



**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

Public Agenda

Date: Thursday, March 28, 2024

Time: 9:00 a.m.

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

Members of the public and other interested parties are welcome to watch the livestream of this meeting at the link above.

1. GENERAL

- 1.1 Regrets
- 1.2 Disclosure of Conflicts of Interest
- 1.3 Confirmation of Minutes of Meeting P24-02 held Thursday, February 29, 2024
(Agenda Pages 1 – 8)

2. PRESENTATIONS/DELEGATIONS

- 2.1 Presentation to Councillor Clark Somerville
- 2.2 Equity, Diversity and Inclusion - Insp. Anita Laframboise
- 2.3 Policing Hate in Halton Update - Dr. Barbara Perry and Insp. Anita Laframboise
- 2.4 Strategic Plan - Fred Kaustinen, Chief Governance Officer
(Agenda Pages 9 – 38)

3. INFORMATION REPORTS

- 3.1 **P24-03-I-01** - Community Safety and Well-Being Plans
(Agenda Pages 39 – 42)

- 3.2 **P24-03-I-03** - Hate Related Occurrence Summary
(Agenda Pages 43 – 88)
- 3.3 **P24-03-I-02** - 2023 Service Vehicles – Collisions & Damages
(Agenda Pages 89 – 94)
- 4. **RECOMMENDATION REPORTS**
 - 4.1 **P24-03-R-05** - Annual Performance Report
(Agenda Pages 95 – 112)
 - 4.2 **P24-03-R-06** - 2023 Occupational Health & Safety Report and 2024 Health & Safety Policy Statement
(Agenda Pages 113 – 120)
 - 4.3 **P24-03-R-07** - Annual Report on Urgent Demands for Information Related to Missing Persons
(Agenda Pages 121 – 124)
 - 4.4 **P24-03-R-08** - Appointment - Auxiliary Officers
(Agenda Pages 125 – 126)
- 5. **OPERATIONAL VERBAL UPDATES**
- 6. **ACTION REGISTRY**
 - 6.1 Public Information Action Registry
(Agenda Pages 127 – 128)
- 7. **RECEIPT OF PUBLIC CORRESPONDENCE**
 - 7.1 Correspondence from Orangeville Police Board re: Intimate Partner Violence
(Agenda Pages 79 – 80)
- 8. **NEW BUSINESS**
- 9. **MOVE INTO CLOSED SESSION**
- 10. **CLOSED SESSION REPORT**
- 11. **ADJOURNMENT**



Public Minutes

MEETING NO. P24-02

DATE OF MEETING: Thursday, February 29, 2024
9:00 a.m.

LOCATION: Community Room, HRPS Headquarters/Virtual

MEMBERS PRESENT (in person): Jeff Knoll (Chair)
Curt Allen, Navdeep Dhaliwal, Ingrid Hann

MEMBERS PRESENT (via Zoom Teleconference): Councillor Lisa Kearns

STAFF PRESENT: Chief Stephen Tanner
Deputy Chief Roger Wilkie
Deputy Chief Jeff Hill
Paul Lavergne, Director, Corporate Services
Ken Kelertas, Director, Legal Services and Legal Counsel
Tracy Dottori, Director, Human Resources
Adam Woods, Manager, Information Technology
Inspector Ron Hansen
Inspector Trevor Bradley
S/Sgt. Tamara Sandy
S/Sgt. Paul Davies
Sgt. Mike Burton
Fred Kaustinen, Chief Governance Officer
Chris Lallouet, Yellow Robot Communications
Graham Milne, Board Secretary
Jessica Warren, EA and Communications Advisor to the Chair

GUESTS: Councillor Sameera Ali



1. **GENERAL**

Chair Knoll acknowledged the attendance of Councillor Sameera Ali who has been appointed to the Board for a term commencing in March 2024.

1.1 **Regrets**

Councillor C. Somerville, J. McKenna.

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 P24-01 held Thursday, January 25, 2024**

Moved by: C. Allen

Seconded by: N. Dhaliwal

"THAT the Minutes of Meeting P24-01 held Thursday, January 25, 2024 be adopted as circulated."

Carried.

2. **PRESENTATIONS/DELEGATIONS**

2.1 **Police Video Strategy - Inspector Ron Hansen**

Inspector Ron Hansen gave a presentation on the Police Video Program (PVP), outlining the program's history and objectives. Sergeant Mike Burton provided an overview of the current status of the program and described some of the uses of the videos. He also provided an overview of the deployment of body-worn cameras. Staff Sergeant Paul Davies gave an outline of the management of police videos and disclosures thereof. Inspector Hansen concluded the presentation with a summary of the PVP Policy Directive.

Moved by: C. Allen

Seconded by: I. Hann

"THAT the Police Video Strategy presentation be received."

Carried.



3. INFORMATION REPORTS

3.1 P24-02-I-01 - Financial Report - Full Year Fiscal 2023

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

"THAT Report No. P24-02-I-01 - Financial Report - Full Year Fiscal 2023 be received for information."

Carried.

3.2 SEC24-02-I-01 - Semi-Annual Board Governance Expenditure Report

Moved by: I. Hann
Seconded by: N. Dhaliwal

"THAT Report No. SEC24-02-I-01 - Semi-Annual Board Governance Expenditure Report be received for information."

Carried.

3.3 P24-02-I-02 - Purchasing Activity Report - July 1, 2023 - December 31, 2023

Moved by: C. Allen
Seconded by: N Dhaliwal

"THAT Report No. P24-02-I-02 - Purchasing Activity Report - July 1, 2023 - December 31, 2023 be received for information."

Carried.

3.4 P24-02-I-06 - Capital Projections/Programs Status - December 31, 2023

Moved by: I. Hann
Seconded by: L. Kearns

"THAT the Halton Police Board approves the closure of the Capital Account / Project T6884B and that the surplus funds of \$160,000 available be returned to the Police Capital Reserve and the Development Charge Reserves as appropriate,



and further,

That T30811V Vehicles – 2021 be closed and that the overspend of \$213,017 be absorbed by the Police Vehicle Reserve and the Development Charge Reserves as appropriate."

Carried.

3.5 P24-02-I-08 - Reserves Status Report - December 31, 2023

Moved by: I. Hann
Seconded by: N. Dhaliwal

"THAT Report No. P24-02-I-08 – Reserves Status Report – December 31, 2023 be received for information."

Carried.

3.6 P24-02-I-03 - Board Trust Fund Statement/Community Fund as at December 31, 2023

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

"THAT Report No. P24-02-I-03 - Board Trust Fund Statement/Community Fund as at December 31, 2023 be received for information."

Carried.

3.7 P24-02-I-04 - Donations to the Service - December 31, 2023

Moved by: I. Hann
Seconded by: N. Dhaliwal

"THAT Report No. P24-02-I-04 - Donations to the Service - December 31, 2023 be received for information."

Carried.

3.8 P24-02-I-05 - Collection of Identifying Information in Certain Circumstances

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



"THAT Report No. P24-02-I-05 - Collection of Identifying Information in Certain Circumstances be received for information."

Carried.

3.9 P24-02-I-07 - Next Generation 911 (NG9-1-1) Projects

Moved by: C. Allen

Seconded by: N. Dhaliwal

"THAT Report No. P24-02-I-07 - Next Generation 911 (NG9-1-1) Projects be received for information."

Carried.

3.10 P24-02-I-09 - Organizational Wellness Unit

Moved by: I. Hann

Seconded by: N. Dhaliwal

"THAT Report No. P24-02-I-09 - Organizational Wellness Unit be received for information."

Carried.

The Board recessed at 10:30 a.m. and resumed at 10:50 a.m.

4. RECOMMENDATION REPORTS

4.1 Draft Strategic Plan 2024

Moved by: L. Kearns

Seconded by: N. Dhaliwal

"THAT the Draft Strategic Plan 2024 be approved."

Carried.

4.2 P24-02-R-12 - Training Site Agreement - Halton Healthcare

Moved by: N. Dhaliwal



Seconded by: I. Hann

"THAT the Halton Police Board authorize an agreement with Halton Healthcare to utilize a property at 9527 Trafalgar Road in Halton Hills for the purpose of police training."

Carried.

5. **OPERATIONAL VERBAL UPDATES**

Operational verbal updates were provided regarding the following:

- Apprehension of armed robbery suspects in Milton
- Officer injury during auto theft

6. **ACTION REGISTRY**

6.1 **Public Information Action Registry**

Item regarding police video presentation noted as complete.

Moved by: C. Allen

Seconded by: I. Hann

"THAT the updated Public Information Action Registry be approved."

Carried.

7. **RECEIPT OF PUBLIC CORRESPONDENCE**

Moved by: C. Allen

Seconded by: I. Hann

"THAT the resolution from the Orangeville Police Services Board regarding Intimate Partner Violence be endorsed by the Halton Police Board."

Carried.

8. **NEW BUSINESS**

The Chair expressed his thanks to Councillor Clark Somerville for his service as a member of the Halton Police Board.



There was no other new business.

9. **MOVE INTO CLOSED SESSION**

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

"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: C. Allen
Seconded by: N. Dhaliwal

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

Carried.

The meeting adjourned at 3:20 p.m.

Jeff Knoll
Chair

Graham Milne
Board Secretary

2024-2027 STRATEGIC PLAN



**HALTON
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EXCELLENCE IN GOVERNANCE





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MESSAGE FROM BOARD CHAIR JEFF KNOLL

On behalf of my colleagues on the Halton Police Board, allow me to present to you our Strategic Plan for policing in Halton Region for 2024-2027. We are marking the 50th anniversary of the Halton Regional Police Service first and foremost with this Plan – the Region’s first-ever results-based strategy for policing.

As the governing body of the Halton Police, we are charged with ensuring that policing actions and consequences reflect the needs, values and expectations of the entire community. It is our duty, on your behalf, to ensure that the entire community continues to receive the level and quality of police service that supports and protects the safety of everyone in our community. Grounded in community survey responses and input, this results-based, community-focused Plan is our roadmap to ensure this continued high quality of public service.

Under the leadership of Chief Tanner and the Police Executive Leadership Team, the priorities and action items outlined in the Plan will be implemented to ensure the well-being and safety of the entire community.

The Board thanks our Chief Governance Officer Fred Kaustinen as well as Chief Tanner and Deputies Wilkie and Hill for their contributions and dedication to the development and impending implementation of this Plan.

Jeff Knoll
Board Chair



Chair Jeff Knoll



MESSAGE FROM CHIEF STEPHEN TANNER



Chief Stephen Tanner



I would like to extend my deep appreciation to the Halton Police Board, our Service's management team and members, and to the incredible citizens we serve who provided their invaluable input and perspectives to inform this **2024-2027 Strategic Plan**. Thank you for sharing your policing priorities, as well as for the continued trust you place in our Service and in our people on our frontlines, both sworn and civilian, who work tirelessly to keep Halton the safest large municipality in Canada. We remain committed to serving and protecting everyone equally, fairly, and to the very best of our ability.

The goals and priorities set in this Strategic Plan are a blueprint that will guide the initiatives we are undertaking in collaboration with our partners and community members to best address the complex and varied issues we face. Our specific focus will include auto theft, intimate partner violence, guns and gangs/firearms, human trafficking, child exploitation, hate crime, and traffic safety, among many others. We will dedicate significant resources to these areas of concern, as well as to managing mental health and substance misuse-related issues in Halton Region.

Our Service believes strongly in the importance of team and of **People**. Rooted in our motto, **One Vision, One Mission, One Team**, which recognizes that our greatest successes are achieved in unison with our partners and those we serve, I am proud to introduce, **One Team – People First**. This new internal mission statement not only reflects the priority of external stakeholders and citizens in all we do, but the promise we have made to our more than 1,100 members to always protect and advocate for their health and wellness.

It bears noting that this Strategic Plan coincides with our Service's **50th Anniversary**. While we have used this milestone occasion to reflect upon our rich history and past successes, it also serves as a jumping off point for us to begin to achieve the goals laid out in this Plan, and the **Community Safety and Well-Being Plan (CSWB)**. We look to the future with optimism and confidence that together with the Halton Police Board, our many partners, and the residents of Halton, we can find progressive and innovative solutions that meet the needs of our diverse and fast-growing region for the next four years and beyond.

It is truly an honour to continue to serve as your Chief of Police.

Stephen J. Tanner
Chief of Police



INTRODUCTION

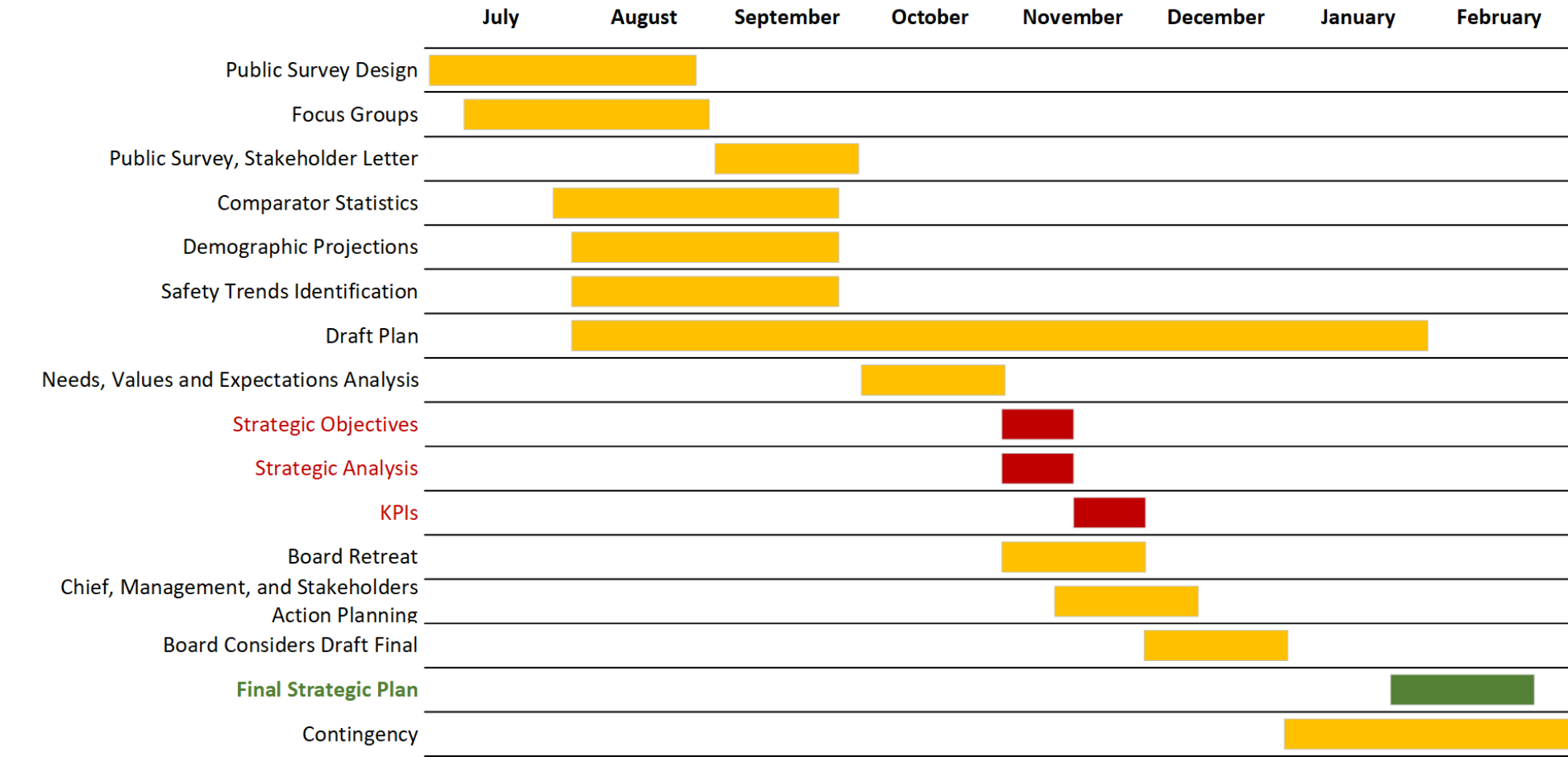
In Halton Region, the Police Service is governed by the Halton Police Board. The Board is created through provincial legislation to represent the global short- and long-term safety interests of the entire Halton Region Community. The Strategic Plan is one of the primary means by which the Board strategically directs the Halton Regional Police Service (HRPS), in consideration of overall community interests.

The **2024-2027 Strategic Plan** has been driven by the Community and involved police management at every stage of development. The Plan is results-based and primarily community-focused, which in itself is evolutionary in policing and brand new in Halton Region. This approach reflects the Board's community-first perspective and its strategic emphasis on community safety **outcomes**. The intent is to provide clarity of strategic policing priorities for all residents of Halton Region, members of the Halton Regional Police Service, and our partner agencies.



METHODOLOGY

The Halton Police Board developed and adopted a new Strategic Planning policy in 2022, in anticipation of the forthcoming provincial *Community Safety & Policing Act* and its new mandate for Police Boards. The policy also reflects the Board's ongoing Police Governance Renewal Project, which can be found at <https://haltonpoliceboard.ca/policies/>. Planning began in Fall 2022 with budget provisions for an independent third-party to conduct a public survey and facilitate community focus group discussions, thereby ensuring impartial community input to the Strategic Plan. Following a public tendering in Spring 2023, *Advanis* was selected to assist the Board in these regards. Strategic planning began in earnest as depicted in the following flowchart.





CONSULTATIONS

The *Community Safety and Policing Act, 2019* details which stakeholder groups the Board must consult in the course of preparing its Strategic Plan for policing in Halton Region.

The table below outlines which community stakeholder groups were consulted, the consultation method used, and how their input is reflected in the prioritized Strategic Outcomes for Halton Police.

STAKEHOLDERS	ENGAGEMENT METHOD	INPUT SOLICITED
Groups representing diverse communities: <ul style="list-style-type: none"> • Canadian Caribbean Association of Halton (CCAH) • Muslim Community (invited through Mosques) • Hindu Community (invited through Temples) • Sikh Community (invited through Temples) • Jewish Community (invited through the Synagogues) • Oakville Chinese Canadian Association 	Focus Groups	What are the top public safety threats/ challenges to the entire community in Halton Region?
Chambers of Commerce (business communities)		What are the most important public safety improvements that could/should be made in Halton Region?
Community Safety & Well-Being Agencies	Public Survey	How effective are Halton Police?
Halton Region Community Members at Large		What is the level of public confidence in Halton Police?
Municipal Councillors	Engagement Letters	How appropriate are Halton Police interactions with members of the public?
First Nations		
School Boards		
Sheridan College		
Community Organizations Crime Stoppers		





COMMUNITY SAFETY AND WELL-BEING

The ideal state of a sustainable community is where everyone is safe, has a sense of belonging, opportunities to participate, and where individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression. The success of society is linked to the well-being of each and every individual.

The Halton Regional Police Service employs principles of risk-driven, multi-sectoral collaboration to address a variety of police and community concerns. This approach was borne out of the realization that police need to partner with external community services to address more complex issues impacting safety and well-being.

Anti-social behaviours stem from a variety of issues, which often co-exist. To effectively address or prevent these situations, similarly complex strategies are needed. They require multi-sectoral support with aligned priorities and parallel programming.

In 2019, the *Community Safety and Policing Act* was introduced and passed into law as part of *Bill 68, the Comprehensive Ontario Police Services Act, 2019*. The Act enhanced and strengthened the emphasis on community policing concepts and expectations. The Halton Regional Police Service is at the forefront of police services in Ontario with the implementation of these provincial enhancements. The Service has put a specific emphasis on upstream intervention, identification of community risk, and leveraging community collaboration. These concepts are now entrenched within the Halton Regional Police Service and Halton Region's Community Safety and Well-Being Plan, with the overall goal to build a safer and healthier community for all who call Halton home.







Community Safety and Well-Being Planning

Multi-sector, collaborative efforts identify local priority risks and implement evidence-based collaborative strategies to address these risks and increase protective factors that will make the community safer and healthier for all.

Community Safety and Well-Being Framework

The Halton Regional Police Service's Framework for Community Safety and Well-Being has the following strategic priorities:

- 
Incident Response
 To ensure those in need get the right response, at the right time, by the right responders
- 
Risk Intervention
 To address the criminal behaviour that most affects the safety of community members
- 
Prevention
 Community collaboration is the catalyst for positive working relationships with all community agencies, resources, and partners
- 
Social Development
 To assist in the continued development, education, and support of all social groups in Halton Region

The Halton Regional Police Service reinforces the Community Safety Planning Framework by incorporating its principles into the Service's training, performance management process, project delivery, and delivery of ongoing initiatives. **The Service's four priorities of focus include mental health and addictions, priority populations, traffic safety, and crime.** The *Community Safety Plan* is a living system of collaboration and convergence of service delivery, risk mitigation, safety promotion, and social development.



What Does This Mean?

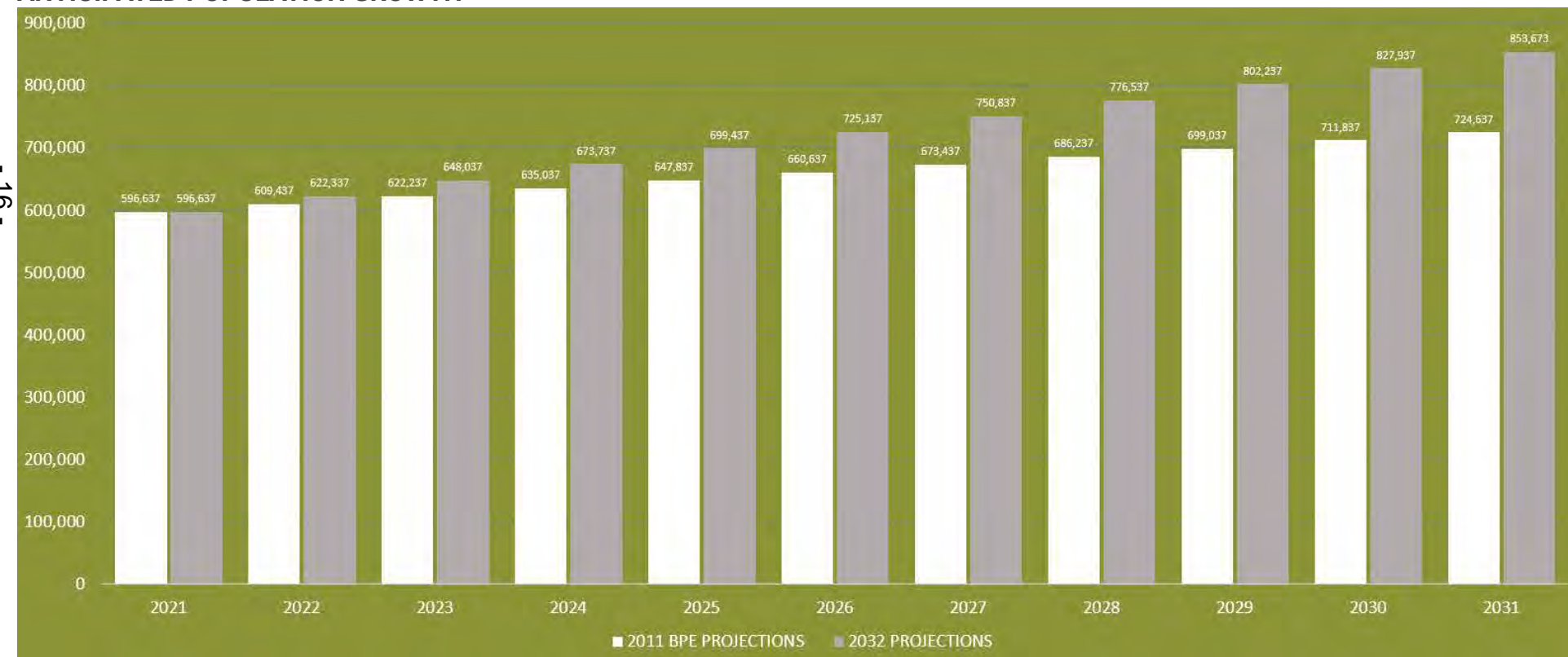
The delivery of policing services in Ontario has evolved to include working with community partners to focus on reducing the risks that affect community safety. This, in turn, reduces the demand for emergency response. This concept is known as the "upstream approach to intervention" and provides a coordinated response to risk, which allows for the system to be applied most effectively to those that need it the most. The Halton Regional Police Service has built on its policing philosophy by including proactive measures of intervention, known as the four pillars of community safety and well-being.



COMMUNITY POPULATION PROJECTIONS AND DIVERSITY

Halton has long been one of Ontario's fastest-growing regions and is expected to increase at an unprecedented rate over the next decade. This growth can be attributed in large part to those from cultures and countries around the world who have chosen to reside here. The increasingly rich diversity of the Region must be both recognized and celebrated.

ANTICIPATED POPULATION GROWTH



The 2011 BPE projections for Halton anticipated a population increase of about 128,000 or 21% between 2021 and 2031. The 2032 projections (draft - based upon Provincial Targets) anticipate a population increase of about 257,000 or 41% between 2021 and 2031

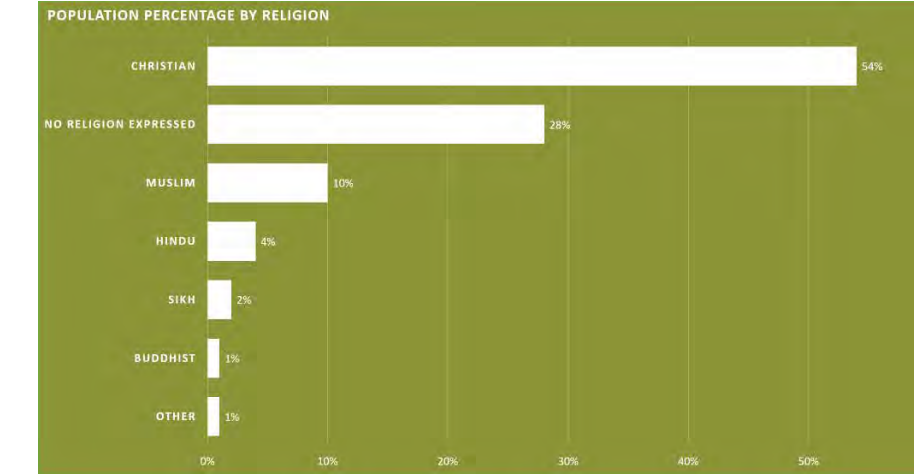




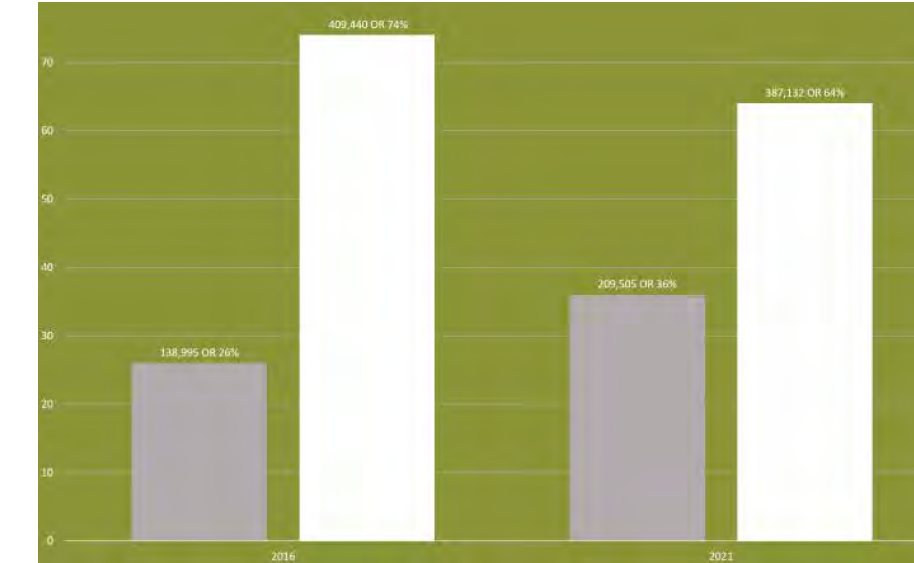
COMMUNITY POPULATION PROJECTIONS AND DIVERSITY



POPULATION PERCENTAGE BY RELIGION



VISIBLE MINORITY POPULATION IN HALTON





COMMUNITY SURVEY SUMMARY

1,094 Halton Community members responded to the Public Survey. The vast majority (89%) feel safe (66%-83% in other jurisdictions), though a majority of Halton residents (70%) report feeling crime has increased in the past five years. Most citizens have not been victimized in the last 12 months (68%), but those who were victims report equal rates of property crime and financial crime (17%).

76% of residents feel that HRPS is doing an excellent or good job, 14 points higher than similarly-sized jurisdictions. 73% of Halton citizens agree that HRPS resolves violent crimes and 70% agree that it responds quickly (both better than similar jurisdictions). Halton residents' top concern about its police service is equity; 23% feel that HRPS does not provide the same quality of service to all citizens (similar jurisdictions 34%-38%).

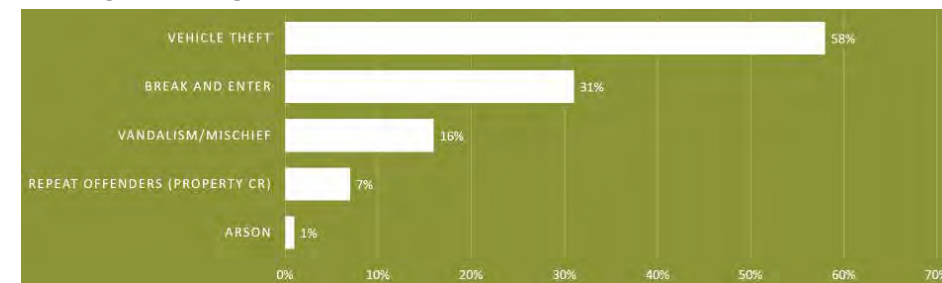
Halton residents rank the five greatest threats to the community as follows:

- Property Crime (82%)**
especially vehicle thefts and break-and-enters
- Social Issues and Public Order (81%)**
especially traffic safety and mental health
- Financial Crime (52%)**
especially fraud and cyber crime
- Violent Crime (46%)**
especially violence against women/intimate partner violence and car-jacking
- Organized Crime (32%)**
especially human trafficking/child exploitation and drugs

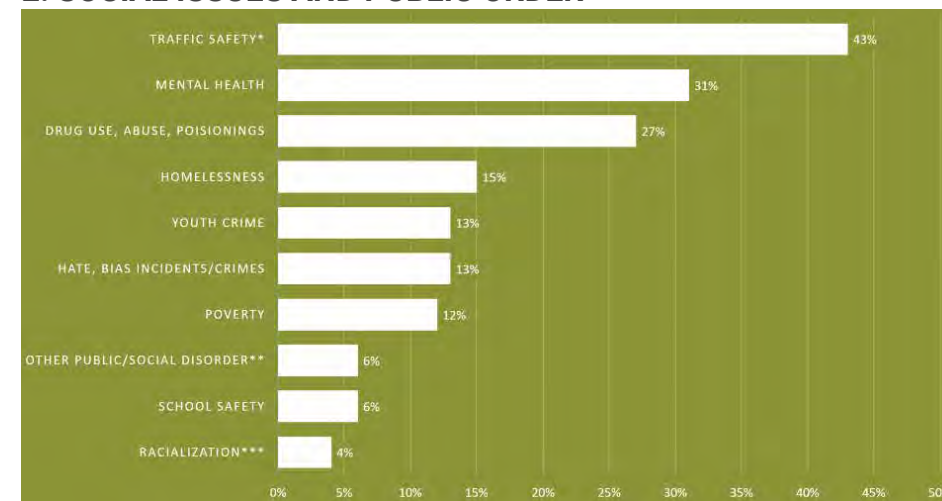
Top 5 Community Concerns

Within each threat area, what are the greatest concerns?
(Citizens chose at least one within each of the five areas, but could choose up to four)

1. PROPERTY CRIME

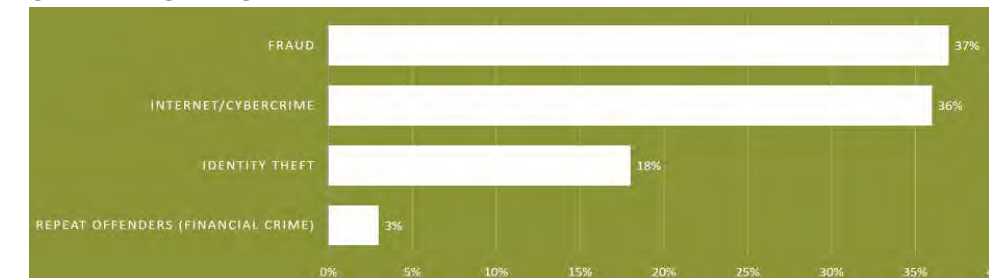


2. SOCIAL ISSUES AND PUBLIC ORDER

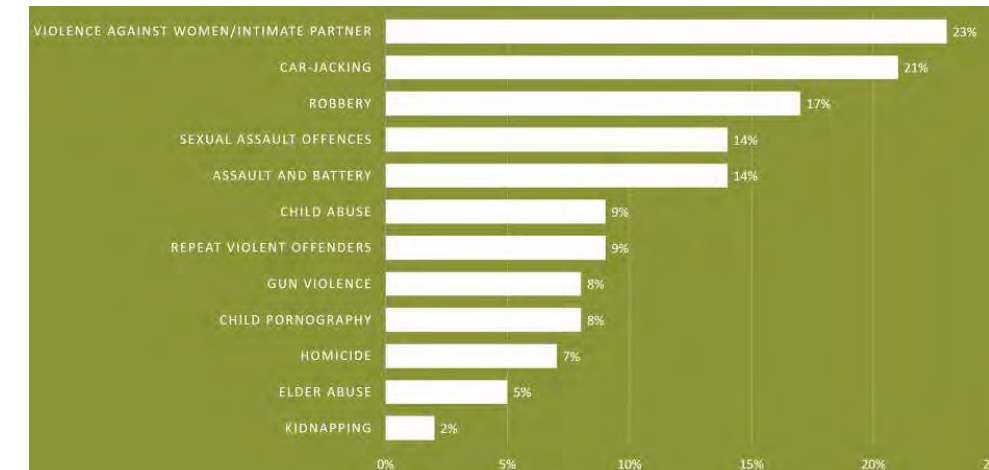


*Traffic Safety (Distracted driving, speeding, stunt driving, bike safety, pedestrian safety, school zone safety)
** Other Public/Social Disorder (Loitering, intoxicated persons, panhandling)
*** Radicalization (Violence, terrorism)

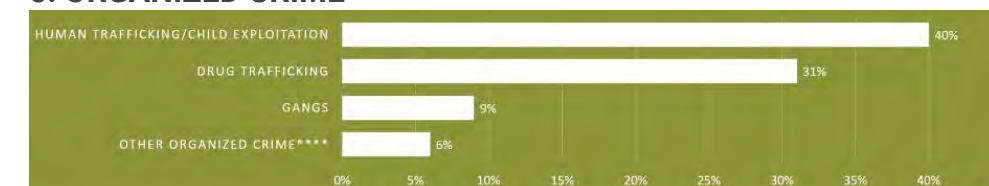
3. FINANCIAL CRIME



4. VIOLENT CRIME

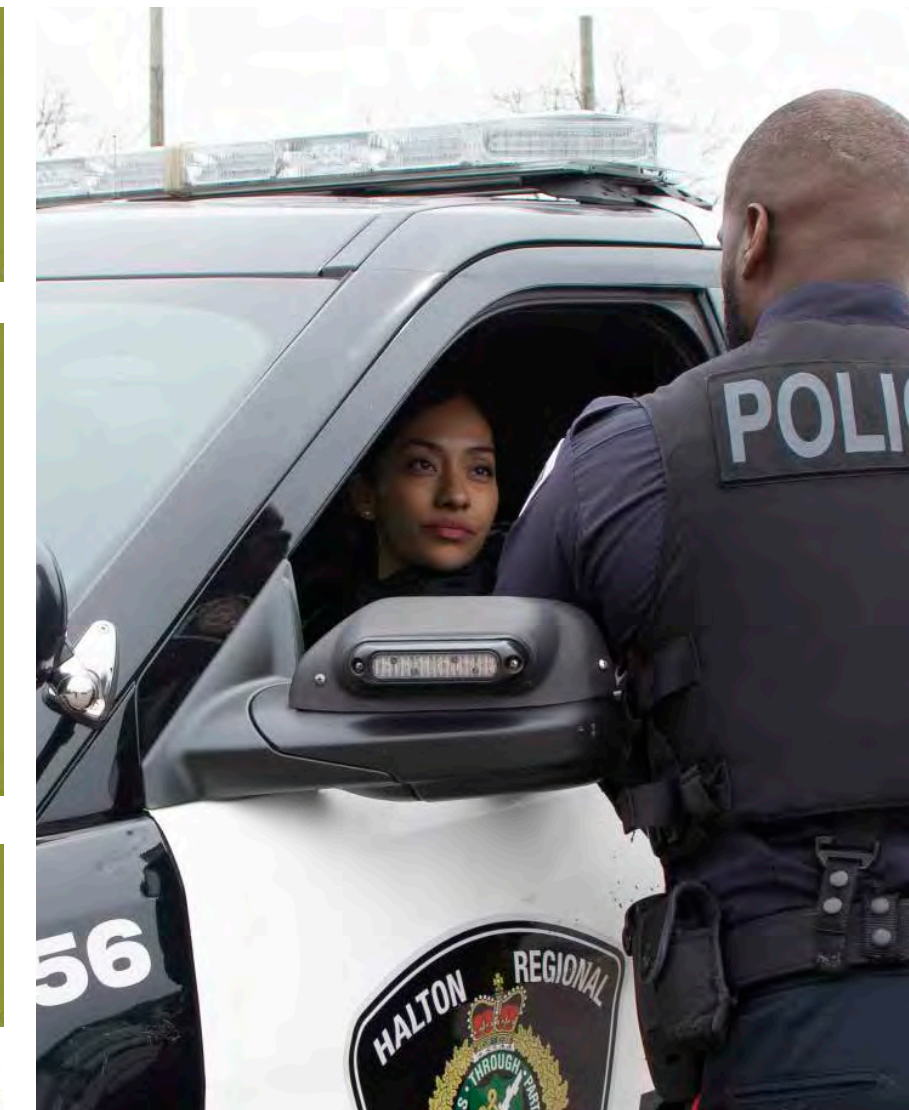


5. ORGANIZED CRIME



**** Other Organized Crime (Prostitution, pornography, loan sharking, illegal gambling)

Data collected and presented by HRPS Police Analytics and ADVANIS





STAKEHOLDER ENGAGEMENT

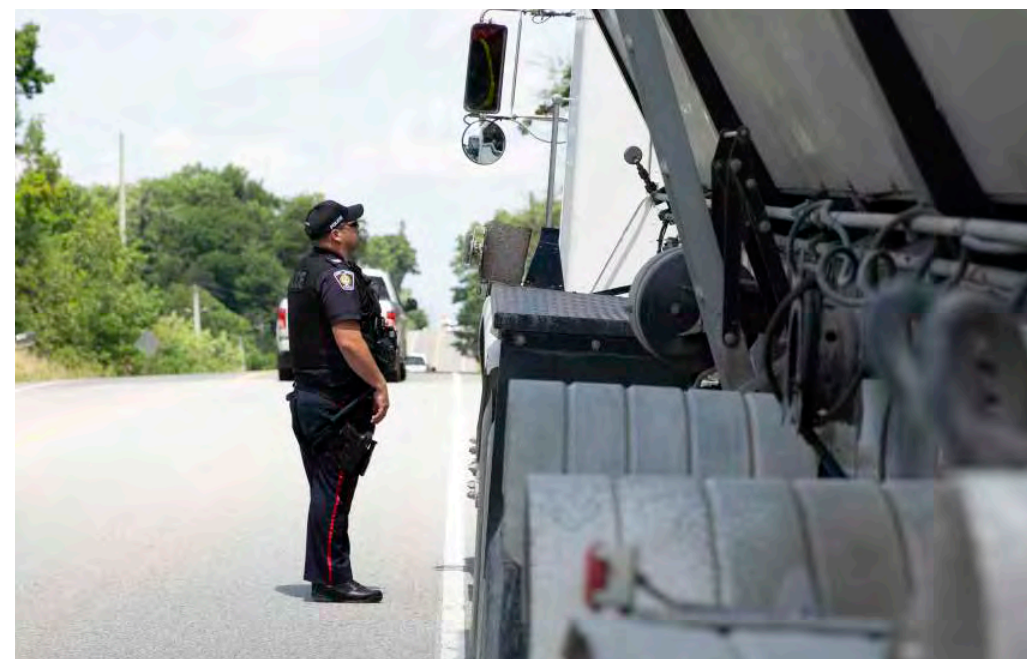
Stakeholders Engagement Letters Summary

- **Regional Councillors/Chair/CAO** – Regional staff identified mental health and addictions, intimate partner violence, and housing/homelessness/encampments as the major community safety threats, and suggested the Region's Community Safety and Well-Being (CSWB) collaborative initiatives (which involve police) as the best way to address these threats.
- **First Nations** – Representatives identified robbery, assault, sexual assault, and human trafficking as priority safety concerns, and suggested expanding community involvement programs like Neighbourhood Watch.
- **School Board Trustees** - No responses received.
- **Sheridan College** – The College's Chief Risk Officer identified auto theft, homelessness, and disinformation as the major community safety threats, and suggested increased affordable housing awareness campaigns, empowered youth, and increased public understanding of the social media landscape as ways to reduce these threats.

Stakeholder Focus Groups' Summary

Among Focus Group participants, common safety concerns were:

- Population Growth Impact on Affordability**
- Services and Crime**
- Increased Property Crime**
- Increased Gun Violence**
- Traffic Safety**
- Mental Health**





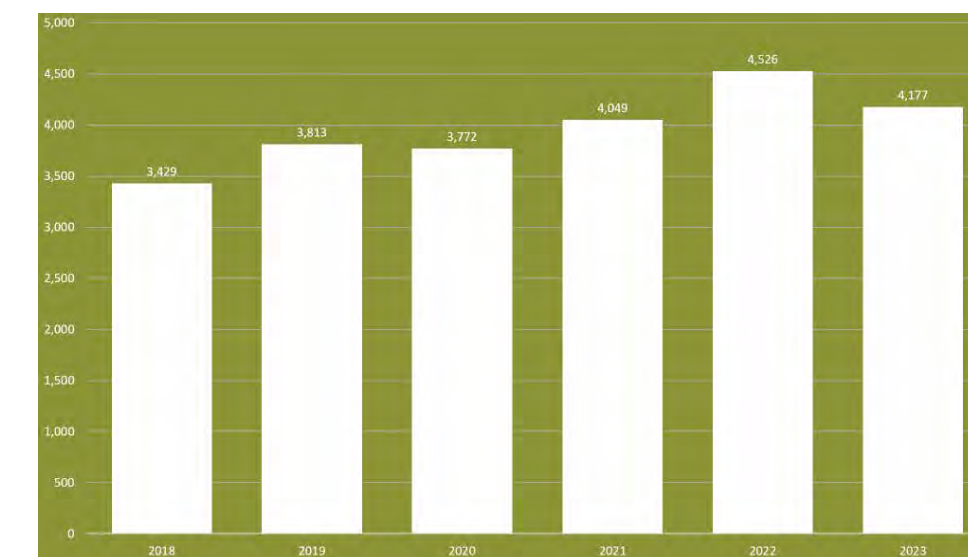
CRIME AND OCCURRENCE TRENDS

Crime and other occurrences that have been increasing in Halton Region as well as most other communities in Canada include:

-  **Firearm Offences**
-  **Cyber Crime**
-  **Intimate Partner Violence**
-  **Hate-Related Occurrences**
-  **Auto Theft**
-  **Mental Health Calls**



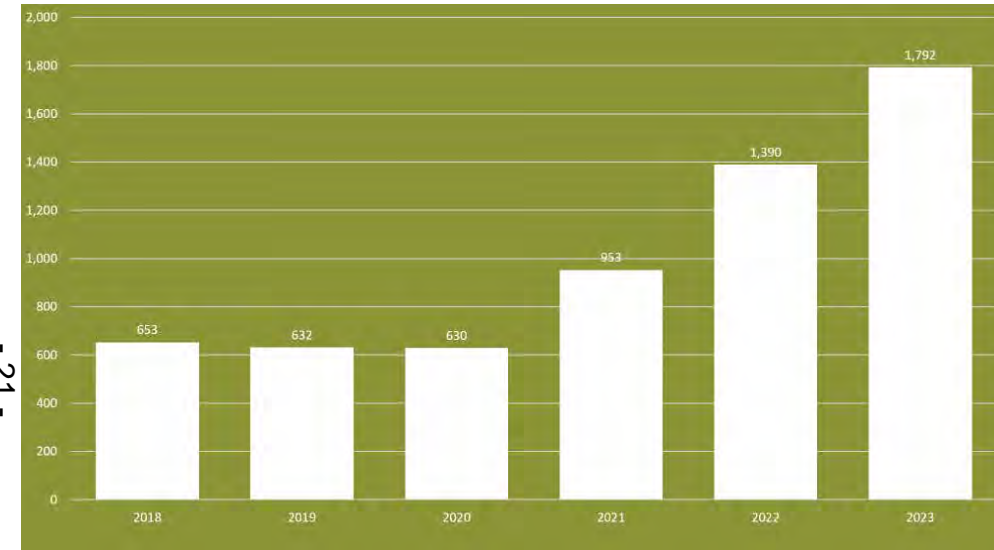
MENTAL HEALTH CALLS FOR SERVICE



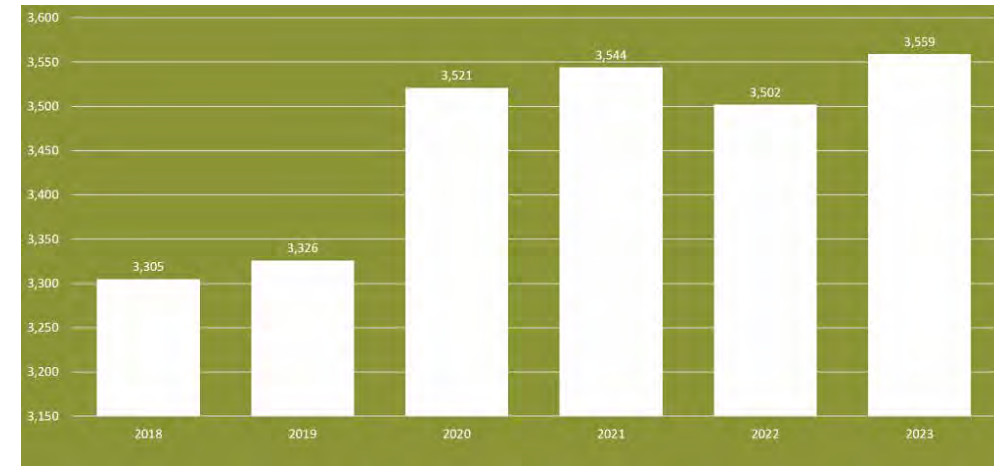


CRIME AND OCCURRENCE TRENDS

AUTO THEFT-RELATED OCCURRENCES



HALTON IPV-RELATED OCCURRENCES





THE PLAN

Our collective Vision is:

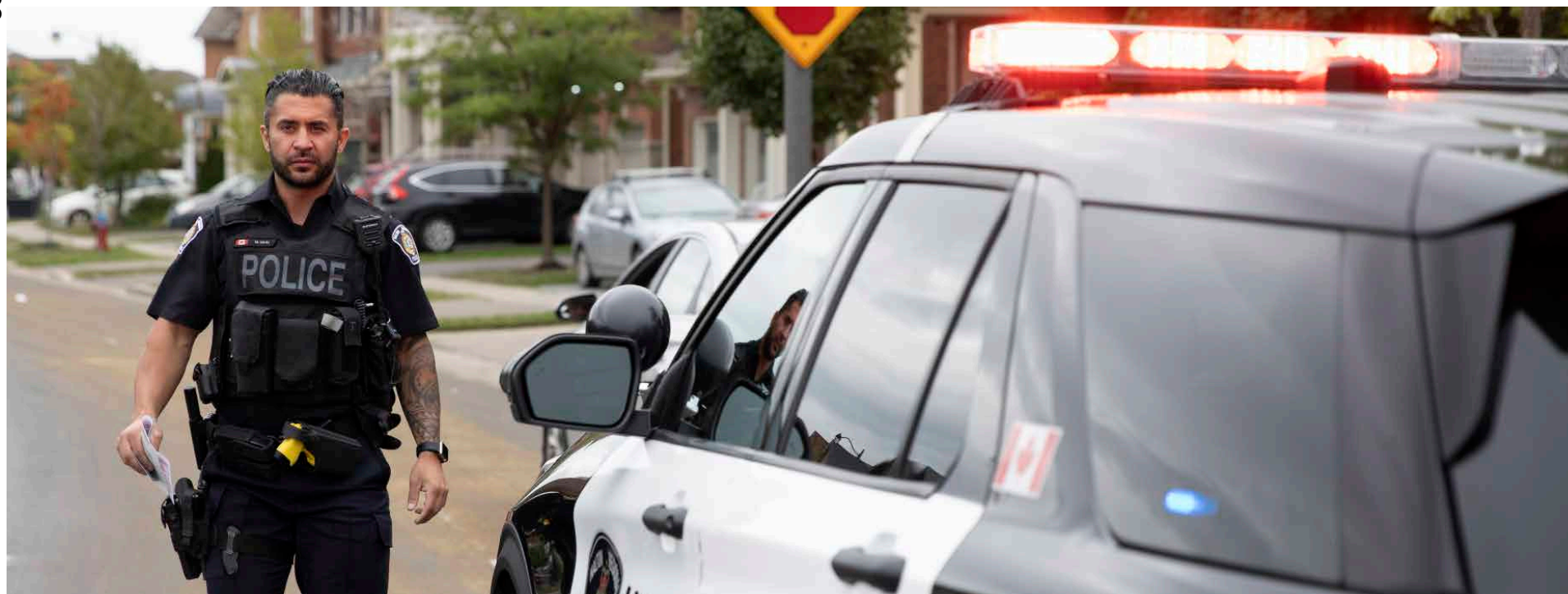
To be a world-class leader in community safety, equitable service, and policing excellence.

Our collective Mission is:

To provide effective, efficient, and inclusive community-based policing for all, as exemplified through collaboration and coordination with our community, our partners, and our members.

Our collective Values are:

Trust, Respect, Inclusivity, Integrity, Accountability, Transparency, Excellence, and Fairness.



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STRATEGIC PRIORITIES

1 Achievement of the highest weighted clearance rate among comparator police services

The clearance rate reflects the effectiveness of Halton Regional Police Service to solve or otherwise resolve reported crimes. The weighted clearance rate is adjusted by StatsCan to account for the severity of various reported crimes, since some crimes (like homicides and assaults) are more serious than others (like minor property thefts) from a societal perspective. Solving or otherwise resolving crimes leads to improved community safety by holding perpetrators to account and serves as a deterrent to future criminal acts.

2 Achievement of 80% or better community satisfaction with the HRPS

It is important that everyone in our Community is safe, that they feel safe, and that they are satisfied with the service they receive from the Halton Regional Police Service. Feeling safe and satisfaction with police services leads to healthier relationships between the public and the police. Those healthy relationships lead to more public confidence in the justice system, increased public participation in crime prevention, and increased public provision of witness statements and support - all of which contribute greatly to sustained reduction in crime and increased community safety and well-being. When it comes to community safety, we are all interconnected. As Sir Robert Peel stated in 1829, “the public are the police and the police are the public”.

3 Improved HRPS member wellness, job satisfaction, and engagement

Police and civilian members’ job satisfaction, engagement, and morale are all important contributors to effectiveness of Halton Regional Police Service, and ultimately, to an even safer Halton Region for everyone.

4 Reduced per capita property crime rate, including, through partnerships and collaboration, a 50% reduction in auto theft

5 Increased enforcement and intervention in the following community-responsive policing priorities: Intimate Partner Violence, Hate Crime, Human Trafficking, Child Exploitation, Guns & Gangs/Firearms, and Road Safety



ACTION PLANS

1. Achievement of the highest weighted clearance rate among comparator police services

Resourcing

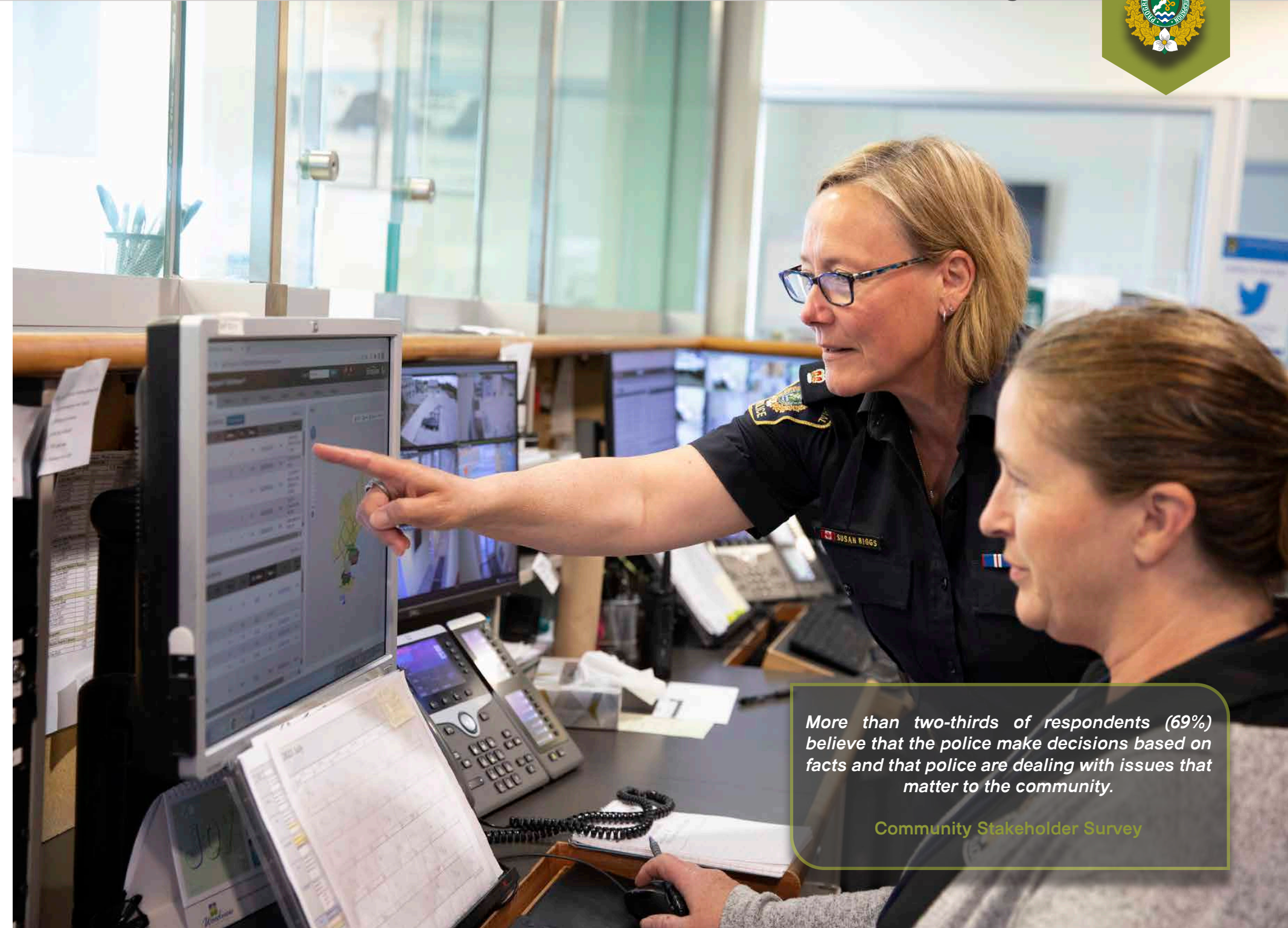
- Invest in police analytics resources and technology to support investigations, auditing, and reporting mechanisms for Executive Command and the Police Board
- Allocate sufficient investigative and support resources into areas that have the greatest impact on community safety
- Utilize newly-developed clearance dashboard tool to regularly monitor performance and direct resources and deployment
- Research and develop platforms, data-driven applications, and technologies (e.g. Artificial Intelligence) to support operations and effectiveness

Training and Policy Development

- Create and deliver internal training modules for members to build greater organizational capacity to solve crime, clear crime occurrences, and oversee administrative processes
- Review and enhance policy related to the process of clearing crime occurrences

Operations

- Prioritize effective crime portfolio management and accountability measures for greater clearance potential
- Enhance collaborative partnerships with external stakeholders (i.e. courts)
- Participate in multi-jurisdictional and joint forces operations to address crime
- Decrease recidivism (reoccurrence) rate through enhanced bail compliance strategies



More than two-thirds of respondents (69%) believe that the police make decisions based on facts and that police are dealing with issues that matter to the community.

Community Stakeholder Survey



Most respondents (91%) would help the police if asked.

Community Stakeholder Survey

ACTION PLANS

1. Achievement of the highest weighted clearance rate among comparator police services

Operations

- Prioritize effective crime portfolio management and accountability measures for greater clearance potential
- Enhance collaborative partnerships with external stakeholders (courts)
- Participate in multi-jurisdictional and joint forces operations to address crime
- Decrease recidivism (reoccurrence) rate through enhanced bail compliance strategies
- Prioritize criminal clearance rates and embed in team and individual performance evaluations
- Implement audit process to ensure criminal clearances are captured and classified correctly
- Conduct an annual review of criminal clearance rate performance with key stakeholders and utilize technology and analytical investments to support and inform examination and strategy
- Participate on the Police Expert Panel of the Municipal Benchmarking Network of Canada to advance how police data and clearances are accurately captured across the country
- Develop investigative clearance templates to provide structural mechanisms for consistency

- Leverage and empower the Front-line Support Unit to focus on clearance rates as they navigate occurrences from online reporting and retail theft sources

Community Engagement and Enhanced Communication

- Leverage Corporate Communications channels and crime mapping tools to educate the public and encourage the community to help the HRPS identify offenders and solve crime
- Continued investments in crime prevention and target-hardening initiatives





ACTION PLANS

2. Achievement of 80% or better community satisfaction with the HRPS

Community Engagement and Enhanced Communication

Community Impact

- Increased public communication on key policing activities, emerging trends, and matters that impact public safety
- Enhanced community engagement through event attendance, Town Hall meetings, visible patrol activities, and Service programming
- Emphasis on timely media relations to better inform the community
- Leverage various media platforms to showcase the work and positive impact of Service members
- Market and advance existing tools and data sources for the community to independently access information about the Service and its activities (website, crime mapping tools, social media platforms)
- Research, develop, and implement technologies to enhance operational efficiencies and user experience for online reporting, traffic complaints, record checks, and freedom of information requests
- Work with priority and diverse populations (youth, newcomers) through initiatives and programs, including Citizens Police Academy, Youth Advisory Council, Chief's Diversity Forum, ProAction Cops and Kids, YIPI - Youth in Policing Initiative, ESINC - Emergency Services Introduction for New Canadians, and Older Adults to build positive relationships
- Clearly demonstrate our commitment to Truth and Reconciliation Calls to Action
- Market and celebrate volunteerism

- Maximize road safety through education, high visibility patrol, and enforcement
- Continued focus on victims and victim restoration
- Ensure victims of crime are provided with timely supports from the Victim Services Unit
- Align activities within the Community Safety and Well-Being Framework to collaborate with community service providers to effectively address the root causes of social disorder issues that can lead to crime and victimization (mental health, substance misuse)
- Continued partnerships with mental health professionals to enhance service delivery and impact when addressing mental health crises in the community
- Improve Service members' awareness of community service provider assets in Halton in order to maximize collaboration, coordinated responses, and referrals
- Effectively address situations of acutely-elevated risk through our continued participation in and leadership of the Regional Situation Table
- Through strategic recruitment activities, the Service will continue to pursue greater representation of the diverse community served
- Leverage the diversity and talent within HRPS to enhance cultural competency training and service delivery to the community



More than three-quarters of respondents (76%) perceive HRPS more positively than citizens of most similarly-sized police services view their own.

Community Stakeholder Survey



ACTION PLANS

2. Achievement of 80% or better community satisfaction with the HRPS

- Continued investments in Service Diversity Teams, Internal Support Networks, and Equity, Diversity, Inclusion (EDI) training opportunities
- Continued collaboration with Halton's diverse community, faith-based groups, and those with lived experiences to guide and inform the Service's delivery strategy

Accountability

- Respond to allegations of member misconduct by conducting transparent, thorough, and timely investigations
- Ensure the Professional Standards Bureau is appropriately staffed, managed, and trained
- Address and resolve minor complaints through local and informal resolutions and mediation
- The pursuit and delivery of policing excellence through responsible staffing models, leadership, quality service delivery, and responsiveness to crime, victimization, and disorder
- Continued use and evolution of police video program (In-Car-Camera-System, body worn camera) as a means of enhancing public trust and confidence
- Research and implement appropriate technologies aimed at reducing the Service's carbon footprint



A large majority of respondents (77%) believe the police treat people with respect.

Community Stakeholder Survey





ACTION PLANS

3. Improved HRPS member wellness, job satisfaction, and engagement

Investment in Member and Organizational Wellness

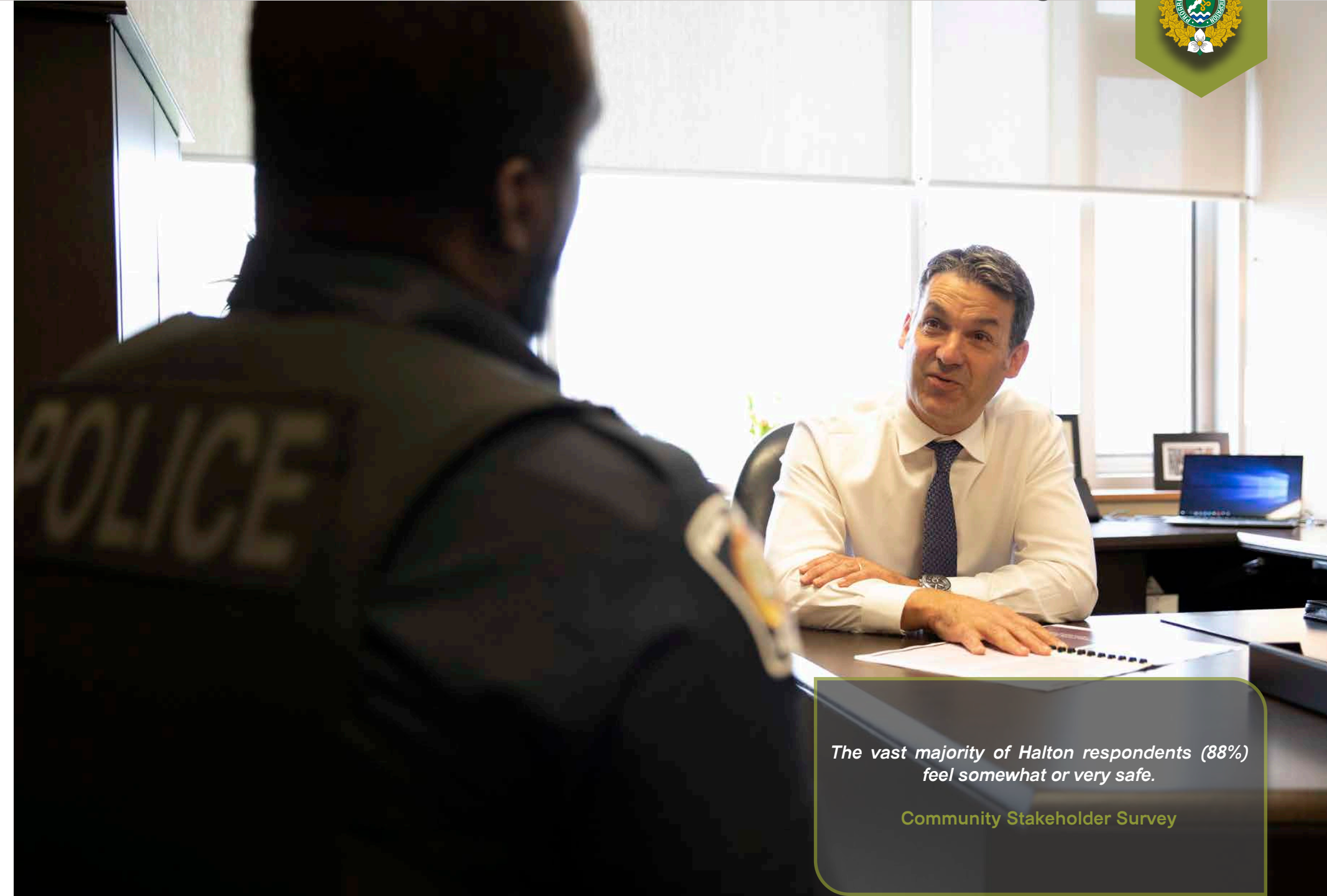
- Implement modernized reintegration process for members returning to work after an absence due to illness or extended leave
- Provide resilience training to support member wellness
- Emphasize employee health and safety by conducting timely workplace inspections and assessments
- Implementation of modernized Workplace Harassment and Civility policies
- Increase the number of members who participate in the Safeguard program and wellness check-in process
- Develop and promote initiatives that support our holistic wellness strategy, including mental, physical, financial, and spiritual health and wellness
- Develop and establish a mental health service delivery model strategy which includes family members and community stakeholder support

Resources

- Advance the Coaching and Mentoring Program to support and develop the Service
- Increase training and equipment acquisition to ensure officer safety and organizational effectiveness
- Make necessary technology enhancements to improve user experience and operational efficiencies (intel database, E-ticketing,

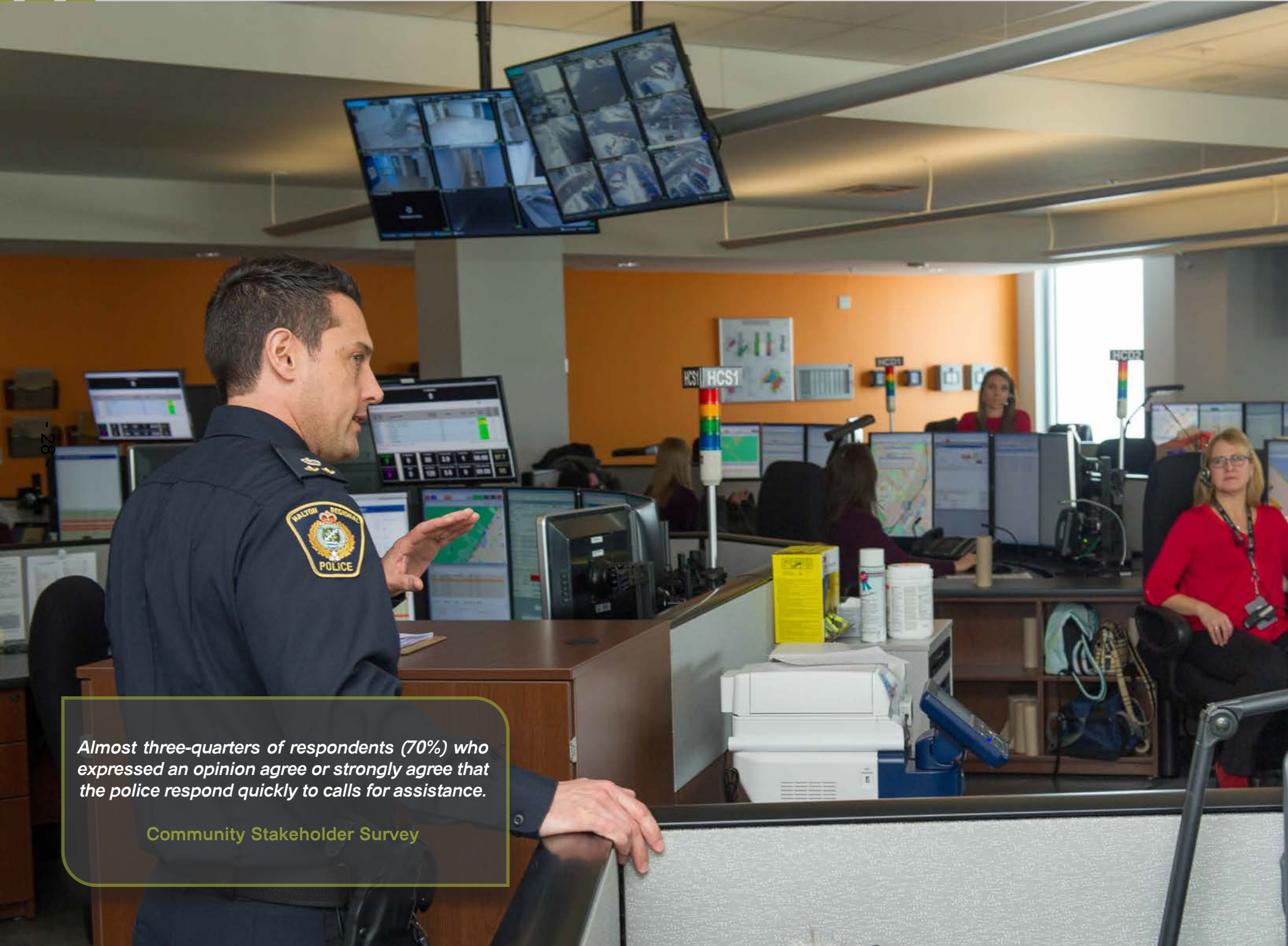
vehicle technologies)

- Develop and replace the Human Resources Information System to streamline process and increase administrative efficiencies and accuracy of databases
- Leverage project intake process and project management best practices to seek input and ideas from Service members
- Employ modernized recruitment strategies to attract new sworn and civilian candidates to the Service
- Enhance collaboration initiatives and relationships with key recruiting partners within the community
- Showcase and promote the Services's goal of being an "employer of choice" through keynote speakers and community presentations/ involvement
- Continued pursuit of recognition through "Top Employer", HR excellence, Journey to Respect, etc. awards
- Develop and foster talent pipeline
- Develop and support innovative and best-in-class HR models to ensure continued growth of the Service
- Enhance new employee onboarding processes to demonstrate the Service's commitment to a healthy workplace and service excellence
- Ongoing leadership training for sworn and civilian supervisors
- Annually increasing staffing levels through the budget process to maintain service delivery standards in relation to a growing population and the increasing complexities of policing



The vast majority of Halton respondents (88%) feel somewhat or very safe.

Community Stakeholder Survey



Almost three-quarters of respondents (70%) who expressed an opinion agree or strongly agree that the police respond quickly to calls for assistance.

Community Stakeholder Survey

ACTION PLANS

3. Improved HRPS member wellness, job satisfaction, and engagement

Morale

- Implement a new HR strategy that focuses on internal service delivery
- Through leadership excellence and programming, foster a value-based culture focused on diversity, inclusivity, well-being, and positive engagement
- Implement changes to promotional processes to ensure fairness and clear pathways for success through the Coaching and Mentoring Program
- Improve communication and transparency related to organizational decision making
- Research and implement platforms that enhance internal connection and communication (meetings, virtual spaces, information sharing portals)
- Increase and timely recognition of members' performance and service (use of HaltonTV)
- Pursuit of internal and external awards to acknowledge Service member achievement
- Develop new and effective internal mechanisms to share feedback
- Implement a modernized performance management system
- Operationalize a new HR strategy to increase member confidence in job posting processes and to create efficiencies for external hiring
- Design adaptive career paths and developmental opportunities for

- employees to support personal and organizational growth and leadership through secondments, coaching/mentoring, career planning, and education
- Create and support change fatigue strategy to promote successful transformation
- Increase secondment opportunities for civilian members
- Complete internal and external conduct investigations in a timely manner
- Ensure involved parties are kept apprised of the status of complaints/investigations
- Continue the pursuit of a healthy and inclusive organizational culture through training, programming, and leadership
- Administer an Organizational Survey to assess member satisfaction and engagement
- Continue to advance development of the new 1 District Facility for 2026
- Develop long-term facilities plans that address Service member needs out to 2050





ACTION PLANS

4. Reduced per capita property crime rate, including, through partnerships and collaboration, a 50% reduction in auto theft

Community Mobilization, Crime Prevention and Partnerships

- Increase information sharing about crime prevention initiatives and programs with the Community to decrease crime (Crime Prevention Through Environmental Design, target-hardening strategies)
- Upstream investments in partnerships and coordinated service delivery models within the Region's Community Safety and Well-Being framework to address root causes of social disorder (mental health, substance misuse, etc.) that often lead to crime and victimization
- Continued participation in multi-jurisdictional investigative projects and Joint forces operations
- Continued advocacy and collaboration with key external stakeholders to help them understand and operationalize their important role in crime prevention (auto manufacturers, insurance companies, border services, government)

Leveraging Technology and Data

- Maximize operational impact through investments in and utilization of technology and police analytics to improve crime solvency and guide intelligence-led enforcement strategies
- Explore and enable inter-service and First Responder collaboration through innovative information/data-sharing platforms

Maximize Resource Deployment

- Strategically build-out organizational capacity for specialized units that will have a direct impact on public safety and crime trends (Organized Crime Strike Team)
- Increase front-line patrol capacity to enhance visibility and connection within a growing community



Over three-quarters of respondents (76%) think the Halton Regional Police Service is doing an excellent or good job.

Community Stakeholder Survey



One of the greatest areas of opportunity, according to respondents, is ensuring all residents receive high-quality and equitable service.

Community Stakeholder Survey

HRPS Inaugural Hate Symposium in October 2023

ACTION PLANS

5. Increased enforcement and intervention in the following community-responsive policing priorities: Intimate Partner Violence, Hate Crime, Human Trafficking, Child Exploitation, Guns & Gangs/Firearms, and Road Safety

Intimate Partner Violence

- Leverage Corporate Communications channels to increase public awareness of the issue and impact of intimate partner violence (IPV) in the community
- Demonstrate commitment to address IPV to enhance trust and confidence, ultimately increasing reporting of IPV incidents
- In collaboration with external partners, and within the Community Safety and Well-Being Plan Framework, implement a holistic and coordinated community strategy to address IPV
- Continue to utilize a victim-centric approach in response to all instances of IPV to ensure survivors are supported and protected
- Utilize current and relevant risk assessment and mitigation strategies for IPV offenders in order to reduce the likelihood of additional victimization

Hate Crime

- Conduct an annual review of Hate Crime Statistics and hate crime-related training and procedures to improve service delivery and impact
- Implement training, policy, and tools that create greater Service member awareness and capacity for effectively identifying, responding to, and investigating hate crime and hate-related matters

- Continued Equity Diversity, Inclusion (EDI) educational investments, specifically in the areas of hate based on misogyny, racism, and discrimination. Implement diversity training for sworn and civilian members of the Extended EDI Team, including:
 - Experiential and immersive training opportunities
 - Targeted training through annual block training
 - Celebrating diversity through unconventional ways to improve cultural competence, respect, and understanding
- Enhanced public communication strategies and a focus on collaborating with Halton's diverse community to encourage positive engagement and build greater trust and confidence in the HRPS (Diversity Engagement Table, participation in community-based events, Hate Crime Symposiums, Committee membership)
- Maintain an effective intelligence network to ensure that emerging and global trends and issues in relation to hate crime are proactively and strategically addressed
- The Intelligence Bureau will monitor and investigate violent extremism to enhance organizational capacity to navigate localized issues and events



ACTION PLANS

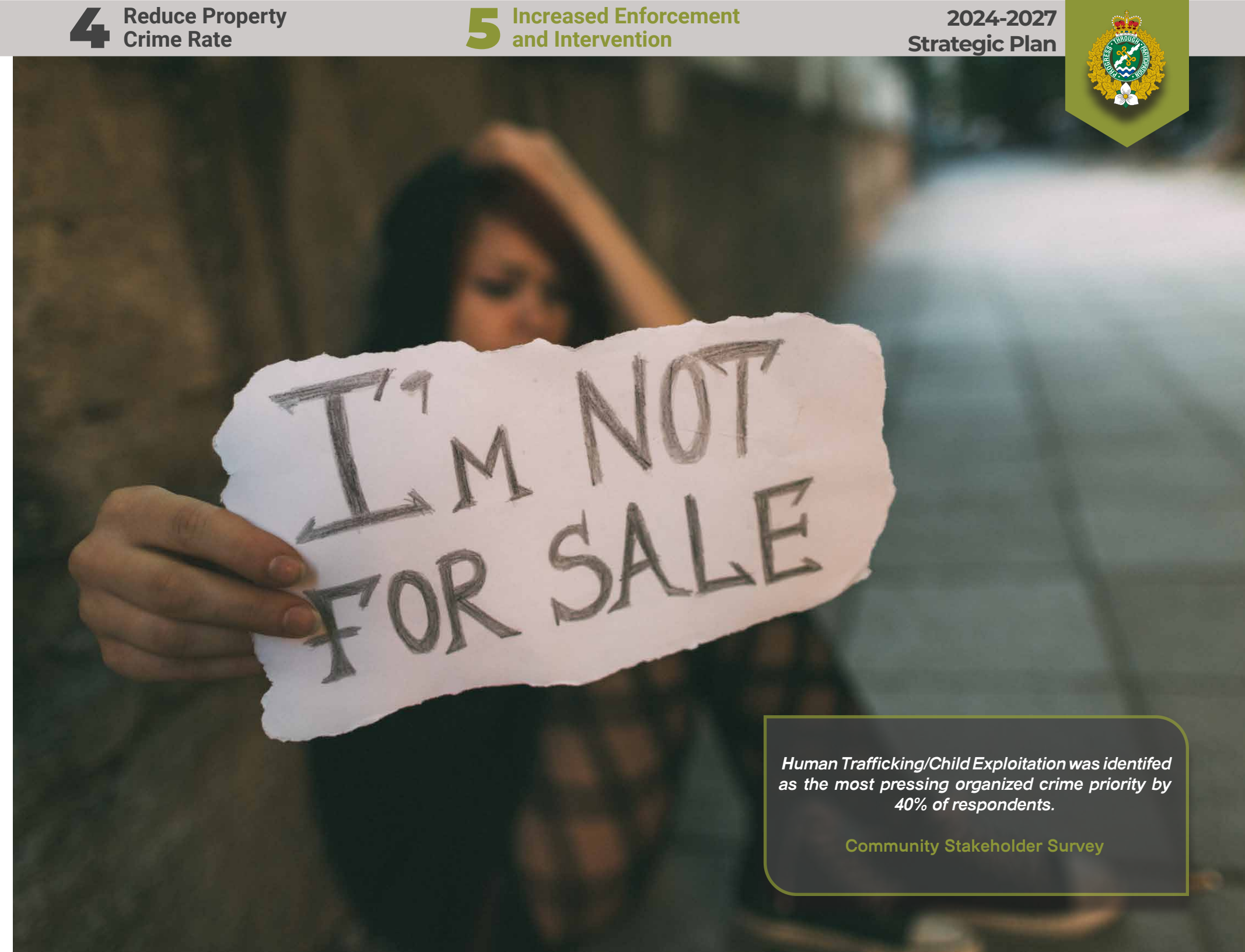
5. Increased enforcement and intervention in the following community-responsive policing priorities: Intimate Partner Violence, Hate Crime, Human Trafficking, Child Exploitation, Guns & Gangs/Firearms, and Road Safety

Human Trafficking

- Continued participation in *Ontario's Strategy to End Human Trafficking* to ensure that the transient nature of human trafficking is strategically addressed
- HRPS Human Trafficking Unit will utilize innovative techniques to identify and investigate offenders in the community
- Invest in public awareness campaigns related to the prevalence and impact of human trafficking in the community in order to increase reporting of human trafficking
- Provide regular and relevant educational updates to all members of the Service to enhance the ability to recognize instances of human trafficking
- Maintain and nurture ongoing collaborations with external partner agencies to ensure the delivery of a victim-centric approach and that survivors of human trafficking are provided the comprehensive and empathetic support necessary for their recovery
- Enhanced public communication strategies and a focus on working collaboratively with Halton's diverse community to encourage positive engagement and build greater trust and confidence in the HRPS (Diversity Engagement Table, participation in community-based events, Hate Crime Symposiums, Committee membership)

Child Exploitation

- HRPS is a fully committed partner agency, actively contributing to the goals and objectives outlined in the *Provincial Strategy to Protect Children from Sexual Abuse and Exploitation* on the Internet
- The Internet Child and Exploitation Investigative Team, utilizing a variety of techniques, will thoroughly investigate reported instances related to child pornography
- Provide leading-edge, specialized support to all investigations related to online child exploitation through the implementation of the new Computer Crime Unit in 2024
- Actively educate and inform the community on the issue of child exploitation, focusing on strategies to prevent victimization
- Continue to work within a collaborative community framework to support child and youth victims who have experienced exploitation involving the use of technology



Human Trafficking/Child Exploitation was identified as the most pressing organized crime priority by 40% of respondents.

Community Stakeholder Survey



ACTION PLANS

5. Increased enforcement and intervention in the following community-responsive policing priorities: Intimate Partner Violence, Hate Crime, Human Trafficking, Child Exploitation, Guns & Gangs/Firearms, and Road Safety

Guns & Gangs/Firearms

- Actively participate and contribute to the ongoing Provincial Guns and Gangs – Joint Forces Enforcement Team through the full-time secondment of two Detective Constables and the dissemination of localized intelligence
- Proactively monitor and investigate gang-based criminal conduct by leveraging police analytics and using an intelligence-led approach
- Continue to participate in collaborative and coordinated efforts to disrupt and investigate the criminal activities of gangs
- Utilize a forensic-based approach to all seizures of illegal firearms to ensure all possible investigative avenues are thoroughly pursued (i.e. linkages to other crimes, importation source, etc.)



Road Safety

- Road safety strategy delivered through a combination of education, enforcement, and annual high-profile campaigns
- Leverage traffic-related data to support road safety initiatives, deployments, and enforcement
- Increase organizational capacity for Commercial Motor Vehicle enforcement
- Maintain and foster partnerships with key stakeholders related to traffic (Mothers Against Drunk Driving, Region of Halton, Municipalities, Transport Canada, etc.)
- Continued investments in road safety-related equipment and training for HRPS members
- Advocate for technology investments to support traffic enforcement initiatives (red light and speed enforcement cameras)
- Prioritize road safety initiatives and project participation for front-line HRPS members
- Conduct an annual review of the Service's road safety strategy to assess and maximize impact and deployment structure of road safety resources
- Ensure that all motor vehicle collisions involving serious injury or death are thoroughly and forensically investigated by the Collision Reconstruction Unit

A near majority of respondents (43%) identified Traffic Safety as their number one social and public order issue.

Community Stakeholder Survey



EVALUATING PERFORMANCE

The Board will strategically evaluate Halton Police performance relative to the Strategic Objectives by monitoring Key Performance Indicators.

Strategic Priority		Key Performance Indicators
1	Achievement of the highest weighted clearance rate among comparator police services	The clearance rates are reported to StatsCan annually by police services for each police service. StatsCan creates a weighted clearance rate (based on the societal severity of the different types of crime) for each municipality and posts the results on its public website. The Board will examine this data to see how the total weighted clearance rate is trending over time and relative to comparator police services.
2	Achievement of 80% or better community satisfaction with the HRPS	The Public Survey administered by <i>Advanis</i> in 2023 will be used as the baseline for measuring changes in how the diverse public feel about safety and how well Halton Regional Police Service are communicating with them. The Board will use this data to assess changes in public safety sentiment over the next four years, and by extension, the impact of HRPS initiatives, partnerships, and actions. The results will be reported in the 2024 Annual Report.
3	Improved HRPS member wellness, job satisfaction, and engagement	A third-party will be engaged to administer an anonymous survey regarding Service member job satisfaction and morale in 2024. The survey will be re-administered in 2027 and the Board will compare the results of both surveys to assess the impact of management interactions and initiatives on job satisfaction and morale over the four years of the Strategic Plan. The results will be reported internally to HRPS members.
4	Reduced per capita property crime rate, including, through partnerships and collaboration, a 50% reduction in auto theft	Property crimes are reported to StatsCan annually by police services for each municipality in Canada. The Board uses this data to see how the property crime rate, including auto theft, is trending over time relative to comparator jurisdictions. These trends inform the Board's assessment of the effectiveness of Halton Regional Police Service initiatives, partnerships, and actions in preventing property crime in general, and auto theft in particular. The results will be reported publicly each year in the Annual Report.
5	Increased enforcement and intervention in the following community-responsive policing priorities: <ul style="list-style-type: none"> • Intimate Partner Violence • Hate Crime • Human Trafficking • Child Exploitation • Guns & Gangs/Firearms • Road Safety 	Crimes are reported to StatsCan annually by police services for each municipality in Canada. The Board uses this data to see how the various crimes are trending over time relative to comparator jurisdictions. These trends inform the Board's assessment of the effectiveness of Halton Regional Police Service initiatives, partnerships, and actions in preventing crime and occurrences in general, and in these six areas in particular. The results will be reported publicly each year in the Annual Report.





OTHER STRATEGICALLY IMPORTANT BUSINESS

Technology

The Halton Regional Police Service has an excellent reputation as an innovator and leader in technologies critical to the delivery of public safety services in Canada. In support of the priorities of the Halton Police Board, a key component of the ongoing strategy for HRPS is to focus on technologies that enhance the safety and effectiveness of the officers who serve the Region of Halton and the safety of the people in the communities served. Implementation and management of technologies that deliver reliable, secure, high-performance communications and access to critical data remain significant technology drivers of the Service. Continuous exploration and assessment of leading-edge technologies that can bring valuable insights and predictors with HRPS data and service delivery models will be important for the Service to ensure its effectiveness in the future. In support of this, the Service will continue to explore advanced computing technologies such as Artificial Intelligence (AI) and Data Science and Machine Learning (ML) technologies to enhance service effectiveness and address emerging issues in Halton's communities. In addition, continued leadership in enhancing interoperability of communications and data sharing among other law enforcement and First Responder agencies will remain strategic priorities for the Service.

As such, and in support of this 2024-2027 Strategic Plan, the Service's technology strategy will focus on the following initiatives and projects:

- Continued development of technology staff and organizational development within the Service
- Continued groundbreaking work on Public Safety Broadband Network (PSBN) communications systems
- Exploring opportunities with technology to enhance efficiencies and safety of front-line police officers
- Engagement with universities and academia to explore emerging data science and Artificial Intelligence (AI) opportunities to provide more insights into public safety related data
- Continuing to work alongside operational units to enhance efficiencies and enterprise resource planning opportunities through systems selection and development
- Continuing to strengthen and enhance the Service's cybersecurity posture
- Implementing and enhancing service to the public with Next Generation 9-1-1 (NG9-1-1) technologies
- Implementing collaborative technologies that improve interoperability among First Responders – within the Region and with First Responders in neighbouring jurisdictions
- Delivering key administrative systems and enhancements to existing systems to support the cost effective and efficient operation of the Service
- Ensuring the security, stability, fault tolerance, and performance of current and future systems





OTHER STRATEGICALLY IMPORTANT BUSINESS

Facilities

The Halton Regional Police Service Facility Plan is a comprehensive master facility plan derived from individual facilities' needs assessment and feasibility studies. This iteration informs current and future planning for the optimal requirements and locations of police facilities that address the Service's short- and long-term needs. The associated cost estimates are included in the 10-year Capital Plan. An annual status update report of the Facility Plan is provided to the Halton Police Board.

The Facility Plan is guided by key fundamental themes and supports the various themes within the current and prior Strategic Plans:

- Provide workplaces that enable effective and efficient delivery of policing services
- Ensure flexibility to support changing Service needs
- Align facilities supply to Regional growth
- Maximize the benefits accrued to the Service for the financial investments made

During the last business plan cycle, the 1 District Facility project was advanced.

Building on the findings from the 2015 1 District Facility Plan Study and with site selection complete, the Service advanced the 1 District Facility project through to detailed design and construction tender stages. Construction is anticipated to commence Q2 2024 with the new facility operational in Q1 2026.

With the completion of the 1 District Facility, the HRPS will have modernized police facilities within all Districts to support the Service's Mission of providing effective, efficient, and community-based policing for all. This milestone also completes all of the objectives identified in the current Halton Regional Police Service Facility Plan. The Service will undertake a full update to the Facility Plan during the term of the new Strategic Plan that will provide comprehensive facility needs assessments until 2051. This will align with Regional best planning population estimates once the Region and Municipalities have addressed the changing Provincial requirements.

The Service remains compliant with the specific facilities requirements identified in the Ontario Police Services Act's *Adequacy and Effectiveness of Police Services* regulations and guidelines.



Rendering of proposed 1 District Facility (Milton, Halton Hills, Acton)



HRPS Headquarters

OTHER STRATEGICALLY IMPORTANT BUSINESS

How the Plan Reflects Community Needs, Values & Expectations

This Strategic Plan has been driven by input received from across all communities within Halton Region. The Board is tremendously appreciative of all the Community input it received.

In the public survey, Halton residents identified the greatest threats to the Community as property crime, particularly auto theft, mental health, traffic safety, cyber crime, intimate partner violence, organized crime, and gun violence. Community Focus Groups and stakeholder letters identified similar safety concerns. Analysis of crime trends indicates that the number of such incidents is increasing.

These Community concerns led the Board to establish the following results-based Strategic Objectives:

- Reduced per capita property crime rate, including, through partnerships and collaboration, a 50% reduction in auto theft
- Increased Enforcement and Intervention in the following Community-Responsive Policing Priorities: Intimate Partner Violence, Hate Crime, Human Trafficking, Child Exploitation, Guns & Gangs/Firearms, and Road Safety
- Achievement of the highest weighted clearance rate among comparator police services

To ensure policing efforts and communications continue to align with Community expectations, the Board also established the Strategic Objective:

- Achievement of 80% or better community satisfaction with the HRPS

Finally, to ensure high-quality service to our Community is sustained over the four-year life of the Plan and beyond, the Board established the Strategic Objective:

- Improved HRPS member wellness, job satisfaction and engagement

These five Community-driven, results-based Strategic Objectives are the focus of policing in Halton Region for the next four years.



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For that latest news and information,
follow [@HaltonPolice](https://twitter.com/HaltonPolice) on X, Halton
Regional Police Service on Facebook and
Instagram, or visit www.haltonpolice.ca.



Photos:

Halton Regional Police Service, Getty Images, and Justin Tang



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 #: P24-03-I-01

Date: March 28, 2024

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
Staff Sergeant Ryan Snow
Alex Sarchuk, Region of Halton
Samantha Jackson, Region of Halton
Dr. Deepika Lobo, Region of Halton
Susan Alfred, Region of Halton

A handwritten signature in black ink, appearing to be 'S. J. Tanner'.

Stephen J. Tanner
Chief of Police

:AL

Attachments: Community Safety and Well-Being Status Report – December 2023-February 2024



Halton Regional Police Service

Community Safety and Well-Being Status Report December 2023 – February 2024



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

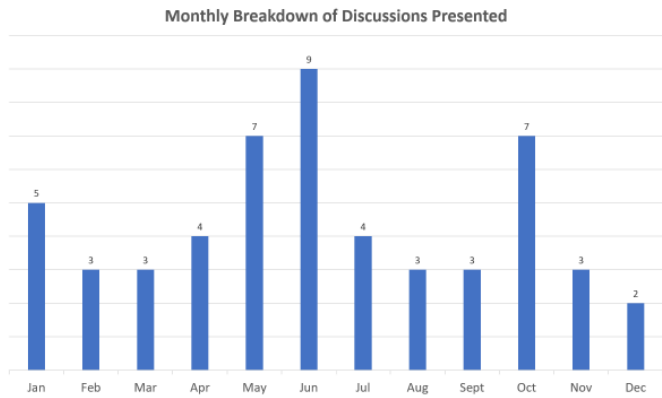
Report Period: December 2023 – February 2024

Submitted To: Halton Police Board

Community Safety and Well-Being Updates

Halton Situation Table:

The Halton Situation Table is a critical component in Halton’s approach to ensuring safe and healthy communities. The Situation Table currently holds weekly virtual meetings to identify and respond to situations that require an immediate intervention and is aimed at preventing harm or victimization.



Naloxone Distribution Project

Established in 2019, the Overdose Coordination Group (OCG), is responsible for overseeing the long-term coordination of the Service’s comprehensive strategies in response to overdoses in the community. This group is comprised of the Regional Investigative Services Inspector, Regional Community Mobilization Bureau Inspector, Drugs and Human Trafficking Detective Sergeant, Community Safety and Well-Being Officer, and Corporate Communications.

In November 2022, Halton Regional Police Service launched a Naloxone Distribution Expansion Project out of the Central Lock Up Unit (CLU). The project permits Special Constables to distribute take-home naloxone kits to all individuals exiting CLU without requiring the collection or retention of personal identifiers. Since the Project’s inception, Special Constables have distributed 186 naloxone kits to those interested in receiving one.

As part of HRPS’ ongoing efforts to help keep members of the public safe, On February 6, 2024, the Service expanded the Naloxone Distribution Project to include all Community Mobilization Officers, Support Staff, and the Mobile Crisis Rapid Response Team. Since

COMMUNITY SAFETY & WELL-BEING STEERING COMMITTEE

HRPS Deputy Chief Roger Wilkie

HRPS Inspector Bruce Dickson
Regional Community Mobilization Bureau

HRPS Staff Sergeant Ryan Snow
Regional Community Mobilization Bureau

Alex Sarchuk
Commissioner of Social and Community Services
Halton Region

Samantha Jackson
Manager Human Services Planning and Program
Support, Social and Community Services
Halton Region

Dr. Deepika Lobo
Acting Commissioner and Medical 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

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

Juan Medina
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 December 2023 – February 2024



the expansion of the Project in mid-February, a total of 26 naloxone kits have been distributed by HRPS members in this collective.

Community Safety and Well-Being Indicator Dashboard

We are very pleased to announce that the Community Safety and Well-Being (CSWB) Indicator Dashboard is now live and available for use on the Halton.ca website.

This new resource is structured around the CSWB Indicator Framework, which tracks 30 indicators across the three domains of Health, Safety, and Well-being.

**We're working with our
community partners to improve
safety and well-being in our
community.**



The Dashboard presents the most recent data for each indicator in a dynamic and interactive way, to provide a snapshot of areas where Halton is doing well and where there is room for improvement. It includes descriptions, data notes, Halton-level data, and sources for all indicators, as well as provincial-level data, municipal-level data, and trends over time where data is available.

The CSWB Data and Decision Support Team will work to update the data regularly to maintain information current as it becomes available. Our hope is that the CSWB Indicator Dashboard becomes a resource that supports knowledge translation and evidence-informed decision making within our region.

Please reach out to cswb@halton.ca with any questions or feedback.

CSWB Frequently Asked Questions Document:

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: 2023 HATE RELATED OCCURRENCE SUMMARY

Report #: P24-03-I-03

Date: March 28, 2024

INTRODUCTION AND BACKGROUND:

Effectively responding to hate related occurrences is a top priority for our police service. All reported hate incidents are monitored by a regional coordinator who works in our Equity, Diversity and Inclusion Office. This coordinator is a member of the Hate Crime Extremism Investigative Team (HCEIT) which is comprised of 15 police services across the province. The Hate Crime Coordinator works in conjunction with the District Criminal Investigations Bureaus and Intelligence Bureau to respond to all hate related occurrences. Our police service also recognizes the importance of strategic actionable intelligence and members of our Intelligence Bureau proactively look for any indicia of hate in all forms, including cyber-based.

The Service utilizes a collaborative approach when responding to incidents of hate in our community. As a result, we have partnered with several community agencies to assist us in the enhancement of our current policies and procedures, as well as act as an additional resource by providing support to every individual or group impacted by hate in our region.

In 2014, the Ontario Police College and the Hate Crime Extremism Investigative Team, in collaboration with Statistics Canada, developed guidelines for reporting hate crimes as well as a framework for a consistent definition of a hate crime. The goal was to ensure consistency in the reporting of hate crimes by all Ontario police services.

From this initiative, specific definitions were established and implemented as outlined in Service Directive INV-008 - Hate Incident/Hate Crime including:

- *A **hate crime** is a criminal offence committed against a person or property, that is perceived to be motivated and/or is motivated, in whole or in part by the suspect's hate, bias or prejudice based on real or perceived race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor.*
- *A **suspected hate crime** is a criminal offence against a person or property with reasonable suspicion that it is motivated by hate/bias/or prejudice and cannot be proven to be solely motivated by hate.*
- *A **hate/bias incident** involves behaviour that, though motivated by bias against a victim's race, religion, ethnic/national origin, gender, age, disability or sexual orientation, are not criminal*

acts. Hostile speech or other disrespectful/discriminatory behavior may be motivated by bias but is not necessarily criminal in nature;

Together, they form the basis of hate related occurrences, which are investigated by a multi-tiered approach using the Community Safety and Well-Being lens that begins with the initial incident response.

Overview

In 2023, there were a total one-hundred forty-six (146) hate related occurrences reported to the Halton Regional Police (Figure 1). This is an increase in occurrences compared to the seventy-eight (78) that were reported in 2022.

Hate Crime / Incident data were expected to increase in 2023, in reflection of changes to policy and better practices, and improvements to how hate-related occurrences are identified as such and subsequently investigated. The data shows this to be the case (below). It is worth noting that the 2023 data should be viewed as a baseline from which future inferences may be drawn, whereas comparisons to previous years may be less helpful given the dramatic changes to training and investigative practices in 2023.

It is also worth noting that an increase in the number of hate-related occurrences should also be at a rate that is higher than other factors that contribute to statistical increases, such as the increase in the population of Halton and mirroring of events occurring in the global climate. The attached Hate-Related Occurrences PowerPoint presentation will provide additional context to the trends highlighted in this report.

5-Year trend (all hate-related occurrences)

Year	Occurrences	Population
2018	33	583,364
2019	25	596,940
2020	66	610,517
2021	64	624,094
2022	78	637,054
2023	146	650,014
2024		662,974
2025		675,934
2026		688,894
2027		701,623
2028		714,351

* 2023 total occurrences based on data from Jan 1 to Dec 26

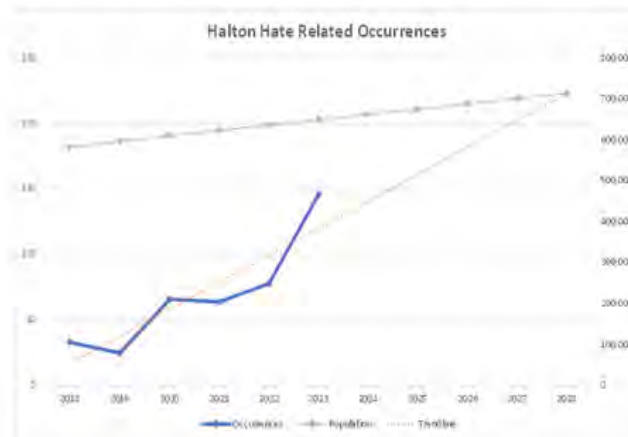


Figure 1: Hate Related Occurrences 2018-2023

The chart below shows all Hate-Related Occurrences in 2023 by Municipality (Figure 2).

In 2023, the Halton Regional Police investigated **146** hate-related occurrences. The number of occurrences per municipality is roughly correlated to population. Per capita hate-related occurrences were highest in Burlington.

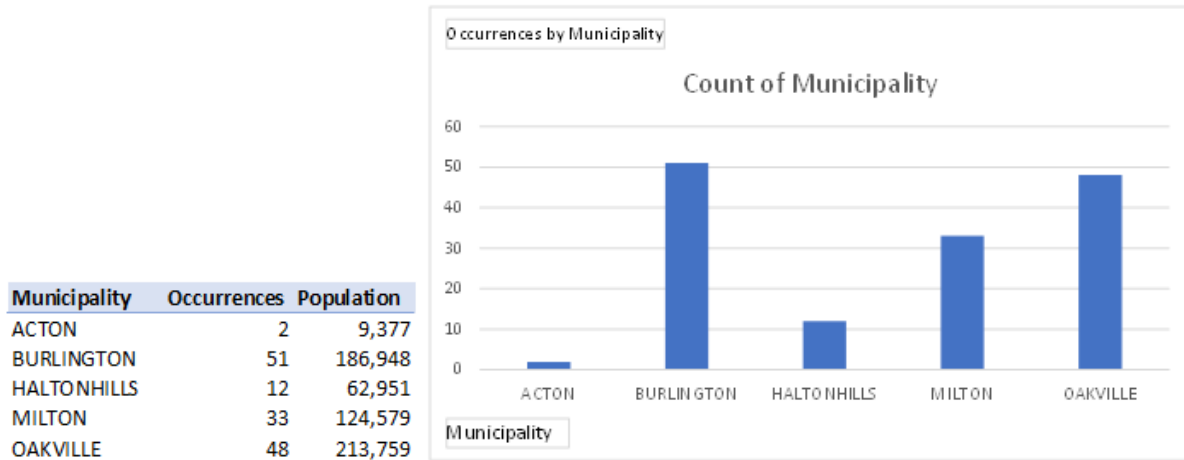


Figure 2: Hate Related Occurrences 2023 by Municipality

The below (Figure 3) breaks down reported hate crimes, hate / bias incidents and suspected hate crimes by group targeted:

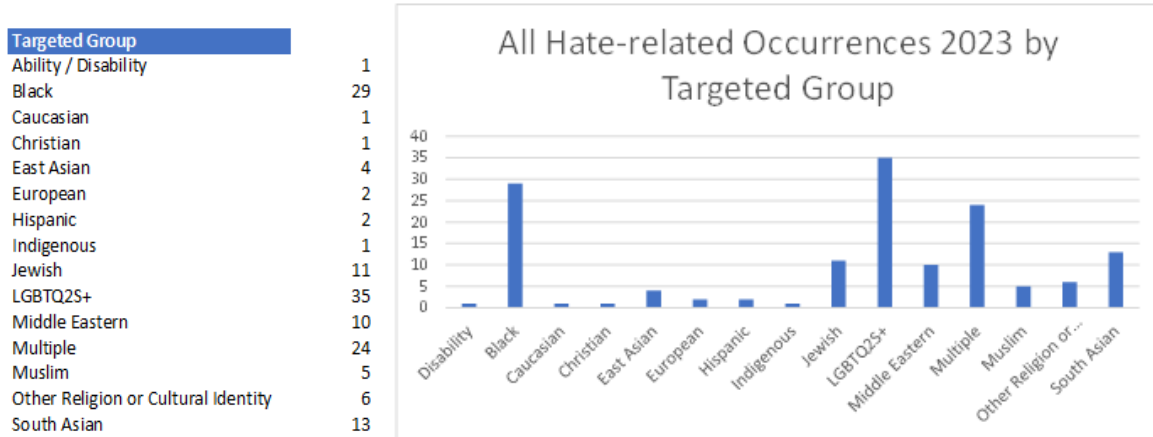


Figure 3: 2023 Hate Related Occurrences by Group Targeted

The racialized data is consistent with triggering events (Figure 4).

- PRIDE Month & Million-Person-March (June)
- Conflict in Middle East (October)
- P.M. Trudeau announces ties between India Govt and Hardeep Singh Nijjar homicide (June)

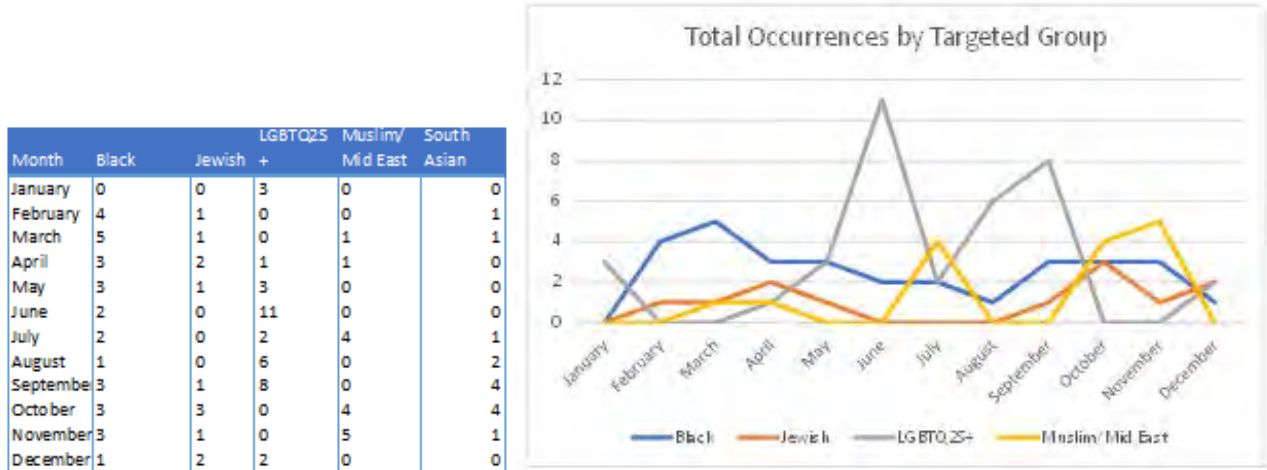


Figure 4: 2023 Hate Related Occurrences by Group Targeted and Triggering Events

In 2023, the HRPS laid **18 Criminal Charges** over a total of 70 Hate Crime investigations. These criminal charges stemmed from investigations where criminal offences were alleged to have been committed against a person or property which was motivated in whole or in part by hate / bias or prejudice (Figure 5).

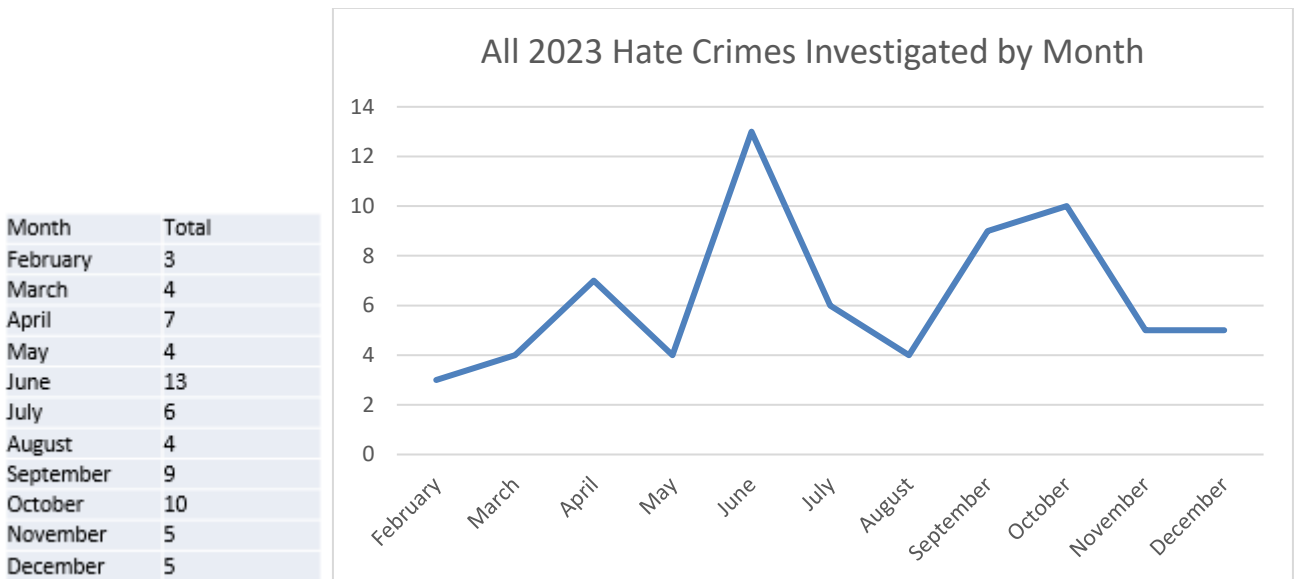


Figure 5: 2023 Hate Related Occurrences by Group Targeted and Triggering

Halton Regional Police Response to Hate Related Occurrences

In 2022, we continued our commitment to respond to hate-related occurrences by making several enhancements and additions to our anti-hate programming. This included, providing additional training for our members, expanding our outreach efforts and undertaking consultations for the purpose of better meeting the needs of the community across Halton. Some of the enhancements and additions to our anti-hate programming in 2023 have been highlighted in the attached document, titled “The Equity, Diversity and Inclusion Organizational Strategy 2023/2024”. Two distinct items to highlight include:

Community Safety and Policing Grant

In the spring of 2022, our police service was awarded \$1.2 million in funding through the Ministry of the Solicitor General’s Community Safety and Policing Grant. The grant, issued over a three-year period, has enhanced our ability to combat hate within the region by allowing us to expand on our existing programming, while developing new opportunities to ensure we better respond to hate in our region and support those impacted.

HRPS Study on Hate and Bias in our Community – Review of Progress, To Date

To ensure that our Service is fulfilling its mandate in this key area of policing, in 2022, we engaged a 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. Dr. Perry worked with our Equity, Diversity and Inclusion Office to review our policies and processes but also to conduct community consultations to better understand the needs of those across the region. This was to provide insight into how our Police Service can better position itself to remove barriers to reporting hate, enhance our response to these types of incidents and better support those impacted. The results from this study and recommendations from Dr. Perry were presented to the Board February 23rd, 2023. A summary of the progress has been provided to Dr. Perry through the “Equity, Diversity and Inclusion Organizational Strategy 2023/2024” document. Dr. Perry’s assessment based on this report is also being provided in the attached, titled “Policing Hate in Halton: Progress Assessment”.

Conclusion

Halton Region experienced one-hundred forty-six (146) reported hate related occurrences in 2023, which was an increase over the number of occurrences last year. This was an anticipated increase, which is believed to reflect changes to policy and better practices, and improvements to how hate-related occurrences are identified as such and subsequently investigated. The data is also believed to be impacted by other external influences including current global factors, civil unrest, threats from ideologically motivated persons, various social injustice fears and the ongoing COVID-19 pandemic, aggravating acts of hate in our community. It is through monitoring the impact of these trends, and ongoing engagement with our communities, that allows us to

develop effective targeted outreach initiatives and support for the communities most impacted by hate.

The Halton Regional Police Service is committed to addressing the issue of hate related occurrences through a holistic approach that utilizes all four levels of intervention: social development, prevention, risk intervention and incident response. The community connections that have been developed through the Equity, Diversity and Inclusion Office and other areas impacting the Police Service have positioned us well to continue our anti-hate work in 2024.



Stephen J. Tanner
Chief of Police

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Attachments: Hate-Related Occurrences in Halton - 2023
The Equity, Diversity and Inclusion Organizational Strategy 2023/2024
Policing Hate in Halton: Progress Assessment – Dr. Barbara Perry



Hate-related Occurrences in Halton 2023





Hate Crimes and Related Occurrences in 2023

This report examines data collected by the Halton Regional Police Service with respect to all hate-related occurrences, with an additional focus placed on Hate Crime data alone. It also contains theories and explanations for the trends we're seeing.

HATE-RELATED OCCURRENCES – 146 in 2023

- 5-year trend – what the data tells us
- All 2023 occurrences by Municipality
- All 2023 occurrences by Targeted Group

HATE CRIMES in 2023 (70 Investigations / 18 Criminal Charges)

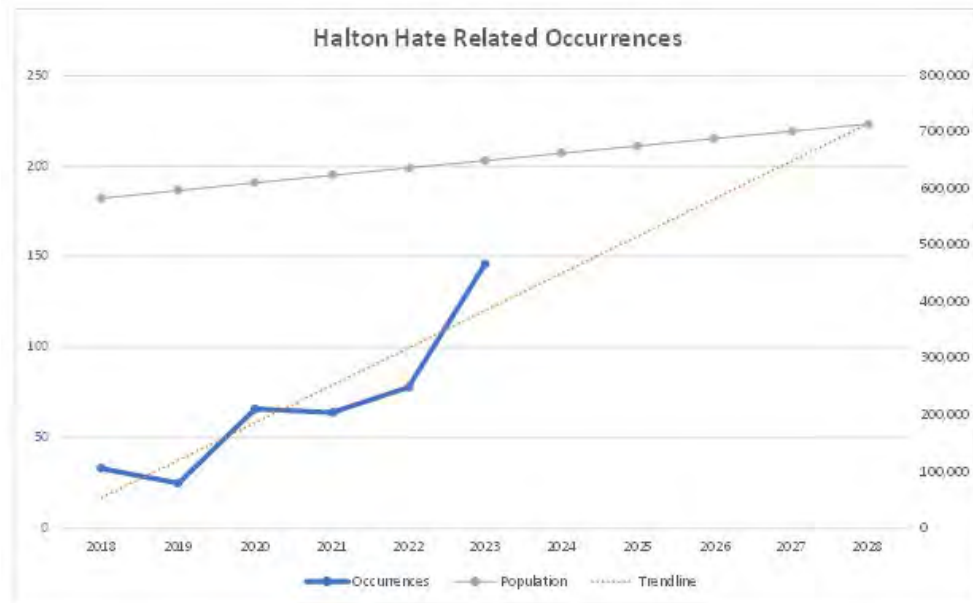
- All Hate Crimes reported to the HRPS in 2023
 - All Hate Crimes by crime type and targeted group
-



5-Year trend (all hate-related occurrences)

Year	Occurrences	Population
2018	33	583,364
2019	25	596,940
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* 2023 total occurrences based on data from Jan 1 to Dec 26



A notable rise in 2023 may be attributed in part to a number of improvements to data collection and best practices within the service, in addition to changes and improve public accessibility to report hate-related incidents. (Data as at December 26, 2023)



What does the 5-year data tell us?

The population in Halton is growing at a pace of approximately 2% per year.

The growth of hate occurrences is highly erratic. However, the overall trend shows an increase.

Year	Occurrences	Population	YOY (Occs)	YOY (Pop)
2018	33	583,364	0.00%	0.00%
2019	25	598,940	-24.24%	2.33%
2020	66	610,517	164.00%	2.27%
2021	64	624,054	-3.03%	2.22%
2022	78	637,054	21.88%	2.08%
2023	146	650,014	87.18%	2.03%

The erratic hate occurrence data may be attributed to changes and improvements to how data is collected and reported, in addition to improvements to public accessibility. It is also worth noting that the increase in population does not include demographic data. The latter is significant because hate occurrence data is largely impacted by race. Increases in racially diverse communities in Halton have been dramatic.

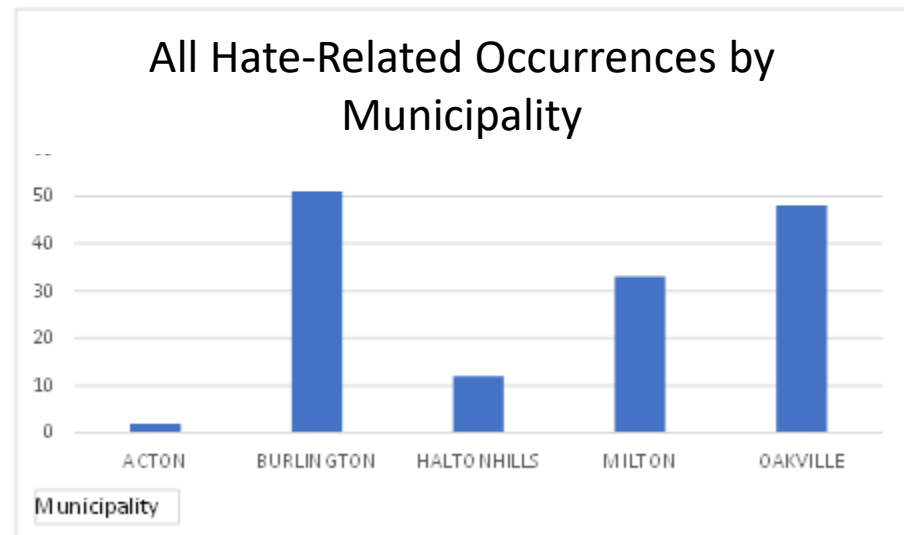


All Occurrences in 2023 by Municipality

In 2023, the Halton Regional Police investigated **146** hate-related occurrences. The number of occurrences per municipality is roughly correlated to population. Per capita hate-related occurrences were highest in Burlington.

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Municipality	Occurrences	Population
ACTON	2	9,377
BURLINGTON	51	186,948
HALTONHILLS	12	62,951
MILTON	33	124,579
OAKVILLE	48	213,759





HALTON REGIONAL POLICE SERVICE

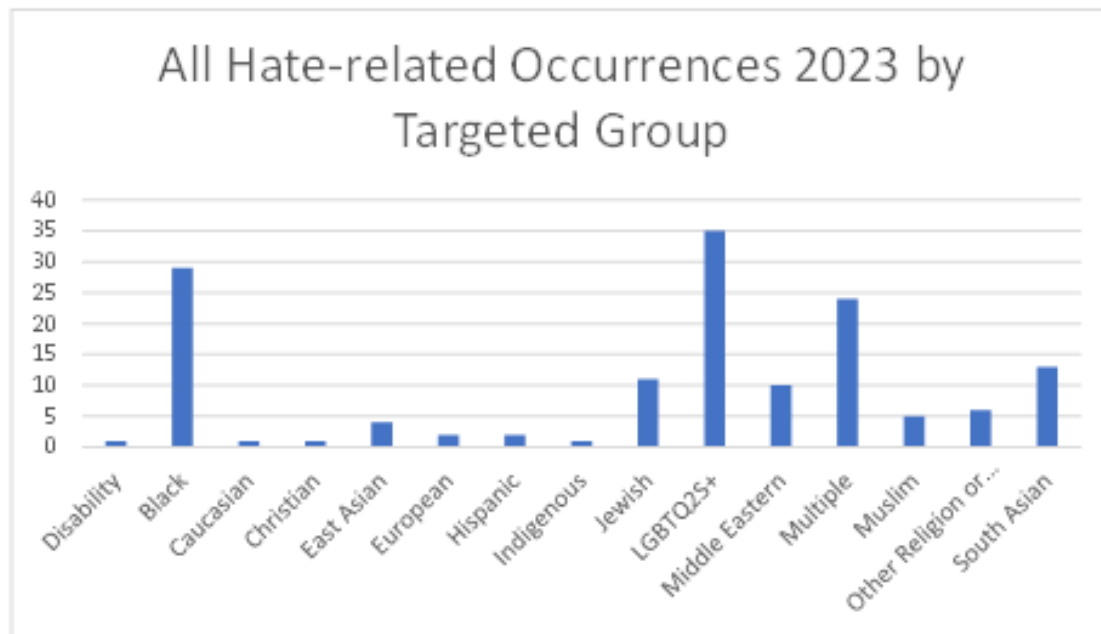


One Vision One Mission One Team

All Occurrences in 2023 by Targeted Group

In 2023, the 2SLGBTQ+ community was the most targeted group, followed by the Black and South Asian Communities.

Targeted Group	Occurrences
Ability / Disability	1
Black	29
Caucasian	1
Christian	1
East Asian	4
European	2
Hispanic	2
Indigenous	1
Jewish	11
LGBTQ2S+	35
Middle Eastern	10
Multiple	24
Muslim	5
Other Religion or Cultural Identity	6
South Asian	13





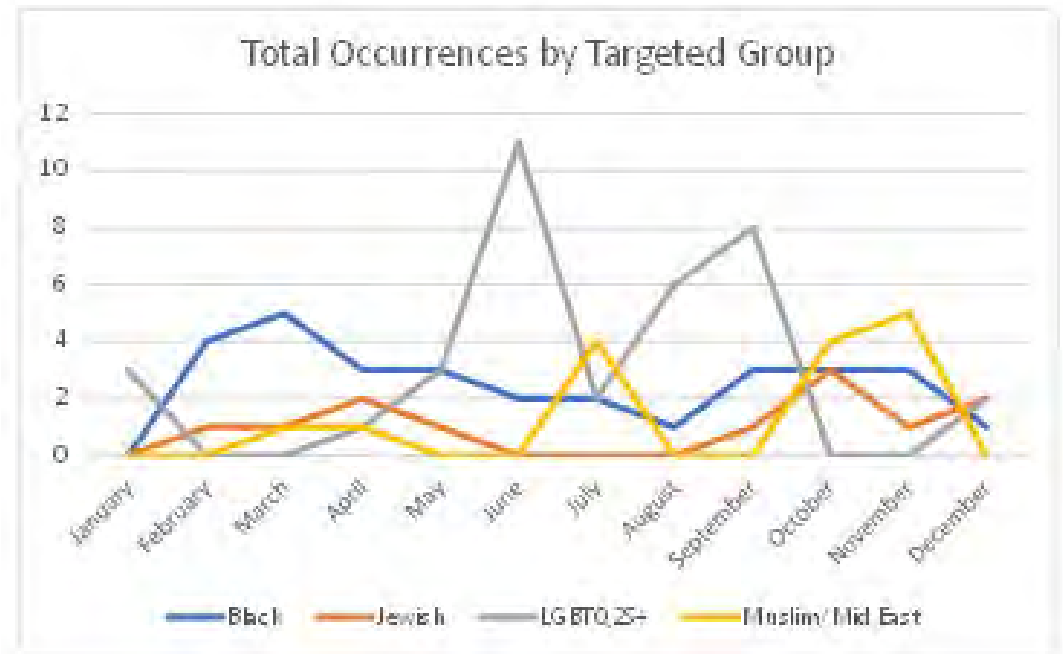
All Hate-related Occurrences in 2023 by Targeted Group (cont...)

The racialized data is consistent with triggering events.

- PRIDE Month & Million-Person-March (June)
- Conflict In Middle East (October)
- P.M. Trudeau announces ties between India Govt and Hardeep Singh Nijjar homicide (June)

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Month	Black	Jewish	LGBTQ2S +	Muslim/ Mid East	South Asian
January	0	0	3	0	0
February	4	1	0	0	1
March	5	1	0	1	1
April	3	2	1	1	0
May	3	1	3	0	0
June	2	0	11	0	0
July	2	0	2	4	1
August	1	0	6	0	2
September	3	1	8	0	4
October	3	3	0	4	4
November	3	1	0	5	1
December	1	2	2	0	0





Total Hate Crimes in 2023

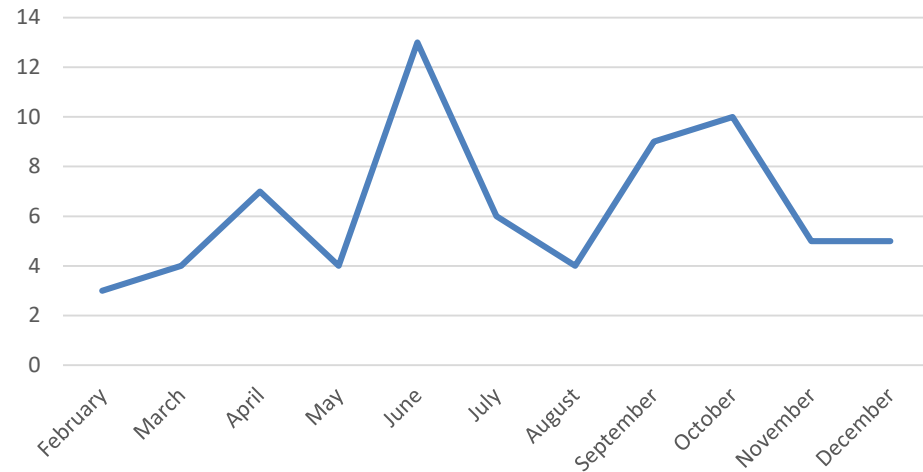
Investigations where **CRIMINAL OFFENCES** were alleged to have been committed against a person or property which was motivated in whole or in part by hate / bias or prejudice.

In 2023, the HRPS laid **18 Criminal Charges** over a total of 70 Hate Crime investigations.

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Month	Total
February	3
March	4
April	7
May	4
June	13
July	6
August	4
September	9
October	10
November	5
December	5

All 2023 Hate Crimes Investigated by Month





Criminal Code Offences in 2023

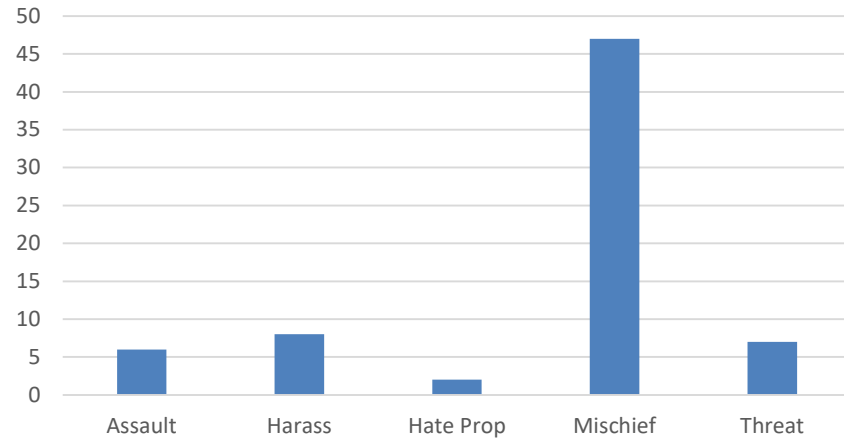
The majority of Hate Crime offences were attributed to Mischief, which largely consisted of graffiti. In June, the Region saw a sharp rise in PRIDE flags being damaged.

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Total Hate Crimes by Offence

Assault	6
Harass	8
Hate Prop	2
Mischief	47
Threat	7

Count of Reported Datetime by Offence





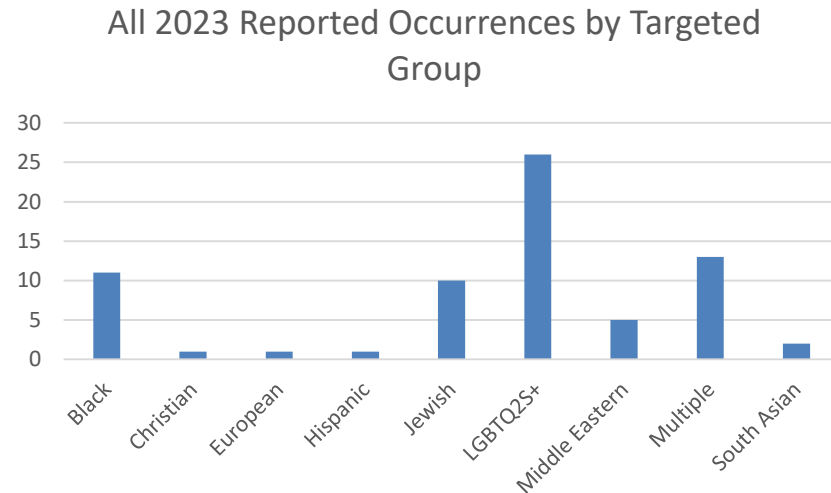
All Hate Crimes in 2023

Total Hate Crime Investigations by **TARGETED GROUP** in 2023

The majority of hate offences were committed against the 2SLGBTQ+ Community, followed by the Black and Jewish Communities; the latter almost entirely comprised of mischief (swastika graffiti)

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Group (User Specified)	Total
Black	11
Christian	1
European	1
Hispanic	1
Jewish	10
LGBTQ2S+	26
Middle Eastern	5
Multiple	13
South Asian	2





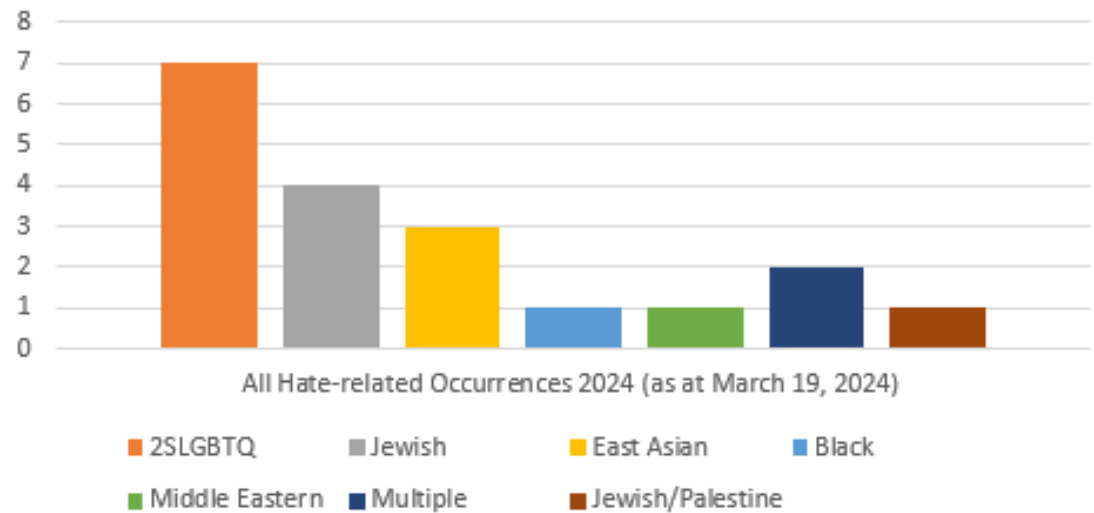
All Hate-Related Occurrences 2024

(as at March 19, 2024)

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Targeted Group	All Hate-related
2SLGBTQ	7
Jewish	4
East Asian	3
Black	1
Middle Eastern	1
Multiple	2
Jewish/Palestine	1
Total	19

All Hate-related Occurrences 2024
(as at March 19, 2024)





‘Training’ versus ‘Education’

In 2023, training was delivered to all officers in regards to understanding hate-crime legislation, enforcing hate-related offences and identifying individual and group characteristics of hate crimes. The training focused on improving the understanding of the technical aspects of law regarding hate-related legislation and was delivered in the following ways.

- Mandatory Hate Crime training to all officers – identifying Hate-Related Offences and characteristics of individual offenders and organized groups – via CPKN
- Mandatory Bias and Discrimination training to all officers – twenty separate training session in order to train approximately 800 officers – via block training in partnership with the Halton Multicultural Council
- All levels of new recruit training (Levels I to III) now include EDI Training

Also in 2023, the HRPS/EDI Team held 12 educational events, many of which were open to the public. These were designed to provide insights and perspectives of those most impacted by misogyny, racism and discrimination. Moreover, content focused on increasing the ‘buying in’ to EDI principles amongst those both within and outside of the HRPS.

- ISN based training (lunch and learns)
- Community group interaction with formal leaders and informal groups
- Hate Crime Symposium



Why is 'buy in' so important?

The EDI Team reviews every hate-related occurrence that occurs in the Region of Halton, in addition to reviewing notable occurrences throughout Ontario via the 'Hate Crime & Extremism Investigative Team' (HCEIT). By examining the contents of these occurrences, it is clear that the understanding of the technical aspects of 'Hate Crime' legislation has only a minor impact on overall hate-related occurrences in Halton Region.

Moreover, the majority of recommendations to advance the case into further investigation, or to lay charges, stemmed from a lack of understanding that was specific to the type of victimology with respect to the complaint. Specifically, the relationship between the victim and offender required a deeper knowledge of the involved race, gender, ideology, faith or other identifiable characteristic.

Additionally, follow-up communication made by the EDI Team to the victim or complainant has also revealed that satisfaction and safety appear to be strongly correlated to the perception of the officer's sincerity based on their general demeanor during the investigation. Indeed, there appears to be a broad range in the 'quality' of care provided in hate-related occurrences.

Whether a responding member genuinely cares in the outcome of an investigation appears to be strongly linked to the victim's overall perception of effectiveness, whether or not charges are laid.



Why is 'buy in' so important (cont...)?

Of note, there have been no clear examples of hate-related cases that were not properly and fully investigated, nor were there any investigations where officers refused to apply recommended steps to their investigations. It is also noteworthy that no member of the HRPS was subjected to a public complaint for misogyny, racism and/or discrimination in 2023.

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However, 'quality of care' is inextricably tied to the public's satisfaction and confidence in the HRPS. While the HRPS has not undertaken any study to quantify the effectiveness of educational events to improve understanding and empathy regarding victimology, there has been a gradual decrease in the number of occurrences in which recommendations were made to investigators by the EDI Office.



How does 'buying in' to EDI Principles impact hate-related investigations?

Overcoming the Trust Deficit is both an external and internal issue. Specifically as it relates to EDI Principles, this may result in the following:

Outside of the HRPS

- Underreporting of crimes/incidents
- An erosion of confidence in the fairness and effectiveness of law enforcement/legal justice system. (ie auto theft)
- Fear of the police, due to a perception of unfair treatment, lack of meaningful support, or from a general sense of being valued/heard/understood
- Negative interactions between identifiable groups in the community

Within the HRPS

- An erosion of confidence in leadership and administration
- Dissatisfaction, due to an apparent lack of support, or a sense of being under-valued, unheard, or misunderstood



Looking ahead...

As mentioned in June of 2023, hate-related occurrences are most impacted by significant events that occur outside of Halton Region and indeed, outside of Canada. While it is clear that global events lead to tensions amongst diaspora in Canada, it is anticipated that future events including political factors outside of Canada, will have potentially dramatic impacts on Hate Crimes within Halton.

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Consequently, it is extremely important that we not only understand the nature of conflict between diaspora in Canada, whether nationally, politically or ideologically, but that we also have a firm understanding of organized groups designed to propagate conflict in Canada.

Equally important is the need to focus our efforts on providing supports, knowledge and fostering understanding amongst diasporic groups, to ensure that legal boundaries are properly defined and communicated.

Intelligence-led policing is the key to better understanding the aforementioned.



Looking ahead (cont...)

EDI / INTELLIGENCE – formed in 2024, the HRPS Intelligence Bureau and the Equity Diversity & Inclusion Unit, improved its working relationship to provide information specific to global events, identified groups (both domestic and abroad) and summaries of national, ideological, religious, and other identifiable differences between parties involved in conflict. These reports are being provided to all members of HRPS for awareness. Where necessary, information of concern is provided to relevant investigative units.

The newly formed unit is also a critical component in the identification of pro-active strategies to prevent issues between groups in conflict.

Specific examples of the above are sensitive in nature and are not provided here



Decentralizing EDI

As noted previously, the relationship between diasporic groups in conflict play a significant role in the future of hate-related occurrences in Halton Region. Consequently, a significant amount of attention has been provided to educating and supporting impacted groups. Moreover, education has included the shared responsibility that all members of the community have toward building a safer and healthier future in Halton.

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- The Hate Crime Symposium 2024 – Conflict Resolution and Building Trust Between Groups in Conflict
- Community Outreach Through Informal Meetings – “Meeting on their terms, to foster stronger communication” #HaltonGrowingTogether
- The evolution of #NoHateInHalton – limitations and adaptations to connect with impacted communities. (#WeveGotYourBack, and #CozyKids)
- Settlement Teams – building trust through partners (HMC, and Centre for Skills, and more...)

In 2022, the Halton Regional Police Service engaged the services of Dr. Barbara Perry, the *Director of the Centre on Hate, Bias and Extremism*, to conduct an independent assessment of the ways in which the Halton Regional Police Service responds to hate crime and hate related matters. The results of her assessment were reported to the HRPS in February of 2023.

This report is a summary of the actions taken by the Halton Regional Police Service in response to the issues identified, and the recommendations made in the report. The information in this report is structured as follows. (to the right).

Background and History

Change at the Individual Level

- Police bias
- Lack of understanding of hate crime
- Limits to training
- Measuring effectiveness

Change at the Organizational Level

- Senior Leadership Support and the Trickle-down Effect
- Decentralizing E.D.I.
 - Identifying areas of responsibility within the organization
- Policy and Best Practices (the 923 Call heading)
- Diversity Engagement Table
- The Hate Crimes Intelligence Team

Change at the Environmental Level

- Overcoming the “trust deficit”
 - Identifying partners in the community
- The 2023 Hate Symposium - Community communication and engagement
- The Office of the Crown Attorney | Changes to legislation

Conclusion

Background and History

In 2022, the Halton Regional Police Service engaged the services of Dr. Barbara Perry, the *Director of the Centre on Hate, Bias and Extremism*, to conduct an independent assessment of the ways in which the Service responds to hate crime and hate-related matters. Dr. Barbara Perry reported the results of her assessment in February of 2023 and identified several key factors that impacted how the HRPS, amongst other things, investigated and responded to hate-related matters.

Of note, the assessment itself consisted of a review of the HRPS' policies and practices, reporting mechanisms, annual reports, relevant documentary materials, 21 staff member interviews, a brief community survey yielding 188 responses, and 28 community member interviews. Of note, approximately one third of the latter who were interviewed were referred to the study by the HRPS, while the remaining two thirds were respondents to a public call for participation. It is also worth noting that Dr. Barbara Perry has performed research and consulting work for over 30 years, and more recently has conducted a study of 8 police services across central and eastern Ontario, albeit not in the same detailed manner as the HRPS study.

The report identifies and outlines a number of factors that influence the HRPS' effectiveness in dealing with hate crime and related matters. Dr. Barbara Perry also makes general recommendations in for improvements at three distinct levels: Individual; Organization; and Environmental. Of note, Dr. Barbara Perry does not specialize in law enforcement per se and consequently, her recommendations in some cases do not consider challenges specific to police services. It is also important to note that the recommendations are not reflective of all historical and future considerations that have and will continue to impact this area. However, her knowledge and expertise in the field of Hate, Bias and Extremism provide valuable insight to items that she identifies as relevant to certain areas of law enforcement. These include, but are not limited to, engagement in EDI work within and outside of the organization, hate crime training, diversity and inclusivity within the workplace and recruiting practices.

For the purposes of providing a summary of the actions being undertaken by the HRPS, this document will follow the same structure provided in Dr. Barbara Perry's report, wherein she identifies key 'influencing factors' and provides recommendations according to the following:

1. **Individual Factors;** characteristics of the specific member
2. **Organizational Factors;** operational or infrastructural characteristics of the HRPS
3. **Environmental Factors;** factors that impact the HRPS and/or its members that originate from outside of the HRPS.

Change at the Individual Level:

In her report, Dr. Barbara Perry notes the critical role that individuals in the HRPS play in regard to all hate-related investigations and describes three key factors that influence an officer's responsiveness to hate crimes as follows:

1. Police bias
2. Lack of understanding of hate crime
3. Limits to training

The impact of these factors appears to be inextricably intertwined. Service members who lack the requisite specific knowledge, or possess a bias, may not recognize or agree that a complaint is a bona fide hate-related incident or offence. Training, one could argue, can impact both bias and an understanding of hate crime. There are many levels to every investigation that involve the application of a discretionary lens, whether it be from the moment a member is in receipt of a complaint, to when an interpretation of facts may lead to a conclusion of wrongdoing. Dr. Perry also cites that 'level of education' appears to be a factor in newer officers being more aware of hate-related issues, and being more mindful of their own views, actions and behaviours. It is noteworthy that in this circumstance, education plays a role in a member's awareness and mindset regarding EDI principles. Dr. Perry adds that, *"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)"*.

TRAINING TO IMPROVE HATE CRIME KNOWLEDGE AND POLICE BIAS

Specifically, in regard to the understanding of hate crime and training, in early 2023 the Halton Regional Police Service mandated training to every Officer in the Service regarding the elements of hate crime offences and indicators of motive (such as timing in relation to dates of significance, locations of places of worship, absence of any other clear motive, offender/victim characteristics, etc.) that would properly classify offences as hate crimes/incidents. The training also included intelligence regarding identified groups within the 'hate crime' space and known crime practices and methods. Between September 5, 2023 and December 7, 2023, EDI training was provided through mandatory block training sessions were provided to every officer. The curriculum was developed in collaboration with the Halton Multicultural Council wherein settlement workers and program administrators were consulted in

regards to bias demonstrated by police, through lived examples in recent years. Content also included the impacts of stereotyping, privilege, cultural affects and language/social barriers. Feedback was solicited following each session and the program was modified and adapted to maximize impact on police bias. Training of new recruits, which is categorized at three separate levels, each include an EDI component that trains newer officers in regard to cultural competency with the hope of enhancing officer empathy and understanding when interacting with members of identifiable groups both within and outside the organization.

In the fall of 2022, several sessions of the new HRS-022 Respect, Anti-harassment and Discrimination Policy training were also mandated for all members, both sworn and civilian. This was led by Executive Officers and conducted by a third-party consultant.

Also, in the fall of 2022, the HRPS implemented a training platform through the HRPS Portal in order to deliver 'real time' content with respect to current EDI and hate crime issues that impact operational assets within the Service. Content includes topics such as the conflict in the Middle East, emergence of crime activity, customs and norms specific to cultural, religious and ideological groups, and details regarding the history and practice of dates of significance and cultural celebrations. The platform, which is accessible by any member of the HRPS through the 'Equity, Diversity & Inclusion' platform, provides relevant information to every member of the Service and is delivered through the Extended EDI Team. The latter consists of 68 members who are strategically placed throughout the HRPS, in order that each team member can disseminate this information through a variety of formats and interactions.

Of note, the Extended EDI Team also participates in training twice yearly, which consists of content to address current issues. For example, recent content included 2SLGBTQ+ information delivered by 'Serving with PRIDE', which covered the history of the PRIDE movement in Ontario, and various challenges faced by the 2SLGBTQ+ community to date.

Perhaps most notably, the HRPS coordinates a series of training opportunities offered to any member of the HRPS, and in some cases the public, wherein the content consists of lived experiences delivered by members of identifiable groups. These are intended to greatly humanize the negative experiences faced by some as well as to heighten empathy and awareness. Examples of these sessions include, but are not limited to, "The Fruit Machine – an investigation that sought to identify and remove members of the Canadian Armed Forces between the 1950s and early 1990s due to their sexual

orientation”, “Freedom on the Sixteen” – the history of Black community in Oakville following escape from American slavery, and the HRPS Hate Crime Symposium.

Lastly, the HRPS deployed six officers in 2023 and twelve officers in 2024, to the remote communities of Fort Albany, Kashechewan and Attawapiskat, in order to receive immersive experiences in northern Indigenous communities. PROJECT: Northern Exposure, developed in conjunction with the Nishnawbe Aski Police Service, provides first-hand experiential learning to develop a true understanding of the challenges faced by members of the Indigenous community. Consequently, officers are better informed in regard to the ‘Truth and Reconciliation Commission’s - Call to Action #57’, which directs civil servants to educate and inform the public concerning matters relating to the Indigenous community.

It is important to note that, while many of the training programs implemented by the HRPS are intended to enhance an understanding of hate crimes, much of the training focuses on developing a broader understanding of the challenges faced by members of marginalized and/or identifiable groups. The latter has been a key focus of effort to positively impact empathy and heighten a need to perceive issues from the perspective of victims, and to apply a human lens to police interaction.

OTHER STRATEGIES TO IMPACT BIAS / ‘BUY-IN’

In 2024, the HRPS received additional funding to increase the number of Internal Support Networks to include an East Asian ISN and an Indigenous ISN. Previous ISNs consisted of a Women’s ISN, a South Asian ISN, a Black ISN and a 2SLGBTQ+ ISN. Internal Support Networks not only provide services to members within the specific identifiable group, but also provide the ability to host additional projects that increase awareness of their respective cultures and contributions to society.

In 2024, the HRPS will also launch ‘Artspace in the Workplace’, which is a project that uses artwork, strategically placed in various work locations, to inform all members of various aspects of culture that is representative of the diverse communities we serve. The HRPS is currently procuring art from the Mississaugas of the Credit First Nation, which will consist of depictions of, for example, Medicine Wheels along with brief narratives of their meaning. Additional art will include local places of significance and other cultural depictions to act as reminders of the ubiquitous presence of culture within our Region.

HOW SUCCESS CAN BE MEASURED

Two key metrics may be used to measure the effectiveness of training with respect to hate crime identification and investigations. These are:

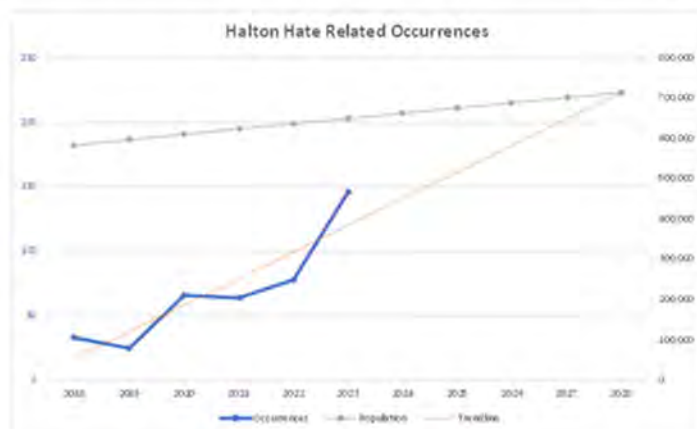
- Hate Crime / Hate Incident statistics
- Internal Complaint data

Hate Crime / Incident data were expected to increase in 2023, to reflect changes in best practices and improvements to investigative characteristics. The data shows this to be the case (below). It is worth noting that the 2023 data should be viewed as a baseline from which future inferences may be drawn, whereas comparisons to previous years may be less helpful given the dramatic changes to training and investigative practices in 2023.

5-Year trend (all hate-related occurrences)

Year	Occurrences	Population
2018	33	583,364
2019	25	596,940
2020	66	610,517
2021	64	624,094
2022	78	637,054
2023	146	650,014
2024		662,974
2025		675,934
2026		688,894
2027		701,823
2028		714,351

* 2023 total occurrences based on data from Jan 1 to Dec 26



It is also worth noting that an increase in the number of hate related occurrences should also be at a rate that is higher than other factors that contribute to statistical increases, such as the increase in the population of Halton.

The population in Halton is growing at a pace of approximately 2% per year.

The growth of hate occurrences is highly erratic. However, the overall trend shows an increase.

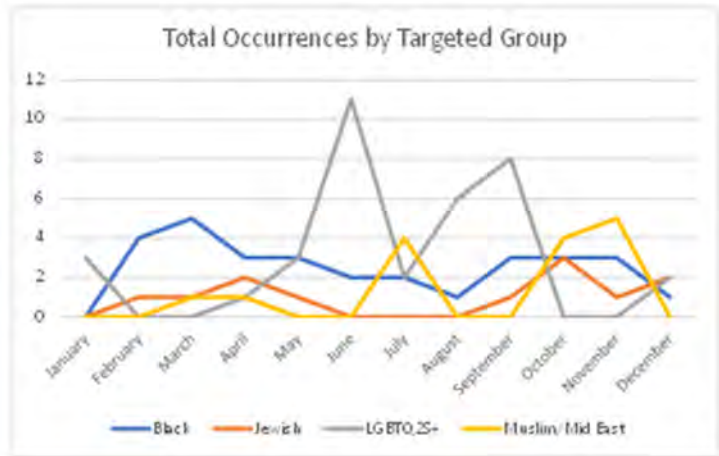
Year	Occurrences	Population	YOY (Occs)	YOY (Pop)
2018	33	583,364	0.00%	0.00%
2019	25	596,940	-24.24%	2.33%
2020	66	610,517	164.00%	2.27%
2021	64	624,094	-3.03%	2.22%
2022	78	637,054	21.88%	2.08%
2023	146	650,014	87.18%	2.03%

A further method of testing the effectiveness of addressing hate crime/incidents may be found by comparing certain trends to what we expect to be reflected in current issues.

The racialized data is consistent with triggering events.

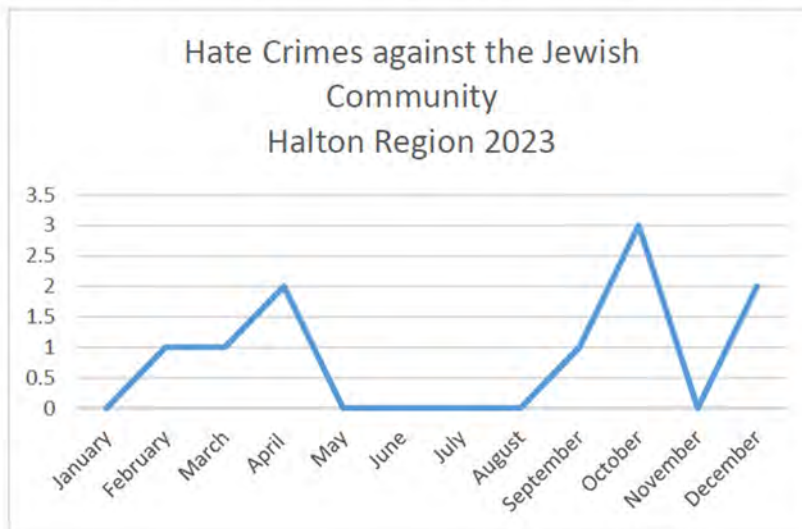
- PRIDE Month & Million-Person-March (June)
- Conflict In Middle East (October)
- P.M. Trudeau announces ties between India Govt and Hardeep Singh Nijjar homicide (June)

Month	Black	Jewish	LG&TQ2S +	Muslim/Mid East	South Asian
January	0	0	3	0	0
February	4	1	0	0	1
March	5	1	0	1	1
April	3	2	1	1	0
May	3	1	3	0	0
June	2	0	11	0	0
July	2	0	2	4	1
August	1	0	6	0	2
September	3	1	8	0	4
October	3	3	0	4	4
November	3	1	0	5	1
December	1	2	2	0	0



Hate Crimes against the Jewish Community

Of the 10 hate crime investigations that specifically involved the targeting of members of the Jewish Community, all were with respect to graffiti, ranging from the image of a swastika to the inclusion of highly offensive, vulgar comments being left in public and semi-public places.



There were two incidents; one in September and one in October, that resulted in an arrest and charges being laid. Investigation determined the same person to be responsible for both incidents. The accused was charged with *Criminal Mischief* after carving images of swastikas into the mirrors of two separate public washrooms.

Lastly, all hate-related incidents are reviewed by the EDI Office through the ‘**Hate Crime Analytics Tool**’, which includes details of the complaint/allegation and a summary of the investigation. In the review, conduct and practices of the investigator are examined to ensure that the proper investigative steps have been taken. Where deficiencies are identified, the EDI Office contacts the investigator and supervisory team to ensure that deficiencies are communicated and, where applicable, changes are made. The EDI Office also ensures that the proper classification is made of the occurrence and these results are provided to the HRPS Records Department for UCR purposes.

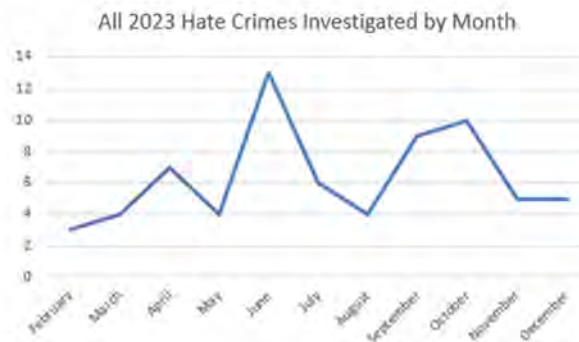
Of note, every investigation by the HRPS results in a phone call made to the victim by a member of the EDI Office who is specifically trained with regard to cultural, religious and ideological factors that may have a bearing on the nature of the victim support that is required. This ensures the victim is supported and provided proper resources.

Total Hate Crimes in 2023

Investigations where **CRIMINAL OFFENCES** were alleged to have been committed against a person or property which was motivated in whole or in part by hate / bias or prejudice.

In 2023, the HRPS laid **18 Criminal Charges** over a total of 70 Hate Crime investigations.

Month	Total
February	3
March	4
April	7
May	4
June	13
July	6
August	4
September	9
October	10
November	5
December	5



Of additional note, in 2023, the HRPS Professional Standards Unit investigated one incident wherein a police member reported being the target of misogyny, racism or discrimination. The matter was ultimately unfounded. In 2023, no member of the HRPS was the subject of a ‘hate-related’ public complaint, including any initiated by the OIPRD.

Change at the Organizational Level:

In her report, Dr. Barbara Perry notes the critical role that Executive and Senior Leadership plays in the furtherance of organizational changes that favour support of EDI principles. It should be noted that all changes to the organization have been fully supported if not directly influenced by Senior Leadership, which inherently forms messaging to the broader organization through a trickle-down effect. The modeling of supportive behaviour is reinforced by their consistent presence at internal and community functions, whether they be flag raising ceremonies for Black History Month, Asian Heritage Month, PRIDE Month, Hindu Festivals, EID, or other internal events, including those hosted by our Internal Support Networks.

In 2023, the Executive and Senior Leadership Teams began wearing epaulettes with flags relevant to dates, weeks and months of significance, in a showing of solidarity with various identifiable groups.

DECENTRALIZING THE EDI OFFICE

As noted in Dr. Perry's report, attention to EDI and hate crime concerns are a "whole of Service" responsibility that cannot be effectively delegated to a small group of members. The report identified various perils that arise when a small team is delegated with the responsibility of dealing with the Service's EDI matters almost exclusively. For example, she described that using the same HRPS members to attend the same community events led by a handful of organizations, leads to two factions divided by "cheerleaders" and those less supportive of the efforts of the HRPS. While it is clearly important to have strong relationships with various community groups, especially during times of crisis, it's questionable whether the "cheerleaders" represent the entirety, or even a suitable portion of the entire identifiable group. Indeed, the key question is whether this is the best and most sustainable way to overcome the "trust deficit" with these identifiable groups. One might argue that trust is better established by improving all individual interactions on day-to-day matters, such as officer interactions with the public, or an officer's conduct during the course of an investigation. Dr. Perry alludes to this, and further suggests that the HRPS find ways to measure manifest evidence of improvements to, amongst other things, service in regard to hate-related matters as it relates to the whole of the Service. Metrics in this regard continue to be explored, as quality of interaction lends to a qualitative aspect of police work. However, improving the quality of these interactions are inexorably linked to the 'buy-in' principle, where the quality of work regarding hate-related matters is contingent on the member's understanding

of the importance of the work and the commensurate level of compassion and understanding that results in the public's trust toward Police.

Identifying areas of responsibility and opportunity within the HRPS: The following initiatives are being created for 2024.

- Adding recruiting booths to community events previously solely attended by EDI Team members
- Communications-specific Training for dispatchers/call-takers
- Implementation of Frontline Technology to incorporate phone-based, real-time interpreter services
- Human Resources is updating and improving the HRPS website to incorporate EDI elements into the recruiting page
- Victim Services-specific training that improves service delivery based on certain identifiable/racialized victim bases (pending). Of note, Victim Services operates at arms length to the HRPS. However, a member of the Extended EDI Team is embedded in the unit and provides relevant EDI training content.
- Mobile Crisis Rapid Response Team-specific training to enhance and improve interactions with persons in crisis from identifiable groups (pending)

POLICY AND BEST PRACTICES – THE 923 HEADING

As mentioned in Dr. Perry's report, the anticipated changes to the 923-call heading are now in full effect. Training has also been provided to our Communications Teams (dispatchers/call-takers) as well as to the frontline to improve the classification of all incidents reported to the HRPS. As an additional means of ensuring proper classification, the current practice is that all occurrences with the possibility of being hate-related be further screened by the EDI Office. Every HRPS occurrence is reviewed for its content prior to final classification as being motivated in whole or in part by hate. They are then categorized as a hate crime, hate incident or not hate-related, through the use of the newly created 'Hate Crime Analytics Tool'. Once properly classified, the incidents are advanced to the HRPS Records Unit for records management.

In 2023, the HRPS adopted new elements to the existing **INV-008 Hate Incident/Hate Crime (Nov 9, 2023)** policy as well as **CPO-044 Radicalization/Deradicalization (Oct 24, 2023)** policy. Changes included the following:

INV-008 Hate Incident/Crime

- Classification changes to include 923 Heading, and presence/severity of violence.
- Responsibilities and Procedural changes, providing guidance to the use of the 923 Heading. District Staff Sergeants were provided workflow requirements to include CIB, Hate Crimes and EDI Inboxes along with responsibilities to the EDI Commander to meet with community stakeholders for rapport purposes, and to optimize the HRPS' response to these crimes. The EDI Sergeant was also now required to develop an annual Police Service Board report to non-criminal hate incident, suspected hate crime or hate crimes.

CPO-044 Radicalization/Deradicalization

- Responsibilities and Procedural changes now include that Supervisors notify District Detective Sergeants and the EDI Sergeant of any indication or suspected presence of radicalization in an occurrence. Moreover, that the Detective Sergeant then notify the Commander of the District, RCMB and the Detective Sergeant of Intelligence along with the Inspector – Chief's Staff.
- The Intelligence Bureau and Manager of corresponding RCMB liaise with the EDI Sergeant to explore intervention through multi-faith support teams or other community connections.

THE EDI ROUNDTABLE / DIVERSITY ENGAGEMENT TABLE

The EDI Roundtable and other community discussions will continue to be held, with an increased emphasis toward input from the community to improve methods and practices. Three DET events are scheduled for 2024, and will be attended by the Chief and Deputy Chiefs along with other senior leaders and the EDI Team, to host an engagement with various members of the public. The content presented by the HRPS will showcase work being done by the HRPS / EDI Team in order to receive critical feedback, specifically as it relates to the effectiveness with these new strategies. Moreover, the engagement is intended to obtain input on specific efforts being made through these EDI initiatives in order to identify solutions on how to evolve our practices to maintain currency and relevancy in reflection of our community's needs.

THE HATE CRIME INTELLIGENCE TEAM – What, and why?

An emerging trend in recent years has called for the need to blend an EDI perspective with our Intelligence Bureau. Diaspora, especially with respect to countries of origin that continue to be in conflict, has significantly contributed to rises in hate crimes and hate related incidents in Canada. In June of 2023, Hardeep Singh Nijjar, a separatist leader of the Khalistan movement, was murdered in Surrey, B.C. The incident exposed the growing concerns of violence, tied to the ongoing conflict between Sikhs and Hindus in India, wherein the movement aims to establish a homeland for Sikhs in the Punjab region. An attempted homicide in Halton Region in 2023 was believed to have ties to the Khalistan movement.

Similarly, incidents involving antisemitism have risen since the attack by Hamas on Israel in October of 2023. Although the event sparked a quick rise in anti-Muslim sentiment, momentum quickly shifted as the military response by the Israeli Defence Forces saw mass casualties in Gaza. Since that time, efforts amongst Palestinian diaspora and Muslim supporters have been steadily increasing, largely in the form of protests, causing a range of disruption that includes traffic, business and political arenas. Of note, local occurrences have predominantly consisted of property damage, in particular to school property, which has ranged from graffiti to arson.

Local settlement agencies are describing that the largest group of newcomers to Halton appear to be coming from West and Central Africa. Many of the countries within Africa have historically been in conflict. Indeed, significant conflict and civil unrest continues in places such as Ethiopia and Eritrea, the latter, having gained independence from Ethiopia in 1993 continues to experience violent, civil unrest. Diaspora from both sides have engaged in skirmishes in Canada, most recently in London Ontario, when an event hosted by Eritrean-Canadians to raise funds for Eritrea were met with violence from Ethiopian supporters.

The aforementioned are examples of emerging trends of violence arising from conflict between groups outside of Canada. It is of critical importance that law enforcement agencies are aware of the cultural, historic, and political characteristics of various groups as they continue to amass in Canada. The HRPS Intelligence Unit and the EDI Team are collaborating with Detective Sergeants in the Districts, to assist with operational awareness and risk mitigation. Regional Mobilization Bureaus and Paid Duty administration is also part of that communication as both play a role in the administration and response to large gatherings and events.

Change at the Environmental Level:

The HRPS has several long-standing partnerships with various community groups, and continues to build on new relationships, in order to build trust and foster communication. Whether by consulting with 'settlement teams' at the Halton Multicultural Council, to teach newcomers about the Police in Canada, or through various other community engagements, the HRPS continues to work tirelessly to establish and maintain positive relationships with our partners.

In 2023 the HRPS placed a broader emphasis on the importance of identifying ways to implement strategies to overcome the 'trust deficit' through community members and partner agencies. Indeed, it has been further recognized that the shared responsibility of building a safer, happier and more prosperous future isn't solely contingent on the actions of the HRPS or Law Enforcement. Consequently, in October of 2023, the HRPS hosted its first '**Hate Crime Symposium**'.

THE HATE CRIME SYMPOSIUM

In October of 2023, the HRPS facilitated a gathering of more than 200 members of the community to highlight the need to work together to combat hate. A series of presenters provided content to motivate and inspire all people to come together as one, and to act as individuals and as part of a larger community, to build a better future for the children of Halton. This first, critical step, was an opportunity for members of the community to see Police as human beings, and to understand the work being done by the HRPS from to combat hate and to build a safer and more inclusive future for Halton Region. The symposium also called upon all members of the community to be leaders by preventing, responding to, and/or reporting hateful acts, all in the interest of making our community safer and better.

Our next symposium will include a more interactive approach that focuses on conflict resolution and the need to live in harmony with one another. We will call on members in the community to work to prevent the commission of hateful acts toward others, despite our differences and regardless of global events.

THE OFFICE OF THE CROWN ATTORNEY

It is important to note that the Halton Regional Police Service has very limited impacts on the assignment of specialized assistant Crown Attorneys in the Central West Region, which has purview of Halton Region. At this time, there is no specialized 'Hate Crime Crown' for Halton. Where a degree of specialized consultation is required, the HRPS consults with Karen Shai – Hate Crime Crown for Toronto. Change in this regard is not within the foreseeable future and is likely to be contingent on an increase in offences such as those prescribed under sections 318 and 319 of the *Criminal Code*: Advocating Genocide, Public Incitement of Hatred and Wilful Promotion of Hatred, along with new charges that reflect current changes to legislation with respect to the 'online Harms bill'.

Conclusion:

The Halton Regional Police Service's response to Hate Crimes and Hate Incidents is constantly evolving and few of the changes implemented by the service over the past year are of a kind that would immediately and dramatically impact the work we do. While education and knowledge are clearly factors in our efficiency and effectiveness in both identifying and investigating hate-related matters, we also know that officer subjectivity plays a significant role in both. The latter, which has been referred to a member's 'buying in' to the principles of EDI, can also be a key factor in the quality of the service that a member demonstrates during interactions with the public, as well as to other members within the Service.

Many of the challenges we face as a Police Service are unprecedented amidst a climate of change and rapidly increasing diversity. Diaspora continues to play a significant role in the rise in hate crimes and hate incidents in Halton Region. Understanding the underlying conflicts between diasporic communities requires a broader understanding of the issues faced by their respective countries and places of origin. The latter is only heightening the need to augment our resources within both the Intelligence and EDI units of the HRPS.

As we continue to evolve as both a Police Service and as a Region, the Halton Regional Police Service remains committed to serving the needs of our community in a manner that values healthy and sustainable growth, that is inclusive and supportive to all, both within and outside of the organization.

Policing Hate in Halton: Progress Assessment

Dr. Barbara Perry

Centre on Hate, Bias and Extremism

Ontario Tech University

I thank Halton Police Service for giving me the opportunity to review progress to date. I am happy to see some action on a few key items, especially with respect to training. Below I offer an assessment of actions as they relate to the recommendations I offered in the initial report, along the three dimensions of individual, organizational and environmental factors. I offer a tabular summary, as well as brief discussions of key developments and areas in need of further action.

Individual Level Recommendations

Recommendation	Addressed?	Action
Incentivize engagement in EDI work	No	
Recruit from EDI attuned post-secondary programs	No	
Enhance hate crime training opportunities	Yes	Block training Artspace in the Workplace Lunch and Learns focusing on EDI related issues/content
Expand Speakers Series beyond EDI office	Yes	Diversity Team Training
Identify external training opportunities	Yes	Canadian Police Knowledge Network Training
Incentivize hate crime training	No	
Ensure EDI team is diverse and inclusive	No	
Engage in targeted recruitment in under-represented communities	Yes	EDI staffed recruiting booths at community events
Ensure succession planning within EDI, and hate crime leadership	No	

In the response to my initial report, HPS emphasized two concerns: knowledge and/or education, and member 'buy-in'. The emphasis on the latter is surprising as it wasn't a significant part of the initial report. As I did not conduct a survey, I did not have any relevant

data to hand. Nonetheless the response suggests that there is little to be done about identifying levels of or enhancing “buy-in” so the issue is moot.

More attention is paid to my recommendations for enhanced and broadened training and to the relevant actions taken by HPS in this regard. Broad EDI training, which can provide a context for deeper understanding of hate crime, has been extended via training provided by the 60 members of the EDI team, through relevant “Lunch and Learns”, in the fall 2023 block training, and through Artspace in the Workplace. Notably, the latter two initiatives were delivered in partnership with Halton Multicultural Council, and local Indigenous organizations, respectively, thereby ensuring community voices and perspectives were present. As noted in the response, this can go some way in “humanizing” and making relevant and apparent the experiences of frequently targeted communities. This can play an important role in enhancing officers’ willingness and ability to see “hate” in relevant occurrences. However, very little hate crime specific training seems to have been added.

It does not appear as if progress has been made with respect to the remainder of the recommendations. Some attention has been given to more targeted recruitment from diverse communities through the use of EDI staffed recruiting booths at community events. More proactive efforts are encouraged, along with engagement with post-secondary institutions that emphasize diversity related curricula and values.

While some training has been mandated, incentives do not seem to have been provided for additional training, or for engagement in EDI related activities. The exception here, perhaps, is the strategy of providing members of the EDI team the opportunity to create and execute initiatives that benefit the service or community from an EDI lens wherein the officer can lead the project. This incentive provides a rare opportunity to participate in the kind of project that favours them from a career development perspective. However, the EDI team – expanded to 68 members – continues to lack broad diversity, with the exception of the over-representation of women (n=37). Two-thirds of the team appear to be white. This is probably a result of the transition from assigning who have been “volun-told” rather than actively recruiting members who have a grounded commitment to the work. There is considerable truth to Sgt. Nakahara’s suggestion that this means that the presence of allies on the team allows them to act as

advocates for the EDI ‘cause’, as these are members who are most likely to impact the most resistant group to ‘buying in’ to EDI causes. It’s a fine balance between allyship and the “cultural taxation” that I referred to in my original report. The impact of allies on their peers’ perceptions might be worth exploring at some point.

Sgt. Nakahara is relatively new to the role of leading hate crime initiatives, so I would not have expected consideration of succession in the first year. However, this preparation should be initiated within the next 12 months given the typically short tenure of such portfolios. Some attention has been given to more targeted recruitment from communities at risk of victimization through the use of EDI staffed recruiting booths at community events.

Organizational Level Recommendations

Recommendation	Addressed?	Action
EDI/Hate crime “whole of service” messaging	Yes/No	Full support of EDI initiatives Presence of leadership at internal and community events
Revision of Hate Crime/Hate Incident Policy Directive	No	
Implementation of 923 call heading	Yes	923 call heading added
Expand hate crime “team”	Yes	Pilot programs: Hate Crime Review Team; and Hate-Crime Intelligence Team
Assign district level hate crime coordinators	No/Yes	Hate Crime Review Team
Integrated hate crime team	No/Yes	HRPS Hate-Crime Investigative Team and District Community Mobilization Teams
Hate crime training for Victim Services	Yes	Victim Services-specific training; not clear that hate crime training has been offered to volunteers
Emphasize need for submission under Victim Support Protocol	No	
Expand use of community supports for victims and perpetrators	No	

Some headway has been made with respect to organizational level factors. I will note, though, that virtually none of the suggested revisions to the Hate Crime/Hate Incident Policy Directive were implemented. Additionally, little consideration seems to have been given to the recommendations around victim support and services, which seems to contradict the victim-centred approach necessitated by the dynamics of hate crime. I recall from my initial

community interviews that service providers were critical of the “in house” programming around (e.g.) diversion for hate crime suspects, and that this had the effect of further dividing the community from the service. I would strongly urge more exploration of the ways in which community organizations can support both victims and offenders.

The response to my initial report suggests that leadership continues to be fully supportive of the efforts in the areas of EDI and hate crime. However, there do not seem to be efforts underway to more fully engage members across the service in EDI work or to encourage wider representation at community events. This does not seem to support the “whole of service” messaging that is suggested.

Perhaps the most significant development was the implementation of the 923 call heading which allows responding officers to identify occurrences they believe might be hate motivated. It appears that this trigger has proved to be a valuable reminder to consider hate motivation for all incidents to which they are responding. It is often thought that an increase in hate crime reports may, in some cases, represent a positive trend in that it suggests that more incidents are being reported and/or recorded. Indeed, the numbers suggest that the introduction of the 923 heading is having a positive impact, in that more incidents were captured – nearly twice as many - in 2023 than in 2022. It appears that there was communication about this new feature, directly to Staff Sergeants, and the Records department, along with an internal bulletin. Notably, ongoing application of the ‘Hate Crimes Analytics Tool’ allows for improper classification to be identified, followed by direct contact with the reporting officer and their respective staff sergeant. This helps to ensure that the 923 is consistently applied.

Some steps have been taken to offer a more expansive approach to managing hate crime occurrences. A pilot program is testing a Hate Crime Review Team, consisting of the EDI Team and the Detective Sergeants of District CIB Units. The intent of team is to review and every occurrence that contains ‘hate-related’ content or that is already classified as a “Hate Crimes” occurrence, to ensure that these occurrences are properly classified and investigated. However, to date, much of the onus for reviewing cases continues to fall to the core EDI team, with District Detective Sergeants being consulted only where questions arise.

I am especially happy to see another pilot program that has initiated a Hate-Crime Intelligence Team that includes the HRPS Hate-Crime Investigative Team and District Community Mobilization Teams. This sort of decentralized approach to hate crime was encouraged in the initial report, in order to take advantage of the knowledge of and connections to local communities and trends. However, it seems that, at this point, the team is largely charged with monitoring the increasing numbers of public demonstrations, rather than hate crime. I would encourage an evaluation of both pilots at the end of their first year.

Environmental Level Recommendations

Recommendation	Addressed?	Action
Engagement with hate crime Crown	NA	Relationship with Toronto’s designated Crown
Public presentations on hate crime	Yes	Hate crime symposium
Community education online; expand No Hate in Halton	No	
Encourage community partners to liaise on hate crime reporting	No	
Engage critical voices	No	
Expand scope of annual report on hate crime	Yes	More context provided (pending)
Ensure visibility of broad range of HRP officers at community events	No	
Offer periodic town halls with Chief and with EDI office	Yes	Hate Crime Symposium EDI Roundtables/Community Discussions
Make annual report on hate crime publicly accessible	Yes	
Explore additional pathways to reporting	No	

The most challenging area – and one over which any police service has limited control – is at the environmental level. Enhancing relationships with external partners – whether at the community or justice system level – is vital to effective policing in the context of hate crime. Unfortunately, Halton does not have a designated Crown to deal with hate crimes. Nonetheless, the hate crime leads have an ongoing relationship with Karen SHAI, the Hate Crime Crown in Toronto, whenever guidance is needed for prosecutorial matters. Ms. Shai is among the most experienced and knowledgeable Crowns in this field, so that relationship is a valuable one.

Some efforts have been made to engage the community around hate crime. Specifically, a Hate Crime Symposium was convened in October, 2023, with the intention of enhancing public awareness of law enforcement's role and capacity in responding to hate crime. Approximately 170 people attended in total, approximately 150 of whom were 'community members,' representing government, corporate, religious, faith, educational, support, and other community groups. Participants' comments on the symposium suggest that it was well received, although some of the speakers were thought to be tangential to the specific issue at hand. There also seemed to be some concern that there was little emphasis on action. However, Sgt. Nakahara has indicated that the plan is to offer regular symposia that will put more emphasis on interactive and results-oriented modes of delivery.

Notably, HRPS recently partnered with the Halton Multicultural Council to provide training to settlement workers specifically on the subject of the role police play in society, knowledge that can be passed on to newcomers, who may come with very different understandings of and experiences with law enforcement in their country of origin. This is another effort to try to overcome the "trust deficit" noted in my initial report. This is a valuable approach. There, may, however, still be considerable work needed to effectively engage the most vocal critics of law enforcement – something most services contend with. Perhaps the EDI Roundtable / Community Discussions can become a forum for explicitly engaging and hearing those voices.

Finally, plans for the next annual hate crime report revolve around the nature and significance of the changes that have been made to hate crime practices in the past year. The intent is to assure the public that action is being taken, and that some of the changes will ensure a more robust set of data for future analysis. I would encourage HRPS to ensure that the report is not simply passively posted somewhere deep within the service's website, but that it also be disseminated among community partners – perhaps beginning with the "guest list" from the hate crime symposium. The transparency of this approach signals a willingness to share openly with the community.

In sum, progress on responding to hate crimes has been made along a number of dimensions, especially with respect to training and a more (internally) collaborative approach to specific occurrences. As with most police services, there is considerable work yet to be done

with respect to addressing the community “trust deficit.” It is to be hoped that the EDI related training noted above will go some way to facilitated more positive interactions between officers and community members in their day to day routine. The noted community forums are also a solid foundation, but these sorts of forums generally draw those who already have some trust in law enforcement. Explicit efforts to bring critics to the table should be on the short term agenda. There are a number of actions that HRPS has suggested are pending – more and different public forums, work toward a Hate Crime Review Team that actively includes officers outside the EDI team, and an expanded, publicly accessible annual hate crime report to name a few. I encourage the Board to establish a mechanism by which they are able to assess progress on these items, perhaps a brief “report card” at a later date.



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2023 SERVICE VEHICLES – COLLISIONS & DAMAGES

Report #: P24-03-I-02

Date: March 28, 2024

INTRODUCTION AND BACKGROUND:

The Service Vehicles report covers the period January 1 to December 31, 2023 and provides statistical information and trends regarding collisions and damages to Service vehicles.

As a police service, our patrol and investigative vehicles are driven extensively throughout the year. Patrol vehicles, which represent the majority of our fleet, are driven 24/7 and average approximately 50,000 kilometres per year which far exceeds the day-to-day usage in most other business and consumer applications. In 2023, HRPS vehicles travelled a total of 7.862 million kms, representing the most kilometres travelled when compared to previous years (see table below). It was noted that calendar year 2020 is an anomaly which may have been due to the COVID pandemic, which is supported by a continued increase and consistency in the following years data.

	2020	2021	2022	2023
Total kms driven (million)	7.225	7.464	7.842	7.862

The nature and requirements of police driving differs significantly from other fleets (stop-start, acceleration, significant idling time, etc.). As such, it is difficult to compare these Service collision and damage statistics and costs to other business or consumer environments. While there is limited information reported by other Services on collisions, discussions with other Services support consistencies in frequencies and types of instances as it relates to service vehicle collisions and damages.

Service Vehicle Collisions

Service vehicle collisions are reviewed and classified as either "preventable" or "non-preventable" according to a breakdown determined by the National Safety Council's Collision Reporting Guidelines and Definitions. The Service's Safe Driving Committee continues to review all preventable collisions in an effort to identify causes, trends and strategies to improve safety.

In 2023 there were a total of 139 Service vehicle collisions with total confirmed damage costs of \$675,667. This represents an increase in both number of incidents and total cost

when compared to 2022 where there were 123 Service vehicle collisions reported and \$377,083 in damage costs. In 2023, there were six (6) instances where the collision resulted in the total loss of the unit.

A growing trend, as observed in most Police Services, is a significant increase in costs associated with incidents in which Service vehicles are utilized in Suspect Apprehension Tactics (SAT). In 2023, a total of 36 incidents involving SAT's resulted in \$264,090 in damage costs. This is comparable to other Police Services experiencing similar increases. Of these 36 SAT incidents, 31 were deemed Non-Preventable and 5 were classified in various Preventable categories.

The number of Service Vehicle Collisions and damage costs is the highest in 2023 when compared to the four-year period reported below. Comparative figures are as follows:

	2022		2023	
	#	\$	#	\$
Collisions – excl. write-offs & SAT	95	\$ 124,462	97	\$ 251,580
Collisions – write-offs	3	78,260	6	159,997
Collisions – Suspect Apprehension Tactic (SAT)	25	174,361	36	264,090
Collisions – total	123	\$ 377,083	139	\$ 675,667
Average Damage costs – excl. write-offs & SAT		\$ 1,310		\$ 2,594
Average Damage costs – write-offs		26,087		26,667
Average Damage costs – SAT		6,974		7,336
Average Damage costs – total		\$ 3,066		\$ 4,861
Costs per 10,000 km driven – excl. SAT		\$ 259		\$ 523
Costs per 10,000 km driven – incl. SAT		\$ 481		\$ 859

The average total damage cost per incident of \$4,861 in 2023 represents an increase compared to previous years, with an average of \$3,066 per incident in 2022 (and \$3,055 in 2021).

The following table presents the 2023 Service Vehicle Collision statistics in comparison with the three previous years.

PREVENTABLE COLLISIONS	2020	2021	2022	2023
Follow Too Close	4	8	4	5
Too Fast for Conditions	0	3	1	2
Failure to Observe Clearances	17	44	33	46
Failure to Obey Sign/Signal	0	0	0	0
Improper Turn	5	1	1	1
Improper Parking	0	0	2	1

Improper Passing	0	0	0	0
Fail to Yield	2	4	1	3
Improper Backing Up	6	4	4	5
Miscellaneous	5	2	5	4
TOTAL PREVENTABLE COLLISIONS	39	66	51	67
TOTAL NON-PREVENTABLE COLLISIONS	42	58	63	61
COLLISIONS WITH UNKNOWN CAUSE	13	17	9	11
NUMBER OF COLLISIONS - ALL	94	141	123	139

After a review of the 2023 Service Vehicle Collisions, the following comments are provided for information purposes:

- There was an increase in Preventable Collisions in 2023, with a total of 67 instances or 48% of all collisions. In 2022 there were 51, representing 41% of all collisions.
- The most significant category of Preventable Collisions continues to be Failure to Observe Clearances representing 69% of preventable incidents in 2023, consistent with 65% in 2022.
- The three (3) Failure to Yield collisions resulted from officers proceeding through red lights. One of the three resulted in the total loss of the vehicle, another incurred significant damage and repair costs, while another incurred only minor damage to the Service Vehicle and did not require repair.
- There were 61 Non-Preventable Collisions in 2023 representing 44% of all collisions. In 2022 there were 63 representing 51%, and in 2021 there were 58 Non-Preventable, representing 41% of all collisions. This category includes incidents where the member / driver was deemed not at fault for the collision.
- The number of incidents in the category of Collisions with Unknown Cause represents 8% of all collisions in 2023, 7% of all collisions in 2022, 12% in 2021. This category accounts for previously unreported incidents or ‘found’ damage that is clearly the result of some type of collision, however, the incident’s time, date and driver is not known. It is therefore impossible to determine if the incident was preventable or non-preventable.
- Service policy requires that all collisions be reported regardless of repair/damage requirements. Of the reported collisions in 2023, 33% of all incidents did not incur repair costs as either the damage was relatively minor or the vehicle was at the end of its lifecycle and it was deemed not cost effective to repair. This compares with 36% in 2022, 41% of in 2021 and 23% of incidents in 2020.
- There was a significant increase in the required use of Suspect Apprehension Tactics (SAT), and 36 of these types of incidents resulted in \$264,090 in damage costs in 2023. This is comparable to other police services experiencing similar increases. Of these 36 incidents, 31 were deemed Non-Preventable and 5 were classified in various Preventable categories.

Damage to Service Vehicles

Damage to Service Vehicles relates to non-collision vehicle damage. Service policy requires members to report Damage to Service Vehicles regardless of the cause.

In 2023 there were 19 Damage to Service Vehicle incidents with damage cost totalling \$30,594. One incident involving an engine fire resulted in the total write-off of the vehicle, with damages totalling \$20,800. This anomaly incident explains the significant increase in total costs and per incident costs in 2023 statistics. Excluding the write-off in this category, damage costs total \$9,974 representing a decrease in damage cost and cost per incident when compared to previous years. In 2022 there were 28 incidents reported with total damage costs totalling \$18,073.

The comparison to previous years is as follows:

	2022		2023	
	#	\$	#	\$
Incidents – excl. write-off incident	28	\$ 18,073	18	\$ 9,794
Incidents – write-off incident	-	-	1	20,800
Incidents – total	28	\$ 18,073	19	\$ 30,594
Damage cost / incident – excl. write-off incident		\$ 645		\$ 544
Damage cost / incident – write-off		-		20,800
Damage cost / incident – total		\$ 645		\$ 1,610
Costs / 10,000 km driven – excl. write-off incident		\$ 23		\$ 12
Costs / 10,000 km driven – incl. write-off incident		\$ 23		\$ 39

Of the 19 Damage to Service Vehicle incidents in 2023, 5 were minor and did not incur repair costs. This figure varies significantly from year to year and is impacted by the nature of the damage, the incident, as exemplified by the statistical variances resulting from the single anomaly 2023 write-off incident in this category, and the lifecycle of the vehicle.

The following table presents the 2023 Damage to Service Vehicles statistics in comparison with the previous three years:

ITEM	2020	2021	2022	2023
Wheels/Tires/Rims	1	1	4	0
Windshields/Glass	11	15	20	12
Body/Engine/Interior/Exterior Damage	4	9	4	4
Broken Mirrors	0	0	0	2

Prisoner Initiated Damage	0	0	0	1
Undercarriage	0	0	0	0
TOTAL	16	25	28	19

Conclusion

In 2023, there were 139 Service Vehicle Collisions including 6 write-offs, and resulted in total confirmed damage costs of \$675,667. The 2023 statistics reflect a significant increase in the number of incidents and damage costs, when compared to the previous year. In 2022, there were 123 Service Vehicle Collisions, 3 write-offs, and total damage costs of \$377,083. The significant increase in damage costs in 2023 can partially be explained by a continued increase in the severity of incidents and more commonly required use of Suspect Apprehension Tactics, that are consistent with similar increases seen in other police services. 36 of these incidents represented damage costs of \$264,090.

In 2023, there were 19 Damage to Service Vehicle occurrences representing a decrease in total number of incidents and significant increase in total confirmed damage costs when compared to 2022. The increase in 2023 costs is due to a single (1) anomaly incident resulting in the total loss of the vehicle in this category, where damage costs totalled \$20,800.

An internal driver training program was executed in 2022 in an effort to decrease preventable collisions. Feedback was positive and there was significant value associated with the program. Follow up training is being considered for in 2024 and for ongoing programs into future years.

In 2024, The Safe Driving Committee will continue to review all preventable collisions in an effort to identify causes, trends and strategies to improve safety.



Stephen J. Tanner
Chief of Police

: JR / PL



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: ANNUAL PERFORMANCE REPORT

Report #: P24-03-R-05

Date: March 28, 2024

RECOMMENDATION:

“That the Halton Police Board receives Report #P24-03-R-05 for information and discussion”

Stephen J. Tanner
Chief of Police

:KM

INTRODUCTION AND BACKGROUND:

This report presents an overview of the Service’s 2023 performance in a number of key statistical measures compared to previous years.

Statistical Summary

This section of the report provides a statistical summary for 2022 and 2023, in addition to presenting a summary of five-year trends. Data was obtained from the in-house Niche Records Management System (RMS) and was prepared and analysed by the Analytics and Decision Support Unit for inclusion in this report. The crime categories are slightly different to those reported by Statistics Canada each year due to the reporting requirements, timing and data manipulation processes utilized by Statistics Canada. Official 2023 statistics for Halton will be issued by Statistics Canada in July 2024, and will be reported to the Police Services Board in September. The statistics contained within this report are valid for internal year-end comparison purposes.

All crime rates presented in this document have been updated back to 2019 - using new population forecasts developed by the Region and four local municipalities in late 2023.

Analysis indicates that 159 more criminal offences were reported in 2023 (15,262) than were recorded in 2022 (15,103). This is a raw number increase of 1.1%, but represents a decrease in the crime rateⁱ of 3.2% when Regional population growth is taken into account.

Violent crimeⁱⁱ offences decreased by 6.7% from 2,698 in 2022 to 2,518 in 2023. This represents a violent crime rate decrease of 10.6% taking population change within Halton into account. These crimes accounted for 16.5% of all criminal offences, down from 17.9% in 2022.

Property crimeⁱⁱⁱ increased by 11.2% from 10,118 in 2022 to 11,254 in 2023. This represents a property crime rate increase of 6.6%.

The “Other Crimes”^{iv} category of offences was down by 34.8% in 2023 (from 2,287 to 1,490 offences). This represents a crime rate decrease of 37.6% in this category of crime.

The 2023 clearance rate^v (38.3%) was down from the 2022 value (40.8%).

Other Trends

Reportable motor vehicle collision totals were 14.9% higher during 2023, compared to 2022 (up from 8,666 to 9,955). Property Damage collisions^{vii} were up from 7,719 to 8,937 (15.8%). Injury collision^{viii} totals were up 7.2% in 2023, rising from 937 to 1,004. Fatal collisions increased from 10 in 2022 to 14 in 2023. Property damage and injury collision totals and rates have now risen to almost match those reported in the pre-pandemic year of 2019.

Impaired driving apprehensions were up 5.9% in 2023 (from 421 to 446).

Warning Notices (Warns) provide officers with an opportunity to document an offence and educate the public, but proceed by way of a warning option instead of a charge. Total enforcement (including Warns) was down by 2.8% to 36,551 (from 37,610 in 2022).

Total CAD Events^{vi} increased by 4,438, or 3.3%, to 138,895 (from 134,457 in 2022).

DISCUSSION / ANALYSIS:

Five Year Statistical Trends

The following four tables provide a summary of selected crime and workload trends over the past five years for a selection of key crime types and measures (for the Region as a whole, and the three Districts individually). The statistics presented below, excluding clearances, are ***expressed as a rate*** (per 100,000 population) to remove the impact of population growth. Official Halton statistics will be released by Statistics Canada in July 2024:

Halton Region:

	2019	2020	2021	2022	2023	5-Year Average
Robbery	19	14	11	24	17	17
Assault	218	203	190	217	195	205
Sexual Assault	35	27	35	41	29	34
<i>Violent Crime</i>	364	358	339	419	375	371
Break and Enter	171	108	110	127	132	130
Auto Theft	96	91	142	202	253	157
Theft	714	557	614	821	889	719
Fraud	204	137	165	219	231	191
<i>Property Crime</i>	1,378	1,075	1,211	1,571	1,674	1,382
<i>Other Criminal Code</i>	317	199	316	355	222	282
Total Crime	2,058	1,632	1,866	2,345	2,270	2,034
Impaired Driving	88	72	80	65	66	74
Property Damage Collisions	1,538	911	882	1,198	1,330	1,172
Personal Injury Collisions	173	110	124	145	149	140
PONs and Warns Issued	8,868	7,954	6,616	5,839	5,438	6,943
CAD Events	26,652	24,172	21,780	20,875	20,663	22,829
Crime Clearance Rate	51.0%	52.1%	43.8%	40.8%	38.3%	45.2%

District 1:

	2019	2020	2021	2022	2023	5-Year Average
Robbery	18	13	11	18	19	16
Assault	244	210	205	220	186	213
Sexual Assault	30	20	35	43	26	31
<i>Violent Crime</i>	377	338	355	396	372	368
Break and Enter	125	83	66	77	83	87
Auto Theft	82	91	144	200	203	144
Theft	689	502	565	642	661	612
Fraud	173	115	138	158	178	152
<i>Property Crime</i>	1,266	965	1,058	1,255	1,269	1,162
<i>Other Criminal Code</i>	530	281	528	653	351	468
Total Crime	2,172	1,584	1,941	2,303	1,991	1,998
Impaired Driving	101	98	73	70	64	81
Property Damage Collisions	1,496	898	866	1,246	795	1,060
Personal Injury Collisions	188	127	133	183	76	142
PONs and Warns Issued	8,157	8,179	5,480	5,511	5,158	6,497
CAD Events	26,073	24,969	19,489	19,360	18,955	21,769
Crime Clearance Rate	55.2%	60.1%	49.7%	49.8%	48.6%	52.7%

District 2:

	2019	2020	2021	2022	2023	5-Year Average
Robbery	22	16	9	31	17	19
Assault	218	201	174	188	188	194
Sexual Assault	32	29	33	37	30	32
<i>Violent Crime</i>	374	369	326	391	341	360
Break and Enter	190	110	114	152	157	145
Auto Theft	92	88	159	224	339	181
Theft	676	514	583	789	905	693
Fraud	217	164	170	231	241	205
<i>Property Crime</i>	1,368	1,067	1,204	1,580	1,790	1,402
<i>Other Criminal Code</i>	237	169	159	159	136	172
Total Crime	1,979	1,605	1,688	2,131	2,268	1,934
Impaired Driving	79	63	64	51	54	62
Property Damage Collisions	1,440	861	849	1,073	774	999
Personal Injury Collisions	161	92	113	109	64	108
PONs and Warns Issued	8,988	7,479	7,346	6,011	6,063	7,178
CAD Events	24,418	22,062	20,822	19,473	20,231	21,401
Crime Clearance Rate	54.9%	50.6%	40.0%	33.6%	31.5%	42.1%

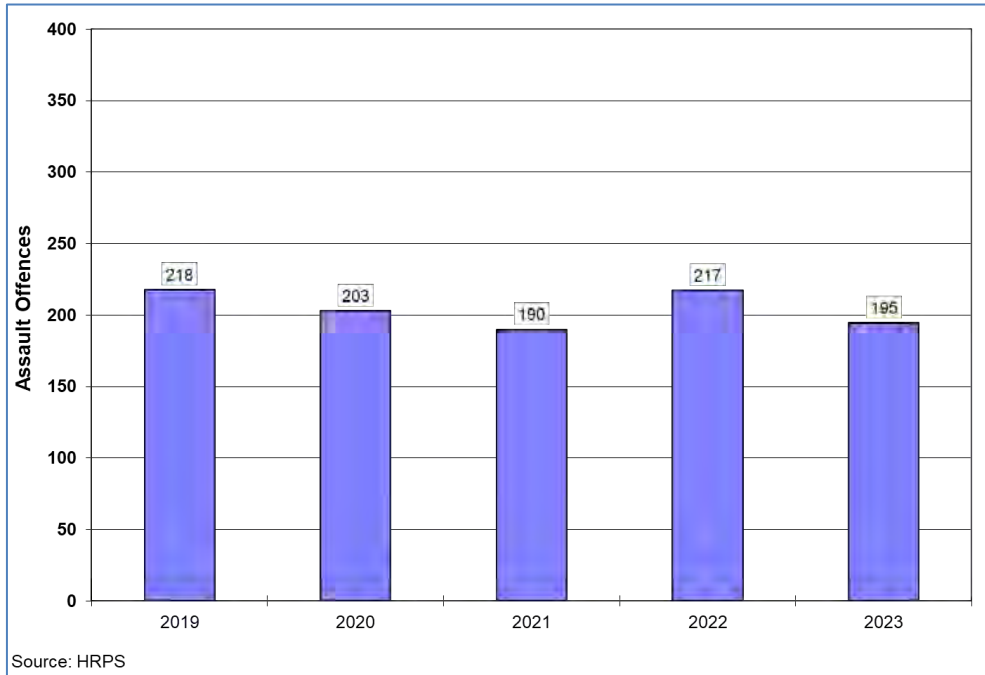
District 3:

	2019	2020	2021	2022	2023	5-Year Average
Robbery	18	13	11	21	15	16
Assault	191	198	192	244	209	207
Sexual Assault	44	34	36	43	31	37
<i>Violent Crime</i>	337	365	334	470	409	383
Break and Enter	197	132	151	151	155	157
Auto Theft	114	92	118	178	209	142
Theft	776	652	672	992	1,108	840
Fraud	220	130	187	268	275	216
<i>Property Crime</i>	1,497	1,182	1,341	1,821	1,966	1,561
<i>Other Criminal Code</i>	190	149	270	252	171	206
Total Crime	2,024	1,695	1,945	2,543	2,546	2,151
Impaired Driving	84	61	104	76	68	79
Property Damage Collisions	1,692	979	926	1,279	953	1,166
Personal Injury Collisions	170	113	126	144	78	126
PONs and Warns Issued	8,591	7,144	6,255	5,247	3,869	6,221
CAD Events	26,739	23,381	22,985	21,485	20,318	22,982
Crime Clearance Rate	42.3%	46.5%	42.2%	39.8%	36.3%	41.4%

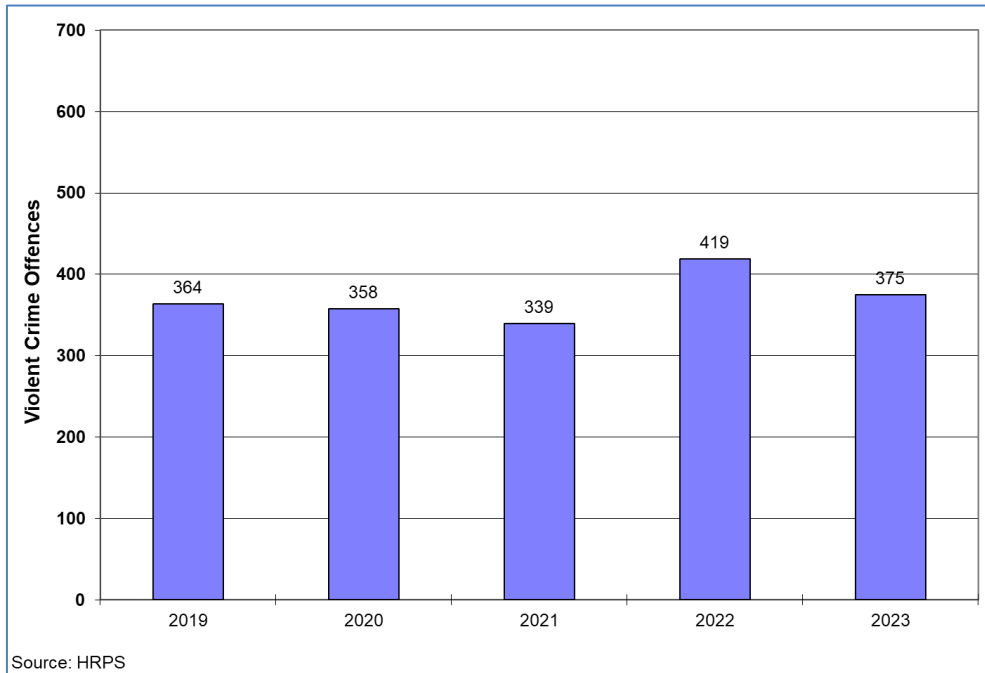
Key Trends

The following graphs give a quick visual update of the five-year trends in key measures tracked by the Service. The statistics presented below, excluding the clearance rate, are ***expressed as a rate*** (per 100,000 population) to remove the impact of population growth. The following data is for the Halton Regional Police Service only:

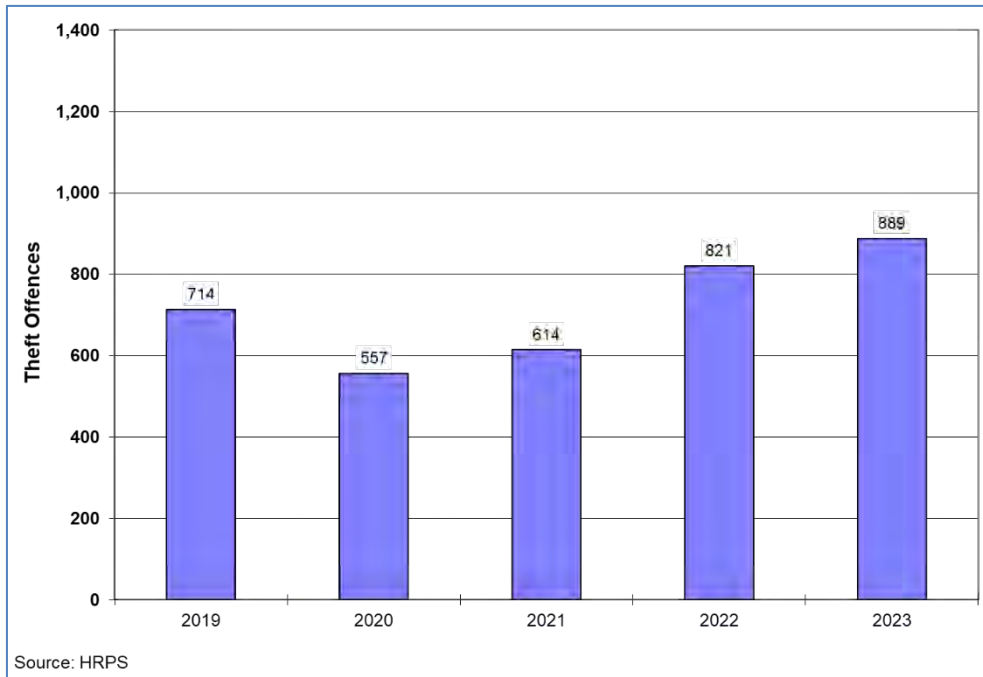
Assault Rate



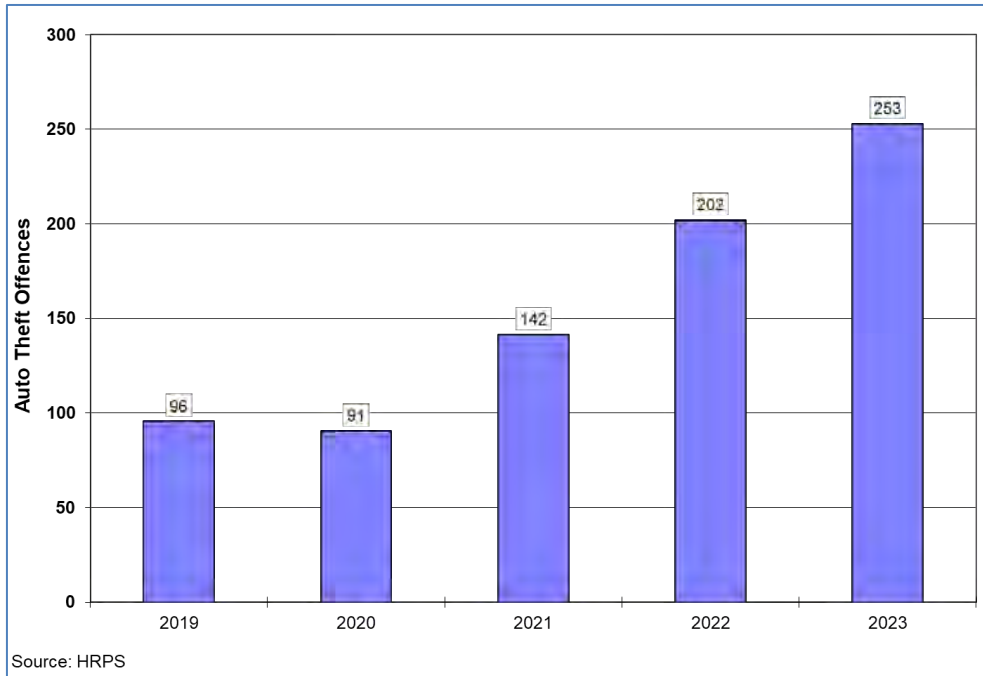
Violent Crime Rate



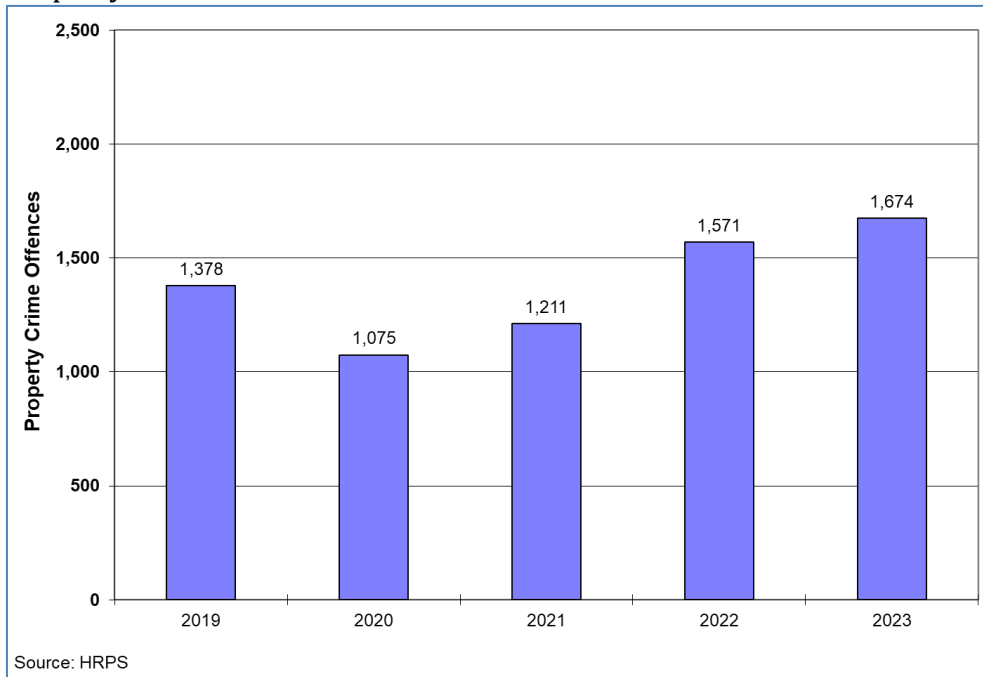
Theft Rate



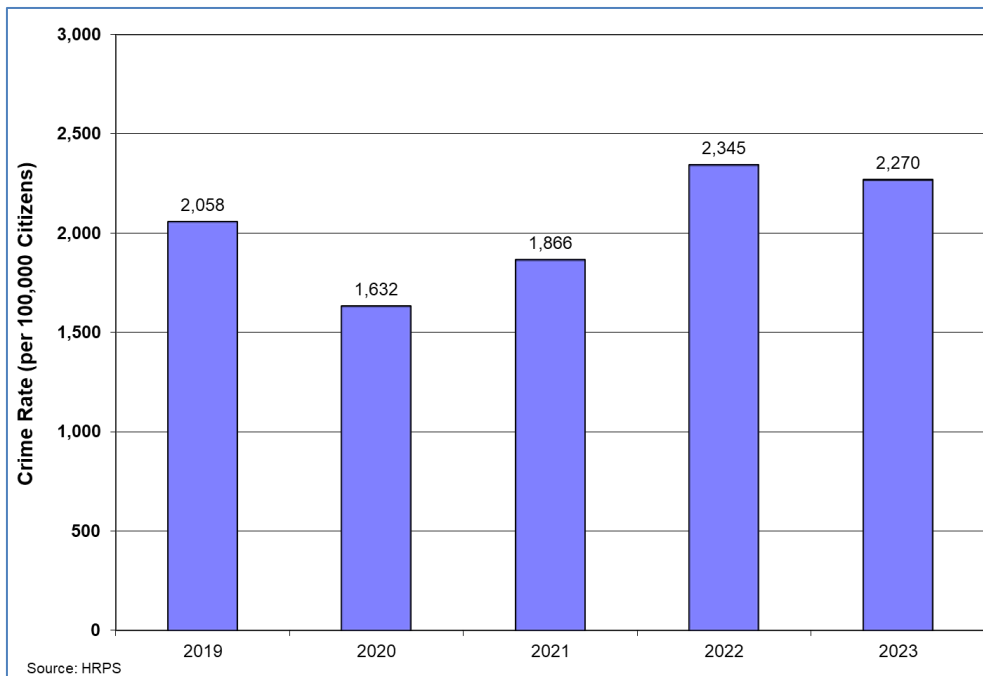
Auto Theft Rate



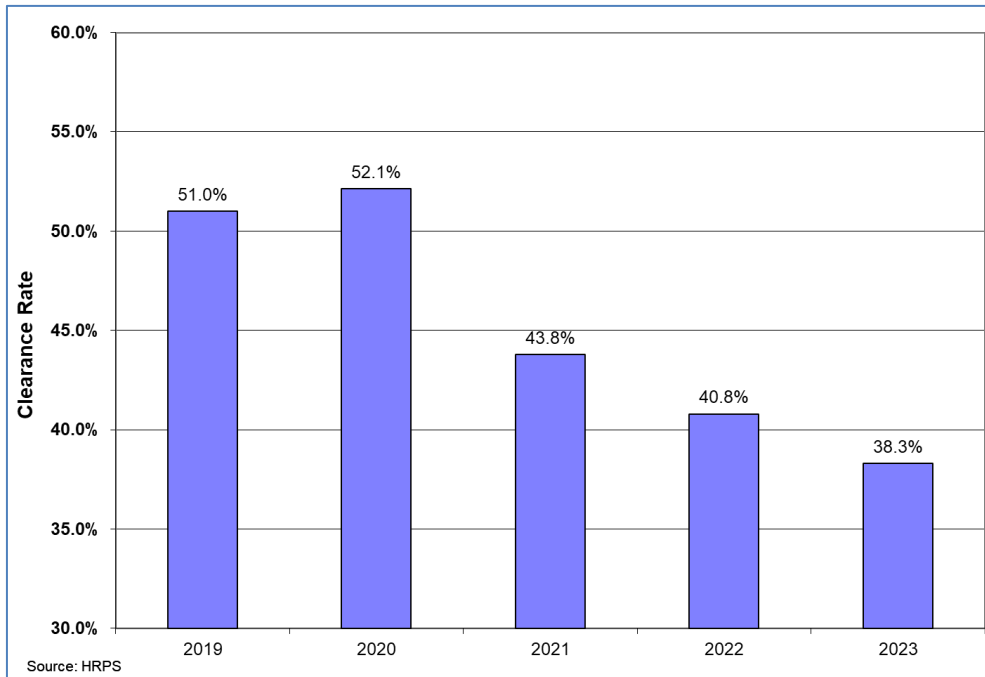
Property Crime Rate



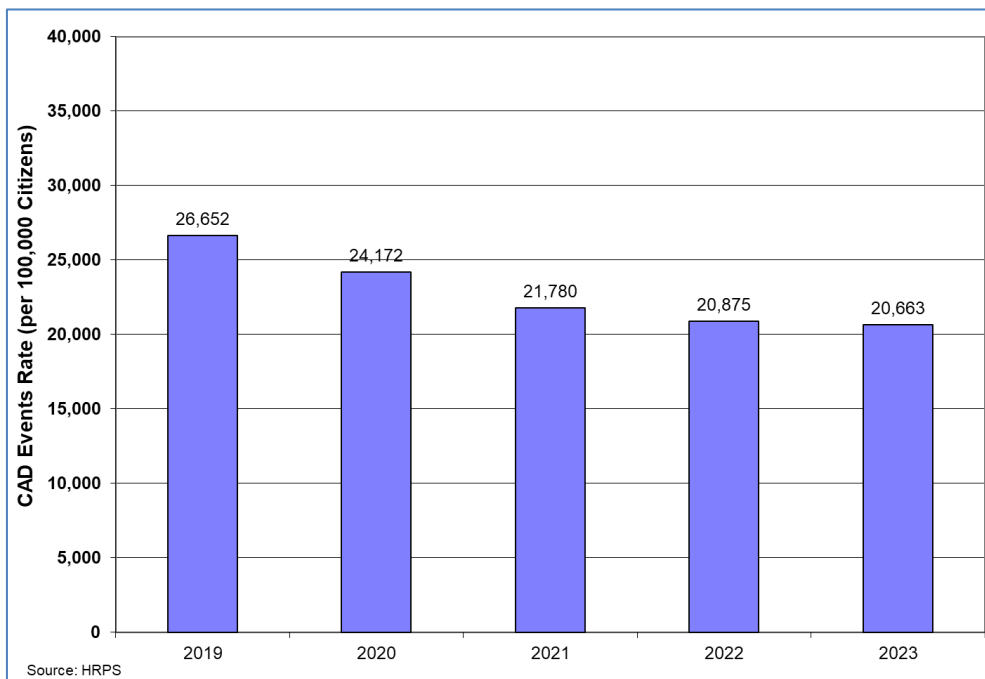
Overall Crime Rate



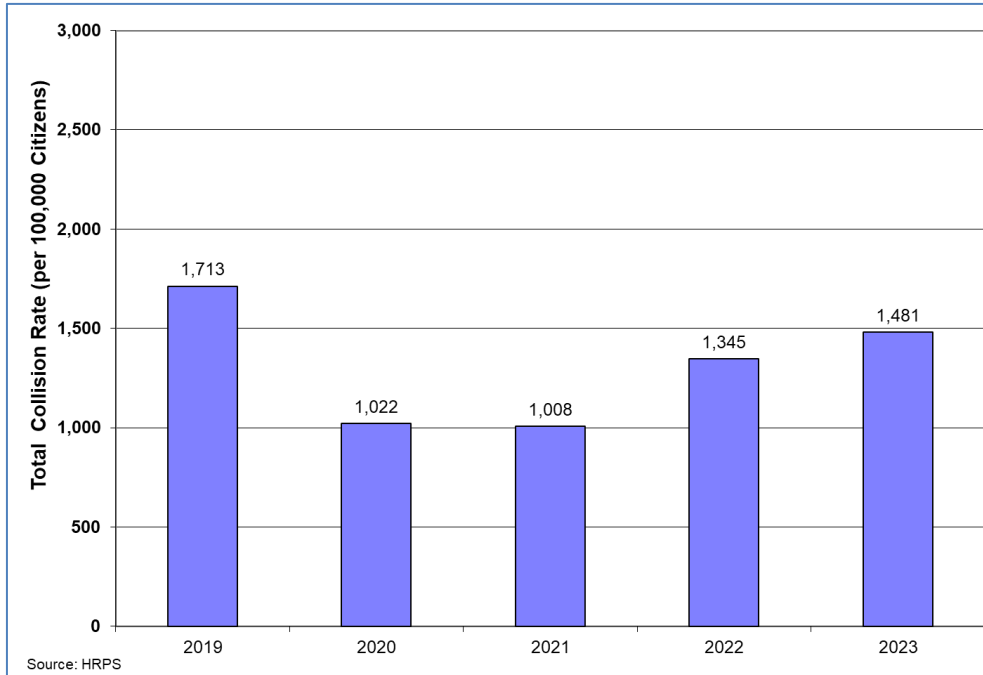
Crime Clearance Rate



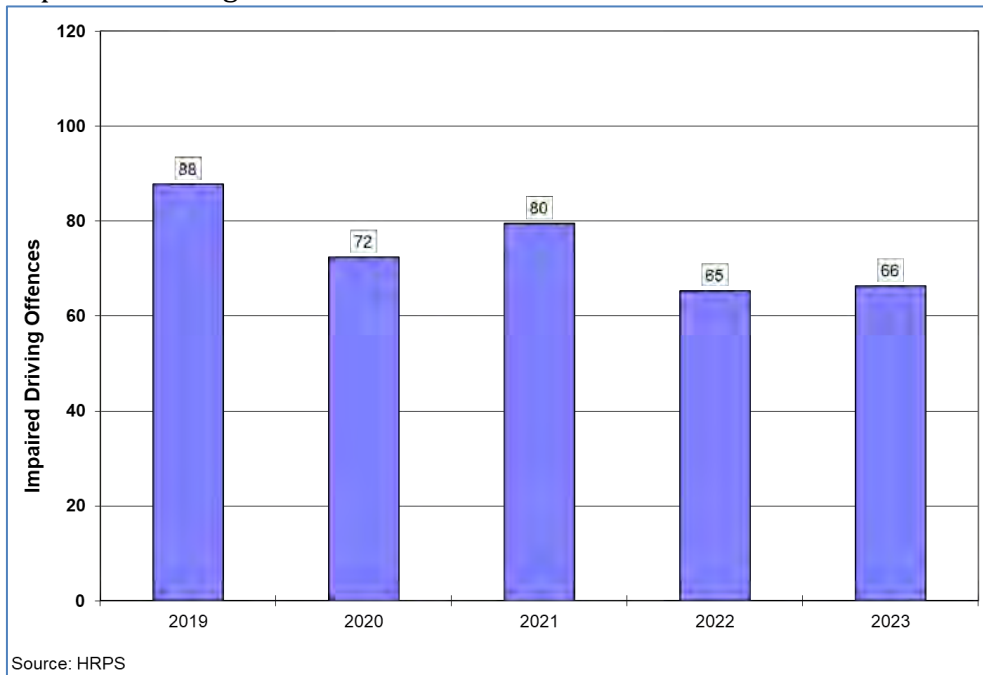
CAD Events



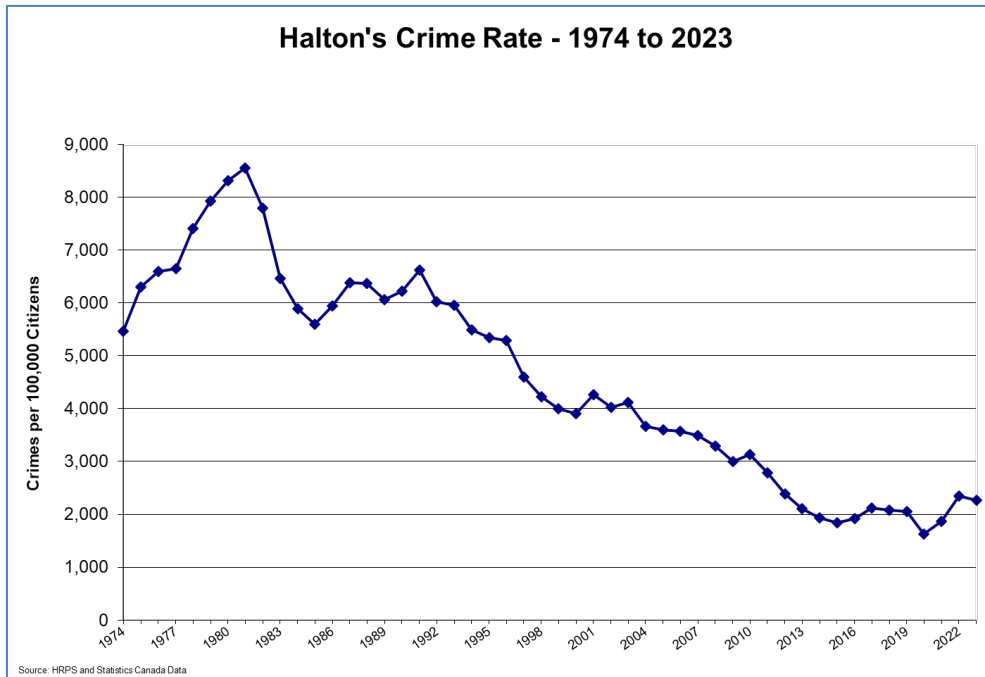
Total Collision Rate



Impaired Driving



Halton's Historical Crime Rate



Key Trend and Mitigation Analysis

In 2023, the overall crime rate declined by 3.2%. This decline was largely the result of drops in the Violent Crime and Other Crime categories, which fell 10.6% and 37.6% respectively. These drops were partially offset by an increase of 6.6% in the Property Crime Category.

Violent Crime fell by 180 offences compared to 2022. The main contributors to this decrease were:

- Assault – down 91 (-6.5%)
- Sexual Assault – down 70 (-26.4%)
- Robbery – down 38 (-25.0%)

Other Crime fell by 797 offences compared to 2022. The main contributors to this decrease were:

- Administration of Justice Violations – down 756 (-39.2%)

Property Crime rose by 1,136 offences compared to 2022. The main contributors to this increase were:

- Fraud – up 143 (+10.1%)
- Theft Under \$5,000 – up 676 (+13.2%)
- Auto Theft – up 399 (+30.6%)

The Clearance Rate declined from 40.8% in 2022 to 38.3% in 2023.

Additional details on each category

Assault – The drop of 91 occurrences cannot be attributed to any particular factor. Although welcomed, it is in line with previous years that have tended to fluctuate within a narrow range on an annual basis. The 2023 assault rate (occurrences per 100,000 Halton residents) was 195, which is close to the five-year average of 205.

Sexual Assault – Although there was a recorded drop of 70 occurrences, it is important to note that Sexual Assault is one of the most underreported types of crime. Over the past several years we have implemented a comprehensive, victim-centric response to incidents of sexual assault. Victim/survivors are empowered to make informed decisions including whether or not to report the assault to the police. While we certainly encourage victim/survivors to report the sexual assault to the police, we fully respect and understand that this is a personal choice on their part. Some additional specifics:

- HRPS's integral collaboration with various community agencies and collaborative committees such as the Sexual Assault Advisory Committee (SAAC), Halton Violence Prevention Council (HVPC), and SAVIS has resulted in an increased awareness among citizens that sexual violence will not be tolerated.
- SAAC's Survivors Voices accessible web platform for the entire community has also spread knowledge and awareness about sexual assault. The platform provides information on community resources that are available to survivors, in addition to or as an alternative to reporting to police.
- The Victim Services Unit provides information to survivors on what is involved in a sexual assault investigation and fully informs them of their rights and options up front - before they meet with a police officer/investigator. This empowers them to have some control over the process and some individuals thereafter choose not to report, opting for community supports and resources instead.
- Continued community initiatives by HRPS officers resulted in more direct engagements with residents - building trust and fostering collaborative efforts to prevent crime and to implement tailored solutions to specific neighborhood challenges.
- An example: in 2023 we issued multiple media releases in relation to sexual assaults. These media releases define what sexual assault is and the criminal charges laid by police. They attract thousands of readers, bolstering our message that sexual assault is a serious criminal offence, thereby assisting to deter the behavior and stop the violence.

Robbery – down 38 (-25.0%) – HRPS officers continue to focus resources on high-crime areas, deploying officers strategically to hot-spot areas to deter criminal activity and apprehend offenders. Also, the continuous shift to cashless economy shows a declining trend in robbery incidents. Moreover, increased communication and “real-time” updates between analysts/officers and partner agency counterparts has helped to prevent some robberies and/or arrest responsible parties.

In 2022, we saw a significant rise in carjacking and pharmacy robberies throughout the GTA. In fact, HRPS finished 2022 with an increase (total Robberies) of 117% compared to

2021 – with Oakville leading the way at an increase of 256%. Several formal (Project GTA) and informal Joint Forces Operations were formed to tackle these cases. Arrests in these cases had an impact on the 2023 numbers. Anecdotally (based on the media and police attention), it is likely that some thieves that were doing carjackings pivoted to overnight Break and Enters for vehicle keys. These are often classified as a residential break and enter and auto theft versus a ‘home invasion’ robbery.

Administration of Justice Violations - down 756 (-39.2%) – The upgrades to the Offender Management program allows officers to take pro-active actions to minimize non-compliance with release conditions, not appearing in court, or disobeying a court order. Furthermore, the change in legislation, specifically Bill C-75 passed in 2019, may have had an impact. Officers are increasingly embracing the philosophy and consider personal circumstances, as well as use their discretion in laying the Failure to Appear/Breaches of probations/etc. Officers consider alternative methods, such as justice partner referrals, contacting individual’s probation officer, etc. This category is expected to continue to decrease over time.

Fraud – up 143 (+10.1%) – Continuous advancements in technology, digital integration, and an increasingly computerized world create new avenues for cybercriminals to exploit vulnerabilities in online systems, perpetrating crimes such as identity theft, phishing, and financial fraud. In addition, an increase in general public awareness of cryptocurrency and financial fraud, could be in part responsible for an increase in reporting.

The increase in the number of reported fraud occurrences in Halton is part of a national trend. According to Statistics Canada, fraud cases in Canada doubled between 2012-2022, surging from 79,000 in 2012 to 150,000 in 2022. As hinted at above, the majority of the increase can be attributed to technology-based frauds that are carried out via internet based interactions, such as on-line marketplace sales. In addition, the increase can also be attributed to the frequency of victimization in relation to the grandparent/emergency scam. This particular scam is occurring throughout the Province and is being carried out by organized criminal groups. The Regional Fraud Unit is in collaboration with our police agency partners to address and target this particularly troubling type of fraud. The Regional Fraud Unit issues crime prevention messaging via social and traditional media on a regular basis, particularly when new frauds and scams are identified. The Regional Fraud Unit also carries out public presentations on a regular basis to numerous Senior Citizen groups in relation to scams and, in particular, the grandparent/emergency scam. In 2024, the Service will be assigning a full-time, dedicated Detective Sergeant to manage the Regional Fraud Unit. The new Detective Sergeant will be responsible for enhancing existing intake/customer service processes, maximizing investigative capacity within the Service, and expanding upon the existing crime prevention program in place. Furthermore, the creation of the Computer Crime Unit and the enhancement of expertise in relation to investigating computer-based crime, will assist the Regional Fraud Unit in investigating frauds that are carried out via the internet.

Theft Under \$5,000 – up 676 (+13.2%) – The majority of this increase was within the shoplifting sub-category. In 2023, the Canadian economy experienced significant ongoing inflation which resulted in more financially-stressed households and widening gaps in wealth distribution - driving individuals to commit property crimes as a means of addressing financial struggles. In addition, Halton has seen an increase in organized retail theft networks with coordinated efforts to steal merchandise from retail stores, often for resale on the black market or online platforms.

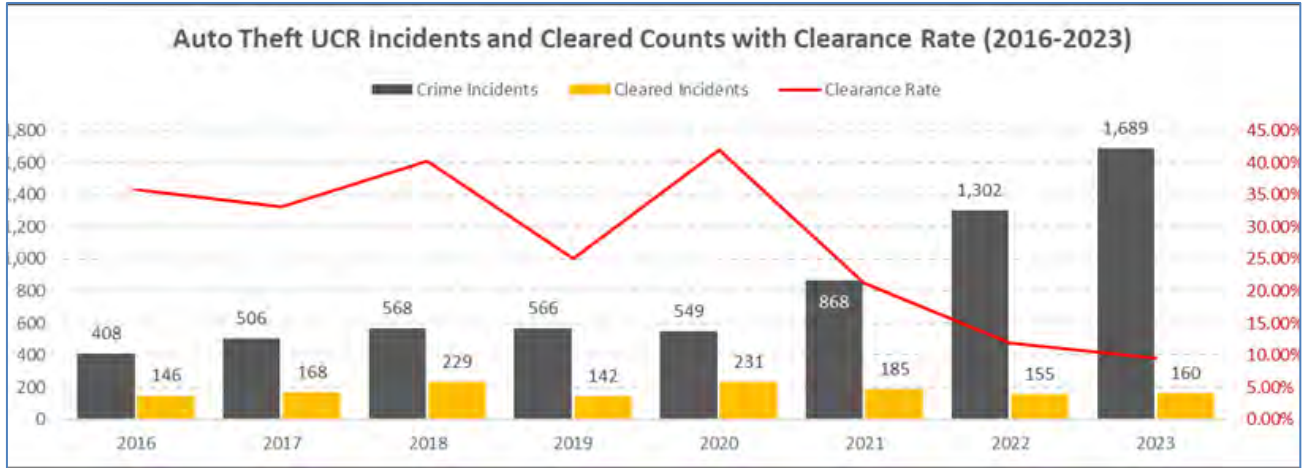
Auto Theft – up 399 (+30.6%) – Vehicle thefts in Halton continue to contribute to the “national crisis” levels. Through investigations conducted in 2023, it is noted that loopholes in the shipping declaration systems, outdated anti-theft safety standards and sophisticated theft techniques, such as keyless entry hacking and relay attacks, continue to pose challenges for auto theft prevention efforts. Data suggests that Auto Theft incidents in Halton region seem to be on par with the rest of the province. Currently vehicles are generally too easy to steal, coupled with the global market for resale (with limited to no inspection capacity at ports), leads to lucrative payouts for the thieves.

As a result of the epidemic of auto theft, in 2023, the Halton Regional Police Service initiated a Regional Auto Theft Task Force. The new team brought together auto theft investigators from every district to tackle and dismantle organized auto theft activities, resulting in over 80 arrests and 450+ criminal charges laid. The HRPS also significantly increased education efforts to our community through the hosting of 6 public town halls, a newly developed webpage devoted only to auto theft and a strategic corporate communications plan. Collaboration efforts with stakeholders also significantly increased with HRPS participating in the inaugural auto theft summit in Peel region, as well as participating in a bi-weekly meeting with the Global Automakers of Canada association. As a result of the success of the Regional Auto Theft Task Force, HRPS has now developed a new team that is devoted to organized auto theft. Named the Organized Crime Strike Team, this new group of 7 investigators will tackle auto theft at the organized crime level.

Clearance Rate – down from 40.8% to 38.3% – Analysis indicates that the crime category having the greatest impact on clearance rates is Property Crime. Violent Crime always has higher clearance rates (between 77% to 85% over the past five years) due to the nature of the crimes and related factors (such as witnesses and victims who see the offender; the type/severity of the crime; and the relative infrequency of violent crime). Property Crime is, by its very nature, less “solvable” (crimes are often undetected until long after the offender has committed the offence; have fewer witnesses; and there’s significantly more volume). Property Crime clearance rates over the past five years have been between 34% (2019) and 21% (2023), and the drop has inversely mirrored the significant increase in the number of property crime occurrences (up 38.1% between 2019 and 2023).

Within the Property Crime category, there are three crime types that have the most impact on changing clearance rates – Fraud, Theft and Auto Theft. Each of these crime types have had significant volume increases over the past five years (Fraud up 29%; Theft up 42%; and Auto Theft up a staggering 200%). Changes in crime methods (particularly Fraud – increasing technological and international-based occurrences; and Auto Theft – the involvement of

organized crime and the use of technology such as relay devices) have made them even harder to solve and clear. Data indicates that if the solvability of auto theft had remained at the levels of 2019, then the 2023 overall clearance rate would have been unchanged from 2022, thus demonstrating how the increase in auto theft is having a negative impact on clearance rates. The relationship between increasing auto theft volume (and its complexity) and the clearance rate of auto theft is shown in the chart below.



CONSULTATION:

Police Analytics
 Crime Analysis Unit
 District and RIS Commanders and respective Investigative Units

STRATEGIC MANAGEMENT ISSUES:

HRPS 2020-2023 Strategic Plan – Theme 1 – Community Safety and Well-Being

Definitions

ⁱ The **crime rate** is the number of crimes that occurred for a set number of residents. The Service and Statistics Canada report the number of crimes per 100,000 people. Using a rate of crime measurement allows us to compare crime statistics between communities with different populations, and within communities over different time periods.

ⁱⁱ **Violent crime** incidents involve offences that deal with the application, or threat of application, of force to a person. These include homicide, attempted murder, and various forms of assault, robbery and abduction/confinement.

ⁱⁱⁱ **Property crime** incidents involve unlawful acts with the intent of gaining property but do not involve the use or threat of violence against an individual. Theft, breaking and entering, mischief, fraud and possession of stolen goods are examples of property crimes.

^{iv} **Other Crimes** incidents involve the remaining Criminal Code offences that are not classified as violent or property incidents (excluding traffic). Examples include bail violations, counterfeit currency, disturbing the peace, prostitution and offensive weapons.

^v The **clearance rate** is the percentage of the total number of crimes that occur which are solved (cleared). Criminal incidents can either be cleared "by charge" or "cleared otherwise". When a police investigation leads to the identification of a suspect, an "information" is laid against that person (i.e., the person is formally charged). From a statistical point of view, the laying of an information means that at least one actual incident can be "cleared by charge".

Incidents can also be "cleared otherwise." In some cases, police cannot lay an information even if they have identified a suspect and have enough evidence to support the laying of an information. Examples include cases of diplomatic immunity, instances where the complainant declines to proceed with charges against the accused, or cases where the alleged offender dies before he or she can be formally charged. Such incidents are considered to be "cleared otherwise," that is, other than by the laying of a charge.

^{vi} **CAD Events** is a measure of service delivery and represents a self-contained unit of police activity as captured in the Computer Aided Dispatch system. The number quantifies work for both uniformed police officer and civilian members. Please note that to best capture response and service delivered to the public as opposed to internal administrative work, certain CAD event types are excluded in the calculation such as OUTS, BUSY, Abandoned 911 calls and non-police calls received through communications.

^{vii} **A Property Damage Collision** is a motor vehicle collision where property damage has occurred but in which no parties are injured.

^{viii} **An Injury Collision** is a motor vehicle collision where one or more parties involved are injured.



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2023 OCCUPATIONAL HEALTH & SAFETY REPORT
AND 2024 HEALTH & SAFETY POLICY STATEMENT

Report #: P24-03-R-06

Date: March 28, 2024

RECOMMENDATION:

“That the Halton Police Board authorize the Chair to sign the 2024 Health and Safety Policy Statement on behalf of the Board in compliance with the Occupational Health and Safety Act, and further;

That the Halton Police Board review and receive the 2023 Health & Safety Report as attached.”

A handwritten signature in black ink, appearing to be 'S. J. Tanner'.

Stephen J. Tanner
Chief of Police

:IL

Attachments: Health & Safety Policy Statement

INTRODUCTION AND BACKGROUND:

The Occupational Health and Safety Act (OHSA) mandates that employers prepare and review a written occupational health and safety policy at least annually and develop and maintain a program to implement this policy (OHSA, Section 25, 2(j)).

The Act requires continual review in order to ensure senior level commitment to the wellbeing of all workers, an understanding of the extent of the responsibilities within the Act and that a program is in place which will support and implement the policy statement. The Service’s Health and Safety Policy Statement is reviewed annually and signed by the Police Services Board Chair and the Chief of Police. The Joint Health and Safety Committee have reviewed the Policy Statement and endorse the contents.

The Occupational Health and Safety Annual Report provides an overview of the Service’s Occupational Health and Safety Programs that support the legislation and policy statement, including Accident/Incident statistics. This report will also provide the Board with information on 2023 health and safety initiatives which support the overall goals of the HRPS Strategic Plan.

For the purposes of this report, the following terms will be used:

“Hazardous Situations/First Aid Injuries” – Hazards or injuries reported that may have required first aid on site, but did not require any outside medical attention.

“Medical Aid Injuries” – Incidents where a worker requires outside medical attention and the worker is able to continue working beyond the date of the accident/incident.

“Lost Time Injuries” – Incidents where a worker requires outside medical attention and the worker is unable to attend work beyond the date of the accident/incident.

“Frequency Rate” – Average number of Lost Time Injuries per 100 full-time employees.

“Severity Rate” – Average number of Total Lost Days per 100 full-time employees.

2023 Annual Accident/Incident Review

The following chart summarizes the 2023 injury reports in comparison to the previous four years:

Incidents Reported	2019	2020	2021	2022	2023
Total Incidents	159	157	190	157	167
Hazardous Situations (Info Only)/ First Aid Injuries	78	103	120	69	93
Medical Aid Injuries	44	37	37	48	47
Lost Time Injuries	37	17	33	40	25
Re-occurrences (not included in Total)	2	3	4	9	2
Frequency Rate	3.08	1.52	2.87	3.32	2.08
Total Lost Days	3330	1758	2193	1879.5	1742
From injuries occurring in current year	2232	418	1339	1463.5	1117
From injuries occurring in previous years	1098	1340	854	416	625
Severity Rate	292.79	157.19	190.47	160.16	144.95

Incidents Reported

The Total Incidents for 2023 were 167, which is a 6% increase from 2022. Total Hazardous Situations/First Aid injuries increased by 35% and Medical Aid injuries decrease by 2%.

The top injuries occurring across the Service are still consistently musculoskeletal related (e.g., strains, sprains, pain, soreness, etc.), contusions and cuts. Of note, there were 9 reports of Occupational Stress Injuries, that are case managed collaboratively by WSIB, the Region, the HRPS Abilities Management team and the Organizational Wellness Unit.

Frequency of Lost Time Injuries

A total of 25 Lost Time Injuries were reported in 2023, which is a decrease of 37.5% from 2022; all of which were reported by sworn members.

Severity of Lost Time Injuries

Number of Lost Days	2022		2023	
	Number	Severity	Number	Severity
Total for year	1879.5	160.16	1742	144.95
Total from injuries occurring in current year	1463.5	124.71	1117	92.95

- The severity rate for 2023 decreased by 9% from 2022. If only considering of injuries that occurred in that year, the severity decreased by 25%.
- 625 (or 36%) of the Lost Days in 2023 were from injuries that occurred in previous years.
- 1117 (or 64%) of the Lost Days in 2023 were from injuries that incurred in 2023, all from sworn members:
 - 884 (79.1%) can be attributed to occupational stress injuries.
 - 143 (12.8%) can be attributed to prisoner care and control, or violent acts towards officers that resulted in significant injuries, primarily fractures and strains/sprains.
 - 58 (5.2%) can be attributed to strains/sprains that occurred attending training.
 - 32 (2.9%) can be attributed to incidents involving motor vehicle collisions or duties related to operational calls, e.g., securing a scene, first aid administration, etc.

The decrease in the frequency and severity of the lost time injuries (majority of it from occupational stress injuries), may be attributed to earlier intervention by the Human Resources Abilities Management Team and Organizational Wellness Unit. A focus on member care, improved processes and coordinated efforts in a cohesive Reintegration Program have supported the successful return to work of our members.

All injury reports are reviewed by the Occupational Health and Safety Coordinator (OHSC) and the Halton Region's Employee Health, Safety and Wellness Team. The OHSC is responsible for any follow-up that may be required for safety compliance, and the Region initiates WSIB claims administration and investigates opportunities for modified duties in collaboration with HRPS Human Resources Services.

JOINT HEALTH AND SAFETY COMMITTEE (JHSC)

The Joint Occupational Health and Safety Committee (JHSC) include representation from management and workers (Association appointed). In addition, the Occupational Health and Safety Coordinator is included as a resource to this committee. The Committee operates within the provisions of the Ministry of Labour, Immigration, Training & Skills Development (MLITSD) approved Terms of Reference, and meets on a quarterly basis.

All injuries reported at work are reviewed by the JHSC. This may result in identifying trends and recommendations for improvement to the health & safety program, e.g., policies, training, personal protective equipment, etc.

The JHSC continues to fulfill its legislated mandate including reviewing mandated testing results, conducting monthly building inspections, analyzing accident/incident or hazard reports, accompanying visits by MLITSD Inspectors and attending training.

2023 HEALTH AND SAFETY PROGRAM OVERVIEW

The 2023 Health and Safety Program successfully completed the following objectives:

1. Health and Safety Training

- Training was completed for new members joining HRPS on health and safety topics.
- New and acting supervisors completed OHS Training for Supervisors.
- Designated members completed Standard First Aid training.
- Sworn, special constables and auxiliaries attended refresher for fit testing of their respirator(s).
- Hazard specific training was also provided to Units as required, e.g., lead and noise hazard awareness.

2. Health and Safety Program Development/Review

- During the year, several health and safety programs or directives were reviewed for improvement and updated, including: Lead Control Program, Accident Investigation, Designated Officer Program, Police Response to Opioids, and Dress & Appearance.

3. Monitoring Safe Work Practices

- Staff continues to ensure that all mandated health and safety related testing is completed in the year including testing for items such as asbestos and lead plus equipment testing including fume hoods, fire alarm/fire extinguisher/sprinkler systems, heat and smoke detectors and carbon monoxide detectors.
- Staff ensures all building inspections are conducted, that all Personal Accident Investigation Reports are investigated and that ergonomic assessments are conducted based on member requests.
- Staff ensures that all MLITSD visits and issues are promptly attended to and that appropriate actions/remedies are taken.

2024 PROGRAM IN SUPPORT OF THE POLICY STATEMENT

The 2024 Health and Safety Program will continue to concentrate on issues that will support the organizational goals as reported in the HRPS Strategic Plan. The 2024 program objectives include:

1. Providing legislative and non-legislative occupational health and safety training to members as required.
2. Investigating training programs that will improve employee knowledge, meet legislative requirements, improve attendance, address injury trends, and/or meet the needs of the Service.
3. Acting as an Occupational Health and Safety resource to the Service with program development, implementation, and promotion and monitoring of safe work practices, and ensuring compliance with legislative and Service standards.

The Service's health and safety initiatives continue to be recognized by other police agencies throughout the province through contact, consultation, and input with the Ontario Police Health and Safety Association (OPHSA), the Ontario Hazardous Materials Responders Association (OHMRA), the Public Services Health and Safety Association (PSHSA) and the Ministry of Community Safety and Correctional Services.

The OPHSA membership is comprised of both management and worker representation from police agencies across the Province. This group meets quarterly to discuss common health and safety related issues.

STRATEGIC MANAGEMENT ISSUES:

This report /recommendation support Theme 3 (Capability and Engagement) Goals 1, 2 and 3:

- 1. Ensure that all employees are well-trained and well-equipped, and that our commitment to the support of frontline services remains paramount.*
- 2. Emphasize employee health, safety and wellness — both physical and mental.*
- 3. Maximize the effectiveness and efficiency of the organization by:*
 - a. Working effectively with community and municipal partners;*

HALTON REGIONAL POLICE SERVICE

HEALTH AND SAFETY POLICY STATEMENT

The Halton Regional Police Service is committed to the psychological and physical health and safety of all employees, and will strive to prevent illness, injuries, accidental loss and incidents of violence, harassment and discrimination. All employees will make every effort to provide and maintain a safe and healthy work environment, as well as maintain a diverse respectful workplace in which the dignity and self-respect of every person is valued.

The Halton Regional Police Services Board and the Chief of Police acknowledge the duty and responsibility to provide and maintain a healthy and safe workplace for all employees. In fulfilling this commitment, Halton Regional Police Service will support the Health & Safety, Wellness, Workplace Violence, and Workplace Harassment & Discrimination Programs for the protection of employees.

The Board, as employer, is ultimately responsible for employee health and safety. As Chair of the Board and Chief of Police, we give you our promise that every precaution reasonable in the circumstances will be taken for the protection of employees.

This Health and Safety Policy for the Service came into effect *June 27, 1996*. This Health and Safety Policy is supported by programs that will set, communicate and enforce health and safety standards that protect and promote the health and safety of employees. The program is located within the Policies and Procedures Manual and available to all employees.

Occupational Health and Safety is a critically important element of job performance; therefore, it is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety will form an integral part of this Service for the Board, the Chief of Police and the employees. Health and safety is our shared commitment and the responsibility of all of us.

Jeff Knoll
Chair
Halton Regional Police Services Board

Stephen J. Tanner
Chief of Police
Halton Regional Police Service

March 28, 2024



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: ANNUAL REPORT ON URGENT DEMANDS FOR INFORMATION
RELATED TO MISSING PERSONS

Report #: P24-03-R-07

Date: March 28, 2024

RECOMMENDATION:

“That the Halton Police Board receive and review the 2023 Annual Report on the urgent demands for information related to missing persons in accordance with the Missing Person Act 2018.”

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

Stephen J. Tanner
Chief of Police

:KM

Attachments: HRPS Annual Report Form 7

INTRODUCTION AND BACKGROUND:

On July 1, 2019 the *Missing Persons Act* of Ontario came into effect. The legislation gave police officers the lawful authority to make an urgent demand for personal information that would assist in locating a missing person. Examples of this would include banking records, debit or credit card use, and cellular phone use.

The legislation includes a mandatory reporting obligation for all police services. Each Service must complete and submit an annual report on the total number of demands for records made, broken down into sub categories of types of information. The very detailed nature and format of the annual report, combined with the number of missing person investigations completed annually in Halton (in excess of 500) necessitated that an automated reporting, tracking and compliance system be implemented. In 2019 an internal working group comprised of representation from the Strategic Management Office and Regional Investigative Services was tasked with the challenge of designing new forms, policy revisions, and the implementation of a NICHE based reporting and tracking system.

The annual report, known as the Form 7, must be prepared by each police service in the province and submitted to their respective police services board by April 1st of the following year. In addition, the report must be submitted to the Ministry of the Solicitor General by June 1st of each year. The attached appendix represents the 2023 Form 7 for the Halton Regional Police Service, which has already been submitted to the Ministry of the Solicitor General. In addition, each police services board is also responsible for making the annual report publicly available on a website by June 1st. The act does not specify which website. The HRPS 2023 Form 7 has already been posted on the HRPS website.

DISCUSSION / ANALYSIS:

Investigations into missing persons are an organizational priority given the potential for harm to come to the individual, particularly if they are vulnerable in some fashion. The Missing Persons Act of Ontario was implemented to empower police officers with the tools necessary to conduct thorough investigations in the timeliest manner possible. Based on the frequency by which officers are utilizing the legislative authorities it is clear the Service is taking full advantage of this new legislation, which in turn has increased the quality of the investigations.

CONSULTATION:

Superintendent Kevin Maher –Regional Investigative Services (author)
District Commanders

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Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: APPOINTMENT – AUXILIARY OFFICERS

Report #: P24-03-R-08

Date: March 28, 2024

RECOMMENDATION:

“That the Halton Police Board approve the appointment of the following Auxiliary Officers, pursuant to Section 52(1) of the Police Services Act:

*Marc Di'Iorio
Adam Baig
Sonia Wirach
Dylan Bronson
Jaiden Elizabeth Girodat
Joseph Arbuckle”*

*Isidore Gaitskell
Jerry Liu
Melissa Wagner
Carmen Grillo
Adil Bhesania*

A handwritten signature in black ink, appearing to be 'S. J. Tanner'.

Stephen J. Tanner
Chief of Police

:WC

INTRODUCTION AND BACKGROUND:

In accordance with Section 52(1) of the *Police Services Act*, the Board may appoint Auxiliary Officers to the Service. The above list represents Auxiliary Officers to be sworn-in at a date to be determined in May 28 of 2024.

DISCUSSION / ANALYSIS:

The Auxiliary Policing Services Unit was founded in 1989 and originally consisted of 10 Auxiliary Constables and 1 Auxiliary Staff Sergeant. Since that date, the Unit has grown adding many enthusiastic civilian volunteers. The addition of these proposed Auxiliary volunteers will bring the Service's compliment of Auxiliary Officers to 51.

These Auxiliary recruits represent diverse cultural backgrounds and ages:

Marc Di'Iorio - Burlington resident
Adam Baig - Grimsby Resident
Sonia Wirach - Brampton Resident
Dylan Bronson - Cambridge Resident
Jaiden Elizabeth Girodat - Campbellville Resident
Joseph Arbuckle - Oakville Resident
Isidore Gaitskell - Oakville Resident
Jerry Liu - North York Resident
Melissa Wagner - Burlington Resident
Carmen Grillo - Milton Resident
Adil Bhesania - Mississauga Resident

The Auxiliary Officers are commonly utilized to augment the activities of police officers at events such as Fall Fairs, Christmas Parades, Road Races and other large-scale yearly community events.

The Auxiliary Services Unit also supports our Service through participation in crime prevention (Project Safeguard), traffic safety, and other volunteer activities. Auxiliary Officers represent the service proudly and are a valuable part of supporting the Regional Community Safety and Well-Being Plan.

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

The total cost involved to outfit these Auxiliary Officers is approximately \$36,306.12 (\$3025.51 x 11). Funds will come from the 2024 uniform/equipment budget.

STRATEGIC MANAGEMENT ISSUES:

The appointment of these new Auxiliary Officers, and their participation in community events and crime prevention initiatives, supports several themes found within the 2020-2023 Halton Regional Police Service Strategic Plan:

Theme 1 (Community Safety & Well Being) Goal 5

- *Engage and mobilize the community, including our Community Safety and Well-Being partners, citizens and others, to collaboratively share responsibility for keeping Halton Safe.*

Theme 2 (Outreach and Collaboration) Goal 3

- *Strengthen relationships with the full diversity of Halton's communities to improve mutual understanding/ respect, collaboration and communication.*



Action Registry – Public Section

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
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	May 2024	Subject to new Provincial regulations
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 2024	As per new Provincial Regulation: Adequate & Effective Policing - General Standard
27 Apr 2023	3.3	<i>THAT the Service provide a presentation to the Board on the recruiting process and current status.</i>	Chief	March 2024	Subject to available meeting time
2 Jun 2023	3.1	<i>“THAT the Service report back to the Board on changes made and a detailed implementation plan with specificity on actions and timelines on the proposed recommendations made by Dr. Perry within six (6) months, and further,</i>	Chief	March 2024	Refer to this agenda

March 28, 2024



Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
		<p><i>THAT the Board request that Dr. Perry return to the Service to determine the effectiveness of the implementation, and</i></p> <p><i>THAT the Service be directed to include an EDI report card as part of its performance reporting."</i></p>		March 2024	
14 Dec 2023	3.2	<i>THAT a policy be developed regarding reporting of Secondary Employment to the Board.</i>	CGO	TBD	Subject to new Provincial regulations
25 Jan 2024	3.2	<i>THAT updates on compliance with the Community Safety and Policing Act, 2019 be added as a regular item to the Board's Public and/or Confidential Agendas as required."</i>	CGO	Ongoing	