



**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

Public Agenda

Date: Friday, June 2, 2023

Time: 9:00 a.m.

Location: Community Room, HRPS Headquarters/Zoom Video Conference
Livestream at <https://haltonpoliceboard.ca/>

Please note – only Members of the Board, support staff and senior HRPS executives will be permitted inside the Community Room.

Members of the public and other interested parties are requested to watch the livestream at the link above instead.

1. GENERAL

1.1 Regrets

1.2 Disclosure of Conflicts of Interest

1.3 Confirmation of Minutes of Meeting P23-04 held Thursday, April 27, 2023
(Agenda Pages 1 – 6)

2. PRESENTATIONS/DELEGATIONS

2.1 Policing Hate in Halton - Dr. Barbara Perry

3. INFORMATION REPORTS

3.1 **P23-06-I-04** - Policing Hate in Halton Presentation
(Agenda Pages 7 – 38)

3.2 **P23-06-I-01** - Community Safety and Well-Being Plans
(Agenda Pages 39 – 42)

- 3.3 **P23-06-I-02** - Financial Report and Forecast - First Quarter 2023
(Agenda Pages 45 – 50)
- 3.4 **P23-06-I-03** - Semi-Annual Grant Agreements Execution Report
(Agenda Pages 51 – 54)
- 3.5 **CGO23-06-R-01** - Bill 102 – Strengthening Safety and Modernizing Justice Act, 2023
(Agenda Pages 55 – 56)
- 3.6 **CAPG Call for Nominations**
(Agenda Pages 57 – 60)

4. RECOMMENDATION REPORTS

- 4.1 **CGO23-06-R-01** - A04 - Community Fund Policy
(Agenda Pages 61 – 66)
- 4.2 **P23-06-R-05** - Peel Regional Police Service - Provision of Underwater Search and Recovery Services As Required
(Agenda Pages 67 – 76)
- 4.3 **P23-06-R-06** - Limited Tender - Buchanan Technologies Ltd.
(Agenda Pages 77 – 80)
- 4.4 **Strategic Planning and Budget Planning Schedules** (Available Prior to Meeting)
- 4.5 **Audiovisual Equipment Purchase to Facilitate Improved Meeting Livestreaming**
(Agenda Pages 81 – 82)
- 4.6 **SEC23-06-R-01** - Sponsorship of 2023 CAPG Conference in St. John's, NL
(Agenda Pages 83 – 84)
- 4.7 **Auto Theft Advocacy Approach** (Available Prior to Meeting)

5. OPERATIONAL VERBAL UPDATES

6. ACTION REGISTRY

- 6.1 Public Information Action Registry
(Agenda Pages 85 – 86)

7. RECEIPT OF PUBLIC CORRESPONDENCE

8. NEW BUSINESS

9. MOVE INTO CLOSED SESSION
10. CLOSED SESSION REPORT
11. ADJOURNMENT



Public Minutes

MEETING NO. P23-04

DATE OF MEETING: Thursday, April 27, 2023
9:00 a.m.

LOCATION: Community Room, HRPS Headquarters

MEMBERS PRESENT: Jeff Knoll (Chair – left at 1:50 p.m.)
Ingrid Hann (in the Chair – 1:50 p.m. onwards)
Councillor Lisa Kearns, Curt Allen, Jane McKenna, Navneet Sekhon

STAFF PRESENT: Chief Stephen Tanner
Deputy Chief Roger Wilkie
Deputy Chief Jeff Hill
Paul Lavergne, Director, Corporate Services
Ken Kelertas, Director of Legal Services and Legal Counsel
Tracy Dottori, Director, Human Resources
Bill Payne, Director, Information Technology
Adam Woods, Manager, Information Technology
Brian Dodd, Communications Supervisor
D./Sgt. Ellie Bale, President, HRP
Fred Kaustinen, Chief Governance Officer
Kimberly Calderbank, Board Media Consultant
Graham Milne, Board Secretary

1. GENERAL

Chair Knoll reminded Board Members and the public of the upcoming Police Day taking place at Police Headquarters on Saturday, May 13th.

1.1 Regrets

Councillor C. Somerville.



1.2 Disclosure of Conflicts of Interest

The Chair called upon Board members to declare any conflicts of interest they might have on the agenda. No declarations were made.

1.3 Confirmation of Minutes of Meeting P23-03 held Thursday, March 30, 2023

Moved by: N. Sekhon
Seconded by: L. Kearns

“THAT the Minutes of Meeting P23-03 held Thursday, March 30, 2023 be adopted as circulated.”

Carried.

2. PRESENTATIONS/DELEGATIONS

None.

3. INFORMATION REPORTS

3.1 P23-04-I-01 - Seized Fund Statement - February 28, 2023

Moved by: C. Allen
Seconded by: J. McKenna

“THAT Report No. P23-04-I-01 - Seized Fund Statement - February 28, 2023 be received for information.”

Carried.

3.2 P23-04-I-02 - HRPS Audits - 2022

Moved by: N. Sekhon
Seconded by: C. Allen

“THAT the Halton Police Board direct the Chief Governance Officer to prepare a report prior to the end of 2023 on options for an independent quality assurance audit of Service, quality assurance and audit policies, to be conducted on behalf of and reported directly to the Board, and

THAT Report No. P23-04-I-02 – HRPS Audits – 2022 be received for information.”



Carried.

3.3 P23-04-I-03 - Quarterly Human Resources Summary

Deputy Chief Hill and Tracy Dottori, Director of Human Resources, introduced the members of the Service's Human Resources team present at the meeting.

It was requested that the Service provide a memorandum with an interim update on Service strength in advance of the next quarterly human resources report.

Moved by: N. Sekhon

Seconded by: I. Hann

"THAT the Service provide a presentation to the Board on the recruiting process and current status, and;

THAT Report No. P23-04-I-03 - Quarterly Human Resources Summary be received for information."

Carried.

4. RECOMMENDATION REPORTS

4.1 CGO23-04-R-01 - A04 - Community Fund Policy

Moved by: L. Kearns

Seconded by: I. Hann

"THAT Report No. CGO23-04-R-01 – A04 – Community Fund Policy be deferred to the Board meeting of June 2, 2023."

Carried.

5. OPERATIONAL VERBAL UPDATES

There were no operational verbal updates.



6. ACTION REGISTRY

6.1 Public Information Action Registry

Items 3.2 and 3.3 added per motion noted above and 8 noted below. Item 4.5 deferred to next meeting.

Moved by: C. Allen

Seconded by: N. Sekhon

“THAT the Public Information Action Registry be received.”

Carried.

7. RECEIPT OF PUBLIC CORRESPONDENCE

Moved by: J. McKenna

Seconded by: I. Hann

“THAT the Public Correspondence be received for information.”

Carried.

8. NEW BUSINESS

Moved by: N. Sekhon

Seconded by: C. Allen

“THAT Inspector General Ryan Teschner be invited to make a formal presentation to the Board.”

There was no other new business.

9. MOVE INTO CLOSED SESSION

Moved by: C. Allen

Seconded by: J. McKenna

“THAT the Board do now convene into closed session.”

Carried.



10. **CLOSED SESSION REPORT**

The Chair reported that during the closed session, the Board considered legal and personnel matters and motions were approved by the Board regarding these matters.

11. **ADJOURNMENT**

Moved by: J. McKenna
Seconded by: L. Kearns

"THAT the Halton Police Board do now adjourn this meeting."

Carried.

The meeting adjourned at 2:25 p.m.

Jeff Knoll
Chair

Graham Milne
Board Secretary



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: POLICING HATE IN HALTON PRESENTATION

Report #: P23-06-I-04

Date: June 2, 2023

INTRODUCTION AND BACKGROUND:

Since the inception of our Equity, Diversion, Integrity (EDI) Team in 2020, the Halton Regional Police Service has recognized a need to place a critical lens on how hate crimes and hate incidents were being investigated and reported. We recognized that in order to grow and develop in a progressive direction, we needed to partner with community agencies and subject matter experts. Doing so would not only allow us to better understand ourselves, but would also help us to view our work and practices objectively, to the same standard that the public reasonably expects. We knew this would be a challenging endeavor and that the results would in some ways be difficult to hear. However, it was essential that we identify key areas of improvement in order to form strategies that would optimize our success moving forward.

Accordingly, in 2022, we engaged prominent third-party consultant Dr. Barbara Perry. Dr. Perry is the Director of the Centre on Hate, Bias and Extremism and is recognized internationally for her ground-breaking work in this field. She has worked with our Equity, Diversity and Inclusion Office to review our policies and processes and has conducted extensive community consultations to better understand the needs of those across the region. The results from her study and her recommendations, will ensure that our police service is better positioned to remove barriers to reporting hate, enhance our response to these types of incidents and better support those impacted. This will also allow us to continue to influence positive change to our policies and best practices.

Effectively responding to hate and bias motivated incidents will continue to be a top priority for our Police Service. We recognize the importance of a strategic and collaborative approach when responding to these types of incidents and we will continue to work collaboratively with our many community partners to enhance our service delivery to every individual or group impacted by hate in our region.

Dr. Perry will be attending the June 2, 2023, Police Board meeting to provide an overview presentation of the report.



Stephen J. Tanner
Chief of Police

:RS

Attachments: Policing Hate in Halton – Dr. Barbara Perry Report

Policing Hate in Halton

Dr. Barbara Perry

Centre on Hate, Bias and Extremism

Ontario Tech University



March 2023

I open my report by thanking Halton Regional Police Service for inviting me to conduct this independent assessment of the ways in which the service responds to hate crime. It is rare that law enforcement opens the door to critical explorations of their day to day work. I think other services can learn from HRPS's leadership in this undertaking. There is plenty to applaud in the ways in which HRPS is currently responding to hate crime. That said, there are still some areas that require significant attention. Most importantly, there seems to be a sizeable portion of the Halton community – and especially historically marginalized communities – that remains distrustful of the Service. In what follows, I provide my observations on the strengths and gaps with respect to HRPS's approach to hate crime in Halton. This is accompanied by a number of both short term and long-term recommendations.

I come to this project with 30 years of research and policy consultation around hate studies. In particular, in 2020, I released a report on a pilot study that reviewed hate crime policing in 8 police services across central and eastern Ontario. The protocol developed for that project set the foundation for the current initiative. I began the assessment with an intensive review of policy and practice around hate crime at HRPS. This included an assessment of policy mandates, reporting mechanisms, annual reports, and other documentary materials that are relevant, such as adjacent policies. I interviewed 21 HRPS staff, running the gamut from dispatchers, to Corporate Communication, to front line officers, diversity officers, and the Deputy Chiefs and Chief. Interviews ranged from 15 minutes to over two hours. My understanding of community perceptions of the way HRPS manages hate crime was grounded, in part, in 28 interviews, with community members. Approximately one-third of these were referred by HRPS and were individuals or organizations with which HRPS currently has some relationship. The remainder responded to our public call for participation, or indicated on their survey that they would be willing to be interviewed. We wanted to be sure that we also captured people who were not so closely linked with the Service. It is likely, for example, that those who are not engaged with law enforcement will have very different ideas about how they respond to hate crime. Our interview participants included people who identify as Indigenous, Black, Asian Muslim, Jewish, newcomers, and members of the 2SLGBTQQA+ community. I also conducted a focus group with 8 youth in attendance. Finally, a brief survey assessing

community members' perceptions of HRPS's handling of hate crime was widely disseminated, yielding 188 responses.

According to year over year data provided in the HRPS hate crime report for 2020, hate occurrences generally run in the 25-35 range in Halton. 2020, however, saw the same uptick we saw across the country – recorded hate occurrences rose to 66. While it is important to put this in context with respect to the data in the annual *Police-reported Hate Crime* reports, it is also difficult to do so since regional municipalities cover many Census Metropolitan areas. Even at that, a case load in the area of 30 hate crimes for a service the size of HRPS is quite high. Perhaps a better sense of the relative occurrence rate can be gleaned from looking at the numbers in the urban centres of the region. The 2020 HRPS hate crime report includes the following table:

Table 1: Occurrences by Municipality and Hate Type

Municipality	Hate Crime	Hate Related Incident	Suspected Hate Crime	Total
Burlington	7 (6)	8 (1)	4 (0)	19 (7)
Halton Hills	0 (0)	5 (2)	3 (0)	8 (2)
Milton	4 (0)	4 (0)	0 (1)	8 (1)
Oakville	7 (4)	16 (8)	8 (3)	31 (15)
Total	18 (10)	33 (11)	15 (4)	66 (25)

Table 2: Occurrences by Municipality and Occurrence Type (2021)¹

Municipality	Hate Crime	Hate/Bias Incident	Suspected Hate Crime	Total
Burlington	4 (7)	4 (8)	7 (4)	15 (19)
Halton Hills	3 (0)	4 (5)	0 (3)	7 (8)
Milton	6 (4)	3 (4)	0 (0)	9 (8)

¹ The Stats Can report on 2021 hate crime data has not yet been released at time of writing so similar comparisons cannot be drawn.

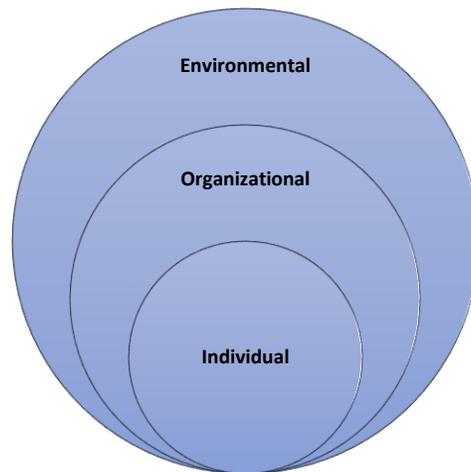
Oakville	18 (7)	9 (16)	6 (8)	33 (31)
Total	31 (18)	20 (33)	13 (15)	64 (66)

On average, across the region and within urban areas, the rate of hate crime hovers around 3 per 100,000, below the national average of 7 per 100,000 hate crimes in Census Metropolitan Areas (Wang and Moreau, 2021) – slightly higher if one takes into consideration “suspected hate crimes”. While below the national average, the rates are higher than cities such as Halifax, Winnipeg and Abbotsford. These are worrying trends. Keeping in mind that only 20-25% of hate crimes are reported, Halton Region does appear to have a notable risk of such occurrences. Perhaps it would help to motivate broader recognition of the manifestations of hate in Halton if internal communications highlighted the *relative* numbers. It would be useful, too, if the hate crime data for other regions and urban centres around the GTA (e.g., Peel, York regions; Mississauga, Vaughan) were documented alongside Halton’s numbers.

Assessment

In a previous study exploring how 8 police services in Ontario respond to hate crime, I identified 3 inter-related levels that shaped their activities in this space (see Fig. 1): environmental, organizational, and individual level factors. First, the three core areas found to influence officer responsiveness at the individual level were police bias, a lack of understanding of hate crime, and limits to training. Second, the organizational components found to shape the way hate crime is policed include leadership, policy directives, locus of responsibility, location of hate crime portfolio and communication. Finally, I identified three external factors that affected the capacity of services to respond to hate crime: a) legislative ambiguity; b) the mechanics of prosecution; and 3) a community “trust deficit.” This framework guided my assessment of how HRPS operates with respect to hate crime.

Figure 1: Influencing factors



Individual level influences

There is extensive literature articulating the role of police as gatekeepers, or as street level bureaucrats tasked with implementing statutory provisions in practice (Lipsky, 1980; Jenness and Grattet, 2001; Hall, 2010; Mason et al. 2017). Regardless of departmental mandates, if individual officers don't "buy into" the import of hate crime, it limits the effectiveness of policy implementation (Mason et al., 2017). Grattet and Jenness (2008) highlight the necessity of coupling symbolic hate crime *policy* with instrumental hate crime *practice*. Most of the officers interviewed in our study stressed that the prioritization of hate crime had been embedded in agency policy mandates. However, that then demands that those policies are operationalized through the instrumental actions of officers attending to the policy.

Overwhelmingly, the majority of HRPS staff I spoke with were very much attuned to the necessity to respond effectively and efficiently to hate crime/hate incident complaints. Most recognized the unique impacts of this class of crime not just on the immediate victim, but on the broader community as well. As one officer stated, "even when vandalism is hate motivated, it is not 'just' property damage." Of course, the observations are somewhat skewed by the fact that most of the officers I spoke with were closely aligned with either EDI or with other units that work in the hate crime space. Perhaps that is why it was particularly alarming that even

within this limited sample of officers, there was a failure on the part of some I interviewed to recognize, or perhaps to acknowledge that racism, misogyny persist whether in the service or on the streets; they claimed that hate crime priority is misplaced. Two officers went so far as to claim that some who report HC victimization are using it to distract from their own violent or criminal behaviour.

There is, however, reason for optimism in that officers who are new to the service appeared to be firmly committed to and have a firm grasp of the importance of EDI and hate crime initiatives. They seemed to bring empathy and/or sympathy to their approach to hate crime. The relatively junior uniformed officers that I spoke with were in fact passionate about the role that they hoped to play in supporting and enacting EDI principles in their work. The service must strive to nurture that rather than allow it to be overcome by broader culture of apathy if not antipathy to this space. Where possible, this enthusiasm and its resultant behaviours should be recognized in evaluations and in promotional opportunities to help shape a culture shift and to provide role models for others in their communities – communities that have long been excluded from policing.

Moreover, the apparently elevated awareness of the importance of a human – and victim – centred approach among new recruits may well be a function of a change in the education that newer officers are bringing with them. Increasingly, the practice if not the policy is to hire well educated recruits, particularly those with liberal arts and social science degrees. The proportion of those working in policing with at least some post-secondary education is generally well over 75% (Goudreau and Brzozowski, 2002). Taken together, all but about 8% of HRPS officers responding to the internal 2020 census reported that they had some post-secondary education. Significantly, about 46% held a Bachelor's or Master's degree. Sixty-six percent indicated that they were “using” their area of study, presumably policing, criminology or a closely related discipline.

In addition to the college level Police Foundations programs (44% of HRPS members have a college diploma), it is worth drawing recruits from more broadly defined programs grounded in the liberal arts and/or social sciences, which tend to graduate students who have had more sympathetic exposure to themes of diversity and multiculturalism, as well as the

crucial skills of critical thinking, and interpersonal and intercultural communication. This tends to better prepare them for subsequent interactions with diverse communities.

With respect to putting hate crime policy into practice, there was something of a divide among those that I interviewed within the service. Virtually everyone was familiar with the relevant Criminal Code provisions and with the notification system in place in the event that they attended a hate crime incident. Most knew the proper procedures – I’ll note that a couple of the junior officers admitted to reviewing the policy directive immediately prior to the interview! However, even among this group of officers who were closely involved with EDI/hate crime practice, there was some lack of clarity about the possible indicators of hate crime. Some admitted to not being able to name any in the moment; others were able to identify a very narrow range focusing largely on language used rather than the more nuanced contextual factors (e.g., location, date, etc.). Yet others who were themselves conversant with policy and protocol, suggested that this was not the case for most other officers. While they suggested that there wasn’t necessarily resistance to the notion of hate crime, there was a relatively low level of understanding the Criminal Code or policy directive provisions. It is notable, too, that very little emphasis seems to be placed on online hate, which is arguably even more widespread than offline occurrences. It does not appear that there is sense of urgency, or a capacity to fully engage with online materials that cross the criminal threshold. There is certainly no indication of proactive approaches to this category of hateful conduct.

This is suggestive of the need for enhanced training. It is important to note that there seems to be a relatively low uptake of the albeit limited training options available to officers. Some of those I interviewed suggested that they and/or other officers felt that “on the job” training was sufficient. They felt that informal training and socialization by their coach officers and their peers could adequately prepare them to engage in hate crime policing. However, leaving it up to the whims, awareness, and/or biases of coach officers can no longer be an option. New recruits, in particular, but also those who have no training to date, must be exposed to formal education on hate crime. There are, in fact, plans in the offing to expand the recently developed hate crime modules (offered to EDI team members) across the service. This is a welcome plan.

In developing relevant training, two key issues arise: content and delivery. In November 2022, EDI offered an in-person day long speakers' series featuring academic and community speakers for their team members. Importantly, while coordinated by HRPS, all of the speakers were explicitly chosen for their subject matter expertise on issues related to hate crime. Officers heard, for example, the voices of Muslim and Jewish communities, who are frequent victims of hate crime. Indeed, this form of expertise helps to humanize the problem, reminding officers how deeply and how widely the impact is felt. Moving forward, this optimal approach, with multiple complementary voices at the table should continue. As currently delivered, it does represent a cohesive program. However, in the interests of broader delivery and impact, it could also take the form of in-house 'lunch and learns,' formal panels, or even monthly or quarterly multi-agency panels that pool resources and are open to any interested parties. It is also important to consider that hate crime training is not a one-time vaccination. It requires occasional booster shots. As a compromise, EDI members could add to the practice of circulating bulletins, etc. by addressing shift parades to provide brief refreshers.

Significantly, due to the limited availability of training opportunities, many agencies across the country have turned in recent years to the use of online training modules that officers work through on their own. While perhaps better than no training at all, online approaches remain problematic on many fronts, not least of which is the lack of detail embedded in these programs. The modules, such as those offered by CPKN, are typically designed to take no longer than 45 minutes to complete. It is incredible to think that the complexity of the issue can be summed up in such small modules. Moreover, online courses do not allow for the dialogic exploration of this controversial topic. Hate crime is inherently complex not simply in legal terms but also in terms of its implications for communities, which is then tied to the capacity for law enforcement to do their jobs. Online courses certainly do not allow for engagement in such complex conversations, or any conversation for that matter. The sorts of in-person delivery options noted above are far preferable to a reliance on online courses. Notably, the Canadian Race Relations Foundation and the RCMP are currently partnering on a Task Force on Hate Crimes, in which the need for more readily available training has become a core focus. Until these options materialize, in-house training can be

supplemented by training sessions that might be offered by other services, community organizations, or academics. It is recommended that HRPS designate someone – perhaps in the Training office – to proactively identify training opportunities around hate crime broadly, but also related topics such as Islamophobia, homo/transphobia, antisemitism, misogyny, etc.

The final point to be raised with respect to the individual factors shaping police response to hate crime concerns the demographic profile of HRPS officers. There are limited data available on the demographics of HRPS. This in itself is problematic as it limits a broad awareness of the extent to which the service reflects the community it serves. The most up to date census (2022) garnered 1259 responses, but only 731 of the surveys were completed. The low numbers notwithstanding, the information that is available suggests that there is considerable work to be done to create a more representative service. Only 3% of those who completed the census identified as Indigenous, and around 8% as being from a racialized community. Nearly 60% were male, and none identified as non-binary. Six percent identified with LGBTQ+ community, a quarter of whom were not out at work. These narrow demographics limit recruitment and retention, as those who are under-represented do not “see” themselves in the service. The retention issue is further exacerbated by lack of diverse role models among senior leadership (Superintendents to Chief), which is largely white and male. These trends have ramifications for the community trust deficit and subsequent reporting behaviour noted below, in that the service is seen as distant from and not representative of the broader community. While not a panacea by any means, more aggressive targeting of recruits that do reflect Halton demographics is a step forward.

The question of representativeness carries over into EDI and hate crime work. Currently, the EDI office consists of 4 people 3 of whom are white. There is, however, gender balance. As often happens in organizations trying to enhance their EDI efforts, there is the possibility that officers from racialized or other under-represented communities are overextended in EDI space; at least 4 officers observed that there was a heavy reliance on them for community engagement and outreach so that they were somewhat segregated in EDI. This is a double-edged sword. On the one hand, there is an obvious need to include those with lived experience in this work; on the other hand, it places an undue burden on them to do the hard lifting of EDI

engagement – something that is referred to as “cultural taxation” in the university settings, for example (Akin, 2020). Yet another aspect of this dilemma is the impact it has on White officers, for example. Interestingly, one officer who is part of a district EDI team observed that he had heard from White officers feel that they felt excluded from work in that space. My understanding is that while some officers may be “hand-picked,” there are also opportunities for others to volunteer as spaces open up. Clearly this needs to be communicated much more broadly and loudly. It is vital that those with lived experience as racialized or queer people are integrally involved in DEI and hate crime work. They bring with them the empathy that is so important in the space. However, the space also demands an integrated team that reflects all of those who serve.

Recommendations

- Incentivize and recognize manifest evidence of commitment to EDI principles and to policing hate crime specifically in evaluations and promotions
- Recruit from post-secondary programs that highlight EDI issues
- Enhance internal and external opportunities for hate crime training
- Finalize plans to expand delivery of Speakers Series beyond EDI officers
- Seek opportunities for specialized training on online hate and where it rests legally
- Incentivize training in hate crime, and in specific areas such as Islamophobia, transphobia, etc.
- Ensure that the members of the EDI teams, who work so close to the hate crime space, are inclusive of all aspects of the local community, and consist of those from all demographics
- Engage in aggressive and targeted recruitment among under-represented communities in the Halton region
- Ensure strong succession and promotion planning that includes mentoring of those from under-represented communities

Organizational level influences

One of the keys to successful implementation of any policy initiative is dependent on leadership that drives it forward. The Chief and Deputy Chiefs all seemed very enthusiastic about strengthening the service's capacity to effectively police hate crime. They were of the same mind on some key principles, most notably the need for a "whole of service" response to hate crime, and for proactive community engagement and relationship building in advance of a crisis. It was reassuring to hear each of them refer to the significance of the community impacts of hate crime, something that is too rarely recognized. There appears to be a trickle-down effect of this prioritization for many of those that I spoke to. One investigator, for example, indicated that "we put as much time into that egging (case potentially motivated by racism) as we do anything else, like a car-jacking or shooting or break and enter." Senior leadership also noted two particular challenges in the HRPS's capacity to respond to hate crime. Like other officers I spoke to, they were concerned about the uneven training among their officers. They also raised the question of the sustainability of the currently strong approach in this space, citing such potential strains as resources, resistance from some officers, and the (over)reliance on one coordinating officer.

There are a number of tangible indicators of support from senior leadership. Perhaps most significant is the fact that the EDI office – and thus hate crime - was elevated from Community Mobilization to a direct report to Chief's Executive Officer. Along with the new placement, the office was also expanded to 4 members, with an additional 76 members on EDI teams drawn from across the service. This supports the contention that the service places a high priority on the space, sending an important message to all personnel that EDI and by extension hate crime are core to the work of the service. Additionally, the service has committed funds to the expansion of hate crime initiatives, including support for the development of the #NoHateinHalton project, and most recently, the development of in-house hate crime training. Moreover, the service has fostered policy advancement around hate crime, including the recent move to assign a 900 call heading for hate/bias occurrences – another move that heightens the visibility of such occurrences. It is also the case that hate motivated occurrences are automatically elevated to CIB for investigation rather than left to front line

officers. This is apparently the case even for relatively minor events such as graffiti or vandalism. Finally, the very fact that HRPS has invited this review is an indicator of the willingness to ensure that existing strengths are enhanced and gaps are filled.

Service engagement in the hate crime space is reflected in a policy directive. This too, signals to officers and communities the importance of attending carefully to hate crime. The more inclusive and expansive the directives, the better positioned officers will be to carry out the mandates. A strong policy instrument highlights the importance of responding to hate crime, the delegation of responsibility, as well as articulating the locus of investigating hate crime. A close review of the HRPS Hate Incident/Hate Crime Policy Directive finds it to be on a par with other nearby services. It appears to integrate key considerations and procedures. I have provided marginal comments on an electronic copy of the policy directive. Most of the flagged issues are very specific, reflecting such things as examples, additional indicators, etc. The two broader concerns I noted were the need for an opening rationale, and highlighting victim support protocol. Good practice in hate crime policy calls for the reasoning behind hate crime protocol at the outset. Providing this sort of context signals the service's prioritization of hate crime investigations, but also reminds officers that hate crimes are of a different order in that they are grounded in perceived differences. An emphasis on the *community* impacts of hate crime is also warranted here. To further emphasize the context for explicit hate crime protocol, it would be useful to also open with a discussion of how it links to other policies internally (e.g., EDI, Radicalization) as well as externally (e.g., Charter of Rights and Freedoms, Human Rights Codes). I was pleased to see that the policy directive also included a concrete victim support protocol specific to hate crime. This, too, highlights the unique experiences of individuals and communities targeted by hate crime. To strengthen this messaging even more, it might be worth considering moving it into the body of the directive rather than bracketing it as an afterthought.

I noted earlier that senior leadership see responding to hate crime – as with any crime – as a whole of service issue. And this demands regular and ongoing internal communication about related issues, whether that is about legislation, or emerging trends, or innovative investigative strategies. Sgt. Ryan Smith has taken the lead in creating tools and strategies by

which to enhance officer awareness about hate crime: training modules, speakers drawn from affected communities, and bulletins that announce new processes or provisions to name a few. Like many other services, HRPS also now has a Response to Global Events notification, by which staff are informed of the potential for increased hate crime offending in the aftermath of world events (e.g., terrorist incidents, or mass killings like that in London, ON in 2022). The aim of this ongoing messaging is to circulate enough information so that other officers would be inclined to and hopefully able to identify hate crime, to recognize its unique impacts, and to know how to respond when faced with potential hate crimes.

One communication issue that has posed some challenges internally has been the notification. There was some concern expressed that occurrences were slipping through the cracks and thus not making their way into the data repositories (internal and external). This may be simple oversight by officers, lack of attention to bias indicators, or perhaps even lack of regard for the need to focus on hate motivated occurrences. Sgt. Smith has made some important advances in this space since assuming his role in 2020. He created a “hate crime” mailbox” to which responding officers are meant to send notice of occurrences that they have identified as hate motivated. Thus, every such occurrence is brought to his attention immediately; importantly, also on the email are the Chief’s Executive Officer, District Commanders, Intelligence, District Det. Sergeants. In short, there are many eyes now on incidents as they are identified initially, which is a positive outcome. However, the notification is still dependent on the initial identification of a bias motivation. There is optimism within the service that the plan to add 900 call heading to Niche will have the effect of prodding officers to consider motivation immediately. The presence of such flags in recording systems has had an appreciable effect on capturing occurrences in other services.

Organizationally, the most notable area of uncertainty is likely the locus of responsibility for the hate crime portfolio. HRPS does not have what might be called a hate crime “unit.” Rather, there is one person – currently Sgt. Smith – who has primary responsibility for the hate crime “portfolio.” He, of course, has the support of the EDI team. HRPS members and community members alike recognize and value the work Ryan does. I heard frequently that he is the right person for the role. That said many community members aren’t aware that he is the

hate crime “lead” only that he is a very visible member of EDI team. Beyond that, however, to place the onus of responsibility on one-person places far too much onus on that individual. Recall the numbers of hate crime noted above – they are on a par with those in jurisdictions that have 2, 3- or 4-member hate crime units. The load should be shared. This could be facilitated by a slightly more decentralized approach. Presently, Sgt. Ryan has primary responsibility for all but investigations. It does not appear that there are hate crime “leads” at the district level. It is worth exploring the designation and requisite training of district coordinators as part of an integrated hate crime team. Knowledge of the local community is key to both investigation and victim/community follow-up. District officers will know and likely be known within the local community, thus being attuned to local trends. It is important, though, that this divisional expertise also be funneled into a centralized coordination structure that allows for a “big picture” approach to hate crime. While local dynamics are important, so too is the ability to monitor regional trends for “hot spots.” Regional coordinators can also play an important role in education and training in other services that have developed such decentralized approaches. This applies to both training for personnel and community-oriented education around hate crime.

As noted above, Sgt. Smith’s role largely revolves around community engagement and internal awareness/training. This reflects something of a bifurcated approach, with outreach, community engagement, education, awareness and other contextual processes landing with the EDI office, and investigation landing with uniform patrol and CIB. While some claimed that this represents a coordinated response, I actually came away with the sense that the two parts were siloed. While the EDI office is informed when a hate crime comes on the radar of investigators, that does not trigger a collaborative approach to investigation. EDI engages in community outreach/victim support as necessary, while CIB carries out the investigation. Some districts have designated an investigator who may have received some advanced training in hate crime, but there is no mandate for this which means that there will not necessarily be subject matter expertise at the district level. A more integrated response – which might include the development of a hate crime unit that includes all relevant offices – would ensure that EDI and CIB are working together. Indeed, the involvement of EDI can be especially helpful in

building the case for hate propaganda offences, or for sentencing enhancement by bringing in subject matter expertise. Clearly, the more widely dispersed the responsibilities around hate crime, the more deeply embedded it is in the functioning of the service as a whole. It also helps to minimize the chance that incidents will either fall through the cracks or be improperly identified.

Two additional areas of concern emerged during the interviews with both HRPS personnel and community members. The first was related to victim support. At the outset, it must be pointed out that many officers emphasized their perceptions that there is generally both a service and individual emphasis on a “victim centred” approach to hate crime, highlighting the need to listen to and support victims, whether individual or community wide. At the individual level, this focus was reflected in interviews with officers who expressed an empathetic and compassionate understanding of the unique experiences of victims of hate crime. At an organizational level, it is captured in the Hate Incident/Hate Crime Policy Directive which stresses the need for immediate and ongoing support for victims as well as their families and/or the broader community. There is also a well-developed Hate Crime/Incident Victim Support Protocol appended to the main policy directive. Additionally, the Victim Services Unit seems to have a rigorously vetted team of volunteers who get relevant training in hate crime, as well as such areas as cultural awareness, trauma, etc. There was a sense, however, that the training to date around hate crime has not been extensive enough to help volunteers understand more clearly what it is or how it impacts victims in unique ways. The VSU representative stated that “our volunteers would probably struggle because they don’t know about that impact.” VSU services are available to victims, as well as family members who might also have been affected. There are also supports for indirect victims who may be impacted by community incidents, such as widespread or especially heinous graffiti.

However, it is not clear to what extent the policy is operationalized in practice. A Victim Services member suggested that very few victims actually take advantage of services – internal or external – when they are offered. This is not necessarily a reflection of HRPS, but may reflect cultural differences in the value placed on counseling or other similar services, or fear of stigma. However, it may also reflect the broader distrust noted above, and a subsequent unwillingness

to prolong engagement with the service. Finally, VSU volunteers apparently receive only cursory training on hate crime, with limited emphasis on the unique needs of hate crime victims. Until this is resolved, it is worth remembering that there are services in the community (e.g., John Howard Society) that have specialized hate crime supports that can be leveraged for this in need.

While HRPS personnel highlighted their victim support as a leading strength, it does not seem to be the universal experience of community members. Survey findings reveal that of the 52 respondents who reported a hate crime, only 6 indicated that they were offered either “emotional” or “practical” support. Qualitative data in the survey underscore the notion that not everyone felt supported by police. Rather, one participant indicated that they believed “Police (are) not sympathetic and side with perpetrator;” another said “When I tried to report an assault, the officer told me to wait until the next day because he ‘wasn’t going to fill the report out tonight’.” In this case, the presumed victim didn’t get any immediate response, never mind an offer of support. Interviews uncovered similar experiences. One youth recounted that his relatives’ house had been vandalized three times within a 2-week period, clearly indicating a campaign of harassment. Rather than acknowledge this with an accelerated response over time, police apparently did not respond to the third incident until 24 hours after it was reported; moreover, there was no follow-up after the third incident. The youth indicated that his family did not feel supported, and were “shocked and annoyed with the slow response. Another participant stated that when she reported a hate motivated occurrence, the responding officer was dismissive, asking “did that really happen?” Unfortunately, in at least 6 of the interviews with HRPS officers, this dismissive attitude was evident in the claim that most hate crimes were actually “pranks” or “jokes gone wrong.” This dismisses the trauma that might be experienced even in the context of relatively “minor” incidents; it also fails to recognize the potential for such occurrences to escalate into something more serious if not addressed.

As an aside, I think it is interesting to take note of Journey, the Victim Services support dog. HRPS is one of a small handful of services that has a support dog. There is no doubt that this unique resource can be very useful in allaying the anxieties that many victims might be

experiencing, especially youth. However, VS should also be mindful of the cultural distinctions with respect to dogs as “pets.” Valuing canine companionship is not universal.

The challenges around serving victims is mirrored for suspects and/or perpetrators of hate crime. Across Canada, we are underserved with respect to programming for individuals engaged in hate motivated behaviours (Iganski, et al., 2011). Some officers referenced the availability of diversion for youth especially. Here, individualized approaches are generally developed in conjunction with social workers, with the aim of offered wrap-around support and planning for eligible perpetrators. However, as with Victim Services, it does not appear that the social workers have subject matter expertise in hate crime. Here is another opportunity to take advantage of community resources and programming.

Recommendations

- Heighten messaging that attention to EDI and hate crime concerns are a “whole of service” responsibility
- Revision of Hate Crime/Hate Incident Policy Directive to address issues noted in electronic copy
- Finalize plans to add a 900 number to hate crimes in Niche; follow-up implementation with a series of bulletins and reminders.
- Expand hate crime team from one person
- Assign district level hate crime coordinators
- Develop an integrated hate crime team that draws from offices across the service, including but not limited to EDI, CIB, Intelligence and Victim Services
- Extend hate crime training opportunities to Victim Services, especially that which speaks to the individual and community impacts of hate crime
- Stress the need to submit the required report on what support was offered as outlined in the Hate Crime/Incident Victim Support Protocol in order to ensure accountability and adherence
- Expand the use of community resources and supports for both victims and perpetrators of hate crime where those resources have expertise around hate crime

Environmental level influences

My previous report on policing hate crime (Perry, 2020) found that the structure of Canadian statutory tools to respond to hate seems to create confusion among law enforcement. This might be one factor that underlies the observation by some HRPS personnel that, at best, officers are failing to provide notification of hate crimes or hate incidents, and at worst, hate motivated occurrences are not being identified as such. Most officers were fully aware of relevant legislation, but not necessarily the “on the ground” indicators of hate crime. There was a narrow tendency to focus on language rather than more nuanced indicators such as temporal or even geographical contexts; some oversimplified the notion of hate motivation suggesting it was easy to identify.

It is of course beyond any police service’s ability to shape legislation, but they can provide clear direction on how the laws are to be applied. The Hate Incident/Hate Crime Policy Directive does identify relevant legislation, namely S. 318 and 319 Criminal Code provisions. Note that S. 319 has recently been amended to include “wilfully promotes antisemitism by condoning, denying or downplaying the Holocaust” so this must be integrated. S718.2(a)(i), the Sentencing Enhancement provision is noted but not laid out and explained, so I would advise that this be done. What will help officers to more fully understand and thus enforce these legislative tools is enhanced training. There has been some strong progress in this regard over the past year. All officers are mandated to complete the CPKN online module on hate crime. EDI have developed in-house training that they began to roll out in the fall of 2022, and it seems likely that hate crime training will be integrated into requalification training in 2023.

Even when crimes are classified as offences within the scope of hate crime, the mechanics of prosecution of these cases has its own challenges. There is an exceedingly high bar that must be met for the Crown to even consider a prosecution, which is raised even higher with the additional step of seeking approval from the provincial Attorney General. The last such case HRPS was able to take forward was in 2017. There have been discussions with the Crown’s office about recent cases of online hate, none of which were deemed to have met the threshold for pursuing hate crime charges. There is a disincentive when the bar is unrealistically high.

Another area of concern is the sentencing enhancement provision. This, too, requires additional work on the part of law enforcement to gather concrete evidence of the motivation – hate, prejudice or bias. However, there is no feedback loop in place to let officers know whether that added effort has had any impact at sentencing. In the absence of ongoing confirmation that their efforts are having an effect on case outcomes it is understandable that officers might lose motivation to vigorously pursue them. This suggests the need to strengthen the relationship with the local Crown designated to attend to hate crime. However, it is not clear whether officers in the service know who this is at present. Developing a relationship with the relevant Crown in advance can open up conversations about developing the necessary information pipeline. It will also facilitate a better understanding of the threshold that the Crown’s office sets for hate crime offences, something that was described by one officer as “murky at best.”

It is important to note, too, that the lack of feedback also has community impacts. If law enforcement is not able to come back to affected communities to share outcomes, they risk widening the “trust deficit” that already exists (Mason et al., 2017). Indeed, the police-community relationship is often recognized as one of the key prerequisites for effective policing of hate crime. As Mason et al. (2017, p.171) observed in their Australian study, whatever the organizational commitment to managing hate crime, “it doesn’t really translate unless there is a really deep dive into the community (Mason et al., 2017 p.171). This understanding of and connection to affected communities is what Mason et al. (2017) have referred to as the relational context of policing hate crime. This remains one of the most challenging pressure points for HRPS, as it is for most law enforcement services.

Pragmatically, one area of concern is in the area of public understanding of hate crime. It is apparent from both HRPS and community members that the service engages in considerable public education around hate crime, including public presentations, and sessions with community organizations. However, even among those that work closely with HRPS – on their Diversity Engagement Table, for example - there is an evident lack of understanding of what constitutes hate crime among the community members that were interviewed. First, very few survey respondents had any sense of what legislation was in place to respond to hate crime (Table 3). Not surprisingly, then, there was considerable misunderstanding about what

constitutes hate crime. When asked how they might define the concept, very few participants restricted their definition to criminal behaviour, extending it to account for speech and discrimination (Table 4). This was echoed in the interviews where individuals referred not just to criminal offences, but “abuse,” “hateful speech,” “promotion of ideology,” “harm or damage,” “criminal or non-criminal,” “prejudice,” or “doesn’t like you.” As a sociologist, I appreciate this breadth of behaviours – they recognize the sort of violent speech and action associated with hate crime as a form of social harm that extends beyond those our legal system has designated as criminal. However, police are concerned with enforcing the law. Where community members aren’t aware of the legal constraints posed by hate crime legislation, it may well colour the way they perceive HRPS’s response to hate crime.

Table 3. Public awareness of hate crime legislation

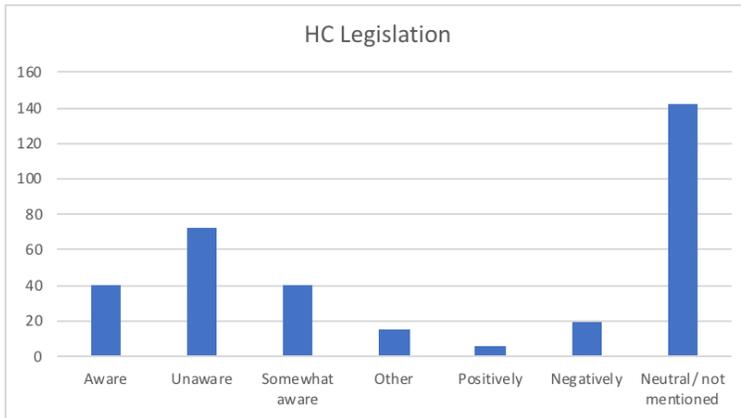
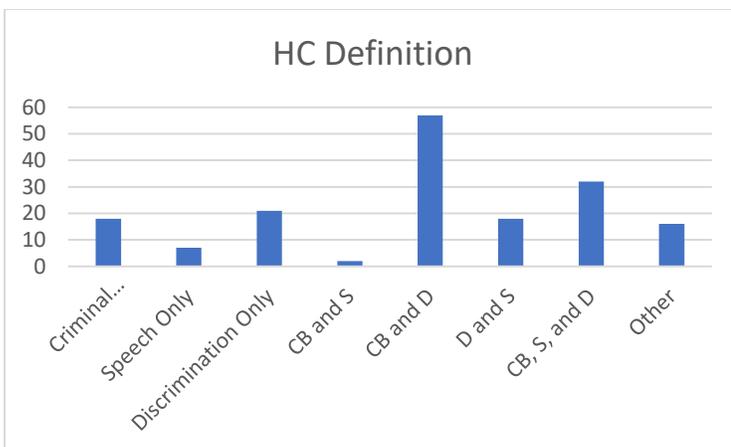


Table 4. Public definitions of hate crime



CB – Criminal Behaviour; S – Speech; D - Discrimination

Indeed, there is some variation in public perceptions – when asked whether they thought “the police are effective in dealing with hate crimes in Halton,” 43.5% strongly agreed/somewhat agreed, while 20% strongly disagreed/somewhat disagreed. When asked whether “the police deal with victims of hate crimes with respect,” 46.4% strongly agreed/somewhat agreed; 14.1% strongly disagreed/somewhat disagreed. A telling pattern emerged around reporting behaviour as well. One hundred and thirty-three survey respondents indicated that they had been targets of hate crime. Only thirty-one of them reported the incident. As Table 5 indicates, some of this reticence stems from reasons unrelated to police. However, a sizable proportion of them did indicate that their decision was shaped by concerns about law enforcement.

Table 5. Reasons for not reporting hate crime

Reasons unrelated to police	Number/Percent
Fear of retaliation by offenders / make matters worse	12/7.5%
Private matter / dealt with it themselves	17/11%
Reasons related to police	
Did not think the police would take it seriously	21/13%
Police could not have done anything	16/10%
Dislike or fear of police	12/7.5%
Police would not have understood	11/6.9%

Further, twelve of those who reported hate crime to police indicated that police took no action (options to select were took the report, provided emotional support, provided practical support, investigated the incident). Only 1 person declared positively that their case proceeded to court. Ten indicated that they did not know – indicating that they were not updated on the status of their complaint. Taken together, the findings suggest that officers are not rendering the kind of support or follow-up that was described in interviews with HRPS personnel.

These quantitative data were borne out in the interviews as well. In fact, the interviews underscored the sense that there was a notable and significant divide in community perceptions of HRPS handling of hate crimes and incidents. Quite literally, Halton is a community of two halves in this respect, with a nearly even distribution of largely supportive and largely critical assessments among interview participants drawn from the Halton community. There were several very strong supporters of HRPS generally, and their handling of hate crime specifically. Many indicated their perception that HRPS responded quickly to calls for service, including hate crime. A few claimed that not only were they contacted by EDI soon after their report of a hate incident, but that the Chief also reached out to them to ensure that they were safe and had been supported by the service. Indeed, for many the follow-up and periodic check-ins – immediate and long-term – on their reports of hate crime were a significant hallmark of the HRPS approach to such occurrences. In short, several indicated sentiments that “the police will always support us,” that “they responded quickly” to hate crime cases, that they should be commended for “the efforts they’ve made,” even that “they are the best in Canada.”

Several interview participants commented on the recent enhancement of community engagement and prioritization of hate crime, largely as a result of Sgt. Smith’s efforts in this regard. One participant noted that “you are talking to a convert. I’ve seen a lot of changes so people are not afraid of police.” Others noted what was described as an increasingly proactive response to hate crime, in terms of community outreach and education. Some community organizations, and especially faith-based institutions had long and mutually supportive relationships with HRPS, and were appreciative that the service responds quickly to calls for assistance, provides additional security when warranted, and even provides consultation and guidance around enhanced security. Similarly, some described a reciprocal relationship in which Sgt. Smith, in particular, helped to educate community groups, who were themselves invited to help educate HRPS personnel, and each was reported to attend the others’ events. Service members, including Sgt. Smith and other members of the EDI teams, as well as the Chief were said to be highly visible at community events. Several also indicated that they were aware of, or in fact, sat on the Chief’s Diversity Engagement Table. This body was seen as an important link between HRPS and the community. Indeed, the role of diversity committees is to build trust and

bridges with community, via a two-way exchange of perspectives and voices, whereby the community informs police, the police inform the community, and dialogue ensues.

Unfortunately, these bridges have not been built with all communities in Halton. The positive experiences and perceptions noted above are far from universal. Many community members spoke to the historical and ongoing over- and under-policing of racialized communities in particular. While Black and Muslim communities, for example, face heightened surveillance, the opposite is thought to be true with respect to hate crime, in that police were seen to be slow to respond, apt to dismiss or trivialize the occurrence, and disinclined to either investigate or provide support. “Police are ‘more thorough’ with Black suspects,” claimed one participant. Another noted that “Nothing was done” in response to her report of a hate crime. Another asked “how do I feel safe if nothing is being done?” Another indicated that she was made to feel guilty about reporting an incident. Hesitancy in reporting their victimization is a reasonable response to the interaction’s community members have had with police. As one observed, “I have had multiple bad experiences with police and have heard many others who are a part of minorities have bad experiences which have caused trauma and physical harm. I believe that reporting hate crimes to police could definitely make matters worse and cause trauma to the victims.” Finally, one participant summed up the reticence another way: people don’t report because they are “a) fearful that nothing will be done, or b) even fearful of police.” Consequently, community members felt that hate crime was in fact enabled by the poor track record of police in addressing hate crime in an equitable and supportive way.

Some participants were much more explicit in their assessment of policing generally, and HRPS specifically, indicating that policing continues to be imbued with systemic racism and sexism. This is reflected in the disparate treatment I note below. In addition, however, the response to hate crime, suggested one person, was focused on individuals rather than on the systemic issues of white supremacy that permeate policing. Relatedly, another suggested that the “racists are not afraid” of the police response, citing a specific example that was enabling: a number of racist comments were posted in response to an HRPS Tweet. Problematically, according to the participant, the posts were not initially filtered; they were ultimately removed but no attempt at rebuttal was made. A final illustration noted was HRPS’s 2020 hate crime

report which attributed the increase in hate crimes to the “COVID-19 pandemic and “Black Lives Matter” movement.” No mention was made of the structural and cultural underpinnings of White supremacy that inform and enable this sort of violent scapegoating and related targeting. For these participants, the failure to explicitly name White supremacy – or misogyny, or transphobia, etc. – for what it allows it to flourish unchecked.

This sentiment reinforces the community trust deficit noted previously. To be fair, there is some acknowledgement of the role that police themselves have played in fostering this. As one officer noted, “We own a lot of the distrust. Policing organizations have failed to effectively build trust with communities.” However, he also said that “It’s hard for us to respond to those things when you don’t allow us to respond by reporting them.” The experiences and perceptions of some community members go a long way to understanding why there is still hesitancy in reporting.

For some community members, an unequal response to victims and victimized communities was apparent. There was a perception that organizations and individuals connected to HRPS get responsive and respectful treatment, that those who challenge them do not. There are, according to a community member, two “factions” in Halton: the “cheerleaders” and those who are seen as angry and resistant. Some felt that individuals and organizations that are critical of or disengaged from police do not experience the same level of service. In particular, there was a sense among many that those who were particularly critical of law enforcement were disregarded, that “the door is closed to them.” One interview participant suggested that when weaknesses are pointed out to police, the response is “I will no longer speak to you, engage with you.” She asked a series of questions that must be grappled with:

Where are the organizations that oppose you? Where are the critics? How are their voices being heard? Why are they not at the table? What strategies are silencing them if they are present?

It is perhaps the perceived lack of transparency that has led some community members to characterize the HRPS approach to EDI and hate crime as largely “performative” and lacking in authenticity. Some suggested that the demographics of the service and the EDI office, in particular, belie their commitment to being a more inclusive service. Members of marginalized

communities certainly don't see themselves in the leadership of the organization. Within the top 8 positions (Superintendents, Deputy Chief, Chief), all but one are White, and all but one are men. None identify as queer or non-binary. There is some diversity within the EDI office, with 2 men and 2 women, none of whom identify as queer or non-binary; one member is South Asian while the rest are white. For all that the lead, Sgt. Smith, is recognized as having made great strides in advancing the hate crime portfolio, there are also those who question the wisdom of having a white male lead that agenda. As one of the racialized community members asked, "Do you think you can understand what it is to be me, and how hate crime affects me?" Moreover, a related concern was voiced with respect to the visibility of service members at events. I noted previously that some community members felt like HRPS was often visible at community events. Others, however, felt that this often amounted to tokenism, whereby a few individuals attended events, but in ways that segregated their work; for example, they observed that Black officers could be seen at events staged by the Black communities, while South Asian officers attended those held by South Asian communities. Taken together, these observations call for some consideration of building up a more representative service, as noted above, as well as ensuring that community engagement is a whole of service approach. It also speaks to the necessity of building in advancement plans for service members from those under-represented communities so they have opportunities to rise to the top echelons of leadership.

Community members also questioned the authenticity of HRPS's community engagement. This comes back to the issue raised earlier about the "selective" relationships across communities. Several community members suggested that the service consulted with community groups/cheer leaders, but much less so with the community writ large. In particular, it was felt that the service did not effectively engage with the most critical voices. It was suggested that there is an urgent need to "listen to both sides! Stop the segregation in Halton." Police are urged to engage both "sides" – the advocates and the critics - and to be more accessible to the community at large via Town Halls, one on one supports, etc..

Some offered concrete examples of the failure to consult with relevant parts of the community. Their sense was that HRPS was reluctant to build operational partnerships. Another

example came from the youth that I interviewed who were part of the Youth Advisory Committee. While they welcomed the opportunity to work with HRPS, they felt that this was to some extent “lip service” or “window dressing” in that few of their suggestions come to fruition. They were also critical of the way in which the #NoHateinHalton program was rolled out. The youth I spoke with did not feel that they had been part of the process of developing an initiative that was targeting them and their peers. Moreover, there was little explanation of the posters or QR codes that began to appear in their schools, and certainly no subsequent dialogue or engagement with HRPS. This paternalistic approach was also noted by other community members. Some even noted the same No Hate in Halton program, which they said was touted as a community “partnership” but which they felt did not involve community collaboration. As another illustration, those involved in providing services and supports to victims and/or offenders were critical of HRPS’s tendency to think that they were the only agency capable of providing these to those in need. There is thought to be very little effort to collaborate or share resources and programming in these spaces. There is a wealth of expertise in the community that can be called upon to offer supplemental – perhaps even primary – interventions.

The final concern in this context revolves around questions raised about the Diversity Engagement Table which is intended to be an opportunity for an open exchange between community representatives and HRPS. One participant, who brought critical questions to the table when she was a member, felt that her concerns were dismissed as “too radical” and that she was silenced. Others were of the opinion that the Committee had become a one-way information sharing platform that did not entertain the concerns of the community. At their best, the success of such bodies rests on the collaborative identification and resolution of problems. They must not be allowed to deteriorate into information only bodies, whereby police tell the communities in question what their needs are. Such paternalistic approaches will only alienate communities by presuming to tell them what is best for them, rather than asking.

Overcoming the community trust deficit is perhaps the most challenging task ahead of HRPS, and indeed most law enforcement services. However, there is scope for advancement on the strength of existing relationships within the community. As noted above, there is a large

contingent of the population that is supportive of HRPS. The existing relationships already in place are still important and can be built upon. As participants suggested, they can be conduits. Community organizations can connect otherwise hesitant people to police; they can also provide public platforms that give HRPS spaces in which to communicate their strategies, successes, and importantly, their challenges. An even more public presence – one that is broader and more inclusive – was noted by many as key to reaching deeper into the community. With respect to reporting, several suggested the development of a third party hate crime reporting mechanism that will also allow what might be seen as a “safer” alternative than engaging directly with police. Perhaps this could be a starting point for a shift in what “community collaboration” looks like for HRPS. Rather than “swooping in and setting the agenda,” as one person put it, HRPS can instead be an equal partner, or perhaps even simply bring subject matter expertise into the work of a community organization or coalition.

The final suggestion I will make with respect to enhancing the transparency of the work that HRPS does around hate crime pertains to the annual report on hate crime. The first point is that the report must be publicly and easily accessible – it can be linked on the HRPS hate crime website page (<https://www.haltonpolice.ca/en/staying-safe/hate-and-bias-motivated-crime.aspx#How-do-I-report-a-hate-related-incident->). The annual release should be widely publicized, with not just a press release but a public event – perhaps at one of the periodic Town Halls that I have recommended. Additionally, however, the report itself can be strengthened in terms of content, providing greater context and analysis. I recommend more attention be paid to the social, cultural and political context that sets the scene for hate crime to occur. Past reports have included a breakdown of hate crime/incidents by district which is very useful. However, it would also be instructive to include data on regional, provincial, national trends so that community members have a better sense of the relative risk of hate crime in Halton. HRPS could reach out to regional services nearby for their numbers as they are not reflected in the Statistics Canada reports. Given the observation above that there is limited public understanding of the legal frame for hate crime, a section on legislation is warranted, one that highlights the absence of stand-alone hate crime legislation. Specific details on HRPS’s activity around hate crime – especially in terms of community outreach and education – are

provided in recent reports, suggesting that this might be the place to provide even more insight into the work that the service is doing in this space.

There are a few more components that might be added to the report. For clarity, tables breaking down incidents by motivation would be useful. Community members – and some law enforcement personnel – also indicated that they did not know the disposition of their cases. This, too, could be included, not just in terms of charging but court disposition. This would then, in turn, mandate that some sort of feedback loop from the courts (noted above) be instituted, whether formally or informally. This discussion should be accompanied by a description of how hate crimes come to be recorded by HRPS so the public has an understanding the process that is in place. I wrap this up with the strong recommendation that the reports for the subsequent few years include a “report card” of sorts that holds HRPS accountable for the recommendations put forward here.

Recommendations

- Identify and establish working relationship with designated hate crime Crown, including establishment of some sort of feedback mechanism as charges move through the system, especially with respect to the invocation of S.718 sentencing enhancement provisions
- Expand upon current practice of offering public presentations with the aim of enhancing community understanding of hate crime and the limits inherent in hate crime legislation
- Continue community education initiatives online and offline; expand No Hate in Halton via social media and videos
- Continue to encourage community partners to liaise on reporting
- Engage critical voices as well as sympathetic ones; include and respect their voices on Diversity Engagement Table and other similar bodies
- Ensure that the Diversity Engagement Table provides a safe space for community members to express emerging concerns and issues, rather than acting as an information only venue
- Expand scope of annual report on hate crime

- Ensure visibility of HRPS officers at community events, while ensuring that it is not just a small core of individuals who attend
- Offer periodic Town Halls that engage the wider community with the Chief, and with the EDI office
- Make annual report on hate crime publicly accessible, and include a “report card” on recommendations
- Support a variety of pathways to reporting, including third-party and anonymous reporting

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Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: COMMUNITY SAFETY AND WELL-BEING PLANS

Report #: P23-06-I-01

Date: June 2, 2023

INTRODUCTION AND BACKGROUND:

Halton continues to be a leader in community safety and well-being because collaboration, planning and action are central to the work we do to keep our community safe and healthy.

CONSULTATION:

Deputy Chief R. Wilkie
Inspector B. Dickson
Alex Sarchuk, Region of Halton
Dr. Hamidah Meghani, Region of Halton
Susan Alfred, Region of Halton

A handwritten signature in black ink, appearing to be "S. J. Tanner", written over a light blue horizontal line.

Stephen J. Tanner
Chief of Police

:JR

Attachments: Community Safety and Well-Being Status Report – March – April 2023



Halton Regional Police Service

Community Safety and Well-Being Status Report March 2023 – April 2023



The Regional Community Mobilization Bureau provides updates on community safety and well-being planning (CSWB) in Halton. The aim of this status report is to maintain a timely, consistent flow of information relating to CSWB progress and performance.

Report Period: March 2023 – April 2023

Submitted To: Halton Police Board

Community Safety and Well-Being Updates

Halton Situation Table - 2022 Annual Report:

The Halton Situation Table is a critical component of Halton’s approach to ensuring safe and healthy communities. The Situation Table continues to hold weekly virtual meetings to identify and respond to situations that require immediate intervention to prevent harm or victimization. The Halton Situation Table - 2022 Annual Report - was released in March 2023.

Discussions:

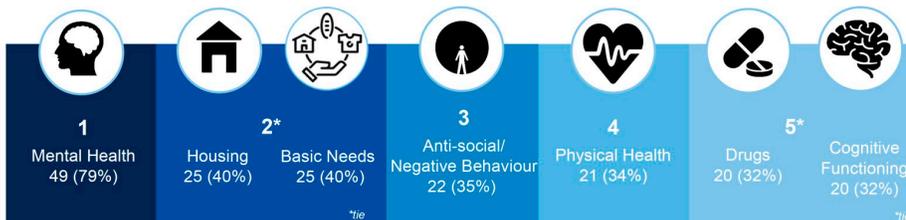
In 2022, 63 total discussions were presented to Halton’s Situation Table and 62 (98%) of the discussions met the threshold of acutely elevated risk (AER). This is an increase compared to the number of discussions presented in 2021 (59). The month and season are varying factors that contributed to the number of discussions presented.

Demographic Data:

A breakdown of Halton’s 2022 results reveal most discussions are specific to a person, most discussions are commonly within the age group of 30-39 years and 40-49 years, and are 40/60 split between males and females.

Top-5 Risk Factor Categories in 2022:

1. Mental Health (Present in 79% of cases)
2. Housing and Basic Needs (Both present in 40% of cases)
3. Anti-social/Negative Behaviour (Present in 35% of cases)
4. Physical Health (Present in 34% of cases)
5. Drugs and Cognitive Functioning (Both present in 32% of cases)



COMMUNITY SAFETY & WELL-BEING STEERING COMMITTEE

HRPS Deputy Chief Roger Wilkie

HRPS Inspector Bruce Dickson
Regional Community Mobilization Bureau

Alex Sarchuk
Commissioner of Social and Community Services
Halton Region

Dr. Hamidah Meghani
Commissioner and Medical Officer of Health
Public Health, Halton Region

Susan Alfred
Director Healthy Families
Public Health, Halton Region

COMMUNITY SAFETY & WELL-BEING WORKING GROUP

HRPS Sergeant Jacqueline Ross
Regional Community Mobilization Bureau

HRPS Constable Ashley Lilliman
Regional Community Mobilization Bureau

Christina Gallimore
Manager Human Services Planning and Program
Support, Social and Community Services
Halton Region

Kendra Habing
Decision Support Advisor – CSWB
Initiatives, Social and Community Services
Halton Region

Kaitlin Callegari
Decision Support Analyst,
Social and Community Services,
Halton Region

Harmeet Sandhu
Community Partnerships Analyst
Social and Community Services
Halton Region



Halton Regional Police Service

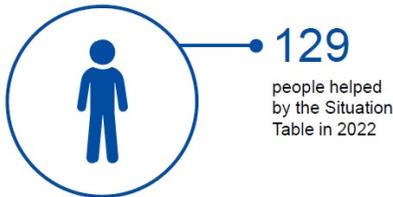
Community Safety and Well-Being Status Report March 2023 – April 2023



Number of People Helped:

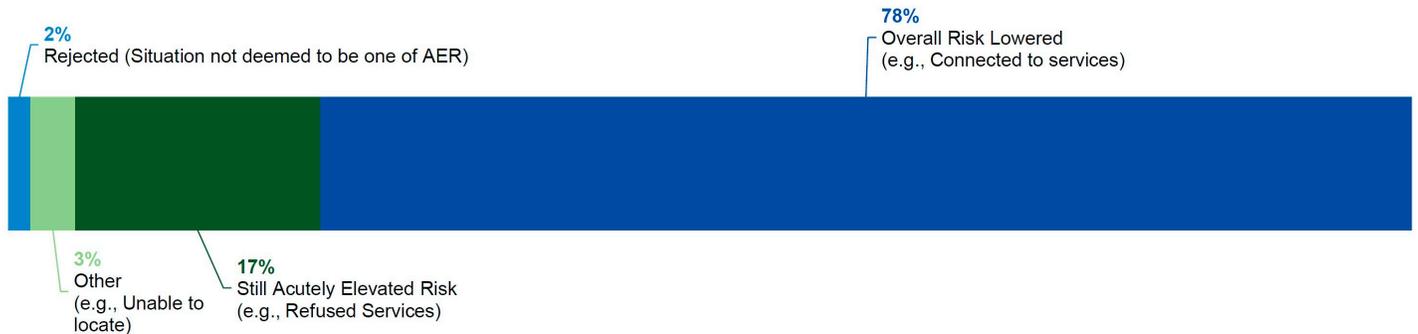
The number of people helped is an indicator tracked when a discussion is closed. The lead agency is able to identify the total number of people supported. This is often higher than the total number of discussions because when supporting an individual there can often be others in the home who require a referral and/or support. In addition, when working with families and households, there are typically a number of people supported during a response.

Number of people helped



Conclusion Reasons:

Of the 63 discussions presented to the Halton Situation Table in 2022, the majority resulted in a successful outcome and the “overall risk lowered”. This indicates the high rate of success the organizations at the table have achieved and how the table is having a real impact in the community.



CSWB Frequently Asked Questions Document Now Available:

Halton’s Community Safety and Well-Being Team has developed a frequently-asked questions document to provide an overview of Community Safety and Well-Being planning and Halton information relevant to the initiative. The document can be found on [Halton.ca](https://www.halton.ca) or [accessed here](#).

To learn more about our [community safety and well-being initiatives](#), visit [Halton.ca](https://www.halton.ca).



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: FINANCIAL REPORT AND FORECAST – FIRST QUARTER 2023

Report #: P23-06-I-02

Date: June 2, 2023

INTRODUCTION AND BACKGROUND:

Given below is a summary of the Quarterly Financial Report as of March 31, 2023. Details of each major cost element indicated in the summary are included in the following pages.

SUMMARY

\$ 000's
Favourable (Unfavourable)

Cost Elements	March 31, 2023 YTD				2023 Full Year		2022 QTR 1
	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Compensation & Benefits	42,149	43,652	1,503	3.4%	163,894	2,650	40,278
Materials & Supplies	2,366	2,275	(91)	(4.0%)	7,925	(250)	2,204
Purchased Services	6,249	6,104	(145)	(2.4%)	13,796	(400)	5,275
Rent & Financial	106	101	(6)	(5.6%)	403	0	120
Debt Charges	1,252	1,252	(0)	(0.0%)	5,008	0	808
Transfer To Reserve	1,661	1,661	0		6,644	0	1,551
Interdepartmental Charges	603	678	75	11.1%	2,713	150	548
Total Expenditure	54,385	55,722	1,337	2.4%	200,382	2,150	50,783
Total Revenue	2,718	2,630	88	3.4%	14,343	(50)	2,249
Net Expenditure	51,667	53,092	1,425	2.7%	186,039	2,100	48,534

Comments:

- As of the end of the first quarter, we have expended \$51.7 million (or 28% of the annual budget) which results in YTD savings of \$1.4 million as compared to our approved 2023 Budget.

- Based on meetings with Operational and Administration managers to discuss their 2023 variances and expectations, Staff is currently conservatively projecting a Net Expenditure savings of \$2.1 million for the full year.

The following tables present additional details regarding year-to-date variances for each major cost element.

Compensation & Benefits

\$ 000's
Favourable (Unfavourable)

Cost Elements	March 31, 2023 YTD				2023 Full Year		2022 QTR 1
	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Salaries	29,895	31,638	1,743	5.5%	117,640	3,600	28,818
Temporary Help	811	556	(255)	(45.9%)	2,064	(750)	493
Net Wages	30,707	32,194	1,487	4.6%	119,704	2,850	29,311
Overtime & Court-time	1,000	922	(78)	(8.5%)	3,471	(600)	875
Retention Pay	584	676	92	13.6%	2,511	400	586
Other Personnel Costs	460	465	6	1.2%	4,345	0	367
Total Expenditure	32,751	34,257	1,506	4.4%	130,030	2,650	31,138
Benefits	9,398	9,394	(4)	(0.0%)	33,864	0	9,140
Total Comp. & Benefits	42,149	43,652	1,503	3.4%	163,894	2,650	40,278

Comments:

- Net Wages** – YTD costs for Salaries and Temporary Help are favourable by \$1.5 million due to lower than anticipated uniform staffing levels (see HR report) and vacant civilian positions (see HR report). The service is sending 18 new officers to OPC and hired 5 experienced officers in May and is ramping up civilian recruiting efforts through the remainder of the year.
- Overtime & Court-time** –The projected full year unfavourable variance is based on historical utilization and requirements for overtime in the later parts of the year.
- Retention Pay** –Projected full year savings relates to retirements of officers who would otherwise have been eligible for Retention Pay.

Materials and Supplies

\$ 000's Favourable (Unfavourable)

Cost Elements	March 31, 2023 YTD				2023 Full Year		2022 QTR 1
	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Tires & Parts for Fleet	151	177	26	14.8%	707		159
Telephone & Data Line	217	230	12	5.4%	919		212
Fuel Cost for Fleet	528	460	(68)	(14.8%)	1,840	(250)	575
Clothing & Equipment	360	311	(50)	(16.0%)	1,109		235
Supplies	117	143	26	18.4%	573		114
Utilities	211	207	(3)	(1.6%)	1,230		314
Minor Capital	463	463	(1)	(0.1%)	850		395
Other Misc. Material & Supplies	319	285	(34)	(12.0%)	699		200
Total Materials & Supplies	2,366	2,275	(91)	(4.0%)	7,925	(250)	2,204

Comments:

- **Fuel Cost for Fleet** – The projected full year unfavourable variance relates to an increase in the net pump price of fuel. Fuel prices continue to fluctuate.
- **Clothing & Equipment** – The full year forecast is expected to recover to budget levels.

Purchased Services

\$ 000's
Favourable (Unfavourable)

Cost Elements	March 31, 2023 YTD				2023 Full Year		2022 QTR 1
	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Computer Maintenance	4,277	4,275	(2)	(0.1%)	6,760		3,723
Building Maintenance	233	261	28	10.6%	1,124		297
Janitorial Services	207	197	(10)	(5.2%)	789		234
Staff Development	308	284	(24)	(8.5%)	1,137	(100)	209
Professional Services	549	433	(116)	(26.7%)	1,733	(150)	271
Fleet Support Costs	178	174	(4)	(2.1%)	538	(150)	153
Advertising/Public Relations	39	15	(25)	(166.7%)	59		31
Other Misc. Services	455	464	9	1.9%	1,656		356
Total Purchased Services	6,249	6,104	(145)	(2.4%)	13,796	(400)	5,275

Comments:

- **Staff Development** – The projected full year unfavourable variance relates mainly to additional course enrollments to recover for courses missed during COVID.
- **Professional Services** – The projected full year unfavourable variance relates mainly to legal costs and settlements.
- **Fleet Support Costs** – The projected full year unfavourable variance relates to an increased utilization of external garages for maintenance (offset by reduced Interdepartmental Charges).

Various

\$ 000's
Favourable (Unfavourable)

Cost Elements	March 31, 2023 YTD				2023 Full Year		2022 QTR 1
	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Rent & Financial	106	101	(6)	(5.6%)	403		120
Debt Charges	1,252	1,252	(0)	(0.0%)	5,008		808
Transfer to Reserves	1,661	1,661	0		6,644		1,551
Interdepartmental Charges	3,019	3,014	(6)	(0.2%)	12,055	0	2,479

Comments:

None.

Interdepartmental Charges

\$ 000's
Favourable (Unfavourable)

Cost Elements	March 31, 2023 YTD				2023 Full Year		2022 QTR 1
	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Risk Management	383	383	(0)	(0.0%)	1,531		313
Fleet Maintenance	208	283	75	26.5%	1,131	150	220
Other Charges	13	13	(0)	(0.0%)	52		15
Interdepartmental Charges	603	678	75	11.1%	2,713	150	548

Comments:

- **Fleet Maintenance** – The projected full year favourable variance of \$150 K relates to lower labour charges from the Regional garage offset by an increased utilization of external garages for maintenance (as noted in Purchases Services above).

Revenue

\$ 000's
Favourable (Unfavourable)

Cost Elements	March 31, 2023 YTD				2023 Full Year		2022 QTR 1
	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Government Subsidy	867	967	(100)	(10.4%)	6,661	(400)	1,053
Program Fees	413	485	(72)	(14.9%)	1,940	(150)	374
External Recoveries	763	503	261	51.9%	2,963	500	338
Internal Recoveries	60	60	0	0.0%	316		59
Transfer from Reserve	616	616	0		2,463		425
Total Revenue	2,718	2,630	88	3.4%	14,343	(50)	2,249

Comments:

- **Government Subsidy** – The projected full year unfavourable variance relates mainly to a reduction in Court Security and Prisoner Transportation funding (-\$368K).
- **Program Fees** – The projected full year unfavourable variance relates mainly to reductions in Security Clearances.
- **External Recoveries** – The projected full year favourable variance relates mainly to additional secondments related to OPP Guns and Gangs projects.

Overall

As of the end of the first quarter, we have YTD savings of \$1.4 million as compared to our 2023 Budget which represents a combination of expenditure timing differences which will correct themselves by year-end plus permanent expense savings / revenue increases.

Based on a line by line review of all expense and revenue items with Budget Managers, Staff currently projects a savings of \$2.1 million for the full year.



Stephen J. Tanner
Chief of Police

:PL / GK

Executed Grant Agreements
Pursuant to HRPSB Policy

Name and Purpose of Grant	Fiscal Year(s) Covered	Maximum Grant To Be Received
<i>Victim Quick Response Program:</i> To contribute to the salary and benefits of a VQRP Coordinator	Year 1: April 1, 2022 – March 31, 2023	\$56,484.00
	Year 2: April 1, 2023 – March 31, 2024	\$56,484.00
	Year 3: April 1, 2024 – March 31, 2025	\$56,484.00
<i>ICE Agreement:</i> To assist in implementing a provincial strategy to protect children from sexual abuse and exploitation on the internet	Year 1: April 1, 2021 – March 31, 2022	\$169,250.00
	Year 2: April 1, 2022 – March 31, 2023	\$169,250.00
	Year 3: April 1, 2023 – March 31, 2024	\$169,250.00
	Year 4: April 1, 2024 – March 31, 2025	\$169,250.00
<i>Guns and Gangs Grant Program (G&G):</i> To assist with investigative and front-line gang response, risk mitigation and gang prevention activities	Year 1: April 1, 2020 – March 31, 2021	\$200,000.00
	Year 2: April 1, 2021 – March 31, 2022	\$200,000.00
	Year 3: April 1, 2022 – March 31, 2023	\$200,000.00
	Year 4: April 1, 2023 – March 31, 2024	\$200,000.00
	(Call for 2023 applications sent out May 3, 2023)	
<i>Provincial Human Trafficking Intelligence-Led Joint Forces Strategy:</i> To assist in employing a Human Trafficking Investigator / Human Trafficking Intelligence Analyst	Year 1: April 1, 2022 – March 31, 2023	\$122,090.00
	Year 2: April 1, 2023 – March 31, 2024	\$122,090.00

	(Executed May 2, 2023)	
<i>Community Safety and Policing Grant Program – Local Priorities Funding Stream:</i> To implement initiatives that address policing needs and priority risks related to safety and well-being	Year 1: April 1, 2022 – March 31, 2023	\$2,402,213.06
	Year 2: April 1, 2023 – March 31, 2024	\$2,402,213.06
	Year 3: April 1, 2024 – March 31, 2025	\$2,402,213.06
<i>Community Safety and Policing Grant Program – Provincial Priorities Funding Stream:</i> To implement initiatives that address policing needs and priority risks related to safety and well-being	Year 1: April 1, 2022 – March 31, 2023	\$459,207.50
	Year 2: April 1, 2023 – March 31, 2024	\$369,891.65
	Year 3: April 1, 2024 – March 31, 2025	\$375,689.48
<i>The Mobile Crisis Response Team Enhancement Grant:</i> To provide funding to police services to enhance existing Mobile Crisis Rapid Response Teams	Year 1: April 1, 2021 – March 31, 2022	\$30,000.00
	Year 2: April 1, 2022 – March 31, 2023	\$120,000.00
	(Additional funding promised for 2023-24 - All Chiefs March 31, 2023)	
<i>Ontario’s Strategy to End Human Trafficking:</i> To assist in addressing human trafficking by creating and strengthening partnerships, working with survivors and apprehending traffickers	Year 1: April 1, 2022 – March 31, 2023	\$34,800.00
	Year 2: April 1, 2023 – March 31, 2024	\$34,800.00
	(Executed May 2, 2023)	
<i>RIDE Agreement:</i> To reduce impaired driving and offset staff costs of enhancing RIDE programs of sobriety checks	Year 1: April 1, 2022 – March 31, 2023	\$42,100.00
	Year 2: April 1, 2023 – March 31, 2024	\$41,600.00
	(Executed January 10, 2023)	
<i>Automated Licence Plate Recognition (ALPR) Grant:</i> to support municipal police services in acquiring ALPR technology to	April 1, 2022 – April 30, 2023 – one-time funding	\$1,587,902.00

improve public safety and strengthen roadside law enforcement efforts	(Executed January 25, 2023)	
<i>RapidSOS/NG9-1-1 Grant:</i> to support Public Safety Answering Points (PSAPs) with their transition to NG9-1-1 system to implement technology and infrastructure upgrades	Year 1: April 1, 2022 – March 31, 2023 Year 2: April 1, 2023 – March 31, 2024 Year 3: April 1, 2024 – March 31, 2024 (Executed March 20, 2023)	\$2,325,000.00



Public Information Report

To: Halton Police Board

From: Fred Kaustinen
Chief Governance Officer

Subject: Bill 102 – Strengthening Safety and Modernizing Justice Act, 2023

Report #: CGO23-06-I-01

Date: 2 June 2023

INTRODUCTION AND BACKGROUND:

Bill 102, the Strengthening Safety and Modernizing Justice Act 2023, will amend seven Acts:

- Community Safety and Policing Act
- Coroner's Act
- Courts of Justice Act
- Fire Protection and Prevention Act
- Justices of the Peace Act
- Provincial Animal Welfare Services Act
- Provincial Offences Act

Bill 102 passed second reading on 27 April 2023 and is currently before the Standing Committee on Justice Policy.

DISCUSSION/ANALYSIS:

Bill 102 Schedule amends the *Community Safety and Policing Act, 2019* with respect to various matters. Of particular note it:

- repeals all references to the establishment of the new Ontario Provincial Police Governance Advisory Council; and
- Withdraws the new requirement for post-secondary education as a hiring pre-requisite of new police officers.

Bill 102 does not offer any clarifications regarding police service board responsibility for police operations, nor expansion or clarification of mandatory board member training, despite province-wide policy shortcomings exposed in the recent convoy occupations (and the reported lessons learned from the earlier Toronto G20 experience and Thunder Bay systemic racism issues).

**CALL FOR NOMINATIONS
2023**

On behalf of Wayne Talbot, Chair of the Canadian Association of Police Governance (CAPG) Nominations Committee, we are pleased to invite nominations to the CAPG Board of Directors for the term 2023-2025.

The following chart lists the positions that are vacant on the CAPG Board of Directors and those with terms that expire at the **Annual General Meeting to be held virtually at 12:00 pm Eastern on Wednesday, July 19, 2023.**

The deadline for receipt of nomination papers is WEDNESDAY, MAY 31, 2023.

The chart below shows the status of directors with terms expiring in 2023 and vacant seats.

CURRENT DIRECTOR	PROVINCE/POSITION
Carole McDougall (Interim appointment made after by-law change in September 2022)	Director Non-Police Board Representative*
Curtis Allen Halton Police Services Board	ONTARIO
Erick Ambtman Edmonton Police Commission	ALBERTA
Jada Yee Regina Board of Police Commissioners	SASKATCHEWAN
Vacant 1 director	NOVA SCOTIA
Vacant 1 director	MANITOBA
Vacant 1 director	NEW BRUNSWICK
Vacant 1 director	FIRST NATIONS

The directors listed above are eligible to put their name forward for election but this does not preclude any and all eligible and interested candidates from submitting their own nomination for each vacancy.

*The CAPG by-laws were amended in 2022 to include a new category of Director:

“Non-Police Board Representative” means an individual that is not on a Canadian police board or Canadian police commission but has previously served on a Canadian police board or Canadian police commission;

**This position includes the financial support of the CAPG to attend face-to-face meetings when warranted and financially feasible. The rationale behind creating this position is to allow CAPG to benefit from the years of experience and knowledge police governors take with them when their terms expire.*

PROCESS

Nominations are an important responsibility of our members. The effectiveness and success of the CAPG depends on the strength and quality of your volunteer board. It is up to you to propose nominees who will bring the necessary competencies, including diversity, inclusivity, education and experience and most importantly a commitment to the success of the CAPG board and organization.

Attached to this document are the following:

- **Schedule A** is the form to be used by nominees who are **members of police boards and commissions**.
- **Schedule B** is the form to be used by nominees who are applying as a **non-police board representative**.

Please submit your nomination forms electronically to the attention of, Chair, Nominations Committee at the following address: nominations@capg.ca or jmalloy@capg.ca before Wednesday, May 31, 2023. **The deadline for receipt of nomination papers is WEDNESDAY, MAY 31, 2023.**

Following the receipt of nominations and identification of eligible candidates, the Nominations Committee will present a slate for election at the virtual Annual General Meeting on **WEDNESDAY, JULY 19, 2023**.

When more than one qualified nomination is received for the same vacancy the Nominations Committee will advise that this will require an election to be held by ballot at the Annual General Meeting. Each candidate will be given time to address the members to support their election.

If you have any questions, please feel free to send them to jmalloy@capg.ca.

Sincerely

Jennifer Malloy, Executive Director

SCHEDULE A

Nomination Form

TO BE SIGNED BY BOARD/COMMISSION CHAIR/VICE CHAIR AND NOMINEE:

We _____, being members of the Canadian Association of Police Governance (CAPG), nominate _____ for the position of director _____ on the CAPG.

We also confirm that:

- We are members in good standing of the Association and have paid our annual membership dues;
- The nominee resides in the province where their Police Board or Commission is located;
- The nominee is willing to commit to the Association for a two-year term;
- The nominee and their Police Board or Commission commits the financial support of their nominee to attend the annual conference of CAPG;
- The nominee has the financial support of their Police Board or Commission to attend planning and advocacy meetings (estimated financial commitment of \$5,000)
- The nominee is able to participate in a two-hour bi-monthly teleconference board meeting;
- The nominee is willing to sit on at least one CAPG committee that meets bi-monthly;
- The nominee commits to participate in a one-hour bi-monthly teleconference committee meeting; and
- The nominee agrees to actively participate and engage in the work of the CAPG.

Nominee:

I _____ being a member of, _____ consent to this nomination. I am currently a _____ (provincial, municipal, citizen appointment) representative on my police board/commission and I have _____ years left to serve. I am eligible for another reappointment for _____ years.

Name: _____ Date: _____

Signature: _____ Email: _____

Chair or Vice Chair of Board/Commission:

Name: _____ Date: _____

Signature: _____ Email: _____

DECLARATION OF INTEREST TO SERVE ON THE EXECUTIVE COMMITTEE

I am interested in putting my name forward for the following position(s) for the 2024 term:

POSITION	NAME
President	
Vice President	
Treasurer	
Secretary	



Public Agenda Report

To: Halton Police Board

From: Fred Kaustinen
Chief Governance Officer

Subject: A04 – Community Fund Policy

Report #: CGO23-06-R-01

Date: 2 June 2023

RECOMMENDATION:

THAT the proposed attachment to policy A04 – Community Fund Policy be approved, and

THAT policy FIN06 - Administration of the Board Trust Fund be rescinded.

Attachments:

INTRODUCTION AND BACKGROUND:

The Halton Police Board's Community Fund consists of consisting of the proceeds from the sale of found and seized property which lawfully comes into possession of the Police Service. Legislation permits the Board to expend the funds for any purpose it considers to be in the public interest.

DISCUSSION / ANALYSIS:

This revised policy:

- has a title that better reflects the Fund's purpose;
- provides a clear explanation of eligible and ineligible requests; and
- identifies the Board as the approving authority for all Community Fund expenditures.

CONSULTATION:

The Board provided direction January meeting regarding Community Fund spending authorization.

Chief Tanner, Corporate Services Director Paul Lavergne and Legal Counsel Ken Kelertas were consulted regarding this proposed policy.

The Chair advised Chief of the Board's intent to withhold all approving authority.

Attachments:

Proposed A04 – Community Fund policy

Existing FIN06 - Trust Fund Discretionary Spending Policy



Policy A04

Community Fund

Purpose

1. The Halton Police Board's Community Fund, consisting of the proceeds from the sale of found and seized property which lawfully comes into possession of the Police Service, may be used for any purpose that the Board considers to be in the public interest.
2. **Eligible Disbursements**. Disbursements of the Community Fund shall be restricted to:
 - 2.1. **Community Relations and Outreach**: To enable the attendance and participation of Board or Service Members at not-for-profit fundraising events for community organizations that work closely with the Halton Regional Police Service, and/or otherwise demonstrate the Board's goodwill and community involvement.
 - 2.2. **Public Education and Awareness**: To provide funding for external projects aligned with the Halton Regional Police Service Mission Statement and current Strategic Plan objectives related to Community Safety, Outreach and Collaboration in the areas of crime prevention, community policing or other public safety initiatives.
 - 2.3. **Rewards**: To incent members of the public to provide information needed to solve serious crime or to crime prevention, based on the recommendations of the Chief of Police.
 - 2.4. **Board Priorities**. To help advance Board priorities.

Requirements

3. **Restrictions**. Notwithstanding the eligibility criteria above, the following are not eligible to receive Community Fund disbursements:
 - 3.1. any funding requests that would personally benefit a Member of the Board or Service (past or present);
 - 3.2. any item included in the current operating or capital budget of the Halton Regional Police Service;

Proposed 2 June 2023



- 3.3. a deficit in the current or previous operating or capital budget of the Police Service;
 - 3.4. expenditure plans that extend beyond the current fiscal year, or
 - 3.5. any political or partisan events or activities.
4. Furthermore, funding requests from Members of the Halton Regional Police Service will not be considered unless endorsed by the Chief.
5. **Additional Criteria:**
 - 5.1. Disbursements are not intended to create any financial dependency, and any annual recurrences must take this into account. The approval of funding for a particular purpose will not be considered as a precedent which binds the Board.
 - 5.2. Disbursements will only be provided to the group or organization directly responsible for the activity or project being funded.
 - 5.3. Requesting organizations are required to provide, upon request:
 - 5.3.1. financial statements for the previous year;
 - 5.3.2. the budget documents for the current year;
 - 5.3.3. details of any other grants received, denied or applied for during the previous and current year;
 - 5.3.4. an outline of any fund-raising initiatives underway or to be undertaken; and
 - 5.3.5. a detailed account of what the requested funds will be used for.
 - 5.4. Upon completion of any funded activity or project, an accounting for the disposition of the contribution needs to be made and the organization must return to the Board any unused Community Fund monies.
6. **Authorities:**
 - 6.1. The Board retains all authority to approve funding requests, and shall consider any written recommendations provided by the Chief of Police.

Proposed 2 June 2023



7. **Fund Administration.** The Chief will ensure that:
 - 7.1. the Community Fund is held in a separate bank account;
 - 7.2. Community Fund transactions are properly managed; and
 - 7.3. Community Fund records are maintained.

Monitoring and Reporting Requirements

8. The Chief shall semi-annually report to the Board all Community Fund deposits and disbursements, identifying recipient organizations for each disbursement.

Legislative Reference:

PSA, s.132, 133

CSPA s258

Proposed 2 June 2023

3/3

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Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: PEEL REGIONAL POLICE SERVICE – PROVISION OF UNDERWATER SEARCH AND RECOVERY SERVICES AS REQUIRED

Report #: P23-06-R-05

Date: June 2, 2023

RECOMMENDATION:

"That the Halton Police Board approve a Shared Resources Agreement with The Regional Municipality of Peel Police Services Board for the provision of underwater search and recovery services by the Peel Regional Police Service as required based on operational necessity in a form acceptable to legal counsel."

A handwritten signature in black ink, appearing to read "S. J. Tanner", written over a light blue rectangular background.

Stephen J. Tanner
Chief of Police

:CR

Attachments: Appendix A – Proposed Fee Schedule

INTRODUCTION AND BACKGROUND:

The Policing Standards Manual (2004 – ER-009) requires that Police Services Boards have a policy with respect to an underwater search and recovery unit or has a contract with the OPP or another Police Services Board to provide the services of an underwater search and recovery team available 24 hours a day, within a reasonable response time.

The Peel Regional Police Service has an Underwater Search and Recovery Unit (U.S.R.U.), while Halton does not. Consequently, the Service has had an ongoing contractual arrangement with Peel pursuant to Section 7 of the *Police Services Act* for the provision of underwater search and recovery services on an as-required basis. The current contract expired in April 2023.

In order to comply with the Policing Standards Manual Guideline No. ER-009, it is proposed that the Service once again contract with Peel for the provision of an Underwater Search and

Recovery Unit to be available 24 hours a day with a four-hour response time of Peel receiving the request, based on operational necessity at the discretion of the Chief of Police or designate.

DISCUSSION / ANALYSIS:

Pursuant to the proposed Agreement, for a further term of five (5) years, the Peel Underwater Search and Recovery Unit will continue to provide a diving supervisor and crew as deemed appropriate by Peel to support dive operations within four hours of Peel receiving a request from Halton. Peel will provide all required support vehicles and communication equipment. They will also provide advice and direction as may be required by the Service. Upon the completion of an operation, Peel will provide a complete follow-up report, including video and photos to support the investigation. Peel will also provide written notification to the Ministry of Labour of the incident, with a hazards and contingency planning evaluation.

The Agreement also provides for the apportionment of any liability arising out of the operation of this Agreement, and a dispute resolution mechanism.

Attached is a proposed Fee Schedule setting out the costs of the services to be provided, including labour costs, equipment and vehicle operating costs, training costs (for vehicles and equipment only) and an administrative overhead fee. The fees charged are based on a pure cost-recovery model.

ALTERNATIVES:

1. Authorize the formation of an Underwater Search and Recovery Unit within the Halton Regional Police Service.
2. Contract with a commercial provider of underwater search and recovery services.

Both alternatives have been explored by this Service in the past. The regulations related to commercial diving under the OHSA, Diving Operations Regulation and Occupational Safety code for Diving Operations CAN/CSA-Z275.4-02 in addition to the training and equipment costs for commercial diving are significant.

Contracting this service with Peel is a more reasonable alternative.

CONSULTATION:

Superintendent Kevin Maher – Regional Investigative and Emergency Services Unit
Inspector Cole Repta - Regional Investigative and Emergency Services Unit
Director Ken Kelertas - Legal Services
Director Paul Lavergne – Corporate Services

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

There are financial implications only when the actual services of the Underwater Search and Recovery Unit are engaged. The funds for these services are already accounted for in the 2023 Operating Budget.

STRATEGIC MANAGEMENT ISSUES:

Entering into this Shared Resources Agreement will ensure continued compliance with provincial standards and will promote Community Safety and Well-being by maintaining leading edge emergency management measures.

Appendix A

**PEEL REGIONAL POLICE
UNDERWATER SEARCH & RECOVERY SERVICES
2023 RATES**

Staffing Regular Rates (Per Hour) *includes benefits		
Sergeant	\$	101.60
Constable	\$	85.61
Staffing Overtime Rates (Per Hour)		
Sergeant	\$	118.72
Constable	\$	99.01
Operating Costs (Per Hour)		
Team Equipment	\$	102.60
Truck	\$	36.76
Van	\$	32.87
Vessel	\$	226.95
Other Fees		
Administration Fee		20%

U:\Book4\2023 Summary

SHARED RESOURCES AGREEMENT FOR
UNDERWATER SEARCH AND RECOVERY
SERVICES ("the Agreement")

BETWEEN

*THE REGIONAL MUNICIPALITY OF PEEL
POLICE SERVICES BOARD*

Hereinafter referred to as "Peel"

-and-

*THE REGIONAL MUNICIPALITY OF HALTON
POLICE SERVICES BOARD*

Hereinafter referred to as "Halton"

WHEREAS Halton is responsible for the provision of policing services in The Regional Municipality of Halton.

AND WHEREAS Peel is responsible for the provision of policing services in The Regional Municipality of Peel;

AND WHEREAS Section 7 of the Police Services Act, R.S.O 1990. c.P.15, as amended, provides that two Police Service Boards may agree that one Board will provide some police services to the other on the conditions set out in the agreement;

AND WHEREAS Peel and Halton have agreed that Peel will provide certain underwater search and recovery service to Halton on the terms and conditions, including terms of payment, set out in this Agreement;

NOW THEREFORE in consideration of the mutual promises and covenants hereinafter set out, the parties agree as follows:

1. Services

1.1 Subject to the conditions set out in this Agreement and the availability of appropriate Peel personnel and equipment, on Halton's request, Peel shall provide to Halton the following underwater search and recovery services within the Halton Region or elsewhere in instances where Halton has investigative responsibility:

- (a) the Peel Underwater Search and Recovery Unit ("U.S.R.U.") will provide a diving supervisor and crew as deemed appropriate by Peel ("the crew") to support SCUBA or Surface-Supplied Air Search and Recovery Dive operations, within four hours (or such further time as the parties may agree) of Peel receiving a request from Halton;

- (b) support vehicles and communication equipment as deemed appropriate by Peel;
 - (c) upon request a copy of the Peel Regional Police occurrence report covering the dive, officer notes, any photos or video recordings of the dive activities, the Ministry of Labour's Notice for Dive Operations will be supplied to Halton.
 - (d) a copy of written notification to the Ministry of Labour on hazards evaluation and contingency planning; and advice and direction as may be reasonably required and requested from time to time by Halton.
- 1.2 Where the Peel U.S.R.U. is deployed to assist Halton, Halton personnel shall provide, or assist in obtaining, information relevant to the dive operations to be conducted, including potential diving considerations such as environmental and physical hazards.
- 1.3 Taking into consideration the relevant environmental and physical conditions, the final decision on whether it is safe to conduct a diving operation remains with the officer-in-charge of the Peel U.S.R.U. or the designated diving supervisor.
- 1.4 The parties acknowledge that the services being provided by Peel pursuant to this Agreement require the supervision of a trained diving supervisor. Halton agrees that when the Peel U.S.R.U. is deployed to assist Halton, the diving operation shall at all times be conducted under the command of the officer-in-charge of the Peel U.S.R.U. or the designated diving supervisor supplied by Peel, pursuant to the terms of this Agreement, notwithstanding that the operation may occur within Halton's jurisdiction.
- 1.5 In consideration of this Agreement to provide the above services, Halton shall, within 30 days of receiving Peel's invoice for such services, reimburse Peel for Peel's full cost of the services provided. These costs shall include, but are not limited to:
- The labour costs of Peel personnel, including salary, overtime and benefits costs;
 - Equipment and vehicle operating costs (e.g. maintenance, fuel, etc. and depreciation);
 - Uniforms;
 - Supplies;
 - Training costs (for vehicles and equipment only); and
 - A corporate administrative overhead fee.
- 1.6 Personnel, operating, vehicle and equipment costs and the corporate administrative overhead (calculated as a standard percentage of all other costs) shall be charged in accordance with the standard current rates attached as Appendix "A" hereto which shall form part of this Agreement. Peel's standard rates and other charges shall be updated at least annually by written notice from Peel to Halton and shall continue to form part of this Agreement once revised or amended. Calculation of the chargeable dive hours shall begin from the time that Peel's U.S.R.U. is called out until the time that the Peel U.S.R.U. crew returns to its home location within Peel and has completed all duties required to return the equipment and vehicle(s) to operational condition again. For each service call accepted by Peel, Halton shall be charged a minimum fee of four hours.

- 1.7 In addition, if applicable, Halton shall reimburse Peel for any additional costs including, but not limited to, the use of Peel's Marine Unit, the provision of vessels by an Independent contractor, or the cost of Peel officers preparing for and/or attending a court hearing, a coroner's inquest or other legal proceeding as a result of a diving operation conducted at Halton's request.
- 1.8 Halton's request for service shall be directed to Peel's Duty Inspector, via the Communications Centre Sergeant, at telephone number 905-453-2121, extension 4513, and shall be confirmed via email within 24 hours thereafter to communications.supervisor@haltonpolice.ca.

2. Term of Agreement

- 2.1 This Agreement shall come into force on the date upon which it is signed by the last signatory thereto, and shall continue for a term of five (5) years or until terminated in accordance with the terms of this agreement.

3. Termination of Agreement

- 3.1 Notwithstanding section 2.1, this Agreement may be terminated by either party by provision of sixty (60) days written notice.
- 3.2 No liability shall attach to the party initiating termination by reason of such action.

4. Liability

- 4.1 Each party acknowledges that the services being provided by Peel for Halton pursuant to this Agreement are hazardous and that the possibility of damage to property and equipment exists. Peel agrees to assume full responsibility for any damage to property or equipment being utilized by Peel in the course of providing the services pursuant to this Agreement.
- 4.2 Peel hereby assumes full responsibility for any and all liability incurred by Halton arising out of the negligence of Peel or its Police Service members in the course of carrying out Peel's responsibilities under this Agreement, and further, Peel shall indemnify and save harmless Halton, The Regional Municipality of Halton, and their respective members, councilors, employees, agents, successors and assigns from any and all claims, demands, actions and costs, and from any and all liabilities, arising out of the negligence of Peel or any of its Police Service members in connection with the execution of Peel's responsibilities under this Agreement.
- 4.3 Halton hereby assumes full responsibility for any and all liability incurred by Halton arising out of the negligence of Halton or its Police Service members in the course of carrying out Halton's responsibilities under this Agreement, and further, Halton shall indemnify and save harmless Peel, The Regional Municipality of Peel, and their respective members, councilors, employees, agents, successors and assigns from any and all claims, demands, actions and costs, and from any and all liabilities, arising out of the negligence of Halton or any of its Police Service members in connection with the execution of Halton's responsibilities under this agreement.

5. Liaison Officers/Dispute Resolution

- 5.1 Each party shall appoint a Liaison Officer for the purpose of administering this Agreement and shall advise the other party of the name, mail and email addresses and telephone and facsimile numbers of that Officer within thirty (30) days of the effective date of this Agreement and within seven (1) days of the change of Liaison Officer or his/her contact information.
- 5.2 Should any dispute arise between the parties relating to this Agreement, before either party can commence any legal proceeding, the parties must first complete the following dispute resolution process. The dispute must first be referred to the parties' respective Liaison Officers. If they cannot resolve the dispute within thirty (30) days or such further time as they mutually agree in writing is appropriate, the dispute shall then be referred to the parties' respective Chief of Police. If the Chiefs cannot resolve the dispute within thirty (30) days or such further time as they mutually agree in writing is appropriate, the dispute shall then be referred to the parties' respective Chair for resolution. If the Chairs cannot resolve the dispute within thirty (30) days thereafter or such further time as they mutually agree in writing is appropriate, this dispute resolution process shall be considered completed and either party may commence any legal process then available to them.

6. Notices

- 6.1 Other than a request for service in accordance with section 1.7 herein, all notices and other correspondence under this Agreement shall be in writing and sent by personal delivery, courier, email, or by ordinary pre-paid mail. Notices by mail shall be deemed to be received on the fifth business day after the date of mailing. Notice by personal delivery, courier or by email shall be deemed to be received on the next business day following delivery or transmission.
- 6.2 All correspondence and other notices relating to this agreement shall be addressed and delivered as follows:

To Halton:

Chief of Police
Halton Regional Police Service
2485 North Service Road West
Oakville, ON L6M 3H8
LegalServices@haltonpolice.ca

Chief Governance Officer
Halton Police Board
2485 North Service Road West
Oakville, ON L6M 3H8
secretary@haltonpoliceboard.ca

To Peel:

Chief of Police
Peel Regional Police Service
Headquarters
7150 Mississauga Road
Mississauga, ON L5N 5N1
martin.ottaway@peelpolice.ca

Executive Director
Peel Police Services Board
10 Peel Centre Drive
Brampton, ON L6T 4B9
robert.serpe@peelpoliceboard.ca

7. Miscellaneous Provisions

- 7.1 All signatories to this Agreement hereby acknowledge having read, understood and voluntarily agreed to all terms and conditions herein.
- 7.2 To be effective, any changes to this Agreement shall be in writing and executed by authorized representative of both parties.
- 7.3 This agreement constitutes the entire agreement between the parties. There are no other agreements, understandings, representations or warranties, collateral, oral or otherwise, unless evidenced by written memorandum pursuant to Article 7.2 of this Agreement.

IN WITNESS WHEREOF, duly authorized officers of both parties have signed this Agreement under seal on behalf of Peel and Halton respectively:

The Regional Municipality of Peel
Police Services Board

The Regional Municipality of Halton
Police Services Board

Chair

Chair

Date

Date

**PEEL REGIONAL POLICE
UNDERWATER SEARCH & RECOVERY SERVICES
2023 RATES**

Staffing Regular Rates (Per Hour) *includes benefits		
Sergeant	\$	101.60
Constable	\$	85.61
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Sergeant	\$	118.72
Constable	\$	99.01
Operating Costs (Per Hour)		
Team Equipment	\$	102.60
Truck	\$	36.76
Van	\$	32.87
Vessel	\$	226.95
Other Fees		
Administration Fee		20%



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: LIMITED TENDER – BUCHANAN TECHNOLOGIES LTD.

Report #: P23-06-R-06

Date: June 2, 2023

RECOMMENDATION:

"That the Halton Police Board authorize a one (1) year Limited Tender contract with Buchanan Technologies Ltd., for IT professional services with the option to extend the contract for one (1) additional one-year term, for a total cost not to exceed \$1,000,000 (excluding taxes), and further;

That the Halton Police Board delegate their authority to the Chief of Police to negotiate and execute the one (1) optional term extension available within the funding identified, should it be in the best interests of the Service to do so."

A handwritten signature in black ink, appearing to read "S. J. Tanner".

Stephen J. Tanner
Chief of Police

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INTRODUCTION AND BACKGROUND:

On April 7, 2016, a Request for Proposal, #P-172-16, was awarded to Buchanan Technologies Ltd. for Information Technology Related Services and Support for the Halton Regional Police Service.

A contract for professional consulting services commenced on June 15, 2016, and was entered into between the Halton Police Board and Buchanan Technologies Ltd., Contract #46-7993; the term of which was to continue for a three (3) year period.

As per section 2.10.2 of the Contract, the Halton Police Board opted to renew the contract for two (2) additional two (2) year periods, totalling a seven (7) year term.

The current contract is due to expire on June 13, 2023.

The Service wishes to renew the Professional Consulting Agreement with Buchanan Technologies Ltd. for a limited term as preparations for are completed within the Purchasing Services unit to issue a “roster-style” RFP in 2024. This short-term renewal is required to provide continued implementation of critical organizational projects and IT support.

DISCUSSION / ANALYSIS:

The Halton Police leverages the services of Buchanan Technologies Ltd to provide temporary IT contract resources critical to the operation of the Service. To date, the Service has accessed resources for backfilling of absent staff and adding additional technical/business analyst/project management resources for projects.

The 2016 award to Buchanan Technologies Ltd. has been a critical enabler of the Service’s IT department – permitting staff to obtain qualified temporary resources as required to meet the needs of the Service – often within short timeframes. The current seven (7) year contract for IT professional services will expire on June 13, 2023 and staff request this contract renewal to prevent disruptions in service as preparations are made to go to market with a formal RFP.

The total costs of the contract during this period are as follows:

Total Spend – 2016-2023 Buchanan Contract	
2016-2019 (Initial term)	\$2,652,606.30
2019-2021 (Authorized extension)	827,173.33
2021-2023 (Authorized extension)	106,100.13
Total	\$3,585,879.76

Staff is requesting that the Board approve this limited tendering contract to permit the Service to engage Buchanan Technologies for the provision of ongoing IT resources on an “as-required” basis. Buchanan Technologies has proven to be a trusted supplier for technical resources for the Service. The Service and Buchanan Technologies have developed a good relationship whereby an understanding of our business needs and good processes have been established - therefore saving time and money. Staff have many projects planned for the upcoming twelve (12) months which will require temporary IT contractor assistance. These projects include activities in infrastructure development and support, software programming support, business analysis services, and project management contract resources.

ALTERNATIVES:

Complete a formal competitive bid process by June 13, 2023 – This is not feasible at this point in time due to purchasing resources availability.

Not purchasing support and maintenance and additional resources – This is not recommended as Buchanan resources are required for critical organizational projects and IT support services.

CONSULTATION:

- Deputy Chief Roger Wilkie – Regional Operations
- Ken Kelertas, Director – Legal Services & Legal Counsel
- Paul Lavergne, Director – Corporate Services
- Bill Payne, Director - Information Technology (author)
- Adam Woods, Manager - Information Technology

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

There are sufficient funds in the 2023 operational and capital budgets for this contract award. Funds will be allocated through the 2024/2025 budget process to fund 2024 and 2025 (if applicable) activities.

Halton Police Board - By-law Number 2020-5, TO GOVERN PROCUREMENT OF GOODS AND SERVICES BY THE HALTON REGIONAL POLICE SERVICE;

Definition: *“Limited Tendering means a source of a Goods and Service recommended under the provision of this By-law, the procurement of which is not subject to a competitive process, and where there is or may not be more than one source in the open market”*

Article 6 Bid Processing and Methods of Procurement
6.1 Limited Tendering (Single / Sole Source)
over \$100,000 requires the authority of the Halton Police Board

STRATEGIC MANAGEMENT ISSUES:

The Recommendation is in support of the Halton Regional Police Service Strategic Plan 2020-2023:

Theme 3 – Capability and Engagement

Goal 1: Ensure that all employees are well-trained and well-equipped, and that our commitment to the support of frontline services remains paramount.

Goal 3(b): Maximize the effectiveness and efficiency of the organization by purposefully harnessing technology and maximizing innovation.

Goal 4: Create and explore innovative opportunities to bolster service delivery and maximize strategic business initiatives.

Theme 4 - Leadership and Excellence

Goal 3: Be the leader in identifying and successfully implementing innovative policing practices — meet or exceed all provincially mandated requirements.

ALTERNATIVES:

The Board may elect not to purchase the equipment and continue to rely on the current system, which would involve the acceptance of the system's instability and technical issues.

CONSULTATION:

Board Chair, CGO, Board Secretary

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

There are no human resource or legal issues to this report. As this is an unforecasted purchase there may be an unfavourable budget variance for the Board at year end.

STRATEGIC MANAGEMENT ISSUES:

Facilitating public access to meetings via reliable livestreaming furthers the Board's strategic objectives of higher public engagement.

As noted in the correspondence provided under separate cover, the CAPG has invited member Boards to provide sponsorship of this conference in order to defray costs. The Board contributed an Advocate Level sponsorship of \$5,000 to last year's 33rd Annual CAPG Conference.

DISCUSSION / ANALYSIS:

Levels of support and associated benefits are outlined in the CAPG Sponsorship Prospectus, provided under separate cover, for the Board's consideration.

This report is being put forward at this time to request Board direction on whether to contribute a sponsorship to the CAPG Conference and in what amount. If the Board elects to provide sponsorship at the Advocate Level or higher, a free registration for the virtual attendance option will be included for up to 5 members to use if they are not able to attend in person.

ALTERNATIVES:

The Board may elect not to provide sponsorship to the CAPG Conference.

CONSULTATION:

CGO.

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

N/A

STRATEGIC MANAGEMENT ISSUES:

N/A

Action Registry – Public Section

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
31 Mar 2022	3.3	<i>THAT future reporting on Use of Force be listed as a discussion item on Board agendas.</i>	Chief	October 2023	
24 May 2022	2.1	<i>THAT the Halton Police Board receive a yearly program update from Crime Stoppers.</i>	Chief	June 29 2023	Unavailable for June 2 meeting
30 Jun 2022	4.2	<i>THAT an updated [HR] policy be brought back for future consideration by the Board including language regarding reporting internal harassment cases and their disposition.</i>	CGO	28 Sep 2023	
10 Nov 22	4.5	<i>“THAT Report No. CGO23-04-R-01 – A04 – Community Fund Policy be deferred to the Board meeting of June 2, 2023.”</i>	CGO	June 2 2023	Refer to this agenda
30 Mar 2023	2.2	<i>“THAT the Board be provided a presentation on the Special Investigative Unit (SIU).”</i>	Chief	June 29 2023	
30 Mar 2023	3.3	<i>“THAT future annual Police Service Performance Reports be presented as discussion items, including trends and</i>	Chief	March 2024	



Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
		<p><i>mitigation impacts and a formal presentation to the Board; and</i></p> <p><i>THAT portions of the report be presented in Confidential Session as deemed appropriate.”</i></p>			
30 Mar 2023	4.5	<i>“THAT an approach for advocacy regarding auto theft be developed for Board consideration at a subsequent meeting.”</i>	Chair	June 2 2023	Refer to this agenda
27 Apr 2023	3.2	<i>THAT the Halton Police Board direct the Chief Governance Officer to prepare a report prior to the end of 2023 on an independent quality assurance audit of Service, quality assurance and audit policies, to be conducted on behalf of and reported directly to the Board.</i>	CGO	Dec 2023	
27 Apr 2023	3.3	<i>THAT the Service provide a presentation to the Board on the recruiting process and current status.</i>	Chief	TBD	
27 Apr 2023	8.1	<i>“THAT Inspector General Ryan Teschner be invited to make a formal presentation to the Board.”</i>	CGO	TBD	