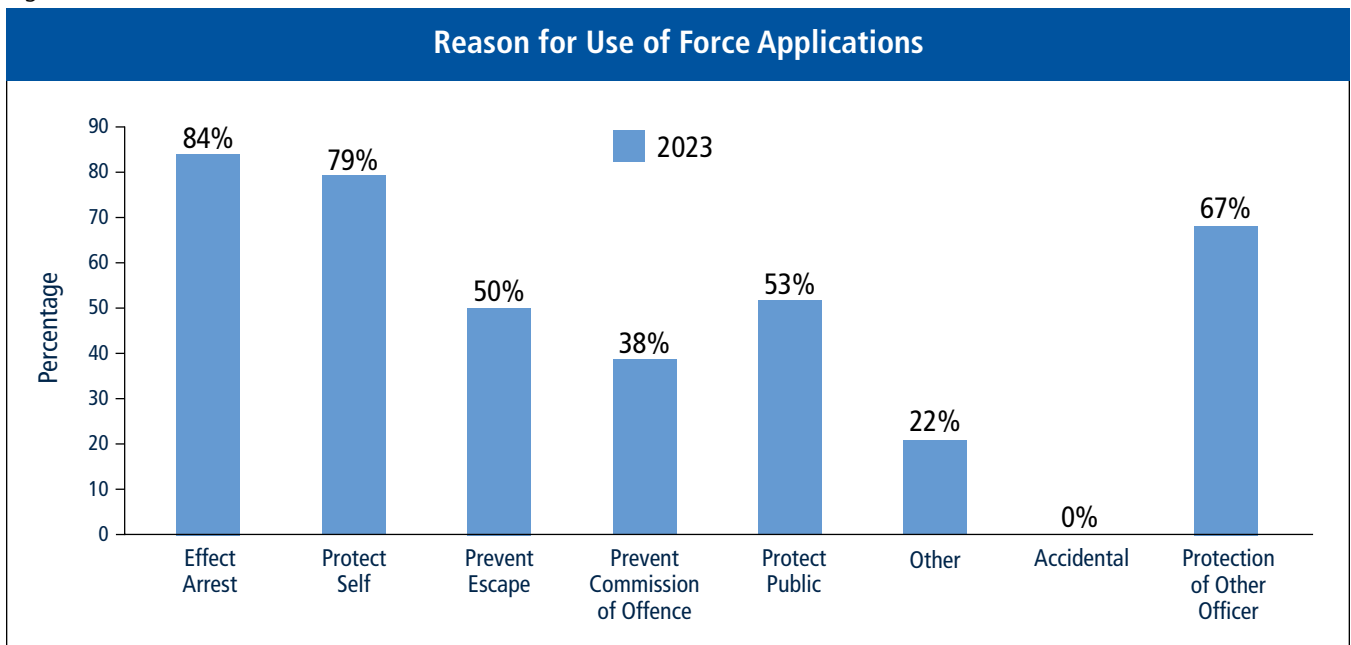
Rifle Deployment by Assignment		
Assignment	Number of Use of Force Reports	% of Total Use of Force Incidents
Tactical	129	61.1%
Patrol (e.g., general, foot, bicycle, ATV, snowmobile)	78	37%
Investigations (CIB, Major Crime)	2	0.9%
Mental Health Response Unit/Mobile Crisis Response Team	2	0.9%

Reasons for Use of Force

Officers are able to select multiple reasons why force was applied in a given situation. Primary reasons reported include:

- Effect Arrest: 84%
- Protect Self: 79%
- Protect Public: 53%
- Protect Other Officer: 67%

Figure 7



Findings

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 document if medical attention was required. For 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, the officer is not required to record that injury, as per provincial requirements.

Figure 8

Use of Force Injuries						
Person Injuries	2020	2021	2022	2023	% Change since 2022	% Change since 2020
Total Use of Force Reports	853	754	695	835	20%	-2%
Total Persons	792	730	691	877	22%	6%
Number of Reported Injuries	247	209	136	64	-53% ↓	-74% ↓
Percentage	31%	29%	20%	7%		
Officer Injuries						
Total Use of Force Reports	853	754	695	835	20%	-2%
Number of Reported Injuries	55	44	49	23	-53% ↓	-58% ↓
Percentage	6%	6%	7%	3%		

In 2023, injuries resulting from use of force decreased when compared to 2022.

- Number of persons reporting injuries decreased by 53% since 2022 and by 74% since 2020.
- Number of officers injured decreased by 53% in 2023 and by 58% since 2020.

While the overall use of force reports increased, officers are using strategies such as de-escalation that assist in reducing the amount of force required to resolve a use of force incident successfully and safely.

Race and Identity-Based Data Analysis

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

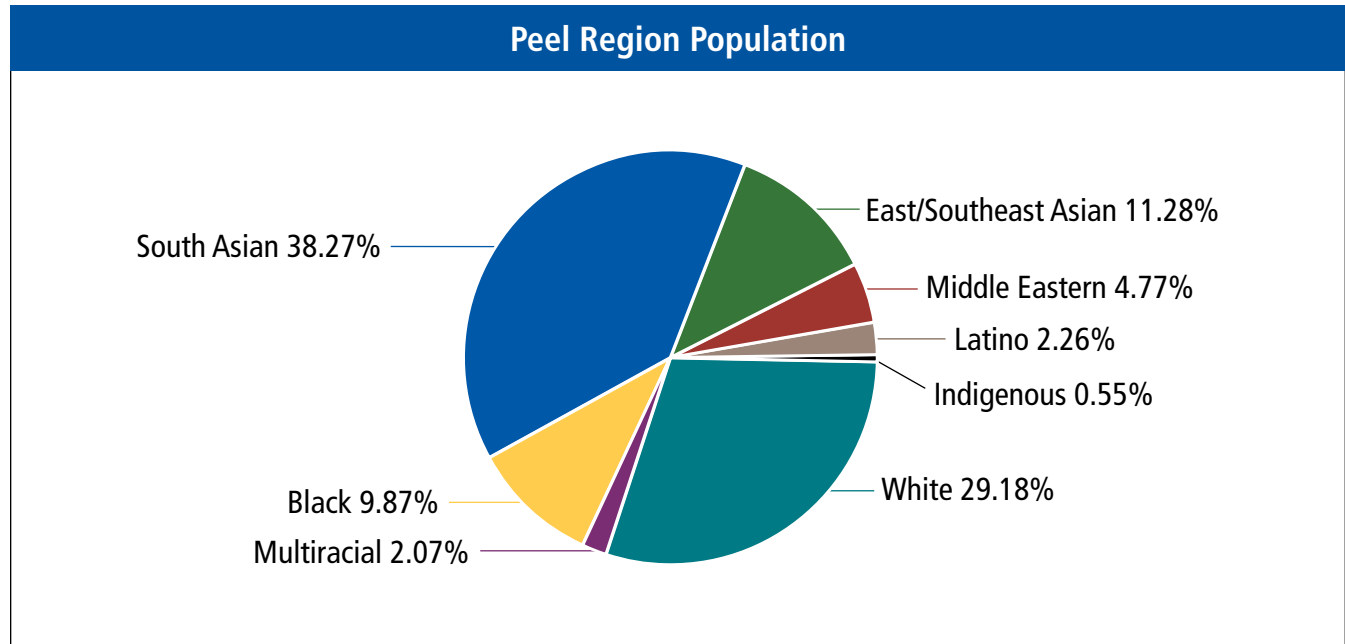
Improvements in the Ministry's Use of Force Report allow for accurate analysis of the race and identity- based data.

All information in the sections below has been compiled using data from 2020 to 2023 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.

Findings

Regional Census Population Data

Figure 9



Use of Force on Persons by Race

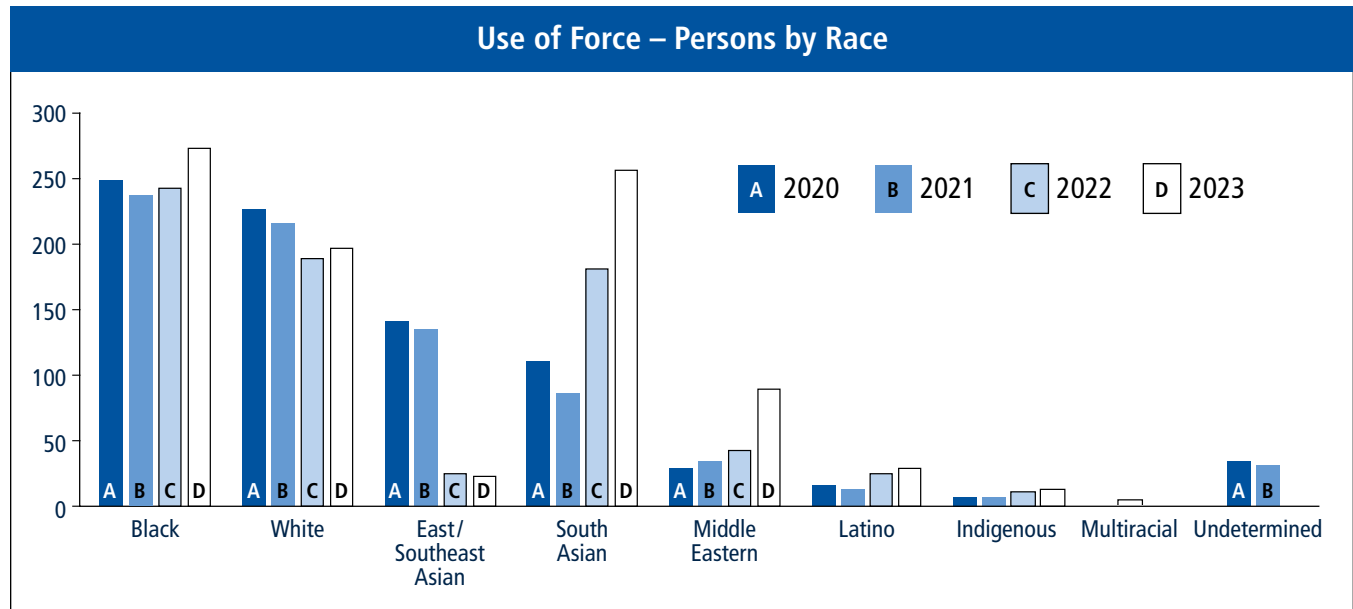
Figure 10

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
2023	276	196	18	260	82	30	10	5	0	877
Variance	39	12	-3	81	41	9	4	3	0	186
Change	16.5%	6.5%	-14.3%	45.3%	100%	42.9%	66.7%	150%	-	26.9%

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 and identity-based data collection 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.

Findings

Figure 11



Figures 10 and 11 represent the total number of use of force reports by race based on the number of people who had force used on them.

Figure 12

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%
2023	31.5%	22.3%	2.1%	29.6%	9.4%	3.4%	1.1%	0.6%	0%	100%
Annual Variance	-2.8%	-4.3%	-1%	3.7%	3.4%	0.4%	0.3%	0.3%	0%	0%
2021 Peel Region Population	9.8%	29%	11.2%	38.1%	4.7%	2.2%	0.5%	2.1%	-	

Figure 12 above shows a 3.2% over-representation of the Black community in use of force reports, when compared to their residential population. This is down from an over-representation of 3.4% in 2022.

Findings

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

Analysis was conducted on whether use of force was initiated when Peel Regional Police responded to a public-generated call OR when officers initiated contact with a person. Figure 13 illustrates these findings.

Figure 13

Use of Force - Public vs. Officer Initiated Call						
Perceived Race	2022			2023		
	Public Initiated	Officer Initiated	Total	Public Initiated	Officer Initiated	Total
Black	83.5% (198)	16.5% (39)	100% (237)	92.4% (255)	7.6% (21)	100% (276)
East/Southeast Asian	81% (17)	19% (4)	100% (21)	83.3% (15)	16.7% (3)	100% (18)
Indigenous	100% (6)	0% (0)	100% (6)	90% (9)	10.0% (1)	100% (10)
Latino	81% (17)	19% (4)	100% (21)	93.3% (28)	6.7% (2)	100% (30)
Middle Eastern	95.1% (39)	4.9% (2)	100% (41)	81.7% (67)	18.3% (15)	100% (82)
Multiracial	100% (2)	0% (0)	100% (2)	100% (5)	0% (0)	100% (5)
South Asian	73.2% (131)	26.8% (48)	100% (179)	79.2% (206)	20.8% (54)	100% (260)
White	92.9% (171)	7.1% (13)	100% (184)	96.4% (189)	3.5% (7)	100% (196)
Total	84.1% (581)	15.9% (110)	100% (691)	88.3% (774)	11.7% (103)	100% (877)

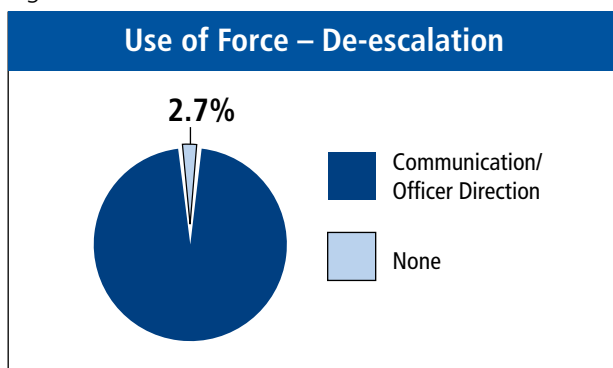
De-escalation-Centered Approach

In 2023, the Ministry revised the use of force reporting guidelines to include various communication methods for de-escalating incidents. These methods now encompass officer direction and communication, each of which are categorized separately for officers to report.

Communication as a de-escalation technique continued to be embedded through human rights-focused training. In 2023, officers utilized de-escalation in 97.3% of all use of force incidents prior and during an application of force.

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 2.7% differential.

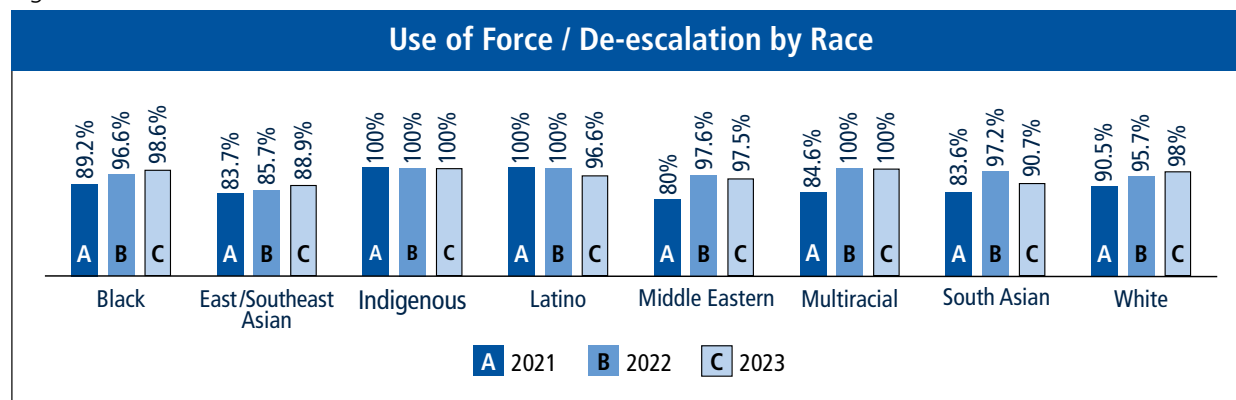
Figure 14



Findings

The figure below shows officers de-escalation attempts during use of force encounters in 2023 with a comparison to past years.

Figure 15



Officers Involved in 2023 Use of Force

The figure below is grouped by race and 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 2023, compared to 2022 data.

Figure 16

Officers Involved in UoF Incident									
	Key Indexes	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Multiple Racial Group	Indigenous	Latino
2022	Number of Incidents	237	184	21	179	41	2	6	21
	Number of Officers Involved	328	240	24	214	59	2	9	27
	Average Officers Per Incident	1.4	1.3	1.1	1.2	1.4	1	1.5	1.3
2023	Number of Incidents	276	196	18	260	82	5	10	30
	Number of Officers Involved	347	248	28	321	101	6	14	35
	Average Officers Per Incident	1.3	1.3	1.6	1.2	1.2	1.2	1.4	1.2

Injuries to Persons by Race

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

There has been a drop in reported injuries between 2022 and 2023. Total injuries involving use of force in 2023 were 64, a decrease of 53% since 2022. This indicates an injury rate of 0.02% of all calls for service.

Findings

Figure 17

Use of Force / Injuries to Persons by Race							
Perceived Race	2022			2023			Total
	No Injury Reported	Injury Reported	Total	No Injury Reported	Injury Reported	Unknown	
Black	84.3% (198)	15.7% (37)	100% (235)	91.7% (253)	8.3% (23)	0% (0)	100% (0)
East/Southeast Asian	85.7% (18)	14.3% (3)	100% (21)	100% (18)	0% (0)	0% (0)	100% (18)
Indigenous	66.7% (4)	33.3% (2)	100% (6)	90% (9)	10% (1)	0% (0)	100% (10)
Latino	80% (16)	20% (4)	100% (20)	96.7% (29)	3.3% (1)	0% (0)	100% (30)
Middle Eastern	75.6% (31)	24.4% (10)	100% (41)	95.1% (78)	3.7% (3)	1.2% (1)	100% (82)
Multiracial	50% (1)	50% (1)	100% (2)	100% (5)	0% (0)	0% (0)	100% (5)
South Asian	74.2% (132)	25.8% (46)	100% (178)	89.6% (233)	7.3% (19)	3.1% (8)	100% (260)
White	85.2% (155)	14.8% (27)	100% (182)	91.3% (179)	8.7% (17)	0% (0)	100% (196)
Total	81% (555)	19% (130)	100% (685)	91.7% (804)	7.3% (64)	1% (9)	100% (877)

Injuries to Persons in Crisis by Race

In 2023, the total number of calls for service involving persons in crisis was 7,176, up from 6,654 in 2022. This resulted in 84 use of force incidents, which is 1.2% of all calls for persons in crisis.

Despite this increase in calls, the number of injuries dropped 75% from 28 to 7 in 2023 of persons in crisis reporting an injury from a use of force incident (reference the chart below).

This includes a 92% decrease of injury to Black people in crisis and a 80% decrease to members of the South Asian community.

Figure 18

Use of Force and Injuries by Race on Persons in Crisis						
Perceived Race	2022			2023		
	No Injury Reported	Injury Reported	Total Incidents	No Injury Reported	Injury Reported	Total Incidents
Black	62.5% (20)	37.5% (12)	100% (32)	93.8% (15)	6.2% (1)	100% (16)
East/Southeast Asian	60% (3)	40% (2)	100% (5)	100% (1)	0% (0)	100% (1)
Indigenous	66.7% (2)	33.3% (1)	100% (3)	66.7% (2)	33.3% (1)	100% (3)
Latino	100% (6)	0% (0)	100% (6)	100% (5)	0% (0)	100% (5)
Middle Eastern	83.3% (5)	16.7% (1)	100% (6)	100% (3)	0% (0)	100% (3)
Multiracial	0% (0)	100% (1)	100% (1)	0% (0)	0% (0)	0% (0)
South Asian	77.3% (17)	22.7% (5)	100% (22)	92.3% (12)	7.7% (1)	100% (13)
White	80.6% (25)	19.4% (6)	100% (31)	90.7% (39)	9.3% (4)	100% (43)
Total	73.6% (78)	26.4% (28)	100% (106)	91.7% (77)	8.3% (7)	100% (84)

Findings

Applications of Force on an Individual by Race

Figure 19

Applications of Force on an Individual by Race			
Perceived Race	Subjects	Average Applications	Max Applications
East/Southeast Asian	18	2.1	4
Black	276	1.9	7
White	196	1.9	7
Middle Eastern	82	1.8	6
South Asian	260	1.7	6
Indigenous	10	1.6	2
Latino	30	1.5	3
Multiracial	5	1.3	2

We also examined racial differences in applications of force for 2023 (Figure 19). Our analysis indicates that there is no substantial differences in applications in use of force by race.

Application of Force by Race and Age Group

In Figure 20, we compare use of force applications between adult and youth (persons ages 12-17) by race. On average application of force is less for youth than it is for adults.

Figure 20

Application of Force by Race and Age Group						
Perceived Race	Adult			Youth		
	Total Subjects	Average	Max	Total Subjects	Average	Max
East/Southeast Asian	15	2.2	4	3	1	1
White	189	1.9	7	7	2.5	4
Black	243	1.9	7	33	1.4	2
Middle Eastern	69	1.9	6	13	1.3	2
South Asian	243	1.8	6	17	1.2	2
Indigenous	9	1.5	2	1	2	2
Latino adult	28	1.5	3	2	1	1
Multiracial adult	5	1.3	2	0	0	0

Findings

Use of Force by Gender and Race

The chart below compares use of force by race and gender, which shows slight variances between gender and race.

Figure 21

Use of Force by Gender and Race				
Perceived Race	Total Female	Total Male	Trans/Non-binary/Other	Total
Black	11.2% (31)	88.8% (245)	0% (0)	100% (276)
South Asian	9.6% (25)	90.4% (235)	0% (0)	100% (260)
White	16.8% (33)	82.1% (161)	1% (2)	100% (196)
Middle Eastern	11% (9)	89% (73)	0% (0)	100% (82)
Latino	16.7% (5)	83.3% (25)	0% (0)	100% (30)
East/Southeast Asian	11.1% (2)	88.9% (16)	0% (0)	100% (18)
Indigenous	20% (2)	80% (8)	0% (0)	100% (10)
Multiracial	20% (1)	80% (4)	0% (0)	100% (5)

Strip Searches

In 2023, there were 30,679 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 14 adults were strip searched, which is less than 0.045% of all custody events. These low numbers are related 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 in 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 22.

Figure 22

Strip Searches								
Prisoner Escort	2016	2017	2018	2019	2020	2021	2022	2023
Total Strip Searches	166	159	78	87	34	18	15	14
Total of Prisoners Managed	32,064	31,666	29,354	32,037	23,342	22,201	25,700	30,679

Findings

Figure 23 provides a breakdown of strip searches by race. Further analysis will not provide additional insight as the total number of strip searches (14) is negligible in comparison to the total number of prisoners managed.

Figure 23

Strip Searches									
Race	White	South Asian	Black	Middle Eastern	East/Southeast Asian	Latino	Indigenous	Multiple Racial Group	Total
Total Strip Searches	6	5	2	1	0	0	0	0	14
% of Strip Searches	43%	36%	14%	7%	0%	0%	0%	0%	100%

Next Steps

Filing the Recommendations

PRP, ARAC, OHRC and the PPSB completed the final version of the recommendations.

PRP, PPSB and OHRC are now in the process of filing the agreed upon recommendations with the Ontario Human Rights Tribunal.

Anti-Racism Advisory Committee – Verification Teams

With the completion of the recommendations, ARAC and PRP are in the process of verifying that all recommendations have been implemented through the Human Rights Project. This process is presently being created and co-designed with ARAC. Verification teams reflecting the 7 principles are being formed.

These teams will work with an independent verifier and PRP to validate the completion and implementation of all recommendations in 2025. The goal is to report annually on progress once a recommendation is implemented and verified as complete.

Disparity Reduction and Well-Being Plan




PRP has continued work in relation to addressing disparity and developing an external community-based strategy to address over-representations in use of force. Over the past year, PRP has retained Ms. Claudia McKoy of UpSurgence to organize multiple stakeholders from Peel Region whose sectors may provide insight into factors contributing to disparities.

In addition, Professor Akwasi-Owusu Bempah is guiding the strategy and PRP has recently added Professor Kanika Wortley Samuels to the initiative. Both are leading academics in the intersection of race and policing.








It is important to note that this work is novel and requires exploration and extensive collaboration with multiple sectors to develop a sound methodology.

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
Acknowledgement	<p>Publicly acknowledge the reality of racial discrimination in PRP service delivery, the impact on trust and the specific impact on Black, Indigenous and racialized communities.</p> <p>PRP should apologize for racially discriminatory service delivery and commit to ending systemic racism within PRP.</p>	<p>2024/2025: The form and content of the acknowledgement to be reviewed/ validated by the ARAC sub-committee and the independent verifier.</p> <p>2020: Verbal acknowledgement.</p> 
Engagement	<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>2024/2025: Continue engaging the community in reallocating community resources.</p> <p>Consultations conducted in fall of 2023, spring of 2024 and will continue in the fall of 2024.</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>Implemented & Ongoing: In 2023/2024, PRP formed the Community Advisory Panel as a sub-committee of our ARAC.</p> <p>Work will continue between CAP and PRP with the expansion of our RIBD strategy.</p> 




Multi-Year Action Plan

Principle	Recommendation	Goals
Engagement	PRP will leverage ARAC to facilitate the development of a Disparity Reduction and Well-Being Plan to explore the external factors contributing to the over representation of Black people in use of force.	Update: Ongoing discussions with ARAC, academia and community stakeholders via UpSurgence. 2025 continue developing strategy. 
	PRP should collect and release survey data on community perspectives on policing.	PRP to design the survey in fall of 2024 and release the results in 2025. 
	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.	PRP will continue to engage the Chief's Resource councils in 2024/2025. The HRP team will continue engaging with the Anti-Black Racism & Systemic Discrimination Collective in 2024/2025. 
	Consult with Black communities, the PRP and PPSB to consider whether this action plan should form part of the strategic plan for the provision of policing, required by s.39(1) of the <i>Community Safety and Policing Act</i> .	PRP will explore implementing this recommendation as part of our strategic plan. 
Policy Guidance	PRP should review and, if necessary, conduct an investigation into the circumstances that result in the discharge of a CEW.	2023/2024: Update to the directive was completed in 2024. 
	The Incident Response directive should reflect that when dealing with vulnerable populations, including elderly, children under 12 or 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 – completed in 2024 and ongoing. 
	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 – completed in 2024. 





Multi-Year Action Plan

Principle	Recommendation	Goals
Policy Guidance	Create policy on identification of intentional, unconscious, and systemic sources of racial profiling, including artificial intelligence sources of racial profiling.	2024/2025: Create a directive on AI with a human-rights lens. 
	The requirement that officers use de-escalation techniques and tactics, whenever possible, to minimize the need to use force and increase the likelihood of voluntary compliance with legitimate and lawful orders.	2024/2025: Review our Incident Response Directive and ensure expansion of de-escalation and duty-to-intervene components. 
	The requirement that officers take reasonable steps to intervene in a manner that is proportional to the risk of harm if the act continues, with the goal of de-escalating the situation, and report the incident.	2024/2025: Review our Incident Response Directive and ensure expansion of de-escalation and duty-to-intervene components. 
Data Collection	PRP will continue expanding our Race and Identity Based Data collection strategy and explore the implementation of various phases.	<p>2023: Report on RIBD data on use- of-force – in progress.</p> <p>Continue reporting and expanding on RIBD in use of force and strip searches. </p> <p>2024: Began data collection on arrests and charges to report in 2025.</p> <p>Begin phasing-in data collection of all stops and traffic stops underway in 2025.</p>
	Expand data collection to address the intersection of age, gender, charge, arrest and use of force.	In 2024/2025 PRP will begin collecting all data related to in-custody arrests and charges capturing this recommendation. 
	Develop privacy guidelines for the collection, use and disclosure of human rights data in consultation with the Information and Privacy Commissioner of Ontario.	In 2024/2025 PRP will develop and expand on data collection policy and complete privacy guidelines. 



Multi-Year Action Plan

Principle	Recommendation	Goals
Monitoring and Accountability	<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"> • inform the individual that while the camera must stay on, they are free to discontinue the interaction, including by leaving the scene. • respect their right to do so. 	<p>2023/2024: An update to the directive has been completed in 2024.</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' body-worn cameras is audited at least every two years.</p>	<p>2024/2025: Ongoing PRP will continue to conduct monthly audit compliance.</p> 
	<p>On an annual basis PRP will retain an independent verifier with the subject matter expertise approved by PRP and OHRC who will work with a sub-committee of ARAC members to verify the completion of all implemented recommendations and report publicly to PPSB.</p> <p>Collaborate with the Anti-Racism Advisory subcommittee.</p> <p>Ensure any inquest recommendations are completed – i.e., Carby, Ekamba or any other present or future recommendations from a Coroner's jury are implemented.</p> <p>Ensure that all recommendations are completed.</p>	<p>2024/2025: PRP and ARAC will develop and implement verification teams to meet this recommendation.</p> 

Multi-Year Action Plan

Principle	Recommendation	Goals
Organizational Change	PRP and PPSB should support the development and expansion of civilian-led mental health crisis responders.	<p>2024: PRP will explore and support the development of civilian-led mental health crisis responders.</p> <p>A Community Crisis Rapid Response Team was piloted in 2023 to redirect low acuity mental health calls to a civilian team comprised of CMHA Peel-Dufferin, Punjabi Community Health Services and Roots Community Services. The program has been intermittent due to funding.</p>  <p>PRP will continue to explore this recommendation in different capacities.</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>2024 & 2025: PRP continues to work towards ensuring diversity in the police service, including leadership positions.</p> 
	When making decisions about hiring officers, PRP should consider whether the candidate has obtained post-secondary education.	<p>Ongoing 2024/2025: PRP will continue to recruit candidates with post-secondary education.</p> 
	Objectively measure how well officers are applying their human rights-focused training and de-escalation techniques.	<p>Update: In 2024, PRP began an internal five-year research study on how well officers are applying procedural justice training and de-escalation training.</p> 

Multi-Year Action Plan

Principle	Recommendation	Goals
Organizational Change	Continue with mandatory human rights focused training for the organization.	Update 2024/2025: PRP will continue the mandatory training. 
	PRP should hire and promote at every level of the organizational to reflect the diversity of the community by 2025.	2024/2025: PRP will continue to hire develop and promote to reflect the composition of the community by 2025 in accordance with Equal Opportunity legislation. 



Akwasi Owusu-Bempah

Akwasi Owusu-Bempah is an Associate Professor in the Department of Sociology at the University of Toronto, an Affiliate Scientist at the Centre for Addiction and Mental Health and a Sr. Fellow at Massey College. His work examines the intersections of race, crime and criminal justice, with a particular focus in the area of policing.



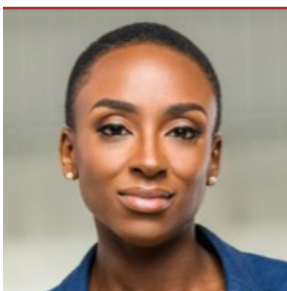
Lorne Foster

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.



Les Jacobs

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.



Kanika Samuels - Wortley

Kanika Samuels-Wortley is an Associate Professor and Canada Research Chair in Systemic Racism, Technology, and Criminal Justice in the Department of Criminology and Justice at Ontario Tech University. Her research explores the intersection of race, racism and the criminal justice system by centring Black and racialized people's experiences with the police, corrections, victimization, and engagement in crime. Dr. Samuels-Wortley research has been published in numerous prestigious national and international academic journals. She has co-authored several provincial and federal reports for the Ministry of Children, Community, and Social Services, and the Privy Council Office and has presented her research on systemic racism in policing in both provincial and federal inquiries including the House of Commons Standing Committee on Public Safety and National Security, and the Mass Casualty Commission.



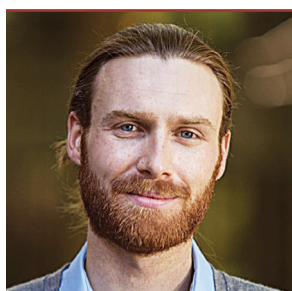
Dr. Alex Luscombe

Alex Luscombe is an independent data scientist and subject matter expert. He has over 10 years of experience analyzing and interpreting data across academia, government, and the private sector. He holds a doctorate in criminology from the University of Toronto.



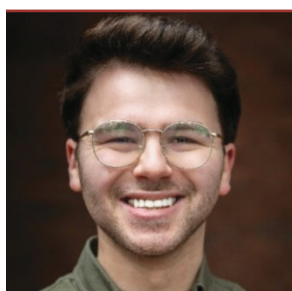
Ms. Claudia McKoy

A long-time practitioner of community engagement and co-design, Claudia McKoy is the Founder and Principal of UpSurgence. She has designed and led engagement strategies and co-design sessions involving hundreds of community stakeholders for clients such as the City of Mississauga, for its Black Community Engagement campaign. Through UpSurgence Initiatives, the non-profit arm of UpSurgence, Claudia convened an international team of investors, entrepreneurs, trade professionals and academics to identify global trade opportunities for emerging business communities and led the co-design of the City of Brampton's first African trade mission. She is expert at connecting diverse stakeholders to work collaboratively to achieve community goals. Claudia sits on the board of Radius Child and Youth Services Board and is a member of the Black Opportunity Fund's Government Affairs Committee. She is also the chair of UpSurgence Initiatives, the non-profit arm of UpSurgence, dedicated to connecting marginalized communities to Canada's growing tech economy through partnership-based programs. Claudia studied Political Science at the University of Toronto.



Jamie Duncan

Jamie Duncan, M.I., is a Ph.D. candidate at the University of Toronto's Centre for Criminology and Sociolegal Studies. He is a Digital Policy Hub doctoral fellow at the Centre for International Governance Innovation and an affiliate of the Schwartz Reisman Institute for Technology and Society.



Dr. Daniel Konikoff

Daniel Konikoff is an Assistant Professor at the University of Alberta's Department of Sociology. He completed his PhD at the University of Toronto's Centre for Criminology & Sociolegal Studies in 2024. His research focuses on the intersection of justice and technology, and he has recently completed a project on the governance of police's use of facial recognition technology in Canada. He was also the Director of the Privacy, Technology, and Surveillance program at the Canadian Civil Liberties Association, where he led advocacy efforts around Canada's new legislation on artificial intelligence and cybersecurity.

Black

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

East/Southeast Asian

Examples: Chinese, Korean, Japanese, Taiwanese descent, Filipino, Vietnamese, Cambodian, Thai, Indonesian, 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

Systemic racism consists of organizational culture, policies, directives, practices or procedures 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.

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.