



Annual Report

Court officers standing outside Old City Hall Courts with a prisoner transportation vehicle. Court officers are responsible for escorting prisoners to and from jails and inside courts.



Produced by the

Toronto Police Service
Public Information Unit
40 College St., Toronto, Ontario
M5G 2J3
416-808-7100



Cover art by Pedja Ljubomirovic, *Public Information Unit*

Page 3 photo: Jim Brown (2007)

Page 39 photo: Boris Spremo, *Toronto Star* (1967)

Special thanks to the Toronto Police Service Museum and private collector Steven Greenblatt for sharing historical material.



Police Dog Services Sgt. Paul Caissie introduces his police dog, Bandit, at the Toronto Police Association Amateur Athletic Games as children inspect Bandit's trading card.

Contents

Messages from Chief William Blair and Chair Alok Mukherjee	4	
	8	Addressing gun violence
Online bike registry	12	
	16	Aiding vulnerable victims
Traffic safety	18	
	20	50 years of history
50 years of history	23	
	28	Veterans of the Service
New buildings	30	
	34	Working with the community
Divisional map/contact numbers	42	

For the Toronto Police Services Board, 2007 was a year of significant achievements in our work to provide effective civilian governance and ensure that policing in Toronto contributes to the safety and wellbeing of all of our communities.

In May 2007, the Board approved an Environmental Policy which promotes environmentally responsible practices on such matters as cleaner air, water conservation, better use of energy and waste reduction. The Board also supported the

ciation of Police Boards. Since hosting the founding conference of CAPB, this is the first time that this important conference will come to Toronto. To be held in August, the theme of this year's conference is "Civilian Governance and Social Responsibility: Safety, Community and Sustainability."

The Board has continued its work on the important issues of diversity and human rights. In May of 2007, the Chair signed a Human Rights Project Charter

significantly increase enforcement measures, and to work cooperatively with the US to prevent international gun trafficking. The Board's efforts received support from the provincial and national associations of police boards.

I am proud of the work that the Board has done over the past year as a productive and strong team, building upon our past successes. I know, too, that much still remains to be done. This work must be done in partnership, with the Board, the

Message from Toronto Police Services Board Chair Alok Mukherjee



design and construction of environmentally responsible buildings and facilities and approved the acquisition of a number of Smart cars, hybrid cars and other environmentally friendly vehicles for trial with a view to develop a strategy for an environmentally responsible fleet.

Another area of focus in 2007 was the health and wellness of employees. The Board approved a progressive new policy on Occupational Health and Wellness that demonstrated its dedication to the goal of enhancing employee wellness and maintaining workplaces that are safe and healthy.

The Board also offered to host the 2008 annual conference of the Canadian Asso-

with Chief Blair and OHRC Chief Commissioner Barbara Hall as co-sponsors. The Charter sets out a framework for the Board, the Toronto Police Service and the Ontario Human Rights Commission to work together on human rights issues. This is a progressive and exciting collaborative initiative, aimed at developing systemic remedies to human rights issues. Lastly, in 2007, the Board undertook a sustained campaign targeting gun violence in our communities and advocated with provincial and federal governments to take necessary legislative action to ensure that those who possess and use guns illegally are subject to serious consequences, to impose a complete handgun ban, to

Service, and the community working together.

On behalf of all Torontonians, I want to express my utmost appreciation for the remarkable work that our Service members do on a daily basis. Your dedication, hard work and commitment are the reasons that the Service is recognized as a world leader in law enforcement and community policing.



Judi Cohen
Provincial Appointee



Hamlin Grange
Provincial Appointee



City Councillor
Pam McConnell



City Councillor
Frank Di Giorgio



Hugh Locke
Provincial Appointee



Mayor
David Miller



Message from Toronto Police Service

Chief William Blair



As we look back at 2007, I am once again very proud of the accomplishments of the men and women of the Toronto Police Service, realized through their highly professional work. As law-enforcement officers, mentors, community partners and role models, the uniform and civilian members of the Service constantly demonstrate their dedication to keeping Toronto a safe and successful city.

We are committed to delivering public safety services in a fiscally responsible manner, and will continue to take action to ensure value is received for every dollar we spend. In 2007, we celebrated the 50th anniversary of the Service's formation. In 1957, 13 separate departments were formed into the new police force, serving all of Toronto. From that brave venture into uncharted waters, half a century ago, has grown one of the best police services in the world. I look forward to continuing to lead the Service in its second half-century.

We adapt and refine how we conduct our business. We conducted several successful closed-circuit television (CCTV) pilot projects after extensive community consultation. We will continue to seek out, and utilize, innovative methods of promoting community safety. In 2007, we continued the work of replacing our

many retiring members and maintaining our newly established uniform strength. We hired 273 committed individuals, eager to serve their fellow citizens as Toronto Police Service officers, as well as filling the wide range of civilian positions so essential to our success.

These new members of the Service family bring a diverse range of experiences, competencies and skills. We look forward to their contributions to the achievement of our mission. Although we were faced with an increased number of homicides in 2007, this is just one indicator of community safety. We had 7% fewer shootings in 2007 than in 2006 and 26% fewer shooting victims in the same period. The latter statistic represents 89 fewer people victimized by the illegal use of firearms last year than the year before. Encouragingly, we are receiving more information from the community in the wake of violent incidents, valuable information that is helping solve these crimes and restore order to our neighbourhoods.

Traffic safety remains central to our work. I am grateful to be able to note that vehicle fatalities decreased 9% last year and accidents resulting in life-

threatening injuries decreased by 39%. Our awareness and enforcement efforts are paying dividends in enhanced road safety.

It is remarkable that, in the last two years, with more officers in the community with many more formal and informal interactions with the citizens we serve, the number of public complaints about our officers declined steadily.

In 2007, despite large increases in enforcement and contact activities, we received 17% fewer public complaints. I strongly believe this is reflective of both the professionalism of our officers and their excellent training and supervision. On behalf of all the members of the Service, I would like to reaffirm our commitment to the citizens of Toronto. In strong and respectful partnership with our communities, we are dedicated to keeping Toronto the safest and most liveable city.



Deputy Chief
Kim Derry
Divisional Policing
Command



Deputy Chief
Keith Forde
Human Resources
Command



Deputy Chief
Tony Warr
Specialized Operations
Command



Deputy Chief
Jane Dick
Executive Command



Chief Administrative Officer
Tony Veneziano
Administrative Command

Mission statement

We are dedicated to delivering police services in partnership with our communities to keep Toronto the best and safest place to be.



Core values

Honesty

We are truthful and open in our interactions with each other and with members of our communities.

Integrity

We are honourable, trustworthy, and strive to do what is right.

Fairness

We treat everyone in an impartial, equitable, sensitive, and ethical manner.

Positive Attitude

We strive to bring positive and constructive influences to our dealings with each other and our communities.

Respect

We value ourselves, each other, and all members of our communities, showing understanding and appreciation for our similarities and differences.

Reliability

We are conscientious, professional, responsible, and dependable in our dealings with each other and our communities.

Team Work

We work together within the Service and with members of our communities to achieve our goals, making use of diverse skills, abilities, roles, and views.



Community Policing Partnerships

Effective, accountable policing is the result of a partnership between the police and the community. Community issues cannot be dealt with solely by police, and community members often have a better understanding of the problems and concerns in their neighbourhoods. The Service is committed to transforming the organization through a strategy of community mobilization, that is, actively engaging the community and social agencies in developing and implementing sustainable solutions to local problems. Effective police-community partnerships, oriented to the needs of the community, should not only reduce crime, but also decrease fear of crime and enhance the quality of life in the community.

Safety of Vulnerable Groups

The Service will continue to address the dangers to, and concerns of, those most vulnerable to victimization in our society, particularly women and children. While addressing the needs of women and children who are victimized is a multi-faceted task that the police must carry out together with community partners, improving the police response in particular should provide these victims with reassurance that the Service is committed to their safety, and assist them in accessing the help they require to prevent further victimization.

Community Safety and Security

Members of the community should be able to move about and conduct their personal and business lives without fear of intimidation, harassment, or attack. Even a small number of crimes, especially violent crimes, can negatively affect perception of safety and quality of life. Effective police response and a relationship with the community that encourages input, co-operation, and participation are vital to the prevention and investigation of these crimes.

2006-2008 **Priorities**

Traffic Safety

The traffic on Toronto's roadways affects almost everyone within the city. The safe and efficient flow of traffic, and the safety of our drivers, passengers, cyclists, and pedestrians are, therefore, of significant concern to the Toronto Police Service. Building partnerships and mobilizing local communities to respond to local traffic problems will assist in sustaining successful efforts and improve neighbourhood roadway safety. On a wider scale, by focusing efforts on increased enforcement of traffic offences and safety education for those most at risk, the Service also seeks to improve conditions on city roadways for everyone.

Delivery of Service

The manner in which police provide service to the community can be a major determinant of the success of a Police Service. The Toronto Police Service recognizes and values the diversity of the city, and does not tolerate any discrimination in the delivery of service. With the aim of fostering a mutually respectful and beneficial relationship, we are committed to providing service that is accountable, professional, non-biased, and oriented to community needs. And, in delivering service, it is often important that police be a visible part of the community. Visibility can be an effective form of crime prevention, can offer the opportunity for police and public to build relationships, and can generally make communities feel safer.

Human Resources

Members, both uniform and civilian, are central to our organization. Although the Toronto Police Service generally enjoys the good opinion of the communities we serve, we must always strive to preserve and improve this positive regard and our relationships with our communities. The Service must ensure that members have the skills and abilities they need to provide effective, professional, non-biased services to address the needs of our diverse communities. We must also ensure that we continue to strive to be representative of the communities we serve.

Toronto Anti-Violence Intervention Strategy

TAVIS



The Toronto Anti-Violence Intervention Strategy (TAVIS) is the plan that the Toronto Police Service is using to reduce crime and violence in neighbourhoods.

Working with community mobilization strategies, TAVIS brings together all of the people in your neighbourhood to plan and carry out activities that will resolve crime and disorder issues. Your local division is on the front lines of TAVIS.

Each division has a neighbourhood officer who works with people in your community to find lasting solutions to crime

and disorder.

All Toronto police officers, including the TAVIS Rapid Response Teams, the Toronto Drug Squad, the Gun and Gang Task Force, Community Mobilization Unit and Intelligence Services, support the divisions in carrying out neighbourhood plans.

TAVIS is available to support and stabilize neighbourhoods experiencing crime and violence.

TAVIS generally focuses on all types of violent crime, including shootings, homicides, robberies, but also domestic violence and child abuse.

TAVIS totals

Arrests	4,850
Firearms seized	106
Compliance checks	5,111
Citizen contacts	84,442

www.torontopolice.on.ca/tavis

CCTV

In April 2007, after extensive community consultation, CCTV cameras were tested around the city as a pilot project. There are cameras in several of the divisions, as well as on Yonge Street near the Eaton Centre and in the Entertainment District.

Cameras are not a solution to crime, but when integrated into broader crime management strategies, they can be a valuable tool in increasing public safety.

The Toronto Police Service has received overwhelming commu-

nity support for this pilot project. At the end of 2007 there were 18 cameras in neighbourhoods across the city. The cameras are marked with the word POLICE and the Toronto Police Service crest. They are clearly visible to all members of the public, and are only programmed to view public spaces. Public notices are posted where CCTV cameras are used, advising that there are cameras in that area. Currently, recorded images are only viewed by police in the event of a reported incident.





Super unit opens to combat gun violence

A new comprehensive and covert unit representing all aspects of the justice system was deployed to strike at the heart of gun-and-gang violence in the GTA and beyond.

The Integrated Gun and Gang Task Force Provincial Operations Centre brings together officers from Toronto, the OPP, RCMP, York, Peel and Durham police services as well as organized crime investigators, probation officers, Ministry of Attorney General personnel and crown attorneys under one roof.

"Bringing together crowns and police isn't brand new but in this way it's brand new," Attorney General Michael Bryant told staff at the 2007 ribbon-cutting ceremony for the new building. "We've

never brought together so many parts of the justice system in one place."

He said police and crowns need only walk down the hall of the building, at a covert location, to bounce ideas off each other.

"Organized justice takes a great step forward," Bryant said. "What we're doing here is keeping our streets safer."

In the wake of Project Impact, a TPS project that dismantled the Malvern Crew street gang, investigators have taken on more massive and complex cases, which produced a need for more resources.

Crown Attorney and Toronto region director Fred Braley said the large police investigations had put a strain on the

system.

The new centre gives investigators a cutting-edge building, including a high-tech briefing room that allows different police agencies to link up their computer networks.

TPS Organized Crime Enforcement Unit S/Insp Joe Tomei said all justice system partners can consult on the major projects.

"This integrated approach is going to be a model for other jurisdictions," Tomei said, noting the system allows for more resources, connections and a wealth of expertise around the province. "We'll be able to pass information instantaneously when we're working in the same building."

Message clear: 'One less gang'

The Service turned up the heat on Toronto street gangs, delivering a “surgical” strike at the heart of one operating in a vulnerable northwest neighbourhood.

The 11-month Project Kryptic, that culminated in June with 95 arrests and 700 charges ranging from drug possession to gun trafficking, was the Service’s fifth super-investigation in the last three years.

“We’ve taken dozens of weapons off the street, dozens of gunmen and the streets are safer as a result,” Chief Bill Blair told reporters, following the pre-dawn arrests.

Over 130 search warrants were executed by nearly 700 officers. Over \$1 million in drugs was seized, including 30 kilos of cocaine, 20 kilos of marijuana and nine kilos of hash oil. Over \$220,000 (Cdn) was also seized.

Project Kryptic followed in the footsteps of several other successful strikes at gangs in the city over the past several years, including Project Impact that targeted the Malvern Crew, Project Pathfinder that took down the Galloway Boys, Project



Flicker that dismantled the Ardwick Blood Crew and Project XXX that obliterated the Jamestown Crew.

The project, led by the Integrated Gun and Gang Task Force (IGGTF), was aimed at the leadership of the Driftwood Crips, a street gang known for its use of violence and intimidation in the Jane and Finch community.

“You have people in there with firearms who use them indiscriminately. It creates an atmosphere of fear,” said project leader S/Sgt Matt Crone. “Their dispute-resolution strategy is to use violence. The number-one rule is you don’t talk to the police and don’t cooperate with the police.”

A substantial police presence remained in many of the affected neighbourhoods with officers on foot, bicycles and horses, said S/Supt Glenn De Caire.

“A maintenance strategy of support is in place and will stay in place in our problem neighbourhoods,” De Caire said. “High visibility of our uniformed officers will continue.”



Print paydirt after 23 years

After 23 years, a single fingerprint finally made its mark. In early August, Forensic Identification Services (FIS) fingerprint technician Dorinda Duhasky was conducting reverse verifications, where the prints of newly arrested people are compared with the 125,000 latent prints the Service has on record.

"I remember the file; the number on it struck me as unusual," said Duhasky, noting the '84 in its makeup. The computer spit out the most likely candidates.

"It's really a starting point for us. The computer leaves it up to us to make the decision," said Duhasky, who observes the ridges along the skin for unique identifiers such as short spans, splits and "lakes" (describing the gap where a ridge splits and rejoins).

From what she saw, Duhasky was able to see minutiae, or points of interest in the right middle finger, to make a match to a print recovered from a hold-up note in a 1984 bank robbery. The AFIS (Automated Fingerprint Identification System) section had to pore through dusty records to find the note and robbery details.

"The whole case just branched out," said Duhasky. "It was a group effort."

Current FIS Const. Marty Doyle had been the Scenes Of Crime Officer to recover the note. Major cases have been uploaded onto the system back to the 1980s.

The Hold Up Squad followed up on the information, matching the modus operandi and similarities in other notes to at least nine other bank robberies over the summer of 1984.

Because the squad keeps past hold-up notes back, a manual fingerprint

check by another technician resulted in the man's print allegedly being found on one of those nine notes and another hit on another person in an occurrence that

The technology has improved so much we can search when we couldn't before

had already been solved.

"I took a look through our book and found notes with the same type of handwriting, using the same phrases," said D/Sgt Brian McCready, noting the banks had similar locations. It was also found that the recently arrested man had been convicted of robbery in an adjoining region during the same period.

"We've always had a good relationship with the AFIS section," said McCready, of the role of the section in solving robberies.

He said holding on to records and sharing information is key to solving robberies. The veteran officer, who has been with the squad since 1998, can't remember a hit going back so far into the archives. An arrest is expected in the case.

Technology has taken fingerprint identification into new worlds, said FIS unit commander S/Insp Cyril Fernandes. Without the software to narrow down the field of prints, fingerprint technicians would have to scan thousands upon thousands of latents manu-

ally.

"The software algorithm automatically maps out the potential people," said Fernandes.

"The technology has improved so much we can search when we couldn't before."

The suspect, who had been arrested in 1998, was never matched to the crimes because technicians would have to check each of the 100,000-plus latent prints manually.

Because of the digital database technology, technicians now have the opportunity to check against the archive of past prints quickly – but matching the prints is still done manually by a highly trained technician.

Just recently, the Service was recognized with an award for the find at an international biometrics conference. The Bill Whyte Hit of the Year, named posthumously for the 33-year RCMP chief superintendent who was long-respected in the field of forensic identification and biometrics fields, was given to the Service based on the work of the AFIS section and the Hold Up Squad.

"Forensic Identification Services, represents a dedicated team of uniform and civilian members who, by their dedication and commitment to excellence, have once again brought world-wide acclaim and pride to this organization in winning this prestigious award," said Fernandes, of the Motorola Biometrics Users Educational conference award. Over 300 delegates, representing 23 countries and across North America, participated in the 28th annual conference in mid-October. The conference provides education on biometrics, identity management and AFIS technology.



Bike registry online

Registering bikes has never been easier. On Sept. 25, Chief Bill Blair launched the new online bicycle registration program at Bloor-dale Middle School, to ensure more stolen bikes return to their rightful owners.

The Chief encouraged the hundreds of children on hand for a special assembly, to register their bikes.

"If a young person is going to be a victim of crime, it's most likely going to be theft and most likely their bicycle being stolen," Chief Blair said, noting bicycles are important pieces of people's lives. "Bicycles are very important to young people because it's

how they get around."

He said the registry will prevent and solve bike thefts.

"It's going to make it harder for a person to get away with stealing a bike because that bike will be properly registered," the Chief said.

Bike owners can add themselves to 50,000 bicycles already registered by clicking on the bicycle icon on the TPS internet home page – torontopolice.on.ca – and filling out the registration form online.

"It's a simpler, refined and easier process for members of the community to register their bicycles," said Property and Evidence Management

Unit supervisor Brenda Radix.

"They can access the system 24 hours a day, seven days a week and it's free."

The serial numbers will be added to the database so that police can return the over-900 bicycles recovered or turned in each year. Fewer than 5% of those bikes are returned to their rightful owners because no serial number has been registered. Those bikes not claimed are sold by online auction.

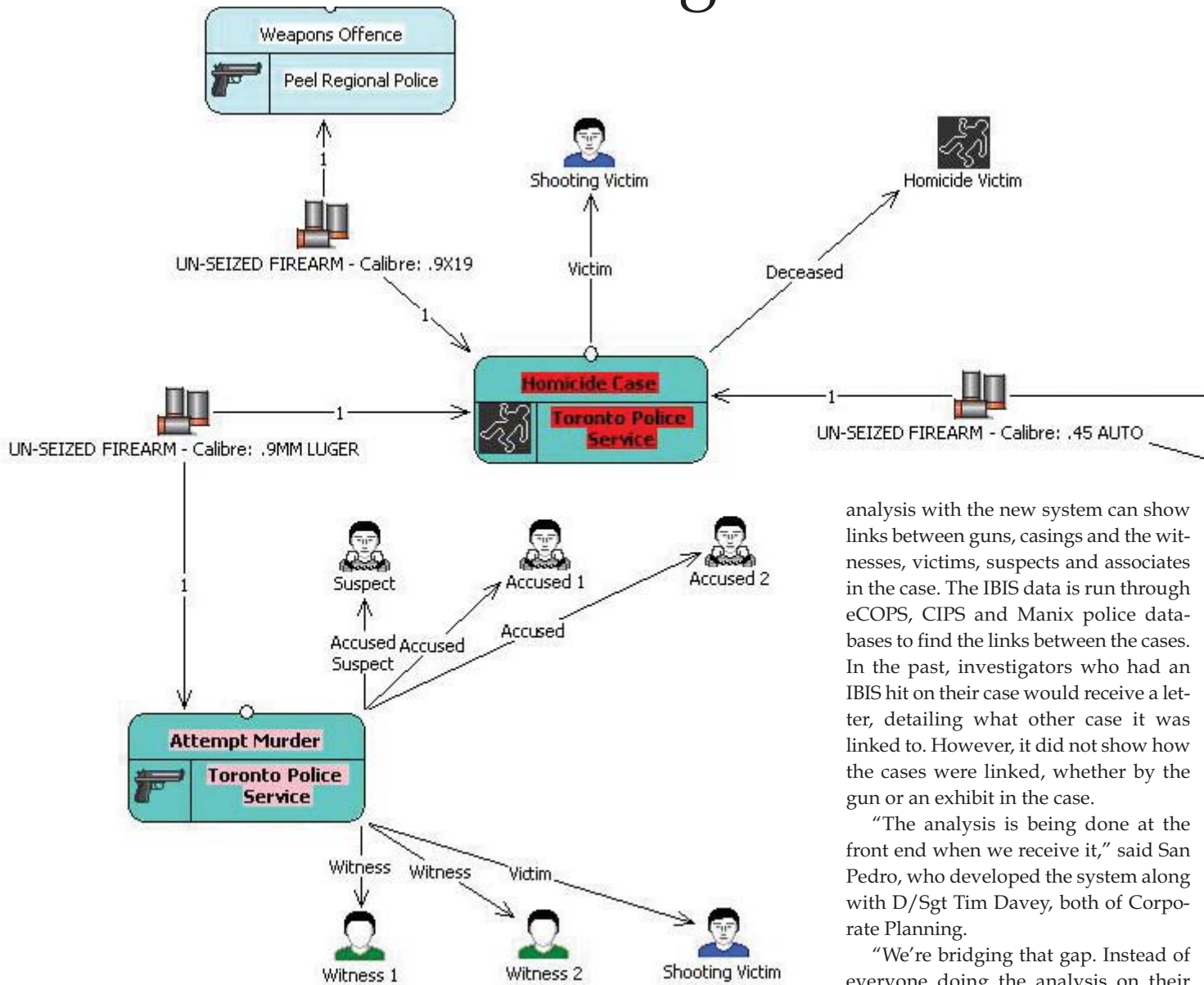
A new bicycle-registration and theft-prevention pamphlet is also available online. Bicycle registration forms can still be dropped off at any Toronto police station.

They can access the system 24 hours a day, seven days a week, and it's free

www.torontopolice.on.ca



Mapping the missing link in gun crimes



The Service began charting new ground in 2007, helping investigators map out a web of firearms, casings, witnesses, victims, suspects and associates stemming from gun crimes.

Hits from the Integrated Ballistics Identification System (IBIS) are being processed into visual linkage charts and posted on the TPS intranet to help in-

vestigators. The information on hits between cases, forwarded by the Centre for Forensic Sciences (CFS), is being developed into charts representing both the evidence and the people linked to gun crimes.

"You're now able to see what they're linked to and how," said crime analyst D/Const Manny San Pedro, of how

analysis with the new system can show links between guns, casings and the witnesses, victims, suspects and associates in the case. The IBIS data is run through eCOPS, CIPS and Manix police databases to find the links between the cases. In the past, investigators who had an IBIS hit on their case would receive a letter, detailing what other case it was linked to. However, it did not show how the cases were linked, whether by the gun or an exhibit in the case.

"The analysis is being done at the front end when we receive it," said San Pedro, who developed the system along with D/Sgt Tim Davey, both of Corporate Planning.

"We're bridging that gap. Instead of everyone doing the analysis on their own, we're providing those links."

Link-analysis software gives them the ability to sort through the links in a visual format, showing a web of lines on computer monitors that seemingly link every case in the system.

"You can see what cases, shell casings are associated," he said.

San Pedro said these webs often form around gun crimes, where victims and associates from one shooting are found to be suspects in others.

New-look car hits road



In 2007, each division was equipped with a brand-new scout car featuring the latest TPS design.

The redesign was rolled out on new vehicles or any badly damaged vehicles, said Mike Smith, from Fleet Services. It will take approximately three years to see the entire fleet change over to the new decals, at no added cost to the Service.

Besides new colouring and design, additional markings on scout cars have been added to increase officer and public safety and decrease collisions:

- barrier tape on the rear bumper cover to minimize rear-end collisions
- added reflective material to outline the cars when they are used to block roadways during emergencies
- 12-inch letter 'T' has been added forward of the roof lights to distinguish TPS cars from other Services where helicopters are being used in searches or pursuits
- TORONTO has been added to the sides and enhanced on the rear trunk lid to clearly identify the vehicles as from the Toronto Police Service

New uniforms for distinct jobs

There will be no shades of grey in distinguishing ETF members at an emergency scene.

The heavily armed Emergency Task Force is now suited up in grey uniforms as a way to spot them more easily at a scene.

“Operationally we don’t want any confusion, especially in an emergency situation,” said S/Insp Jim Ramer. “They’re distinctive from the rest of the uniforms.”

At the Union Station standoff in 2005, where an armed man held a woman hostage, there had been some confusion as to where ETF officers were at the scene.

“There was so much blue, it was difficult to distinguish who was an ETF officer,” said team leader Const. Ivan Dragos, adding the grey uniform isn’t a status symbol but a valued operational tool for officers.

Police Dog Services officers and Forensic Identification officers sport similar tactical-style blue

uniforms. Ramer said the grey uniforms are being used by other tactical units across the province and may one day become standard.

“The grey colour is better in an urban environment in terms of concealment,” Ramer said.

Across the city, Forensic Identification Services crime scene investigators turned blue after donning their new uniforms. The tactical uniforms and baseball-style caps, emblazoned with their logo, are designed to be more comfortable and practical than regular uniforms. The unit, which moved from plainclothes to uniform, lobbied for new uniforms to allow better flexibility on the job.

“They attend dusty, dirty and sticky scenes,” said D/Sgt Dennis Buligan, who noted the investigators are glad to have the extra freedom of movement in the utilitarian gear. “They are up, down and have to climb and crawl around obstacles.”



Officers of the Year

Toronto Board of Trade

Four officers who plucked a toddler from the brink of death were recognized as the Toronto Board of Trade Police Officers of the Year for 2007.

The 40th annual gala event, at the Toronto Board of Trade headquarters on June 14, brought together all the winners of the police-officer-of-the-month awards to crown a winner for the year.

Chief Bill Blair said it's a unique oppor-

Consts. Mole and Pleshe went to the neighbouring apartment while Babin and Taafe tried to gain entry into the apartment.

Mole replaced the grip of a neighbour, who had begun to lose hold of the child, who was separated by a metal divider between the balconies. His partner, Taffe, scaled the balcony divider, reaching down to grab the girl as Mole pushed her upwards.

"In hindsight, it was just a matter of time



tunity to honour many of Toronto's finest.

"It's a great way to showcase our people to the city," he said. "Every single day, the men and women of the Toronto Police Service do thousands of things that make a difference in the city."

54 Division Consts. Daryl Pleshe, William Taafe, Derek Mole and Scott Babin (from left to right above) came to the aid of the two-year-old girl on May 9, 2006, when a hazard call came over their radios. The toddler had climbed atop a chair on an apartment balcony, dangerously close to the edge.

until she fell from the balcony," Mole said.

Meanwhile, Babin and Pleshe kicked down the door of the little girl's apartment. They found her seven-year-old brother. He had been sleeping while the toddler wandered off.

The mother was charged with child abandonment.

The rescue was just one of the accounts of bravery and dedication to duty that ranged from facing gunfire to greatly improving a notification system for victims of crime.

Helping victims of domestic violence

Domestic violence investigators forged stronger connections with victims of violence in 33 Division.

The DISARM (Domestic Incident Support And Risk Management) program sees Family Violence Unit (FVU) officers knock on doors to ensure perpe-

trators are complying with court conditions and to make sure victims receive adequate support.

“Victims of domestic violence have a great need for support while separated from their spouse or partner,” said FVU Det. Keith Moxley. “It could be guidance through the courts, but also financial advice or counselling for any children involved.”

Though Moxley said officers are not on hand to be counsellors, they can point victims in the right direction for additional help.

The long court process can also leave victims feeling ignored and less likely to proceed wholeheartedly in court.

“The communication aspect is most important for us,” said Moxley. “They can begin to think the system has forgotten about them.”

Moxley said it is a delicate situation in some cases because there are feelings of love and regret after police intervention. He added that many victims want to back out of a charge, believing it will hurt the person they love, despite the abuse.

He said the victims need to know that the courts are not only a tool to sever a relationship or put someone in jail, they’re also mandated to impose counselling.

“It’s a concrete way to force the accused to get help.”

Officers are armed with an information package showing how court proceedings work, forms for a victim-impact statement, ideas on how to stay safe and create a safety plan and contact numbers of outreach services.

The protocol came out of work done by then-Det. Kevin Guest, now a staff sergeant, and FVU D/Const Vic Dabuzinskas. It has also been rolled out in 51, 11 and 14 Divisions and is expected to be adopted by other divisions.





Crisis team finds efficiency in east MCIT set to expand Service-wide

A mental health team that pairs the health care and justice systems is planned to go Service-wide.

In its third incarnation in Scarborough, the Mobile Crisis Intervention Team (MCIT), which teams a mental health nurse with a police officer, has been more effective than ever with an expanding role in 41, 42 and 43 Divisions.

"It gets victims the help when they need it, and gets access to both the healthcare and justice systems at once," said Deputy Chief Kim Derry of Divisional Command. Derry, who oversaw the implementation of the first team, downtown in November 2000, said he

expects the teams to be Service-wide in the near future. "It serves the public well, it serves the health system well and it's good value for the money," Derry said.

The teams are now found in 51 and 52 Divisions teaming up with St. Michael's Hospital, 11 and 14 Divisions in partnership with St. Joseph's Health Centre, and the year-old upstart, which pairs The Scarborough Hospital, which includes Grace and General campuses, with 41, 42 and 43 Divisions. The MCIT nurses and officers are called to handle calls with emotionally disturbed people, to assess whether the person needs further treatment at hospital, a referral to another community agency or

should be charged criminally.

Primary Response officers need to be first to the scene to ensure the safety of MCITs but can then clear the call and head back to the road.

Const. Paul Rowe, who partners with RN Eric MacMullin and the two other RNs in the program, said the goal is to relieve the strain mental health calls place on the primary response officers, by finding long-term solutions.

"Our motto is: no repeat customers," said Rowe, of trying to find the person the right support, or reconnect that person with existing support. "If we refer them properly and give them the help they need, we won't see them again."

Traffic safety

52 traffic fatalities in 2007

(previously lowest was 2001 with 56 deaths)

Senior pedestrian deaths down 20%



Alcohol-involved fatalities down 44%



Move over or face law

Move over...protect us all.

It is the latest message to the public to give way to emergency vehicles trying to save precious seconds on the way to urgent situations and to slow down when emergency vehicles are stopped along roadways.

In 2007, Toronto police joined forces with the OPP, Toronto Fire Services, Emergency Medical Services and the province to deliver the message that saving just seconds could be the difference between life and death.

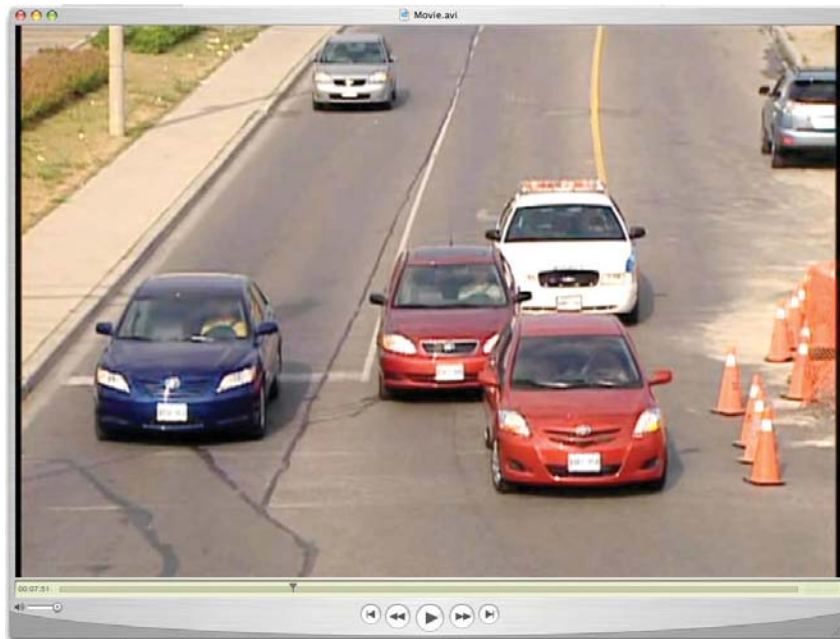
The TPS Video Services Unit teamed up with Global News to create the DVD. Hosted by Global's Nathan Downer, the video also chronicles the tragic events that capture the message.

OPP Commissioner Julian Fantino called on drivers to realize their "shared responsibility" in making the roads safe for emergency workers.

"While everyone else is going away from an emergency, our men and women are going to the emergency - therein lies the danger," Fantino said, noting six OPP officers have been killed in roadside collisions.

The DVD also highlights new legislation in Ontario, requiring drivers to slow down and move to the left when passing emergency vehicles with their lights on and stopped on the side of the road.

A first offence draws a \$400-to-\$2,000 fine and three demerit points; a second



offence levies a \$1,000-to-\$4,000 fine, up to six months in jail and a licence suspension.

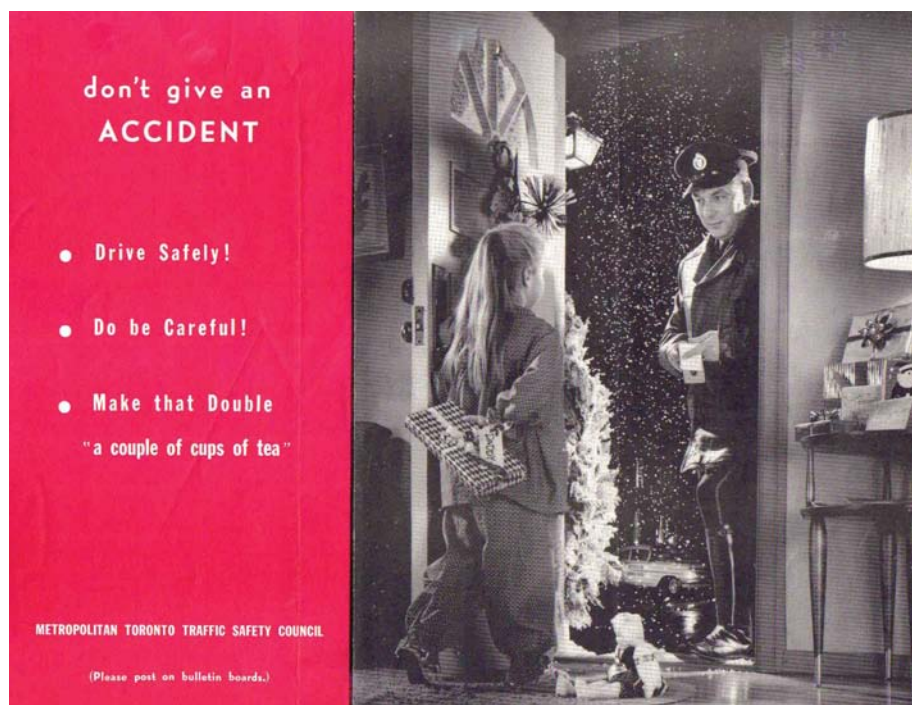
The video is available on police, fire and emergency medical services websites and has been distributed to driving schools and media outlets across the country.

Transportation Minister Donna Cansfield said the law is designed to raise

public awareness before tragedy strikes. "Emergency service workers demonstrate tremendous courage going to work every day and we owe it to them not to put their lives in danger."

Traffic Services flashback

Traffic safety awareness has always been at the forefront of the Service. This ad advises those driving to leave out the alcohol for the night and fuel up on tea instead. The officer is about to give some terrible news on Christmas day.



50





102 years of Service

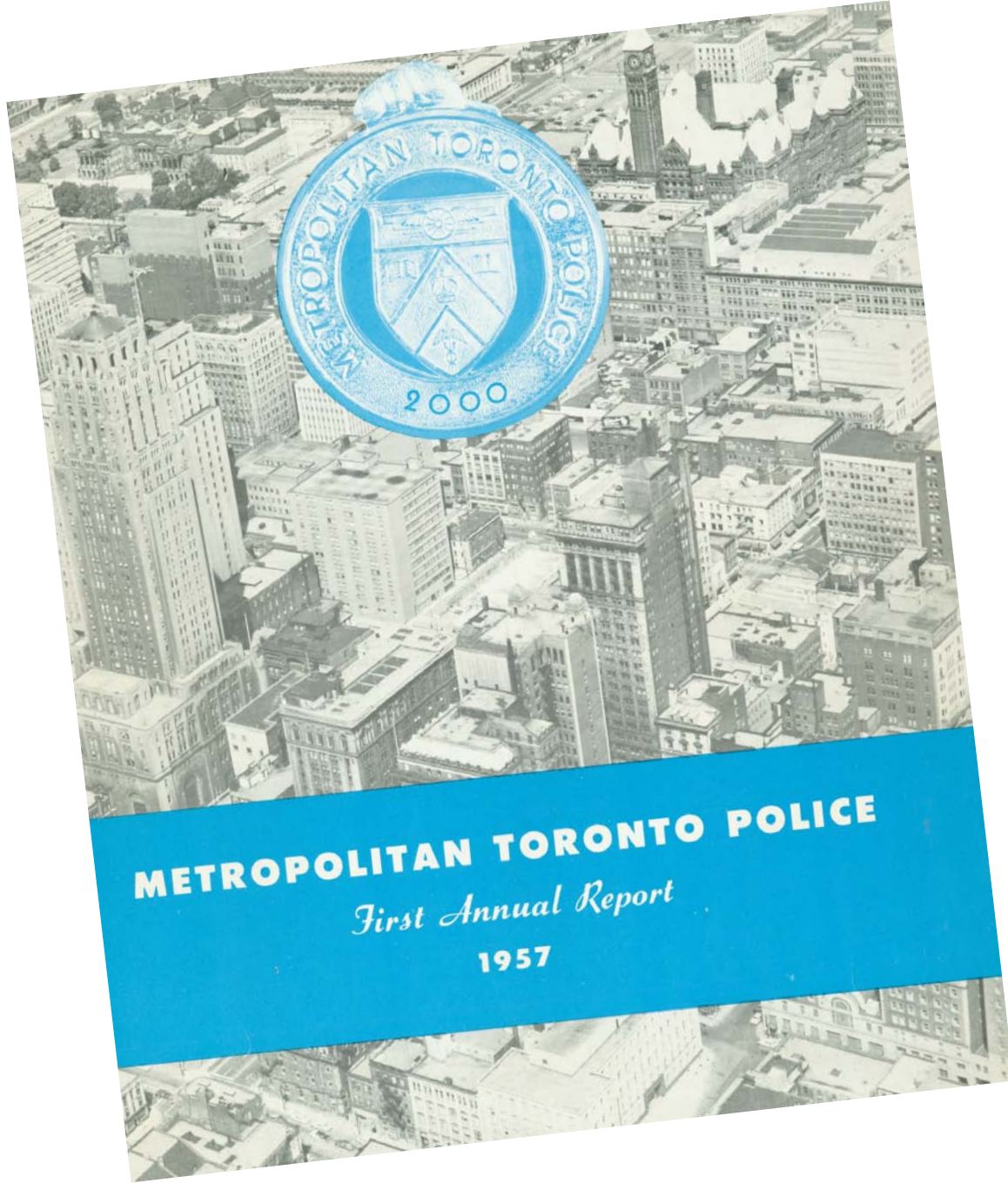
It was January 1, 1957, when the Metropolitan Toronto Police Force was formed, amalgamating 13 police services of towns, villages and townships across what is now the city of Toronto. Officers from Leaside, Mimico, New Toronto, Weston, East York, Etobicoke, North York, Scarborough, York, Forest Hill, Long Branch and Swansea all joined the Toronto force in patrolling the streets of the city. A civilian body, the Metropolitan Board of Commissioners of Police, was charged with overseeing the new police force.

The Toronto Police Service has grown to become a world-class police agency in one of the largest cities in North America and one of the most multicultural in the world. The police budget has grown from over \$12 million to over \$750 million, expanding from 2,744 employees to over 7,400 uniform and civilian members. Police officers, court officers, parking officers and civilian personnel now make up a sophisticated police service with 17 divisions and dozens of support squads and units, from Forensic Investigation Services to the Marine Unit.

Technology has also been at the forefront of the expansion with computers becoming a daily tool for officers after the first one arrived to crunch crime enforcement data in 1968. Officers, who once communicated through call boxes located on posts around the city, now check in via radios or in-car computers where they can see occurrences as they come in and search computer databases. The arrival of the 9-1-1 emergency system in 1982, and ever-evolving communication technology, has speeded up officer response to emergencies.

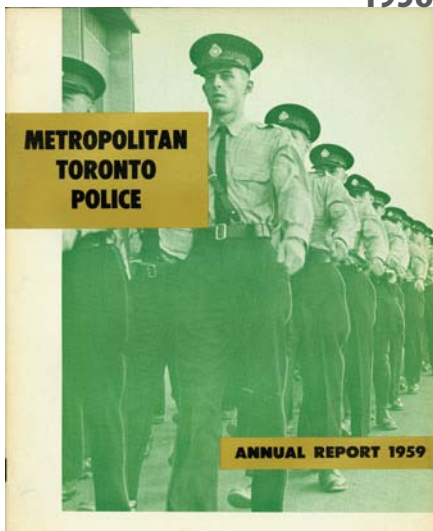
Through it all, there have always been dedicated men and women willing to serve and protect their community. The Toronto Police Service continues to grow but salutes its past members and traditions for paving the values that it holds dear today.



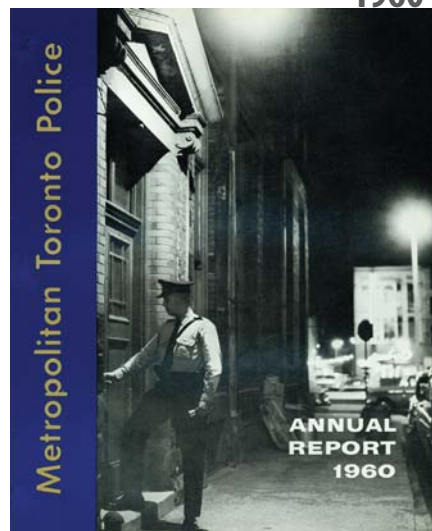


Annual Reports through the decades...

1958



1960



1975



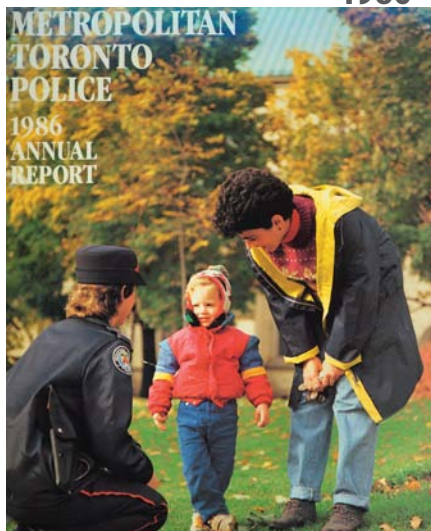
Service by the numbers

	1957	2007
Population	1,380,775	2,503,281
Budget	\$12.6 million	\$786.2 million
Vehicles		
Cars	215	1,349
Motorcycles	149	92
Personnel		
Police officers	2,744	5,510
Civilians	241	2,001
Offences		
Criminal Code	34,571	198,290
Highway Traffic Act	235,892	496,348
Robberies	432	5,964
Break and Enter	3,732	14,319
Assaults	1,220	24,669
Stolen Autos	3,695	8,447

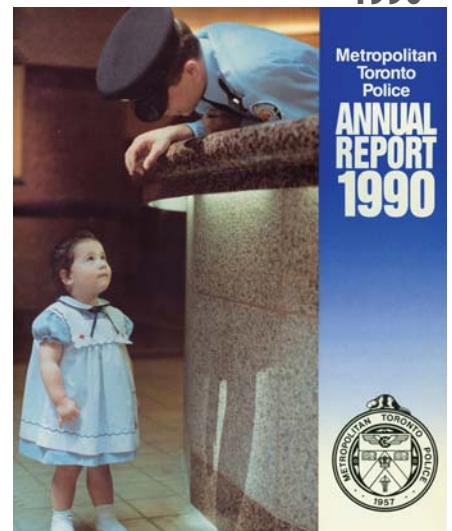
1983

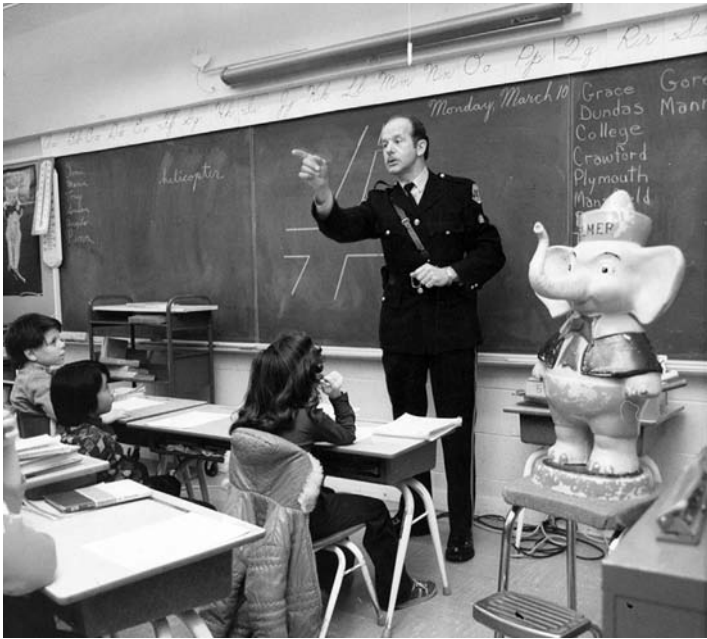


1986



1990





School liaison officers have been teaching safety to school-age kids for decades. Traffic safety, calling 9-1-1 and dealing with strangers are among the many crime prevention topics.



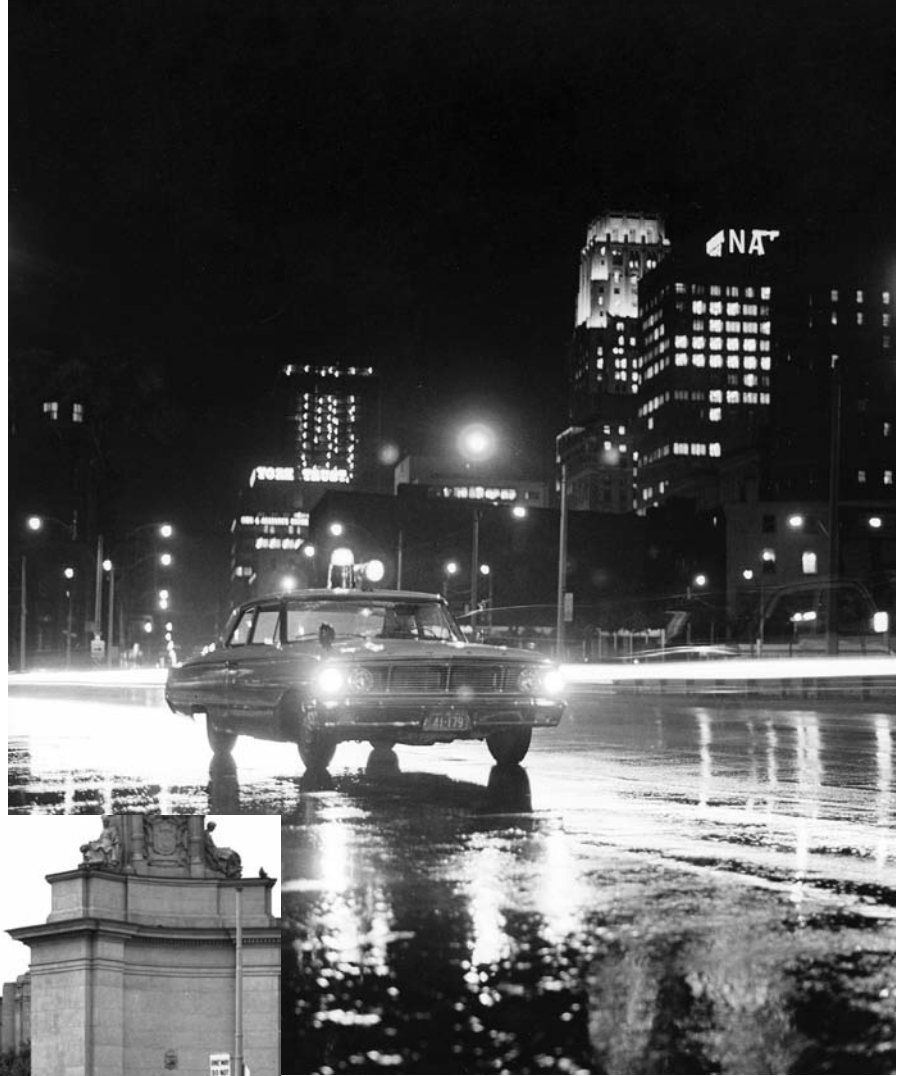
Officers in action



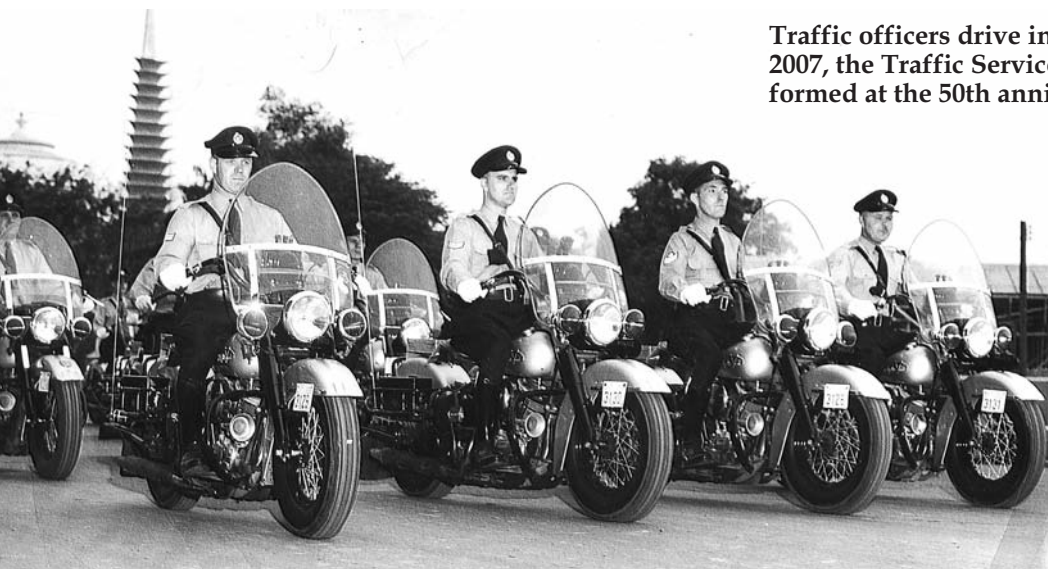
Parking enforcement has grown more sophisticated with wireless machines and pay-and-display machines replacing written tickets and parking meters.



Vehicles for all occasions



An officer patrols city streets on a wet night. At left, a traffic officer directs motorists over loudspeakers.



Traffic officers drive in formation in 1955, at left. In 2007, the Traffic Services Winged Wheels team performed at the 50th anniversary open house.



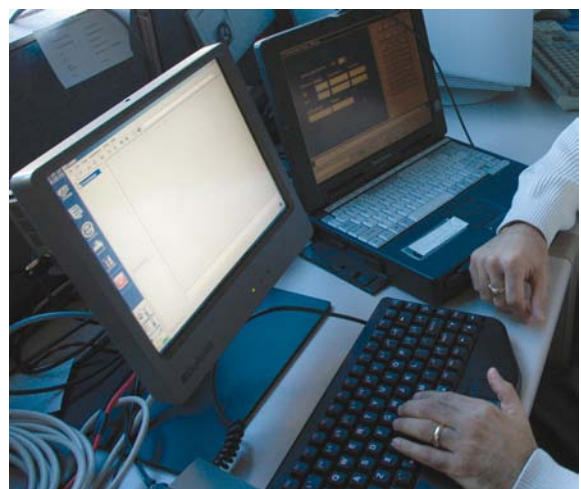
Evolving technology

From the call boxes, put into effect in the late 1800s to the early 1960s, officers communicated with station duty operators checking in on their regular beat patrol and calling in help during emergencies.



Communication to vehicles was used solely for urgent responses. In this picture, a female officer, required to wear a different uniform and perform different duties, speaks over a radio with a full-size receiver. Police women were unarmed and used for youth bureau and traffic assignments at the time.

Technology eventually allowed computers to be introduced to the cars, at left. At right, the two most recent in-car workstations that work via a secure wireless network.



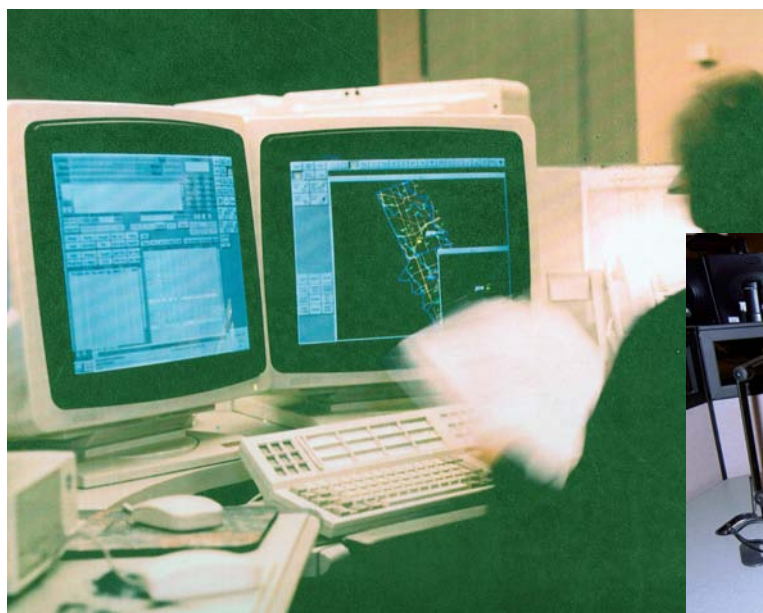
Communications through decades

Communications have come a long way over the past 50 years, from patch cords to wireless digital links. Communication Services fielded over 1.79 million calls in 2007, dispatching officers to 853, 933 events. Communications operators can dial in interpreters and use technology to answer calls from the deaf community. Communications established radio interoperability with the Ontario Provincial Police in 2007. Communications also has GPS tracking of police vehicles to see where officers are on the road to keep them safe and better dispatch calls for service.

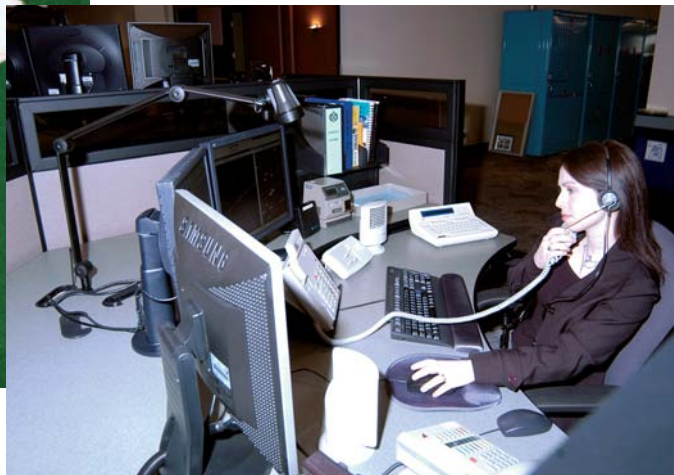


Switchboard operators patch calls from the public to police

Civilian specialists took over the role of police dispatchers in 1972 and a new radio system was developed



At left, a Communications dispatcher works with more-advanced equipment during the 1990s. At bottom, the latest incarnation of police communications equipment.





Legacy of service at HQ

Original members of the Metropolitan Toronto Police Force (MTPF) stood shoulder to shoulder in 2007 to celebrate the birth of a world-class policing service 50 years ago.

Hundreds of retired officers, who made up the amalgamated MTPF at its birth on January 1, 1957, packed the headquarters lobby on January 5 to celebrate the Service's

50th anniversary.

"There are legends in this great hall today," Chief Bill Blair told the 300-plus past members and guests of honour, former Chiefs James Mackey, Jack Marks, William McCormack, David Boothby and Julian Fantino.

"We'll go forward to honour your commitment, your legacy."

During the reunion's planning stages, Chief Blair recalled his late father, John.

"He would have loved to have been here and be proud to share in your stories," said the Chief, noting lightheartedly that some of the old stories being bandied about may even be true. Retired officer Jack Reid held a moment of silence for "friends, partners and comrades" who couldn't be there that day.

A story from the day

Being on the force netted George Hyndman his wife of over 40 years and a chance to be a hero. The Etobicoke Township patrolman started walking the Kingsway beat a year before the force amalgamated.

Little did he know the pretty girl who crossed his path each day, while he worked traffic controls during rush hour, would become his wife.

"I'd watch for her, I kept her on the red light a little longer to take a look at her," said Hyndman, who later asked her out to a policeman's banquet marking the end of the Etobicoke Township force.

Years later, he was the only one at the station when a call came in for two boys caught on a moving ice floe in Mimico Creek. He shot off in his yellow car. When he arrived on scene, he removed his gun belt and shirt, handed them to a bystander and waded in the water after the boys who had fallen in.

One of the boys was Mike O'Neill, the same Mike O'Neill who Hyndman picked up as a training constable years later and asked: "Do you know George Hyndman? He saved my life one time."





Jack Marks 1927 - 2007

- Served nine months World War II
- Married Joyce in 1949
- Raised John, Karen and Scott
- Joined Service Sept. 4, 1951
- Transferred to Traffic HQ in 1953
- Promoted to Patrol Sergeant in 1961
- Made Staff Sergeant in 1966, Inspector in 1969,
- Superintendent in 1975 and, less than a year later, promoted to Staff Superintendent
- Served as executive officer to chief, liaison to police commission, commander of 5 District
- Reached Deputy of Field Operations in 1980
- Appointed Chief on July 1, 1984, serving until October 1, 1989

Service builder remembered

When the clock struck midnight on Dec. 31, 1956, and the Metropolitan Toronto Police Force came into being, Const. Jack Marks was on the job.

The tireless champion of the Service, who rose to Chief, was laid to rest Saturday, March 3, after a funeral service at St. Andrew's Presbyterian Church.

Chief Bill Blair said that, in a visit in the weeks before his death, the former chief never wavered in his commitment to the Service.

"Jack's first questions were regarding the Service and how we were. He was gravely ill but he never stopped thinking about his Service and caring

about his city," said Blair.

Blair took time to detail Marks' rise through the ranks, from traffic officer to deputy in charge of field operations, before the hundreds gathered in two rooms at the small Scarborough church where Marks served as an elder.

"He took the helm at an exciting time in the organization," the Chief said. "Jack was the right man for the job."

Toronto police pipers, honour guard, war veterans, Mounted Unit and senior officers stood alongside the Marks' family as the coffin was brought into the church by the Chief's Ceremonial Unit.

The OPP was also represented with

an honour guard. He had a strong belief in policing, said OPP Commissioner and former Toronto chief Julian Fantino, of Marks.

"Jack was passionate about policing. His passion and love of the job has transferred to generations of police officers," the OPP commissioner said. "He was a demanding police chief who had high expectations of himself and the rest of us."

Never phony, what you saw was what you got, Fantino said, adding that bred loyalty among the ranks.

"In so many ways Chief Marks was a courageous leader," he said. "Most of us would have followed him anywhere and we did."

Largest station springs to life

Members of 23 Division have a new place to call home. The new station, at the corner of Kipling Ave. and Finch Ave. W., officially opened on May 15.

"The quality facility was built on time and on budget," said TPS Chief Administrative Officer Tony Veneziano, of the \$17.6 million project.

The 56,000-square-foot building is in a higher-profile place in the division, across from the busy Albion Mall.

"We're in the midst of the community and more visible," said 23 Division Insp. Kim Greenwood, of the facility that houses 240 members.

"It's not going to change how we police," said Greenwood, noting that

officers will now be better equipped to do their job.

The station is one of many facilities being designed and built at this point in the Service's history.

Toronto Police Services Board chair Alok Mukherjee said 23 Division is the second example of the new generation of police facilities, following a similar blueprint to 43 Division, which opened in 2006.

For unit commander Supt. Ron Taverner, the building is a great gift to officers who soldiered through their daily duties in the previous cramped Kipling Ave. facility.

"We have space for things we never considered in the past and space for growth," said Taverner, during a christening ceremony attended by many

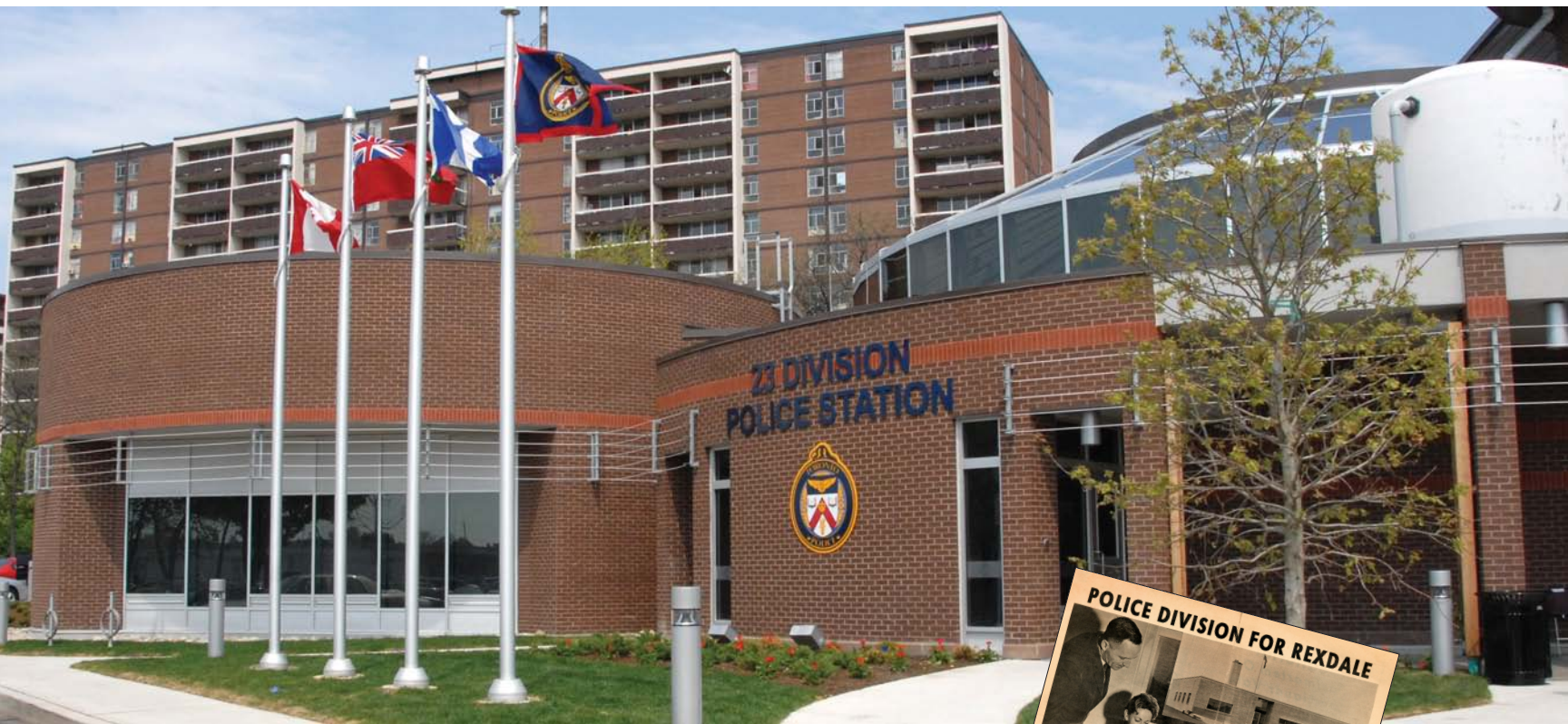
police officers, faith leaders, community members and former Chief David Boothby, who was unit commander of Etobicoke's 2 District in 1985.

The new building also incorporates environmental design considerations such as rainwater collection and use of shade plants to cool the building.

Taverner also noted the building is easily accessible because of its location across from the Albion Mall.

"Its location is community-friendly," he said, adding that the new facility is just another feather in the cap of the neighbourhood.

"It's a wonderful community we have here and we have a lot to be proud of."



23 Division flashback

A trade magazine celebrates the opening of the No. 15 Division (which later became 23 Division) at 2126 Kipling Ave. in 1961. Officers worked at the division until moving to their new building in the Spring.





Fleet Services flashback

A photograph from Central Garage in 1958 shows mechanics at work on Chevrolet scout cars. Mechanics worked in the building until it closed in 2007 to make way for the Front St. extension.

Traffic building green-lighted



The long-awaited move into the multi-faceted police facility at 9 Hanna Ave. became a reality in 2007.

The grand opening of the 285,000-square-foot building, which had been held up for nearly two years because of a legal issue, occurred in late April.

“We were ready to move in, in mid-2005, but there was a very complicated legal issue between the city and the previous property owner and that took until November 2006 to resolve,” TPS CAO Tony Veneziano said.

The facilities on Strachan Ave. were strained to begin with but had to be

torn down in any case to make way for the Front St. extension.

The extension runs directly in front of the Hanna Ave. building. The Service provided \$7.1 million towards the \$35 million overall cost of the facility, that houses the entire Traffic Services Unit, the dispatch and transportation section of Court Services, Central Garage and several other units.

With 300 parking spaces, the facility houses vehicles in an indoor parking garage and on its roof.

It also houses a special projects room, classrooms, meeting rooms and investigative offices. Fleet Services

will also have an expanded stores area and machine shop on site.

Traffic Services Supt. Stephen Grant said the spacious front lobby will no doubt be used to help launch many of the Service’s traffic safety initiatives.

“It’s a state-of-the-art facility in every way and it’s going to help everybody to do their job better, with dedicated space and appropriate equipment,” said Grant, noting the community room just off the foyer will be named in honour of the late Chief Jack Marks, a long-serving traffic officer in the 50s and 60s.



Homeless housed as part of Don River cleanup

A Marine Unit project aimed at cleaning up the Don River gave two men a second chance for a healthy life.

On May 30, Const. Cheryl Patchett led a group of city volunteers to improve the conditions of the Don River Bank, under the Lake Shore Blvd. E./Don Valley Parkway ramp.

The garbage-strewn area, where three men permanently settled and which other transient people used, posed safety concerns for those living there.

“When we got a close look ...it became a concern about their health, public health and officer safety,” Patchett said.

In August 2005, the flooding along the Don River trapped several homeless people and posed a potential for serious injuries to rescuers.

It was understood that something needed to be done.

Patchett quickly contacted the city and began the clean-up process.

She approached the three men living along the river bank months earlier and explained her in-

tentions. Patchett said they were immediately wary and thought they would be shipped off to shelters.

This was not the case. She partnered with Streets to Homes to ensure they devised a plan to move them on their own volition.

Streets to Homes is a city program that attempts to resolve an individual’s homelessness permanently, before there is any enforcement activity.

The men finally agreed to the move and entered the Streets To Homes program and, when Patchett returned for the May cleanup, two of the men were already housed and living independently.

“They actually thanked us when we came back for the cleanup day,” she said.

At the end of the project, they removed four barge-loads of bicycle parts, clothing, appliances and stolen property.

Despite the drastic aesthetic improvement in the area, Patchett was more pleased that two of the three men moved out and obtained homes.



He may still be a young pup, and smaller than many of his four-legged friends, but Talon comes armed with intensity and enthusiasm.

The 11-month-old Belgian Malinois - who resembles a smaller version of the typical German Shepherd general-purpose police dog - joined Police Dog Services in 2007 as a bomb-detection dog.

"He's young and just a fireball - he will not stop," said handler Const. Craig Tourangeau. "His intensity level is really a step up from a German Shepherd."

PDS currently has four other bomb-detection dogs, including another Belgian Malinois, who is still on the job as a 13-year-old, along with three Labrador retrievers.

The detection dogs provide support to frontline officers in searches to clear buildings or respond to specific bomb threats.

There are also three drug-detection dogs and two cadaver-specific dogs.

Several general-purpose dogs are cross-trained to detect firearms, including Tourangeau's German Shepherd, Aldo.

Talon, who was bred by Baden K-9 of Vineland, Ontario, was trained for eight weeks, along with Tourangeau, at Pearson International Airport by former Mountie Gary McCormack.

"We're trained on many types of explosives and we're always updating the dogs because of the ever-changing world of explosives," said Tourangeau. "They 'imprint' the scents on the dogs and put them through different scenarios, from searching lockers to rooms to outdoor areas.

"We teach them they will not be rewarded for finding, but for sitting, once they've found something."

The dogs love the constant work.

"For a detector dog, it's a game," said Tourangeau, noting Talon is a tireless consumer of any playtime and never stops in his attempt at retrieval. "A detector dog should never give up until they find what they're looking for."

From pup to police dog

PDS get new bomb-detector dog





Leap of faith in Jamestown

Officers walk through 23D with spiritual leaders

Walking together, faith leaders and 23 Division officers are seeing a difference on their streets.

In 2007, church pastors continued the weekly ritual, walking the streets of north Etobicoke alongside officers, so both sides get to know their communities.

"I think being with pastors softens the appearance of police in the community," said Kipling Avenue Baptist Church pas-

tor Walter McIntyre, walking alongside officers wearing his white clerical collar. "The community understands that their faith leaders stand with police to keep the community safe."

One night in June, McIntyre, Pastor Ken Davis of the Thistledown Baptist Church and Consts. Clint McEvoy, Junior McLaughlin and Adam Hockaday walked the Albion Mall and then into the Jamestown neighbourhood – made up mostly of Toronto Community Housing

Corporation property.

Pastors and police alternate in responding to kids and adults alike, and hand out flyers for the BBQ at the Elmbank Community Centre, noting there will be halal burgers for the many Somali Muslims who live in the area. McEvoy said they have to work, each visit, to make a positive impression on the neighbourhood, following the Project XXX raids in 2006.

"A lot of people wanted the arrests to happen but it took away a lot of their young people or neighbours and that can breed resentment," McEvoy said.

"Seeing us out today tells them we're not always here to arrest people."

Pastor Ken Davis, of the Thistleton Baptist Church, a West Indian congregation whose spire pokes out from behind the new 23 Division, said north Etobicoke and Jamestown are home to many spirited communities.

"There is a community spirit here. The lawns might not be kept but there is community and people talk to each other," said Davis, of the many kids and neighbours outside. "It's a great place to live."



Lessons on horseback

Watching youngsters learn to ride horses with wide-eyed enthusiasm brought back fond memories for Const. Terry Pheby of the Mounted Unit.

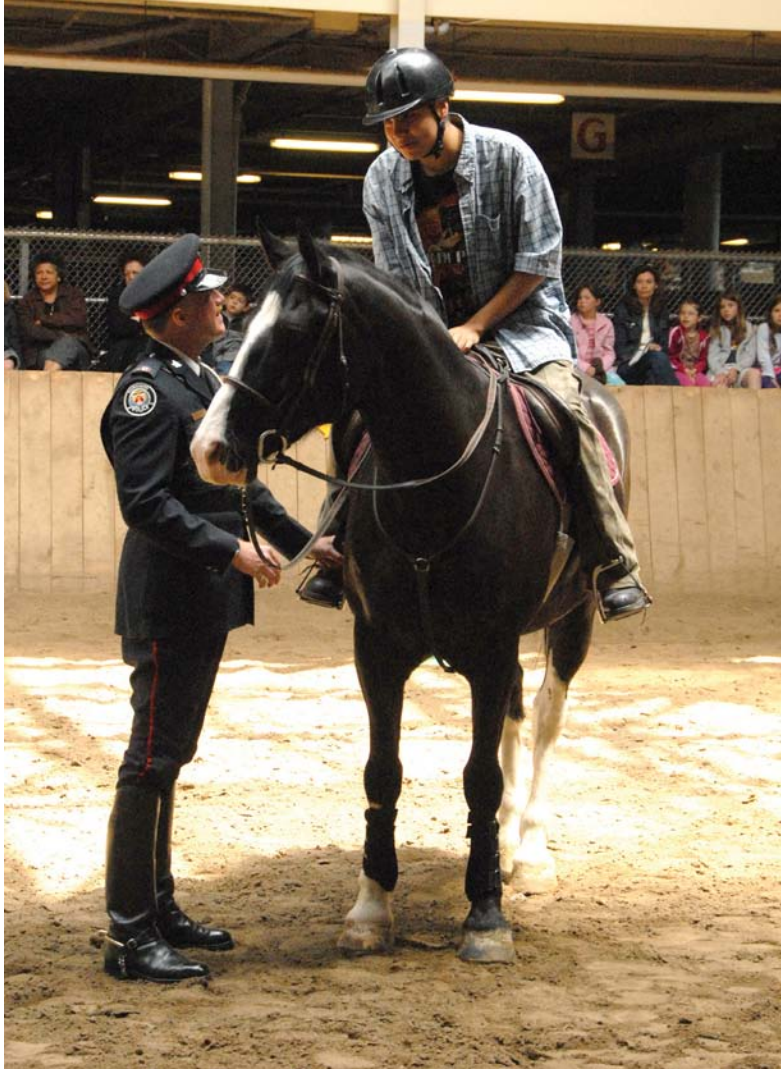
On June 6, the Urban Youth Riding Project, in partnership with the Mounted Unit and The Riding Academy and the Aboriginal Peacekeeping Unit, celebrated the Native Learning Centre's latest graduating class at the Horse Palace.

Pheby walked alongside one young rider during the riding demonstration by six of the graduates, who displayed their newfound skills with horses, including mounting and riding in formation.

"I still remember what it was like when I learned to ride... the magic in the relationship you share with a horse," Pheby said.

"And I saw big changes in the kids through this program - working as a team, working around the horses and building self-confidence."

The 12-week program works with at-risk youth, aged 14 to 17, teaching them how to care for and ride horses, while building positive relationships with the Service. In all, 14 students graduated from the program.





Oxmen tackle first season

In bursts of running, steady throws and ever-fiercer tackling, the Toronto Oxmen showed that the first-year squad is ready to take on GTA teams.

The upstart squad, created and coached by 51 Division officers, posted its first touchdowns on the scoresheet at the Rogers Centre after being blanked in their first two games of 2007.

They later succumbed to the Mississauga Herd 27-14, in the hard-fought Pee Wee division match, in the South Central Ontario Football League.

"I feel like we won," said head coach Const. Darren Arsenault after the game, of his team drafted from Regent Park and St. Jamestown kids aged 12 to 15. "They learned how to be proud of themselves."

Arsenault saw his squad face down a suburban side with many more players. "You can only tell them to do it and now they went out and did it."

Arsenault said, despite being first-time players, some of the team have already drawn interest from universities.

"If they stay with this game, they could be playing football for the rest of their lives."

Arsenault said practicing three times a week is helping tremendously.

Tight end Silas Layne provided the scoring for the-then scoreless squad.

"I was so happy to score that first touchdown," said Layne. "I wasn't happy for myself but for the whole team."





Kids lace up with help of officers

David Duong skates with the speed and confidence he never had before. Tavenne Shaw couldn't steady herself on her skates months ago.

The two kids are among the 95 youngsters, aged eight to 10, who learned their skills on ice from Toronto police officers as part of the Junior Blues program.

For 20 weeks, officers and civilians teach the kids from Toronto Community Housing Corporation (TCHC) buildings in 12, 31 and 32 Divisions how to navigate a series of pylons, shoot pucks and have fun on the ice, during scrimmages at the John Booth arena, near Jane and Shoreham Sts.

"It's nice to see the kids from the neighbourhood and interact with them," said 31 Division Community Response officer Const. Scott Brown, who suited up that day with fellow CRU members Const. Matthew Butt and clerk Jennifer

McGrade.

"Half of them didn't know how to skate so it was great to be able to show them."

Every child is outfitted with free equipment, donated by the TCHC and businesses like National Sports.

ProAction Cops & Kids, a charity devoted to linking officers with at-risk youth, provides funding for the equipment, trophies and a year-end banquet at the Ice Sports Centre in March.

TCHC recreation staff member Stevie

Taylor said the youngsters get a day at the rink and an after-school program, once a week, to learn about healthy lifestyles.

"At first, most kids can't stand on the ice," said Taylor, who has been working on the program for six years. "By the time they get their sticks - they're gone with it."

He said the officers are making a great impression on the kids.

"The police officers do an amazing job. They teach them how to stickhandle and speed-skate," he said. "Most importantly, they get to know the officers and discover they're not all that bad."





From individuals to TROOP

MMcCrae Lake is a few hours from Toronto, but a world away for many inner-city kids.

It's also the destination for a unique week-long journey for kids through the TPS Outreach Out-tripping Program (TROOP).

TROOP partners at-risk youth, aged 12 to 17, from across the city with officers, teachers and community outreach agency workers for canoeing trips.

It all begins at Sunnyside Beach, where the youngsters learn the basics of canoeing in a couple of days, but study mostly leadership skills and teamwork training.

The youngsters are accompanied by adult supervisors and learn from Toronto Parks and Recreation staff members.

At McCrae Lake, near Parry Sound, the canoes are portaged to the water and paddled to another 300-metre portage to the next body of water over the course of two days. Deputy Chief Jane Dick paddled alongside kids in support of

the 2007 program.

"Police and youth see each other in a new light. It takes them out of their element so they can be themselves and not put on a front," she said.

There are no MP3s, cellphones or internet connections.

Const. Mathew Crisp came along for one of the trips for his second year.

He accompanied four teens from West Toronto Collegiate Institute and St. Mary's Catholic Secondary School on a trip that they might otherwise never have taken.

"It's an experience they would have missed out on," said Crisp, who has been an avid camper since age 14. "These guys had trust issues, not just with authority, but with other kids," said Crisp, who saw a group of individuals bond into a team.

He said that building relationships with the teenagers is the main goal, but also with the community agency workers who accompany the kids on the trip.



www.torontopolice.on.ca/communitymobilization



Positive police experience

For the second straight year, the Service invited dozens of teenagers to take a closer look at policing through a unique summer employment program.

The provincially funded Youth in Policing Initiative (YIPI) sees 100 youngsters, from 14 to 17, work in dozens of different units across the Toronto Police Service to give them an up-close and personal look

said the fact the students were involved in meaningful work with the Service, and in the community, meant the program was once again a success.

"They now see the Service in a positive light...that's something they're going to take to their parents and friends."

In 2007, over 600 applications were received for the 100 spots.



at the rewarding aspects of a career in policing.

Deputy Chief Keith Forde is proud to be part of the program.

"This has to be one of the most satisfying jobs I've done," said Forde, of the program that pays youngsters a little over \$10 an hour and provides work in many facets of the Service.

YIPI student Shandel Shande, 14, said the program was not only educational, "but it has taught us many life lessons."

Program coordinator Danielle Francis

They now see the Service in a positive light...that's something they're going to take to their parents and friends



www.torontopolice.on.ca/careers

Recruiting for diversity stepped up

Aggressive year-round recruitment campaigns targeting the city's multi-cultural makeup paid huge dividends in 2007.

Recruiters with the Service's Employment Unit focused their efforts on enlisting potential candidates from communities that typically don't apply to become police officers.

On Nov. 17, hundreds of people came out to hear from the United Kingdom's highest-ranking South Asian officer at the Ontario South Asian Police Officers Association gala.

Tarique Ghaffur, deputy assistant commissioner of London's Metropolitan Police Service, was the keynote speaker at the event that also drew TPSB chair Alok Mukherjee and many TPS officers.

"The gala was a great venue to attract members from the South Asian community to choose a career in policing," said Const. Feisal Rawji.

Two months earlier, recruiters attended Kenya Day festivities in an effort to attract Kenyans to the Service.

"There was a great turnout and we need to reach

out to this community," said recruiting officer Const. Neil Rambharack.

Visible minorities make up 16.9% of the Service, up from 15.6% in 2006 and 13.8% in 2005.

Recruiting Team Const. Gail Steed said the Service also ran strong campaigns targeted at women, and is pleased with the number emerging from the rigorous selection process to take up policing careers.

The Intensive Supplemental Conditioning Workshop Initiative (ISCWI) is designed to help women joining the Service by helping boost their strength and confidence. Its goal is to help female hopefuls dissolve the barriers that confront women in policing.

"This ISCWI has been a tremendous help to those who are almost there," Steed said.

Since its implementation, about 85% of the women who participated in the program have been hired. There are currently 952 women officers in the Service, the highest-ranking being Deputy Chief Jane Dick.



Constable a world-class competitor



A 42 Division traffic officer proved herself a world-class competitor, claiming a bronze medal in an international martial arts competition.

Const. Natalie Moi represented Canada in Wushu Sanshou (also known as free-sparring Kung-Fu) at the November Wushu World Championships in Beijing that drew over 1,400 athletes from 89 countries. Her loss at the championships came at the hands of the gold-medal winner from Great Britain.

The tireless competitor managed to compete at world-class level, without sponsorship, and finish third, without her coach, at the championship tournament. The championships were originally designed as a qualifying event for the Beijing Olympics, however the International Wushu Federation had to remove the Sanshou event from the Games for lack of space.

Wushu, which was formerly referred to as Chinese kung-fu, means "martial arts." Moi describes sanshou as a part of the wushu style that is "ultimate fighting."

"Anything goes," she said. "You can punch, kick, grapple, take-down...you can do anything, even until they pass out."

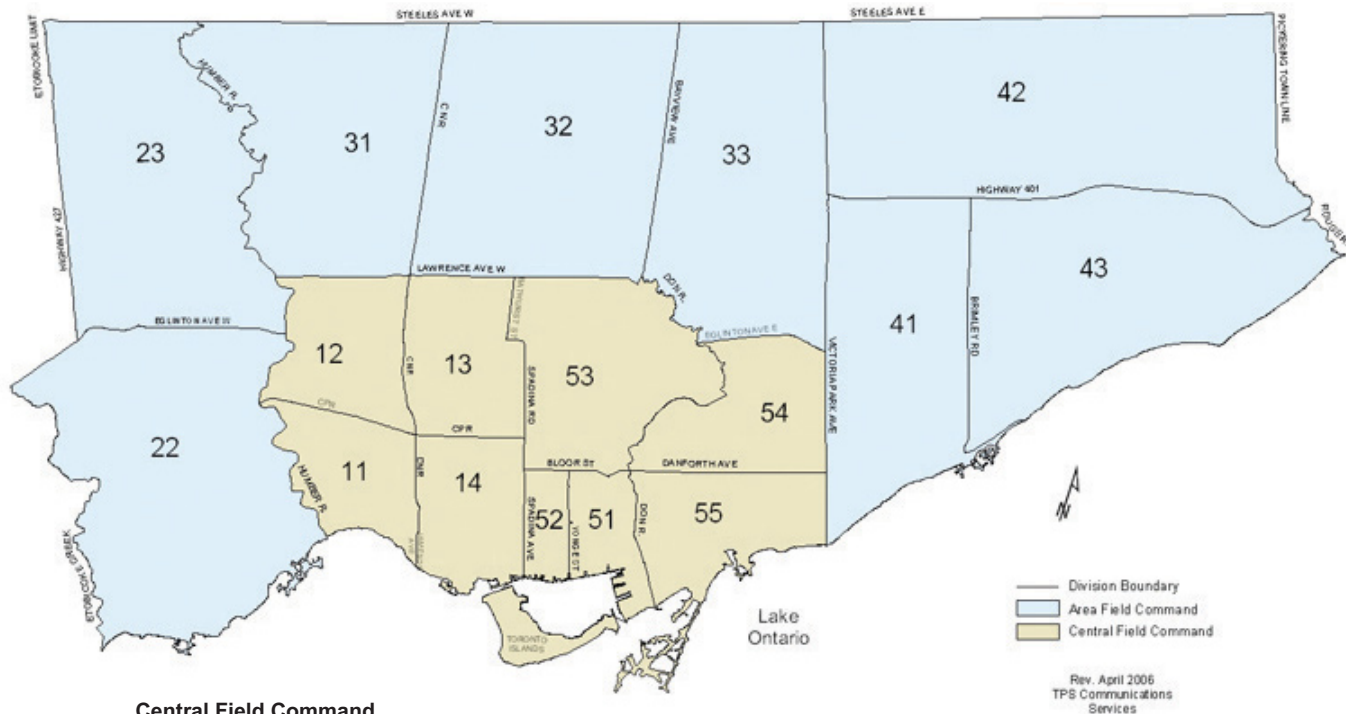
Moi began studying martial arts at the age of five in Hong Kong. Her parents encouraged her to learn the sport so she could become stronger, using it as an exercise tool. That practical thinking unleashed Moi's natural ability to succeed in martial arts.

"I studied karate, tae kwon do, aikido, jujitsu...getting all black belts," she said. "Some people like hockey, I like martial arts."

She rose to the top, winning sanshou competitions and making a name for herself. The hard work and dedication led to a world stage to showcase her abilities.

Moi helped announce that Toronto will be hosting the 2009 Wushu World Championships at a December press conference, with her colleagues from 42 Division Traffic on hand in support.

Divisional boundaries



Central Field Command

- 11 Division**, 209 Mavity St.
416-808-1100
- 12 Division**, 200 Trethewey Dr.
416-808-1200
- 13 Division**, 1435 Eglinton Ave. W.
416-808-1300
- 14 Division**, 150 Harrison St.
416-808-1400
- 51 Division**, 51 Parliament St.
416-808-5100
- 52 Division**, 255 Dundas St. W.
416-808-5200
- 53 Division**, 75 Eglinton Ave. W.
416-808-5300
- 54 Division**, 41 Cranfield Rd.
416-808-5400
- 55 Division**, 101 Coxwell Ave.
416-808-5500

Headquarters, 40 College St.
416-808-2222

Area Field Command

- 22 Division**, 3699 Bloor St. W.
416-808-2200
- 23 Division**, 5230 Finch Ave. W.
416-808-2300
- 31 Division**, 40 Norfinch Dr.
416-808-3100
- 32 Division**, 30 Eglinton Ave. E.
416-808-3200
- 33 Division**, 50 Upjohn Rd.
416-808-3300
- 41 Division**, 2222 Eglinton Ave. E.
416-808-4100
- 42 Division**, 242 Milner Ave. E.
416-808-4200
- 43 Division**, 4331 Lawrence Ave. E.
416-808-4300





