

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

8.56 Principle of Zero Tolerance of Racial Profiling for Policing in the City of Toronto

Councillor Shaw moved that the necessary provisions of Chapter 27 of the City of Toronto Municipal Code be waived to permit introduction of the following Notice of Motion J(9), which carried, more than two-thirds of Members present having voted in the affirmative:

Moved by: Councillor Shaw

Seconded by: Councillor Balkissoon

“WHEREAS the City of Toronto has in place policies on non-discrimination, human rights and access and equity to ensure the equal treatment and full participation of all residents regardless of their ethno-racial, social and economic backgrounds; and

WHEREAS the Ontario Police Services Act (1990) requires that policing be provided in accordance with ‘safeguarding the fundamental rights guaranteed by the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code’; and

WHEREAS the Ontario Police Services Act (1990) requires that policing services ‘be sensitive to the pluralistic, multiracial and multicultural character of Ontario’; and

WHEREAS in 1992, the Metro Toronto Review of Race Relations Practices of the Metropolitan Toronto Police Force by (then) Metro Toronto Auditor Allan Andrews recommended strategic directions for systemic changes in policing policies and practices; and

WHEREAS in 1995, the Report of the Commission on Systemic Racism in the Ontario Criminal Justice System provided conclusions that members of the Black community are more at risk in Toronto of experiencing systemic discrimination in their dealings with the police and the criminal courts and made extensive recommendations for systemic changes in policing; and

WHEREAS reports from the Toronto Star investigative articles on October 19, 20 and 21, 2002, state that ‘police have indeed been targeting black drivers in Toronto’ and ‘shows a disproportionate number of blacks

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

ticketed for violations that routinely surface only after a stop has been made' (October 20, 2002, Page D1); and

WHEREAS this is only one of the growing bodies of evidence in Toronto that shows that members of the black community, as compared to whites, are at a higher risk in experiencing discretionary police traffic stops and searches; this evidence includes previous reports such as that of the Commission on Systemic Racism in the Ontario Criminal Justice System, the Metro Toronto Police audit, and recent research by University of Toronto criminologist Scot Wortley, regarding treatment by police officers; and

WHEREAS there have been many concerns and complaints that the current responses of denial and defensiveness to the Toronto Star articles, and the criticism of the messenger, the Toronto Star, is unwarranted and undermines the opportunity to truly address the agonizing concerns experienced by many Black families in our City;

NOW THEREFORE BE IT RESOLVED THAT the Council of the City of Toronto recognizes the community crisis created by the findings of Toronto Star investigative articles regarding fairness, impartiality and credibility of policing activity in Toronto, and that there is an urgent need for all involved (Minister of Public Safety and Security, City of Toronto Council, Toronto Police Services Board, Canadian Race Relations Foundation, and other interested stakeholders) to come together to review this current situation and pursue positive, measurable, and corrective action in an open, sensitive and non-judgmental manner;

AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto adopt a principle of zero tolerance of racial profiling for policing within the boundaries of Toronto;

AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto strongly request the Toronto Police Services Board immediately review its operational practices and guidelines; recruitment policies; promotional practices; and diversity training programs to ensure police officers have the appropriate skills and training for policing within our diverse communities in light of the changing demographics of our City; and

AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto express its strong support for, and request the establishment of the Toronto Police Services Board Race Relations Policy Advisory Committee, reporting directly to the Toronto Police Services Board on policing issues within the Toronto Community, and that this Race

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

Relations Policy Advisory Committee comprise members of the diverse communities, members of the Toronto Police Services Board, and members of Toronto City Council;

AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto direct the City Auditor to undertake an updated audit of Police policies, procedures, programs and practices that impact on racial minorities similar to that undertaken by the former Metro Auditor, Allan Andrews, in 1992, including an audit of the implementation of recommendations made at that time, and to report back to the Council of the City of Toronto, through the Policy and Finance Committee, on its findings;

AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto express its concerns to the Ontario Public Safety Minister, The Honourable Bob Runciman, regarding the implementation of the recommendations of the Report of the Commission on Systemic Racism in the Ontario Criminal Justice System (1995) which reported the evidence that members of the black community are more at risk in Toronto of experiencing systemic discrimination in their dealings with the police and criminal courts;

AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto request that the Ontario Minister of Public Safety and Security, The Honourable Bob Runciman, review and amend existing legislation governing civilian complaints regarding police conduct, in light of the current audit conducted by the City of Toronto Auditor which was presented to the Toronto Police Services Board on October 24, 2002, noting that members of the public ‘did not, for the most part, view the complaints process to be impartial or fair’ and also noting that ‘the lack of an investigative process independent of the Police is regarded as a significant impediment in regard to public confidence in the system’ (Page 29).”

Advice by Deputy Mayor:

Deputy Mayor Ootes advised the Council that the provisions of Chapter 27 of the City of Toronto Municipal Code requiring the referral of Motion J(9) to the Policy and Finance Committee would have to be waived in order to now consider such Motion.

Procedural Vote:

The vote to waive referral of Motion J(9) to the Policy and Finance Committee carried, more than two-thirds of Members present having voted in the affirmative.

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

Motion:

- (a) Councillor Holyday moved that Motion J(9) be referred to the following:
- (1) the Toronto Police Services Board for comment back to City Council, through the Policy and Finance Committee;
 - (2) the Dubin Inquiry; and
 - (3) the summit meeting being held with the former Lieutenant Governor Lincoln Alexander.

Vote on Referral:

Adoption of motion (a) by Councillor Holyday:

Yes - 2 Councillors:	Holyday, Minnan-Wong
No - 31 Mayor: Councillors:	Lastman Altobello, Ashton, Augimeri, Balkissoon, Bussin, Cho, Chow, Disero, Duguid, Feldman, Filion, Flint, Hall, Johnston, Jones, Layton, Li Preti, McConnell, Mihevc, Miller, Moscoe, Nunziata, Ootes, Pantalone, Pitfield, Rae, Shaw, Silva, Soknacki, Walker

Lost by a majority of 29.

Motions:

- (b) Councillor Moscoe moved that Motion J(9) be amended by adding thereto the following new Operative Paragraph:

“AND BE IT FURTHER RESOLVED THAT the Chairman of the Toronto Police Services Board be requested to submit a report to Council, through the Policy and Finance Committee, on:

- (1) the extent to which the Board has complied with the recommendations of the 1992 report of the Metro Auditor which documented systemic racism within the Toronto Police Force;
- (2) the extent to which the Board has complied with the 1975 report of the late Authur Maloney to the Metropolitan Toronto Police;

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

- (3) the extent to which the Board has complied with the 1976 Morand Commission report on Metropolitan Toronto Police Practices;
 - (4) the extent to which the Board has complied with the 1997 Walter Pitman report on incidents of conflict between Blacks and the Police;
 - (5) the extent to which the Board has complied with the 1980 Report of the Task Force on the Racial and Ethnic Implications of Police Hiring, Training, Promotion and Career Development by Dr. Reva Gerstein;
 - (6) the extent to which the Board has complied with the 1989 Report of the Race Relations and Policing Task Force, chaired by Clare Lewis;
 - (7) the extent to which the Board has complied with the 1992 Stephen Lewis Report to the Premier on Race Relations;
 - (8) the extent to which the Board has complied with the 1995 Studies for the Commission on Systemic Racism in the Ontario Criminal Justice System which found that Black men were particularly vulnerable to being stopped by the Police;
 - (9) the extent to which the Board has heeded the 1999 research undertaken by Professor Scott Wortley; and
 - (10) the extent to which the Board has taken into the account the 1999 Goldfarb Survey which indicated that only 38 percent of respondents in the Black community felt that their community had been treated fairly by the Police;”.
- (c) Councillor Shaw moved that Motion J(9) be amended by:
- (1) adding to the second Operative Paragraph, the words “and the Toronto Police Services Board be requested to also adopt this principle”, so that such Operative Paragraph shall now read as follows:

“AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto adopt a principle of zero tolerance of racial profiling for policing within the boundaries of Toronto and the Toronto Police Services Board be requested to also adopt this principle;”;

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

- (2) amending the fifth Operative Paragraph by inserting, after the word “Auditor”, the words “within his mandate to the Toronto Police Services Board”, and adding at the end thereof the words “and request the Board’s co-operation in this audit”, so that such Operative Paragraph shall now read as follows:

“AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto direct the City Auditor, within his mandate to the Toronto Police Services Board, to undertake an updated audit of Police policies, procedures, programs and practices that impact on racial minorities similar to that undertaken by the former Metro Auditor, Allan Andrews, in 1992, including an audit of the implementation of recommendations made at that time, and to report back to the Council of the City of Toronto, through the Policy and Finance Committee, on its findings and request the Board’s co-operation in this audit;”.

- (d) Councillor Mihevc moved that Motion J(9) be amended by adding thereto the following new Operative Paragraph:

“AND BE IT FURTHER RESOLVED THAT the Chief Administrative Officer be requested to submit a report to the Policy and Finance Committee, no later than January 2003, on the progress in implementing the Council-approved recommendations of the January 2000 Report of the Task Force on Access and Equity;”.

- (e) Councillor Ashton moved that Motion J(9) be amended by adding thereto the following new Operative Paragraph:

“AND BE IT FURTHER RESOLVED THAT the Chief Administrative Officer be requested to submit a report to the Policy and Finance Committee on:

- (1) current youth initiatives, projects and programs, particularly with respect to effectiveness, equitable distribution and funding sustainability; and
- (2) current partnerships of the Federal and Provincial Governments in the area of youth programs;”.

- (f) Councillor Rae moved that Motion J(9) be amended by adding thereto the following new Operative Paragraph:

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

“AND BE IT FURTHER RESOLVED THAT City Council request the Dubin Inquiry, the Toronto Police Services Board and the former Lieutenant Governor Lincoln Alexander’s Task Force to include, in their analysis, the education and training of officers in relation to the exercise of discretion;”.

- (g) Councillor Hall moved that motion (b) by Councillor Moscoe be amended by inserting in the lead-in phrase, after the word “requested”, the words “with the co-operation of the Toronto Police Services Board”, so that such phrase shall now read as follows:

“AND BE IT FURTHER RESOLVED THAT the Chairman of the Toronto Police Services Board be requested, with the co-operation of the Toronto Police Services Board, to submit a report to Council, through the Policy and Finance Committee, on:”.

- (h) Councillor Johnston moved that Motion J(9) be amended by adding thereto the following new Operative Paragraph:

“AND BE IT FURTHER RESOLVED THAT City Council, when making its appointments to the Toronto Police Services Board, give consideration to including representation of the entire community on the Toronto Police Services Board;”.

- (i) Councillor Chow moved that Motion J(9) be amended by adding thereto the following new Operative Paragraph:

“AND BE IT FURTHER RESOLVED THAT:

- (1) the Chief Administrative Officer be requested to submit a report to the Policy and Finance Committee, in January 2003, summarizing the outstanding recommendations from the following studies and reports, as listed in the Backgrounder document prepared by staff of the Strategic and Corporate Policy Division, Healthy City Office, Chief Administrator’s Office, and distributed to all Members of Council by Councillor Shaw, and the steps which can be taken to implement such recommendations:

- (a) 1975 - The Ontario Human Rights Commission report, “The Black Presence in the Canadian Mosaic: A Study of Perception and the Practice of Discrimination Against Blacks in Metropolitan Toronto”, (reported on discriminatory treatment by the police);

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

- (b) 1975 - The report of the late Arthur Maloney to the Metropolitan Toronto Police;
- (c) 1976 - The report to the “Royal Commission into Metropolitan Toronto Police Practices”, conducted by Justice Donald R. Morand;
- (d) 1977 - A number of incidents of conflict between Blacks and the police were documented and confirmed by Walter Pitman in his report, “Now Is Not Too Late”, to the former Municipality of Metropolitan Toronto;
- (e) 1979 - The “Report to the Civic Authorities of Metropolitan Toronto”, on race and policing, was submitted by Cardinal G. Emmett Carter;
- (f) 1980 - The “Report of the Task Force on the Racial and Ethnic Implications of Police Hiring, Training, Promotion and Career Development”, by Dr. Reva Gerstein, for the Ontario Ministry of the Solicitor General addressed the issues of the credibility of the police to effectively provide fair and just services in their contacts with members of the Black community;
- (g) 1989 - The “Report of the Race Relations and Policing Task Force”, chaired by Clare Lewis, was submitted to the Ontario Solicitor General;
- (h) 1992 - Allan Andrews, Metro Auditor, submitted his “Review of Race Relations Practices of the Metropolitan Toronto Police Force”, to Metro Council;
- (i) 1992 - Clare Lewis submitted a further “Report of the Task Force on Race Relations and Policing”, to the Government of Ontario;
- (j) 1992 - Stephen Lewis submitted his “Report to the Premier on Race Relations”;
- (k) 1995 - Studies for the “Commission on Systemic Racism in the Ontario Criminal Justice System”, found that Black men were particularly vulnerable to being stopped by the police. About 43 percent of Black male residents, but only 25 percent of White and 19 percent of Chinese male residents reported being stopped by the police in the

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

previous two years;

- (l) 1999 - These results are also consistent with further research undertaken by Professor Scott Wortley, Centre for Criminology, University of Toronto who also found that when they are stopped, Black people are more likely to be subject to rude or hostile police treatment;
- (m) 1999 - In a Goldfarb Survey undertaken for the Toronto Star, 83 percent of all Torontonians felt that they had been treated fairly by the police. However, only 38 percent of respondents in the Black community felt their community had been treated fairly by the police. The above evidence is an indication of why there exists solid grounds for this disturbingly low level of regard and trust for the police by members of the Black community; and
- (n) 2002 - The present City Auditor (Audit of the Toronto Police Service's Public Complaints Process, September 10, 2002) notes that "discipline imposed against police officers is not being monitored. In two out of the ten files we reviewed where complaints were substantiated, discipline as adjudicated was not imposed". In addition, the impartiality of the Public Complaints Process is generally seen as being severely compromised (it entails the police investigating the police). The present City Auditor notes "that civilian oversight provides a more thorough and objective investigation of complaints than those conducted by the police".;
- (2) City Council request the Chairman of the Toronto Police Services Board to ensure that, at such time as this matter is debated by the Toronto Police Services Board, the meeting is held in public; and
- (3) City Council instruct the representatives of the City of Toronto on the Toronto Police Services Board to identify what methods are currently in place respecting employment equity, given that the numbers of visible minority in the Toronto Police Service is 11 percent, and how the Toronto Police Services Board proposes to accomplish hiring the required number of Police officers to reflect the ethnic compilation of the City of Toronto;".
- (j) Councillor Nunziata moved that:
 - (1) motion (c) by Councillor Shaw be referred to the Toronto Police

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

Services Board; and

- (2) motion (b) by Councillor Moscoe be referred to the Toronto Police Services Board.

Votes:

Adoption of Part (2) of motion (j) by Councillor Nunziata:

Yes - 3 Councillors: Duguid, Minnan-Wong, Nunziata
No - 27 Councillors: Altobello, Ashton, Augimeri, Balkissoon, Bussin, Cho, Chow, Di Giorgio, Disero, Feldman, Filion, Hall, Johnston, Jones, Layton, Li Preti, McConnell, Mihevc, Milczyn, Miller, Moscoe, Ootes, Pantalone, Rae, Shaw, Shiner, Walker

Lost by a majority of 24.

Motion (g) by Councillor Hall carried.

Motion (b) by Councillor Moscoe carried, as amended.

Adoption of Part (1) of motion (j) by Councillor Nunziata:

Yes - 2 Councillors: Li Preti, Nunziata
No - 28 Councillors: Altobello, Ashton, Augimeri, Balkissoon, Bussin, Cho, Chow, Di Giorgio, Disero, Duguid, Feldman, Filion, Hall, Johnston, Jones, Layton, McConnell, Mihevc, Milczyn, Miller, Minnan-Wong, Moscoe, Ootes, Pantalone, Rae, Shaw, Shiner, Walker

Lost by a majority of 26.

Motion (c) by Councillor Shaw carried, without amendment.

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

Adoption of motion (d) by Councillor Mihevc:

Yes - 31	
Mayor:	Lastman
Councillors:	Altobello, Ashton, Augimeri, Balkissoon, Bussin, Cho, Chow, Di Giorgio, Disero, Duguid, Feldman, Filion, Hall, Johnston, Jones, Layton, Li Preti, McConnell, Mihevc, Milczyn, Miller, Minnan-Wong, Moscoe, Nunziata, Ootes, Pantalone, Rae, Shaw, Shiner, Walker
No - 0	

Carried, without dissent.

Motion (e) by Councillor Ashton carried.

Motion (f) by Councillor Rae carried.

Adoption of motion (h) by Councillor Johnston:

Yes - 29	
Councillors:	Altobello, Ashton, Augimeri, Balkissoon, Bussin, Cho, Chow, Di Giorgio, Disero, Duguid, Feldman, Filion, Hall, Johnston, Jones, Layton, Li Preti, McConnell, Mihevc, Milczyn, Miller, Moscoe, Nunziata, Ootes, Pantalone, Rae, Shaw, Shiner, Walker
No - 2	
Mayor:	Lastman
Councillors:	Minnan-Wong

Carried by a majority of 27.

Motion (i) by Councillor Chow carried.

Adoption of Motion J(9), as amended:

Yes - 31	
Mayor:	Lastman
Councillors:	Altobello, Ashton, Augimeri, Balkissoon, Bussin, Cho, Chow, Di Giorgio, Disero, Duguid, Feldman, Filion, Hall, Johnston, Jones, Layton, Li Preti, McConnell, Mihevc, Milczyn, Miller, Minnan-Wong, Moscoe, Nunziata, Ootes, Pantalone, Rae, Shaw, Shiner, Walker
No - 0	

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

Carried, without dissent.

In summary, Council adopted Motion J(9), subject to:

- (1) adding to the second Operative Paragraph, the words “and the Toronto Police Services Board be requested to also adopt this principle”, so that such Operative Paragraph shall now read as follows:

“AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto adopt a principle of zero tolerance of racial profiling for policing within the boundaries of Toronto and the Toronto Police Services Board be requested to also adopt this principle;”;

- (2) amending the fifth Operative Paragraph by inserting, after the word “Auditor”, the words “within his mandate to the Toronto Police Services Board”, and adding at the end thereof the words “and request the Board’s co-operation in this audit”, so that such Operative Paragraph shall now read as follows:

“AND BE IT FURTHER RESOLVED THAT the Council of the City of Toronto direct the City Auditor, within his mandate to the Toronto Police Services Board, to undertake an updated audit of Police policies, procedures, programs and practices that impact on racial minorities similar to that undertaken by the former Metro Auditor, Allan Andrews, in 1992, including an audit of the implementation of recommendations made at that time, and to report back to the Council of the City of Toronto, through the Policy and Finance Committee, on its findings and request the Board’s co-operation in this audit;”;

- (3) adding thereto the following new Operative Paragraphs:

“AND BE IT FURTHER RESOLVED THAT City Council request the Dubin Inquiry, the Toronto Police Services Board and the former Lieutenant Governor Lincoln Alexander’s Task Force to include, in their analysis, the education and training of officers in relation to the exercise of discretion;

AND BE IT FURTHER RESOLVED THAT the Chairman of the Toronto Police Services Board be requested, with the co-operation of the Toronto Police Services Board, to submit a report to Council, through the Policy and Finance Committee, on:

- (1) the extent to which the Board has complied with the recommendations of the 1992 report of the Metro Auditor which

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

- documented systemic racism within the Toronto Police Force;
- (2) the extent to which the Board has complied with the 1975 report of the late Authur Maloney to the Metropolitan Toronto Police;
 - (3) the extent to which the Board has complied with the 1976 Morand Commission report on Metropolitan Toronto Police Practices;
 - (4) the extent to which the Board has complied with the 1997 Walter Pitman report on incidents of conflict between Blacks and the Police;
 - (5) the extent to which the Board has complied with the 1980 Report of the Task Force on the Racial and Ethnic Implications of Police Hiring, Training, Promotion and Career Development by Dr. Reva Gerstein;
 - (6) the extent to which the Board has complied with the 1989 Report of the Race Relations and Policing Task Force, chaired by Clare Lewis;
 - (7) the extent to which the Board has complied with the 1992 Stephen Lewis Report to the Premier on Race Relations;
 - (8) the extent to which the Board has complied with the 1995 Studies for the Commission on Systemic Racism in the Ontario Criminal Justice System which found that Black men were particularly vulnerable to being stopped by the Police;
 - (9) the extent to which the Board has heeded the 1999 research undertaken by Professor Scott Wortley; and
 - (10) the extent to which the Board has taken into the account the 1999 Goldfarb Survey which indicated that only 38 percent of respondents in the Black community felt that their community had been treated fairly by the Police;

AND BE IT FURTHER RESOLVED THAT:

- (1) the Chief Administrative Officer be requested to submit a report to the Policy and Finance Committee, in January 2003, summarizing the outstanding recommendations from the following studies and reports, as listed in the Backgrounder document prepared by staff of the Strategic and Corporate Policy Division, Healthy City Office, Chief Administrator's Office, and distributed to all

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

Members of Council by Councillor Shaw, and the steps which can be taken to implement such recommendations:

- (a) 1975 - The Ontario Human Rights Commission report, "The Black Presence in the Canadian Mosaic: A Study of Perception and the Practice of Discrimination Against Blacks in Metropolitan Toronto", (reported on discriminatory treatment by the police);
- (b) 1975 - The report of the late Arthur Maloney to the Metropolitan Toronto Police;
- (c) 1976 - The report to the "Royal Commission into Metropolitan Toronto Police Practices", conducted by Justice Donald R. Morand;
- (d) 1977 - A number of incidents of conflict between Blacks and the police were documented and confirmed by Walter Pitman in his report, "Now Is Not Too Late", to the former Municipality of Metropolitan Toronto;
- (e) 1979 - The "Report to the Civic Authorities of Metropolitan Toronto", on race and policing, was submitted by Cardinal G. Emmett Carter;
- (f) 1980 - The "Report of the Task Force on the Racial and Ethnic Implications of Police Hiring, Training, Promotion and Career Development", by Dr. Reva Gerstein, for the Ontario Ministry of the Solicitor General addressed the issues of the credibility of the police to effectively provide fair and just services in their contacts with members of the Black community;
- (g) 1989 - The "Report of the Race Relations and Policing Task Force", chaired by Clare Lewis, was submitted to the Ontario Solicitor General;
- (h) 1992 - Allan Andrews, Metro Auditor, submitted his "Review of Race Relations Practices of the Metropolitan Toronto Police Force", to Metro Council;
- (i) 1992 - Clare Lewis submitted a further "Report of the Task Force on Race Relations and Policing", to the Government of Ontario;

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

- (j) 1992 - Stephen Lewis submitted his “Report to the Premier on Race Relations”;
 - (k) 1995 - Studies for the “Commission on Systemic Racism in the Ontario Criminal Justice System”, found that Black men were particularly vulnerable to being stopped by the police. About 43 percent of Black male residents, but only 25 percent of White and 19 percent of Chinese male residents reported being stopped by the police in the previous two years;
 - (l) 1999 - These results are also consistent with further research undertaken by Professor Scott Wortley, Centre for Criminology, University of Toronto who also found that when they are stopped, Black people are more likely to be subject to rude or hostile police treatment;
 - (m) 1999 - In a Goldfarb Survey undertaken for the Toronto Star, 83 percent of all Torontonians felt that they had been treated fairly by the police. However, only 38 percent of respondents in the Black community felt their community had been treated fairly by the police. The above evidence is an indication of why there exists solid grounds for this disturbingly low level of regard and trust for the police by members of the Black community; and
 - (n) 2002 - The present City Auditor (Audit of the Toronto Police Service’s Public Complaints Process, September 10, 2002) notes that “discipline imposed against police officers is not being monitored. In two out of the ten files we reviewed where complaints were substantiated, discipline as adjudicated was not imposed”. In addition, the impartiality of the Public Complaints Process is generally seen as being severely compromised (it entails the police investigating the police). The present City Auditor notes “that civilian oversight provides a more thorough and objective investigation of complaints than those conducted by the police”.’;
- (2) City Council request the Chairman of the Toronto Police Services Board to ensure that, at such time as this matter is debated by the Toronto Police Services Board, the meeting is held in public; and
 - (3) City Council instruct the representatives of the City of Toronto on the Toronto Police Services Board to identify what methods are

**Minutes of the Council of the City of Toronto
October 29, 30 and 31, 2002**

(excerpt)

currently in place respecting employment equity, given that the numbers of visible minority in the Toronto Police Service is 11 percent, and how the Toronto Police Services Board proposes to accomplish hiring the required number of Police officers to reflect the ethnic compilation of the City of Toronto;

AND BE IT FURTHER RESOLVED THAT the Chief Administrative Officer be requested to submit a report to the Policy and Finance Committee on:

- (1) current youth initiatives, projects and programs, particularly with respect to effectiveness, equitable distribution and funding sustainability; and
- (2) current partnerships of the Federal and Provincial Governments in the area of youth programs;

AND BE IT FURTHER RESOLVED THAT the Chief Administrative Officer be requested to submit a report to the Policy and Finance Committee, no later than January 2003, on the progress in implementing the Council-approved recommendations of the January 2000 Report of the Task Force on Access and Equity;

AND BE IT FURTHER RESOLVED THAT City Council, when making its appointments to the Toronto Police Services Board, give consideration to including representation of the entire community on the Toronto Police Services Board.”