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REPORT
Peel Police Service Board
For Information
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PEEL REGIONAL POLICE
REGION OF PEEL

Date: **September 10, 2025**

Subject: **HUMAN RIGHTS REPORT AND 2024 USE OF FORCE**

From: **Anthony Odoardi, Deputy Chief - Strategy, Innovation & Technology Command**

Recommendation

It is recommended that the Peel Police Service Board (P.P.S.B.) receive this document as the 2024 Human Right Project and Annual Use of Force Report.

REPORT HIGHLIGHTS

- **Overview of the 2024 Human Rights Report**
- **Reporting and training requirements for Use of Force**
- **Statistical data and analysis for 2024 Use of Force incidents**
- **Race Based Data Analysis for 2024 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 (R.I.B.D.) collected between January 1 to December 31, 2024, for the Use of Force and strip searches, and our continued effort to meet our commitment to the Human Rights Project.

1. **Strategic Plan Alignment**

   Goal: 3. Accountability, Equity and Service Excellence
   Objective: Foster public trust and confidence.

Conclusion

On June 22, 2023, the Ontario Human Rights Commission (O.H.R.C.), in a joint statement with the Peel Regional Police (P.R.P.) and the P.P.S.B., announced the release of the recommendations to address issues of systemic racism and discrimination in P.R.P.

Our commitment to eliminate discriminatory practices in policing and restore trust with Black, Indigenous, and racialized communities stated in 2020 by signing a Memorandum of Understanding (M.O.U.), an essential partnership with P.R.P. and O.H.R.C.

The annual Human Rights Report & Use of Force Report documents our progress.

Approved for Submission

_____
Anthony Odoardi, Deputy Chief - Strategy, Innovation & Technology Command

For further information regarding this report, please contact S/Supt. Dirk Niles at extension 4107 or via email at 2070@peelpolice.ca.

Authored By: Human Rights Project Team

Committed to Action

2024 Progress Report:
Human Rights Project & Use of Force

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Executive Summary

The Human Rights Project continues to demonstrate meaningful progress through close collaboration with the Anti-Racism Advisory Committee (ARAC). These efforts reinforce The Peel Regional Police's (PRP) organization-wide commitment to addressing systemic discrimination in policing and improving outcomes for all communities, with particular focus on Black, Indigenous, and other racialized communities.

Building on the progress of prior years, Peel Regional Police (PRP) advanced several initiatives in 2024-25 to strengthen organizational policies, expand member training, and enhance collaboration with community partners. These efforts were undertaken with the support of ARAC, the Chief's Resource Councils, and dialogue with the Anti-Black Racism and Systemic Discrimination (ABR-SD) Collective. Transparency, accountability, and engagement remained the central pillars guiding PRP's work. Over the past year, this focus resulted in a number of key milestones, including:

ARAC Subcommittee Formation

Six subcommittees were established within ARAC, with members working independently and in partnership with Peel Regional Police (PRP) to validate the implementation of recommendations and provide assessment and advice in the following areas:

- **Acknowledgement and Engagement**
  Provides input on emerging community issues and opportunities for service improvement, while voicing community concerns related to public messaging.

- **Community Advisory Panel**
  Reviews and advises on the collection and the analysis of race-based data and disparity trends.

- **Organizational Change, Monitoring and Accountability**
  Advises on PRP's accountability measures aligning with the recommendations.

- **Policy**
  Reviews all PRP policies and directives through a human rights lens.

- **Training**
  Assesses training related to human rights, anti-racism, Use of Force, and de-escalation, and provides input for continuous improvement from a human rights perspective.

- **Multi-Year Action Planning**
  Supports the creation of a roadmap for ongoing progress of the Human Rights Project, with a focus on transparency and community visibility.

Executive Summary

Disparity and Risk Analysis

The completion of analysis of the lived experience of over 10,000 individuals arrested in 2024 with comparison to Use of Force to determine reasons for engagement and outcomes.

Duty to Intervene Training

The creation of mandatory training for frontline officers to intervene when they see areas of concern and/or opportunities to provide support.

30x30 initiative (Women in Policing)

PRP pledged to increase the representation of women in sworn officer positions to 30% by the year 2030. This initiative is part of PRP's broader commitment to advancing diversity and ensuring the service reflects the community it serves.

Youth Engagement Strategy (YES)

Initiated in 2024, the Youth Engagement Strategy was developed in collaboration with community partners and informed by feedback from youth. The strategy provides a framework to guide how PRP supports and engages young people in Peel. It builds on a range of existing programs and initiatives and aligns with PRP's Community Safety and Well-being Strategy.

Diversity, Equity, and Inclusion (DEI) Strategy

PRP's DEI Strategy provides an internal framework for fostering an inclusive, respectful, and equitable workplace. In 2024, PRP continued to strengthen its hiring practices to reflect the diversity of the communities it serves – 77% of all new hires were from underrepresented groups.

Human Rights Training

Over the past year, PRP expanded mandatory training with continued focus on human rights, de-escalation, and procedural justice. These efforts aim to reduce negative outcomes, particularly for racialized communities. PRP also contributed to the development of a national training program for all police services in Canada on Race and Identity-Based Data (RIBD) collection, on behalf of the Canadian Association of Chiefs of Police (CACP).

PRP remains committed to dismantling systemic racism through the ongoing work of the Human Rights Project, which is guided by the Ontario Human Rights Commission's seven principles – OHRC's seven principles.
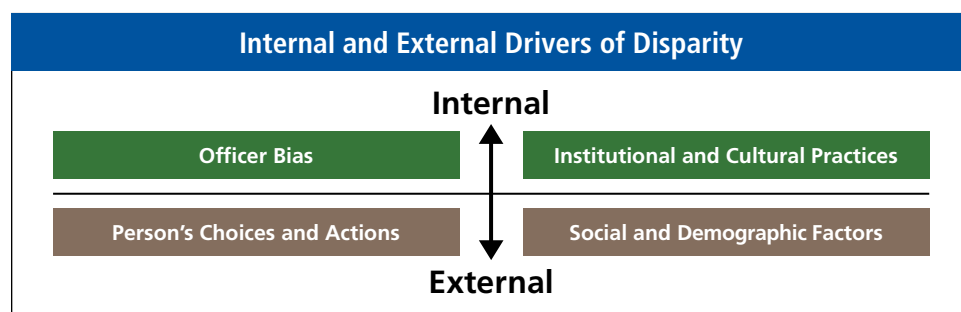
Disparity Analysis and Well-being Plan

Disparities in policing refer to differences in outcomes or treatment experienced by groups in their interactions with law enforcement. These disparities are not always the result of intentional discrimination; rather, they can arise from a range of factors, including systemic inequities linked to age, race, ethnicity, gender, and socioeconomic status, as well as individual actions or choices.

In policing, disparities may be shaped by two main sets of drivers:

- Internal drivers within a police service, such as officer biases (conscious or unconscious), institutional policies and practices, and the broader organizational culture.

- External drivers in the public sphere, such as individual behaviors and decisions, as well as wider social and demographic influences, including systemic disadvantage and inequality.

Figure 1

Internal and External Drivers of Disparity

Internal

| Officer Bias | Institutional and Cultural Practices |
| Person's Choices and Actions | Social and Demographic Factors |

External

The Chief, Police Services Board, Anti-Racism Advisory Committee, and – most importantly – the community have expressed significant concern about the over-representation of certain groups in Use of Force encounters. The Human Rights Project has been tasked with examining the potential drivers of this disparity. Guided by academic expertise, PRP continues to work on addressing internal factors that contribute to inequities.

As noted in the 2022 and 2023 Committed to Action Reports, sweeping changes have already been implemented through the Human Rights Project in areas such as training, hiring practices, accountability mechanisms, and the Race and Identity-Based Data (RIBD) strategy. These efforts have improved outcomes across many areas of community interaction. However, disparities remain, particularly in relation to Use of Force involving Black community members.

In response, PRP launched an initiative in partnership with its Community Advisory Panel, leading academics, and data scientists. Together, they developed a innovative data collection program designed to better understand the factors that may increase the risk of force being used during police interactions.

As part of this initiative, individuals taken into custody in 2024 were invited to voluntarily respond to a series of questions about their life experiences, in relation to housing, education, employment, and mental health. These factors – commonly referred to as the social determinants of justice (Appendix 2) help illuminate how broader social and economic conditions shape a person's interactions with the justice system. When matched with information about a person's choice in criminal offence, such as its severity, we get deeper insight into how the totality of circumstances may influence Use of Force outcomes.

The analysis found that no single factor fully explains Use of Force outcomes. However, several factors were shown to significantly increase the likelihood of force being used during an arrest. These include prior involvement with the

justice system, vulnerabilities such as addiction or mental health challenges, and – most strongly – the severity of the offence that the person has been arrested for. One of the most powerful predictors was the Crime Severity. Individuals involved in high-severity crimes, as measured by CSI, were more than 5.5 times more likely to experience force during an arrest, even after controlling for all other factors, including race.

What is CSI?

The **Crime Severity Index (CSI)** is a tool used in Canada to measure the seriousness of police-reported crimes. Unlike simple crime rates that just count the number of crimes, the CSI takes into account both the **number** of crimes and the **severity** of each one.

Here's a simple breakdown:
- Each type of crime is given a weight based on the sentence it typically receives (more serious crimes get higher weights).
- These weights are used to calculate a score that reflects both the volume and seriousness of crime in a given area or time period.
- A higher CSI means more serious or more frequent crime. A lower CSI means crime is less serious or less frequent.
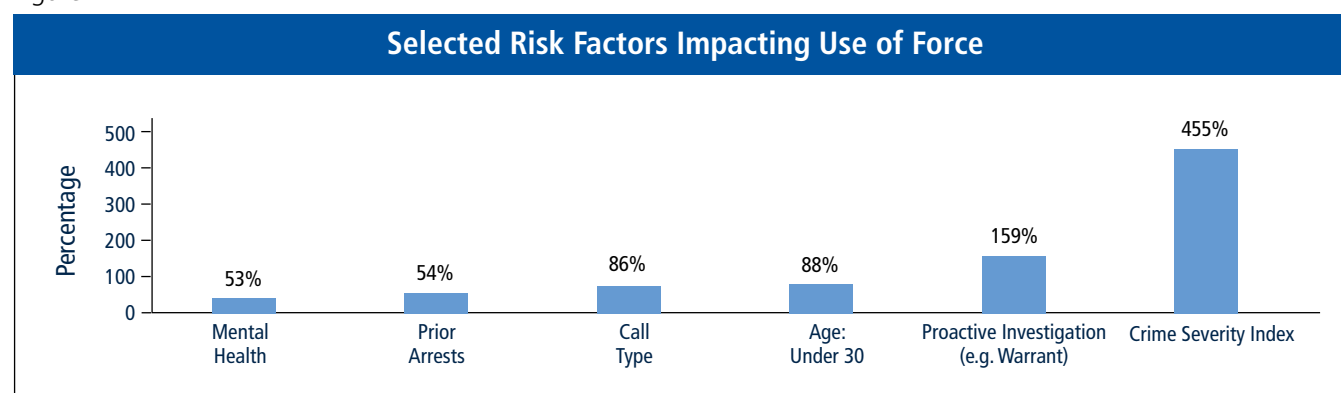
The CSI is reported nationally and locally, and it helps track trends in crime over time.

Other personal and social factors were also examined. For example:
- People who were under 30 years of age were 88% more likely to experience force.
- Those with prior arrests faced a 54% higher risk.
- People experiencing mental health challenges or addiction also had elevated risks.
- Meanwhile, people with steady employment or higher education scores had lower odds of experiencing force.

These patterns suggest that a combination of personal history, current social vulnerabilities and the nature of the incident itself increases the likelihood of a person experiencing force. However, the number one risk was crime severity and that single factor alone elevated the likelihood of Use of Force by 455%.

Figure 2

Selected Risk Factors Impacting Use of Force

Risk Factor	Percentage
Mental Health	53%
Prior Arrests	54%
Call Type	86%
Age: Under 30	88%
Proactive Investigation (e.g. Warrant)	159%
Crime Severity Index	455%

Disparity Analysis and Well-being Plan

Disparity & Risk Data Modeling

The calculation on the likelihood of Use of Force is based on a statistical model (called a generalized linear model or GLM) that considered many factors at once. This helps isolate the effect of each one. For example, when it is stated that crime severity increases risk 5.5 times, that is after accounting for a broad range of social and situational factors. These are called adjusted odds, which indicate how likely something is to happen when other factors are held constant.

These results are expressed as either multipliers (e.g., "5.5 times more likely") or percent increases (e.g., "33% more likely"), depending on what is easiest to understand. In our model, we predicted risk of Use of Force while controlling for key factors such as subject race, gender and age.

This approach helps ensure that patterns are understood across the full population – not just focusing on one group or one moment.

The model's reliability was tested in different ways:
- Alternative versions of the model were tried to see if the results changed – there was no change.
- Non-linear patterns were tested to check if the relationship between variables changed in a meaningful way at different levels – it stayed consistent.
- Valid methods were used to fill in missing information and see if that changed anything – there was no change.
- Clustering effects were tested – to see if people from the same area or group had similar outcomes that might affect the results – but the main patterns still held up.

These tests provided confidence that the results are reliable.

This model was developed in partnership with researchers, Community Advisory Panel, and data scientists to ensure it was statistically sound, ethically guided, and shaped by both evidence and lived experience.

Disparity Reduction and Well-being Planning

One of the goals of the Human Rights Project is to address systemic inequities and to enhance Community Safety and Well-being initiatives. This Disparity analysis data clearly indicates that any population that has the following risk factors are most likely to have a Use of Force encounter.
- Youth (under 30) and male
- Unstable home life
- Addictions and mental health
- Basic need challenges
- Prior police arrests
- Nature of crime – gun, gangs, drugs and/or organized crime

This analysis begins to provide insights and opportunities to leverage Community Safety and Well-being initiatives at a regional level to intervene and build long term strategies that address policy, support and deterrence measures that can lead to long term reduction in contact with police and Use of Force outcomes.

Disparity Analysis and Well-being Plan

It is important to note that an individuals engagement in crime may be directly or indirectly related to systemic disadvantage in life and that efforts to address these disadvantages early in a persons life have been academically validated to mitigate long term negative outcomes with the justice system. It is also critical to acknowledge that certain populations including newcomers, Black and Indigenous peoples, face higher levels of systemic disadvantage in Canadian society.

Peel Regional Police through the Human Rights Project and Community Safety and Well-being Strategy are strongly committed to advancing these priorities. Working with the Police Service Board, PRP aim to address these systemic issues to increase public safety and long-term positive outcomes for our most vulnerable populations. This work will drive meaningful and coordinated change, ultimately enhancing community safety for all.

Peel Regional police will initiate the following actions to explore reducing disparities.

Action 1: Multi-Sector Consultations

Initiate coordinated consultations with key sectors – including justice, education, child welfare, and social services – to examine the root causes of crime disparities. This process will also involve the responsible and secure sharing of relevant data to enable a holistic understanding of systemic issues.

Action 2: Advocate for Disparity Reduction at the Regional Level

Through joint advocacy by Peel Regional Police and the Police Services Board, present findings on crime disparity and opportunities for disparity reduction to the Region of Peel Council. This will support the alignment of regional resources and policy priorities with equity objectives.

Action 3: Establish a Regional Crime Disparity Table

Convene a cross-sectoral regional strategy table (or equivalent working group) to co-develop and coordinate systemic responses to disparities. This table will guide collaborative efforts and ensure accountability across institutions.

Action 4: Peel Regional Police Disparity Analysis – Charges and Arrests

Peel Regional Police will begin an examination of charge and arrest data as a foundational step in addressing disparity and systemic inequities. This action is part of the broader 2026-2027 disparity reduction timeline strategy and aligns with the Human Rights Project's multi-sector consultation efforts. This analysis will help identify factors that contribute to disparities, and areas for focused intervention.

Action 5: Leverage existing Peel Regional Police Initiatives to improve outcomes

Peel Regional Police will utilize the Youth Engagement Strategy to address disparity. In addition, funding will be leveraged from the Peel Police Foundation.
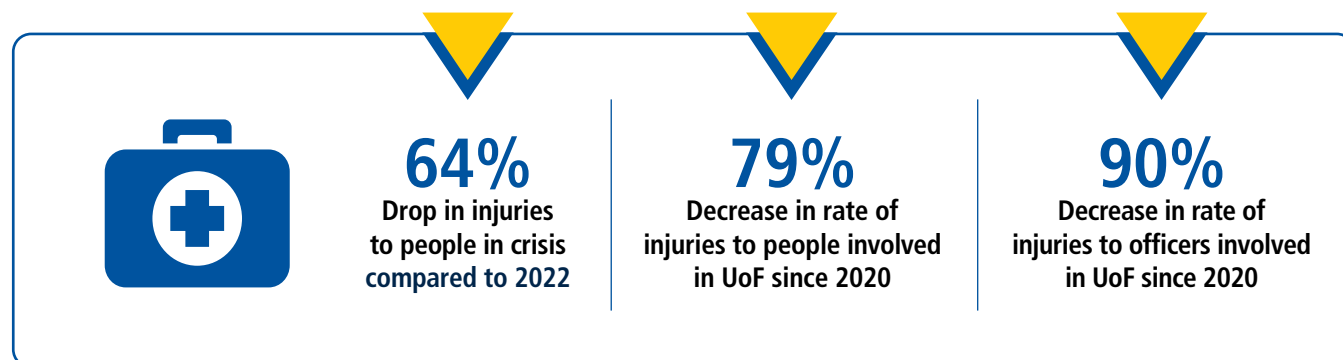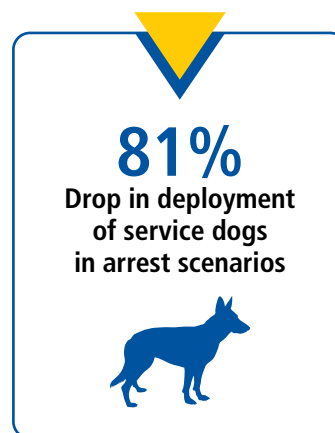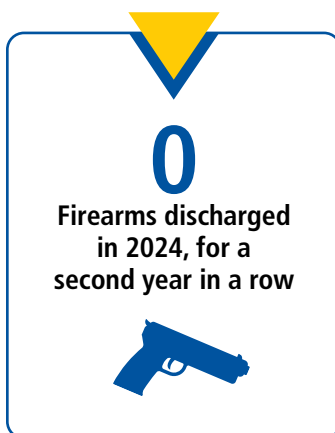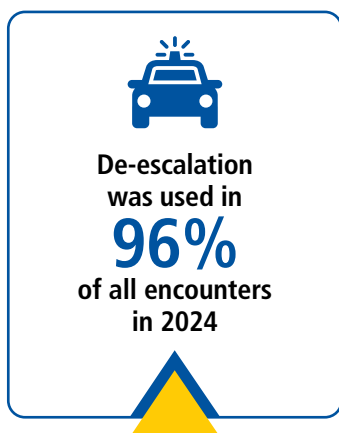
Findings

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 a horse or a 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 re-qualification every twelve months. PRP's training exceeds provincial standards.

Highlights from this year's report:

De-escalation was used in
96%
of all encounters in 2024

0
Firearms discharged in 2024, for a second year in a row

81%
Drop in deployment of service dogs in arrest scenarios

64%
Drop in injuries to people in crisis compared to 2022

79%
Decrease in rate of injuries to people involved in UoF since 2020

90%
Decrease in rate of injuries to officers involved in UoF since 2020
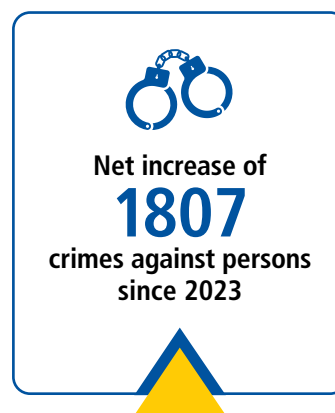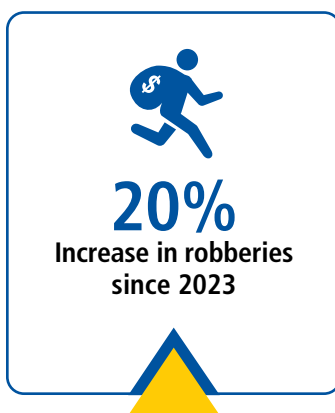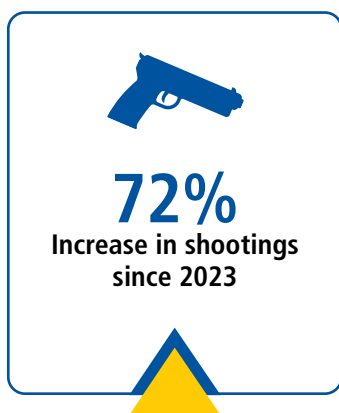
Findings

Factors Impacting Use of Force Reporting

Use of Force reporting can fluctuate from year to year due to a range of factors, including population growth, changing crime trends, civil unrest, and variations in calls for service.

In addition, provincial reporting guidelines set by the Ministry require police services to measure not only the number of encounters but also the number of applications of force used within each encounter. Analysis of six encounters in 2024 showed a total of 62 subjects requiring 101 applications of force related to complicated investigations involving organized crime groups for crimes such as:

- kidnappings, firearms, and assaults causing bodily harm
- possession of firearms
- extortions
- auto theft rings
- firearm warrants
- standoffs

The complexity of these investigations and subsequent arrests have contributed to an overall increase of Use of Force reporting in 2024. Other crime trends were also noted in 2024 contributing to a 111% increase in Use of Force reports when compared to 2023.

72%
Increase in shootings since 2023

20%
Increase in robberies since 2023

Net increase of
1807
crimes against persons since 2023

UoF Reports

197% Increase involving disturbances

142% Increase involving violent crimes

111% Increase UoF reports compared to 2023

93% Increase involving weapons calls

45% Increase involving stolen vehicles

Findings

Total Number of Events and Use of Force Reports

In 2024, PRP members were involved in 275,885 events, primarily citizen-generated calls for service, alongside traffic stops and officer-initiated contacts. Out of these events, 1763 Use of Force reports were submitted, amounting to 0.64% of the total number of events.

Figure 3

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%
2024	275,885	1763	0.64%	111%
6-Year Average	281,466	956	0.34%	

The total number of calls for service decreased in 2024 by 0.2% from 2023.

Use of Force Reports and Number of Involved Officers

As mentioned, in 2024, there was a significant increase in organized crime activity, shootings and weapons calls contributing to a 111% increase in UoF reports when compared to 2023.

Figure 4

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
2024	1,064	1,763	681
Variance Since 2023	543	928	282
Percent Change	104%	111%	70.7%
Variance Since 2020	492	910	218
Percent Change Since 2020	86%	107%	47.1%

Findings

Call Types Resulting in Use of Force Report

Figure 5

Event or Incident Type					
Call Type	Number of UoF Reports 2023	% of Total UoF Incidents	Number of UoF Reports 2024	% of Total UoF Incidents	% Increase
Weapons Calls	178	21.3%	344	19.5%	93% ⬆
Disturbance (e.g., noise complaint, unknown trouble, unwanted person)	78	9.3%	232	13.2%	197% ⬆
Stolen Vehicle and Related	114	13.7%	165	9.4%	45% ⬆
Violent Crime (non-IPV) (e.g., assault, car-jacking, robbery, homicide)	64	7.7%	155	8.8%	142% ⬆
Person in Crisis	75	9.0%	152	8.6%	103% ⬆
Executing Warrant (e.g., DNA, arrest, search)	49	5.9%	134	7.6%	173% ⬆
Intimate Partner Violence (IPV)/Dispute	49	5.9%	113	6.4%	131% ⬆
Traffic (e.g., RIDE, vehicle collision)	45	5.4%	108	6.1%	140% ⬆
Property Crime	45	5.4%	87	4.9%	93% ⬆
Family/Neighbour/Other Type of Dispute	41	4.9%	52	2.9%	27% ⬆
Other Federal/Provincial Statutes (e.g., LLA)	27	3.2%	43	2.4%	59% ⬆
Investigation (follow-up, ongoing)	19	2.3%	40	2.3%	111% ⬆
Other (8 other incident type categories)	51	6.1%	138	7.8%	171% ⬆
Total	835	-	1,763	-	111% ⬆

Officer Assignment and Types of Force Used

Officers assigned to uniform patrol accounted for 77.1% of all Use of Force reports which is consistent with previous years.

Figure 6

Officer Assignment												
Assignment	2019	%	2020	%	2021	%	2022	%	2023	%	2024	%
Uniform Patrol	576	64.7%	569	73.9%	522	69.2%	522	75.1%	602	72.1%	1,359	77.1%
Tactical	152	17.1%	86	11.2%	66	8.8%	48	6.9%	86	10.3%	123	7%
Canine	54	6.1%	37	4.8%	35	4.6%	30	4.3%	25	2.99%	26	1.5%
Investigation - CIB	54	6.1%	61	7.9%	123	16.3%	78	11.2%	68	8.14%	86	4.9%
Other	13	1.5%	6	0.8%	8	1.1%	4	0.6%	10	1.2%	32	1.8%
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%	67	3.8%
Paid Duty	14	1.6%	0	0%	0	0%	1	0.1%	8	0.96%	15	0.9%
Traffic	9	1%	2	0.3%	0	0%	6	0.9%	9	1.08%	50	2.8%
Station Duty	4	0.4%	1	0.1%	0	0%	0	0%	-	-	5	0.3%
Off Duty	1	0.1%	1	0%	0	0%	0	0%	1	-	-	-
Total	**890**	**100%**	**770**	**100%**	**754**	**100%**	**695**	**100%**	**835**	**100%**	**1,763**	**100%**

Findings

Type of Force Used

In 2024, we observed the following trends in types of force used.

Figure 7

Type of Force Used								
Conducted Energy Weapon (CEW)	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**% Change since 2023**	**% Change since 2019**
Drawn/Displayed Not Deployed	382	225	210	219	317	736	132%	93%
Drive Stun and/or Probes Deployed	330	188	228	264	133	202	52%	-39%
Total	712	413	438	483	450	938	108%	32%
Physical Control								
Physical Control Soft Only	296	159	185	137	108	269	149%	-9%
Physical Control Hard Only	293	107	119	61	174	347	99%	18%
Total	589	266	304	198	282	616	118%	5%
Firearm								
Handgun Drawn and Pointed	590	248	209	305	324	549	69%	-7%
Rifle Drawn and Pointed					211	334	58%	-
Handgun - Drawn Only	104	118	117	70	106	280	164%	169%
Firearm Discharge	30	4	12	1	0	0	-	-100%
Total	724	370	338	376	641	1,163	81%	61%
Other Types of Force								
Oleoresin Capsicum Spray	33	18	19	20	17	25	47%	-24%
Impact Weapons	9	9	4	7	5	15	200%	67%
Arwen	0	2	3	0	2	16	700%	-
Police Service Dog	27	12	13	15	11	5	-55%	-81%
Other Types of Force	5	2	2	0	2	7	250%	40%
Total	74	43	41	42	38	68	84%	-8%
Grand Total	**2,099**	**1,092**	**1,121**	**1,099**	**1,410**	**2,785**	**98%**	**33%**

Firearm

No incidents involving the discharge of a firearm occurred in 2024. There is a 100% decrease in discharging of a firearm when compared to 2019 for the second year in a row.

Conducted Energy Weapon (CEW)

There were 736 incidents where a CEW was drawn or displayed but not deployed. This represents 132% increase from 2023. There was a 39% drop in drive stun/probe deployment when compared to 2019.

Findings

Physical Control

Physical control, including soft and hard techniques, was utilized 616 times. The increase can be attributed in part to the overall increase of incidents requiring UoF to safely resolve an incident.

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.

- Handgun drawn and pointed has decreased by 7% since 2019.
- Total use of intentional discharge of a firearm has decreased by 100% since 2019.
- Total use of the police service dog has decreased 81% since 2019.
- Deployment of the CEW has decreased by 39% since 2019.

Reasons for Use of Force

Officers are able to select multiple reasons why force was applied in a given situation. Primary reasons reported in 2024 include:

- Effect Arrest: 81%
- Protect Self: 77%
- Protect Public: 50%
- Protect Other Officer: 71%

Figure 8

Reason for Use of Force Applications
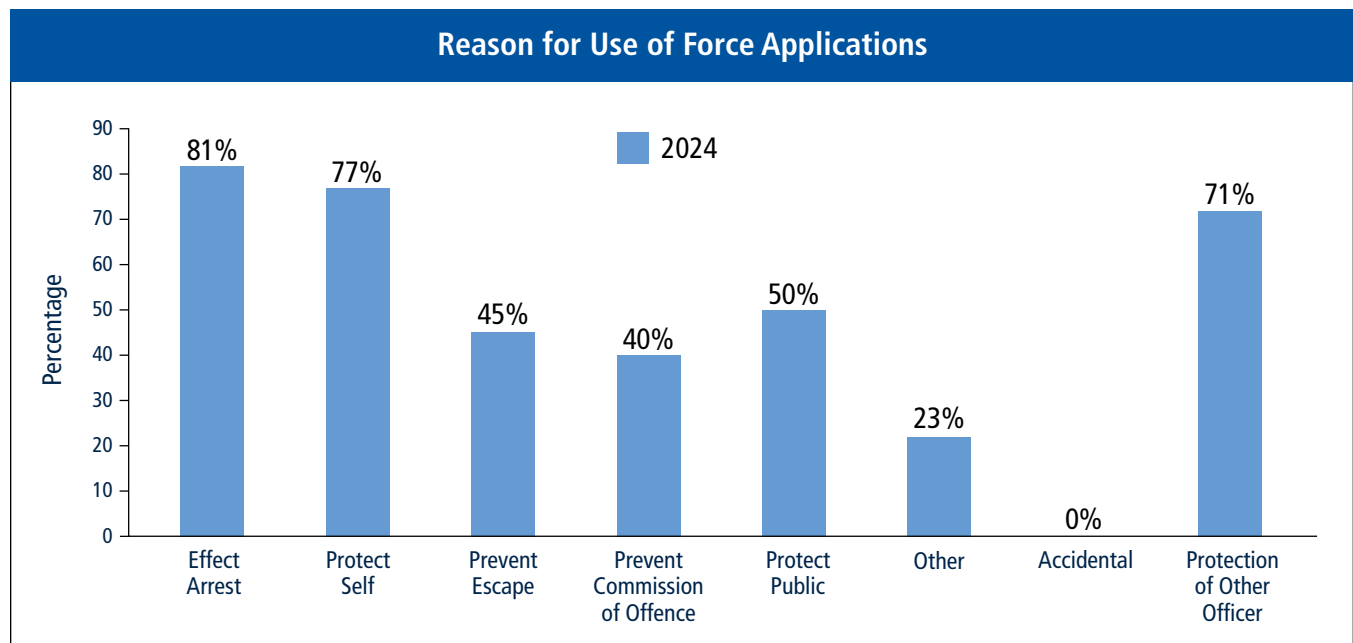
Findings

Use of Force Resulting in Injury to Persons and Officers

Police officers must document any injuries sustained during a Use of Force incident and indicate whether medical attention was required. For Use of Force reporting purposes, only injuries that require medical treatment are recorded. Injuries that occurred prior to police contact and the Use of Force incident, are not included in Use of Force reports, in line with provincial requirements.

Figure 9

Use of Force Injuries							
Person Injuries	**2020**	**2021**	**2022**	**2023**	**2024**	**% Change since 2023**	**% Change since 2020**
Total Use of Force Reports	853	754	695	835	1763	111%	107%
Total Persons	792	730	691	877	1908	118%	141%
Number of Reported Injuries	247	209	136	64	121	89%	-51% ⬇
Rate of Injury Percentage	31%	29%	20%	7%	6.3%	-	-79% ⬇
Officer Injuries							
Total Use of Force Reports	853	754	695	835	1763	111%	107%
Number of Reported Injuries	55	44	49	23	11	-52% ⬇	-80% ⬇
Rate of Injury Percentage	6%	6%	7%	3%	1%	-	-90% ⬇

In 2024, injuries resulting from Use of Force decreased when compared to 2020:

• Number of persons reporting injuries decreased by 51% since 2020.

• Number of officers injured decreased by 80% in 2024 when compared to 2020.

Of note, based on injuries rates in 2020, there has been a 79% decrease in the rate of injury to people experiencing (or subjected to) force. Additionally, the rate of injury for officers involved in Use of Force injuries has decreased by 90%. The rate of injury is the change in percentage of injury year over year. This demonstrates the adoption of a human rights approach by officers who are using the least amount of force necessary to successfully resolve a Use of Force incident, protecting all involved in these stressful and volatile situations.

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.
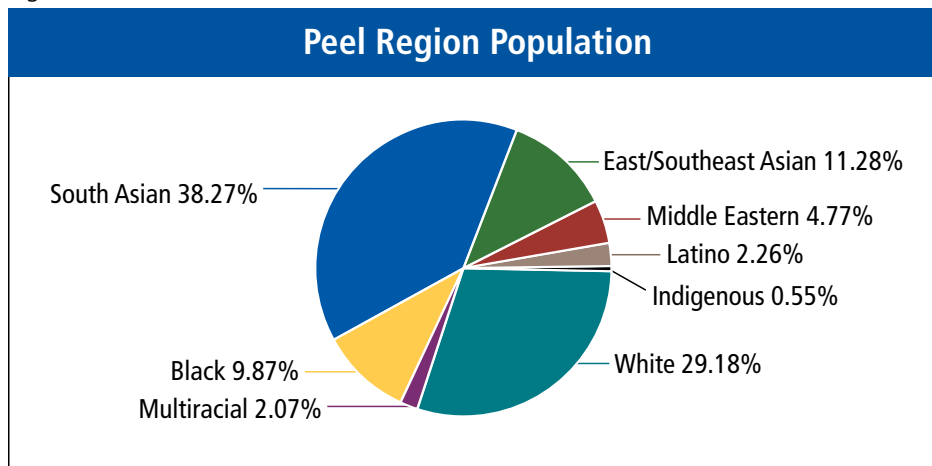
Findings

Race and Identity-Based Data Analysis

This analysis was conducted using the same data that informed all other sections of this report, with guidance from academic experts specializing in race and identity-based data collection and Use of Force. Recent improvements to the Ministry's Use of Force Report have enhanced the accuracy of race and identity-based data analysis. The following sections draw on data from 2020 to 2024 to identify disproportionality in Use of Force outcomes by race. Where relevant, year-over-year variance is examined to highlight changes across a range of variables associated with Use of Force reporting.

Regional Census Population Data

Figure 10

Peel Region Population

- South Asian 38.27%
- East/Southeast Asian 11.28%
- Middle Eastern 4.77%
- Latino 2.26%
- Indigenous 0.55%
- White 29.18%
- Black 9.87%
- Multiracial 2.07%

Use of Force on Persons by Race

Figure 11

Use of Force – Persons by Race										
Year	**Black**	**White**	**East/ Southeast Asian**	**South Asian**	**Middle Eastern**	**Latino**	**Indigenous**	**Multiracial**	**Undetermined**	**Total**
2020	247 (31%)	218 (28%)	141 (18%)	111 (14%)	27 (3%)	12 (2%)	3 (0%)	0 (0%)	33 (4%)	792 (100%)
2021	227 (31%)	202 (28%)	137 (19%)	83 (11%)	35 (5%)	10 (1%)	4 (1%)	0 (0%)	32 (4%)	730 (100%)
2022	237 (34%)	184 (27%)	21 (3%)	179 (26%)	41 (6%)	21 (3%)	6 (1%)	2 (0%)	0 (0%)	691 (100%)
2023	276 (31%)	196 (22%)	18 (2%)	260 (30%)	82 (9%)	30 (3%)	10 (1%)	5 (0%)	0 (0%)	877 (100%)
2024	537 (28%)	468 (25%)	109 (6%)	625 (33%)	128 (7%)	36 (2%)	5 (0%)	0 (0%)	0 (0%)	1908 (100%)
Variance 2023-24	261	272	91	365	46	6	-5	-5	0	1031

Figure 11 represents the total number of UoF reports by race based on the number of people who had force used on them.

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 12 illustrates these findings.
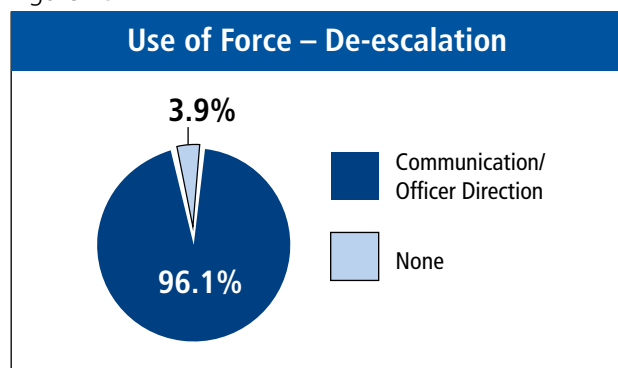
Figure 12

Use of Force - Public vs. Officer Initiated Call									
	2022			**2023**			**2024**		
Perceived Race	**Public Initiated**	**Officer Initiated**	**Total**	**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)	81.8%(439)	18.2% (98)	100% (537)
East/Southeast Asian	81% (17)	19% (4)	100% (21)	83.3% (15)	16.7% (3)	100% (18)	91.7% (100)	8.3% (9)	100% (109)
Indigenous	100% (6)	0% (0)	100% (6)	90% (9)	10.0% (1)	100% (10)	100% (5)	0% (0)	100% (5)
Latino	81% (17)	19% (4)	100% (21)	93.3% (28)	6.7% (2)	100% (30)	86.1% (31)	13.9% (5)	100% (36)
Middle Eastern	95.1% (39)	4.9% (2)	100% (41)	81.7% (67)	18.3% (15)	100% (82)	92.2% (118)	7.8% (10)	100% (128)
Multiracial	100% (2)	0% (0)	100% (2)	100% (5)	0% (0)	100% (5)	0% (0)	0% (0)	0% (0)
South Asian	73.2% (131)	26.8% (48)	100% (179)	79.2% (206)	20.8% (54)	100% (260)	85% (531)	15% (94)	100% (625)
White	92.9% (171)	7.1% (13)	100% (184)	96.4% (189)	3.5% (7)	100% (196)	93.6%(438)	6.4% (30)	100% (468)
Total	**84.1% (581)**	**15.9% (110)**	**100% (691)**	**88.3% (774)**	**11.7% (103)**	**100% (877)**	**87.1% (1,662)**	**12.9% (246)**	**100% (1,908)**

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 2024, officers utilized de-escalation in 96.1% 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 3.9% differential.
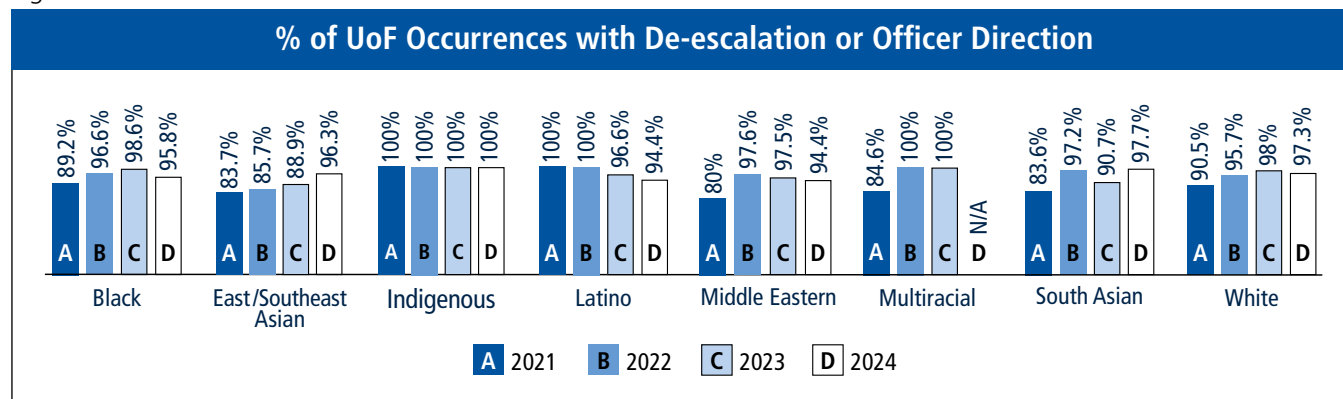
Figure 13

Use of Force – De-escalation

3.9% None

96.1% Communication/Officer Direction

Findings

The figure below shows officers de-escalation attempts during Use of Force encounters in 2024 with a comparison to past years.

Figure 14

% of UoF Occurrences with De-escalation or Officer Direction

	Black	East/Southeast Asian	Indigenous	Latino	Middle Eastern	Multiracial	South Asian	White
A	89.2%	83.7%	100%	100%	80%	84.6%	83.6%	90.5%
B	96.6%	85.7%	100%	100%	97.6%	100%	97.2%	95.7%
C	98.6%	88.9%	100%	96.6%	97.5%	100%	90.7%	98%
D	95.8%	96.3%	100%	94.4%	94.4%	N/A	97.7%	97.3%

A 2021 B 2022 C 2023 D 2024

Officers Involved in 2024 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 2024, compared to 2023 data.

Figure 15

	Officers Involved in UoF Incident							
	Key Indexes	Black	White	East/Southeast Asian	South Asian	Middle Eastern	Multiple Racial Group	Indigenous	Latino
2022	Number of Subjects	237	184	21	179	41	2	6	21
	Number of Officers Involved	328	240	24	214	59	2	9	27
	Average Officers Per Subject	**1.4**	**1.3**	**1.1**	**1.2**	**1.4**	**1**	**1.5**	**1.3**
2023	Number of Subjects	276	196	18	260	82	5	10	30
	Number of Officers Involved	347	248	28	321	101	6	14	35
	Average Officers Per Subject	**1.3**	**1.3**	**1.6**	**1.2**	**1.2**	**1.2**	**1.4**	**1.2**
2024	Number of Subjects	537	468	109	625	128	-	5	36
	Number of Officers Involved	626	568	120	678	152	-	6	42
	Average Officers Per Subject	**1.2**	**1.2**	**1.1**	**1.1**	**1.2**	**-**	**1.2**	**1.2**

Findings

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. Total injuries involving Use of Force in 2024 were 121 which is a 51% reduction when compared to 2020. This indicates an injury rate of 0.04% of all calls for service.

Figure 16

Use of Force and Injuries to Persons by Race								
Perceived Race	**2023**				**2024**			
	No Injury Reported	**Injury Reported**	**Unknown**	**Total**	**No Injury Reported**	**Injury Reported**	**Unknown**	**Total**
Black	91.7% (253)	8.3% (23)	0% (0)	100% (276)	91.6% (492)	7.4% (40)	0.9% (5)	100% (537)
East/Southeast Asian	100% (18)	0% (0)	0% (0)	100% (18)	97.2% (106)	2.8% (3)	0% (0)	100% (109)
Indigenous	90% (9)	10% (1)	0% (0)	100% (10)	80% (4)	20% (1)	0% (0)	100% (5)
Latino	96.7% (29)	3.3% (1)	0% (0)	100% (30)	94.4% (34)	5.6% (2)	0% (0)	100% (36)
Middle Eastern	95.1% (78)	3.7% (3)	1.2% (1)	100% (82)	93.8% (120)	6.2% (8)	0% (0)	100% (128)
Multiracial	100% (5)	0% (0)	0% (0)	100% (5)	0% (0)	0% (0)	0% (0)	100% (0)
South Asian	89.6% (233)	7.3% (19)	3.1% (8)	100% (260)	93.6% (585)	5.1% (32)	1.3% (8)	100% (625)
White	91.3% (179)	8.7% (17)	0% (0)	100% (196)	92.1% (431)	7.5% (35)	0.4% (2)	100% (468)
Total	**91.7% (804)**	**7.3% (64)**	**1% (9)**	**100% (877)**	**92.9% (1,772)**	**6.3% (121)**	**0.8% (15)**	**100% (1,908)**

2024 Outcomes of Injury to Subject by Race

To better understand the relative severity of the Use of Force encounter, Peel Regional Police conducted an analysis on outcomes of injury to subjects on whom force was applied. As stated previously, there were a total of 121 injuries reported by the 1908 subjects. Of these 121 persons, 65 were treated at a medical facility (hospital) and of those, six were admitted. In at least half the cases, the hospital admission was in part due to drug impairment of the individual, mental health concerns, or injuries caused by the subject's behaviour.

Findings

Figure 17

Use of Force Injuries to Subject by Race						
Perceived Race	**Admission to Medical Facility**	**Unknown**	**First Aid by Non-Medical Personnel**	**Medical Attention at Medical Facility**	**Medical Attention by Medical Personnel at Scene (e.g., EMS)**	**None**
Black	16.7% (1)	25.0% (1)	41.7% (5)	35.6% (21)	23.1% (3)	33.3% (9)
East/Southeast Asian	0% (0)	0% (0)	0% (0)	3.4% (2)	7.7% (1)	0% (0)
Indigenous	0% (0)	0% (0)	0% (0)	1.7% (1)	0% (0)	0% (0)
Latino	0% (0)	0% (0)	0% (0)	1.7% (1)	7.7% (1)	0% (0)
Middle Eastern	0% (0)	0% (0)	8.3% (1)	8.5% (5)	7.7% (1)	3.7% (1)
South Asian	33.3% (2)	25% (1)	25% (3)	18.6% (11)	38.5% (5)	37% (10)
White	50% (3)	50% (2)	25% (3)	30.5% (18)	15.4% (2)	25.9% (7)
Total	**100% (6)**	**100% (4)**	**100% (12)**	**100% (59)**	**100% (13)**	**100% (27)**

Injuries to Persons in Crisis by Race

In 2024, the total number of calls for service involving persons in crisis was 7,456, up from 7,176 in 2023. In 2024, there were 182 Use of Force incidents, which is 2.4% of all calls for persons in crisis.

Despite this increase in calls, the number of injuries dropped 64% from 28 to 10 since 2022 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 40% decrease to members of the South Asian community.

Figure 18

Use of Force Injuries to Persons in Crisis by Race									
	2022			**2023**			**2024**		
Perceived Race	**No Injury Reported**	**Injury Reported**	**Total**	**No Injury Reported**	**Injury Reported**	**Total**	**No Injury Reported**	**Injury Reported**	**Total**
Black	62.5% (20)	37.5% (12)	100% (32)	93.8% (15)	6.2% (1)	100% (16)	97% (32)	3% (1)	100% (33)
East/Southeast Asian	60% (3)	40% (2)	100% (5)	100% (1)	0% (0)	100% (1)	90% (9)	10% (1)	100% (10)
Indigenous	66.7% (2)	33.3% (1)	100% (3)	66.7% (2)	33.3% (1)	100% (3)	100% (1)	0% (0)	100% (1)
Latino	100% (6)	0% (0)	100% (6)	100% (5)	0% (0)	100% (5)	100% (5)	0% (0)	100% (5))
Middle Eastern	83.3% (5)	16.7% (1)	100% (6)	100% (3)	0% (0)	100% (3)	100% (7)	0% (0)	100% (7)
Multiracial	0% (0)	100% (1)	100% (1)	100% (1)	0% (0)	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)	94% (47)	6% (3)	100% (50)
White	80.6% (25)	19.4% (6)	100% (31)	90.7% (39)	9.3% (4)	100% (43)	93.4% (71)	6.6% (5)	100% (76)
Total	**73.6% (78)**	**26.4% (28)**	**100% (106)**	**91.7% (77)**	**8.3% (7)**	**100% (84)**	**94.5% (172)**	**5.5% (10)**	**100% (182)**

Findings

Applications of Force on an Individual by Race

Figure 19

Applications of Force on an Individual by Race								
	Adult			Youth			Total Subjects		
Perceived Race	Subjects	Average	Max	Subjects	Average	Max	Subjects	Average	Max
Indigenous	5	2.1	3	-	-	-	5	2.1	3
East/Southeast Asian	101	3.0	5	8	1.9	3	109	2.0	5
White	433	2.0	7	35	1.4	2	468	1.9	7
Black	491	2.0	7	46	1.6	3	537	1.9	7
Middle Eastern	94	1.9	5	34	1.7	4	128	1.8	5
South Asian	604	1.7	6	21	1.9	3	625	1.7	6
Latino	33	1.6	2	3	1.8	2	36	1.6	2

Analysis indicates that there is no significant variation in applications in Use of Force by race.

Use of Force by Gender and Race

The chart below compares Use of Force by race and gender. White and East/Southeast Asian females show a variance in frequency as subjects in a Use of Force encounter.

Figure 20

Use of Force by Gender and Race			
Perceived Race	Total Female	Total Male	Total
South Asian	9.3% (58)	90.7% (567)	100% (625)
Black	9.1% (49)	90.9% (488)	100% (537)
White	17.5% (82)	82.5% (386)	100% (468)
Middle Eastern	5.5% (7)	94.5% (121)	100% (128)
East/Southeast Asian	21.1% (23)	78.9% (86)	100% (109)
Latino	5.6% (2)	94.4% (34)	100% (36)
Indigenous	40% (2)	60% (3)	100% (5)

Findings

Strip Searches

In 2024, there were 33,430 custody events, which resulted in a person being placed in a holding facility by Peel Regional Police. Of these custody events, a total of 31 adults were strip searched, which is approximately 0.09% 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 circumstances:

• Reasonable grounds to believe the person in custody has weapons or drugs on them.

• For the safety of the person(s) 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 21.

Figure 21

Strip Searches						
Prisoner Escort	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**
Total Strip Searches	87	34	18	15	14	31
Total Prisoners Managed	32,037	23,342	22,201	25,700	30,679	33,430

Figure 22 provides a breakdown of strip searches by race. Further analysis will not provide additional insight as the total number of strip searches (31) is negligible in comparison to the total number of prisoners managed.

Figure 22

Strip Searches								
Race	**White**	**South Asian**	**Black**	**Middle Eastern**	**East/ Southeast Asian**	**Latino**	**Indigenous**	**Other/UK**	**Total**
Total Strip Searches	7	11	9		1	0	0	3	31
% of Strip Searches	23%	35%	29%	0%	3%	0%	0%	10%	100%

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	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. PRP should apologize for racially discriminatory service delivery and commit to ending systemic racism within PRP.	2024/2025: **The Acknowledgement and Engagement subcommittee (A&E)** of ARAC will advise on community engagement, Chief's letter of acknowledgement, and tone for external communication. An independent verifier shall be appointed to review/verify the recommendations delivered to-date align with the original recommendation. ✓ **ONGOING** 2020: Verbal acknowledgement by the Chief. ✓ **COMPLETED**
Engagement	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.	2024/2025: As above (reference A&E subcommittee). ✓ **ONGOING**

Multi-Year Action Plan

Principle	Recommendation	Goals
Engagement	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.	2025: The Community Advisory Panel as a subcommittee of ARAC continues to review and provide input on PRP data and the RIBD strategy. **ONGOING**
	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.	2024/2025: Discussions with ARAC, Academia and community stakeholders via Upsurgence. **ONGOING** 2025: Commence developing a strategy with input from stakeholders.
	PRP should collect and release survey data on community perspectives on policing.	Survey is currently under development with ARAC subcommittee Acknowledgment and Engagement. **ONGOING**
	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. **ONGOING** Community consultations were conducted in 2024 in relation to the HRP and facial recognition technology. **COMPLETED**
	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 *Community Safety and Policing Act* when it comes into force.	Included in PRP's 2024-2027 strategic plan. **ONGOING**

Multi-Year Action Plan

Principle	Recommendation	Goals
Policy Guidance	PRP should review and, if necessary, conduct an investigation into the circumstances that result in the discharge of a CEW.	2025: Currently all policies pertaining to HRP are under review by ARAC's Policy Subcommittee. *UNDER REVIEW* 2024: Update to the directive. *COMPLETED*
	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."	2025: Currently all policies pertaining to HRP are under review by the Policy Subcommittee. *UNDER REVIEW* 2023/2024: Continue comprehensive reviews of policies, procedures and practices/update the directive. *COMPLETED*
	The Incident Response Directive should be amended to discourage the use of CEWs on all children, not just 'children under 12.'	2025: Updates to the directives completed and under review by the ARAC Policy Subcommittee. *COMPLETED* *UNDER REVIEW*
	Create policy on identification of intentional, unconscious, and systemic sources of racial profiling, including artificial intelligence sources of racial profiling.	2025: An AI framework has been drafted and reviewed by academic experts. Community consultations led by the Governance and Human Rights Committee on the PRP's AI framework is scheduled to commence this fall. *ONGOING* 2024/2025: Create a directive on AI with human rights lens. *ONGOING*

Multi-Year Action Plan

Principle	Recommendation	Goals
Policy Guidance	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.	2025: Currently under review by the Policy Subcommittee. ✓ONGOING ✓UNDER REVIEW
	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.	2025: Currently under review by the Policy Subcommittee. ✓ONGOING ✓UNDER REVIEW
Data Collection	PRP will continue expanding our Race and Identity Based Data collection strategy and explore the implementation of various phases.	PRP along with ARAC, formed subcommittees comprised of ARAC representatives to work on the delivery of recommendations. ✓ONGOING The Community Advisory Panel (CAP), a subcommittee of ARAC, reviews and provide input on PRP data. ✓ONGOING
	Expand data collection to address the intersection of age, gender, charge, arrest and Use of Force.	2024/2025: PRP is collecting all data related to in-custody arrests and charges to meet this recommendation. ✓ONGOING
	Develop privacy guidelines for the collection, use and disclosure of human rights data in consultation with the Information and Privacy Commissioner of Ontario.	PRP develop and expand on data collection policy and privacy guidelines. ✓COMPLETED

Multi-Year Action Plan

Principle	Recommendation	Goals
Monitoring and Accountability	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: • 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.	2025: PRP along with ARAC, formed subcommittees comprised of ARAC representatives to work on the delivery of recommendations. The Organizational Change, Monitoring, and Accountability (OCMA) has commenced review accountability mechanisms such as the Early Warning System (EWS). **ONGOING** 2023/2024: An update to the directive has been completed. **COMPLETED**
	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. OHRC recommends these reviews make sure footage from all front-line officers' body-worn cameras is audited at least every two years.	2024/2025: PRP will continue to conduct monthly audit compliance. **ONGOING**
	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. Collaborate with the Anti-Racism Advisory subcommittee. Ensure any inquest recommendations are completed – i.e., Carby, Ekamba or any other present or future recommendations from a Coroner's jury are implemented. Ensure that all recommendations are completed.	2024/2025: PRP along with ARAC, formed subcommittees comprised of ARAC representatives to work on the delivery of recommendations. **ONGOING**

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.	2024: PRP will explore and support the development of civilian-led mental health crisis responders. 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. PRP will continue to explore this recommendation in different capacities. ✓ONGOING
	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.	PRP continues to work towards ensuring diversity in the police service, including leadership positions. ✓ONGOING
	When making decisions about hiring officers, PRP should consider whether the candidate has obtained post-secondary education.	Update: PRP will continue to recruit candidates with post-secondary education. ✓ONGOING
	Objectively measure how well officers are applying their human rights-focused training and de-escalation techniques.	Update: In 2024, PRP began an internal five-year research study on how well officers are applying procedural justice training and de-escalation training. ✓ONGOING

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. ✔ONGOING
	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. ✔ONGOING

Akwasi Owusu-Bempah

Akwasi Owusu-Bempah B.A. (Carleton), M.A., Ph.D. (Toronto), is an Associate Professor in the Department of Sociology at the University of Toronto, a Senior Fellow at Massey College and an Affiliate Scientist at the Centre for Addiction and Mental Health and serves as Director of Research for the Campaign for Cannabis Amnesty. 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. Furthermore, her research has been featured as well as quoted in numerous national news reports, podcasts, blogposts, and literary journals.
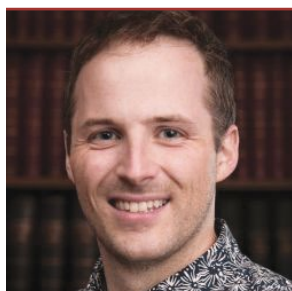
Dr. Alex Luscombe

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.
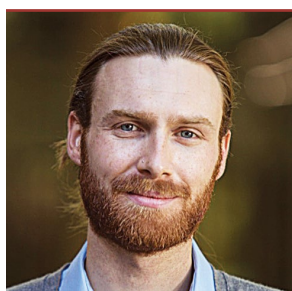
Jamie Duncan

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.
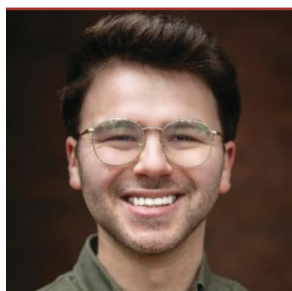
Dr. Daniel Konikoff

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.

This diagram illustrates the social determinants of justice – the individual, family, social, and structural factors that increase the risk of involvement with the criminal legal system. Personal experiences such as trauma, poor education, homelessness, or unsupported mental health are shaped by broader conditions like poverty, systemic racism, and unequal access to resources. Together, these overlapping determinants help explain disproportionality in justice outcomes, including over-representation of certain groups in police Use of Force.

Reference the following links for additional details:
Social Determinants of Justice
The Social Determinants of Justice: 8 Factors that Increase Your Risk of Imprisonment
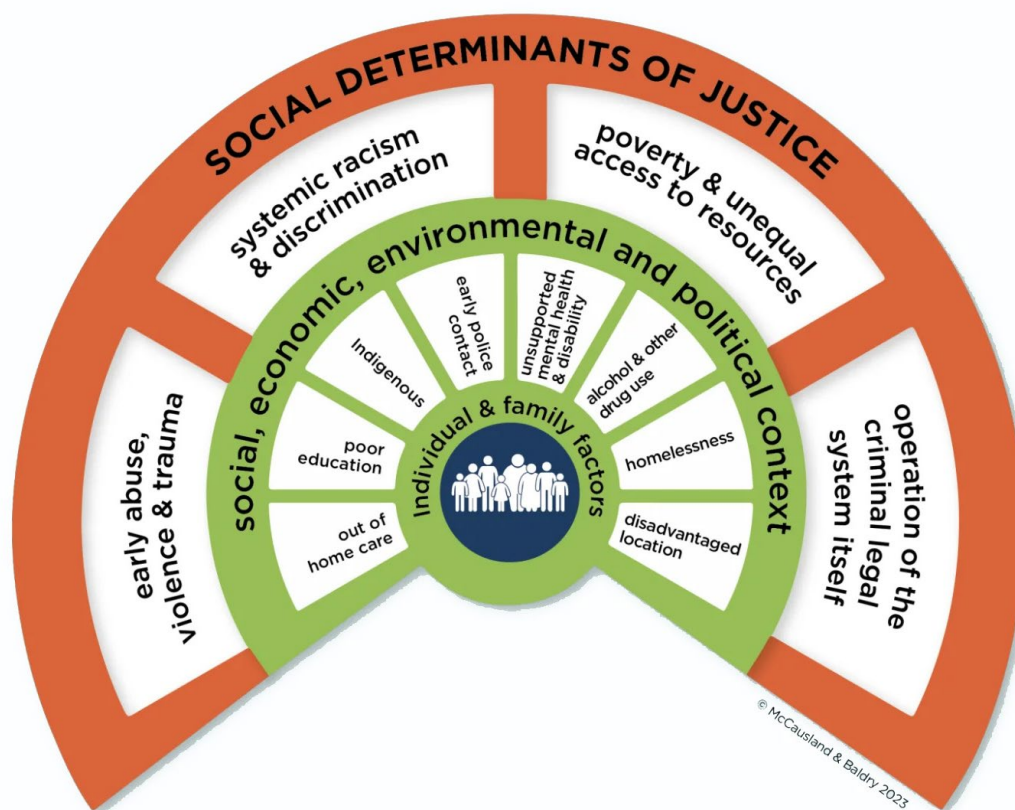
Glossary of Terms

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.

Race Categories

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