



## STAFF REPORT INFORMATION ONLY

### Toronto Police Services Board: Aboriginal Policing - Statement of Commitment and Guiding Principles

|              |  |
|--------------|--|
| <b>Date:</b> | March 5, 2009  |
| <b>To:</b>   | Executive Committee, City of Toronto                 |
| <b>From:</b> | Alok Mukherjee, Chair, Toronto Police Services Board |

#### SUMMARY

The purpose of this report is to provide the Executive Committee with the Toronto Police Services Board's Aboriginal Policing - Statement of Commitment and Guiding Principles.

#### Financial Impact

There are no financial implications in regard to the receipt of this report.

#### ISSUE BACKGROUND

At its meeting of February 12, 2009, the Toronto Police Services Board (the Board) was in receipt of a report regarding the Toronto Police Services Board's Aboriginal Policing - Statement of Commitment and Guiding Principles.

#### COMMENTS

The following persons were in attendance and made deputations to the Board:

- Jonathan Rudin, Aboriginal Legal Services of Toronto;
- Paula Fletcher, Councillor and Chair, Aboriginal Affairs Committee, City of Toronto; and
- Monica McKay.

The Board approved the following Motions:

1. THAT the deputations be received;
2. THAT the foregoing report be approved;

3. THAT the Board send copies of the foregoing report to: the City of Toronto – Executive Committee; the Ontario Association of Police Services Boards; the Canadian Association of Police Boards; and the Federation of Canadian Municipalities – Social Economic Development Committee for information; and
4. THAT the Board request the Chief to deliver a presentation on the Aboriginal Peacekeeping Unit at a future meeting.

The Board approved the foregoing report and agreed to forward a copy to the Executive Committee for information.

## **CONCLUSION**

A copy of Board Minute No. P30/09, in the form attached as Appendix “A”, regarding this matter is provided for information.

## **CONTACT**

Alok Mukherjee, Chair  
Toronto Police Services Board  
Telephone No. 416-808-8080  
Fax No. 416-808-8082

## **SIGNATURE**

---

Alok Mukherjee  
Chair, Toronto Police Services Board

## **ATTACHMENT**

Appendix A – Board Minute No. P30/09

A:aboriginal statement.doc

## Appendix A

### **THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON FEBRUARY 12, 2009**

#### **#P30. ABORIGINAL POLICING – STATEMENT OF COMMITMENT AND GUIDING PRINCIPLES**

The Board was in receipt of the following report January 15, 2009 from Alok Mukherjee, Chair:

Subject: ABORIGINAL POLICING - STATEMENT OF COMMITMENT AND  
GUIDING PRINCIPLES

#### Recommendation:

It is recommended that the Board approve the draft document entitled, “*Aboriginal Policing – Statement of Commitment and Guiding Principles.*”

#### Financial Implications:

There are no financial implications arising out of the recommendations contained in this report.

#### Background/Purpose:

At its meeting of April 7, 2005, in considering the 2004 Annual Report – Race Relations Programs, the Board approved the creation of the Saving Lives Implementation Group (SLIG) (Min. No. 115/05 refers). Among the Motions approved by the Board at this time, are as follows:

- 5. THAT the Board affirm its commitment to implementing the recommendation of the “Saving Lives” report of June 2002 and that the Board establish a Saving Lives Implementation Working Group comprised of the following members:**
  - **three representatives of the Board: Chair McConnell, Vice-Chair Mukherjee and Mr. Grange;**
  - **three representatives of the Service: Chief Designate Blair, Superintendent Keith Forde and Superintendent Gary Ellis;**
  - **three community representatives on issues of race: Ms. Zanana Akande, Mr. Julian Falconer and Ms. Kim Murray;**
  - **three community representatives on issues of mental health: Ms. Nicki Casseres, Ms. Pat Capponi and Ms. Suzan Fraser; and**

- **Ms. Sandy Adelson, Senior Advisor, Policy & Communications, Toronto Police Services Board.**

**The Working Group meetings will be chaired, on a rotating basis, by Chief Designate Blair and Mr. Falconer.**

- 6. THAT the Working Group noted in Motion No. 5 include additional community representatives, as necessary, to ensure that it is reflective of all interested community organizations;**

SLIG met for the first time in May of 2005 and has been meeting since this time. The membership of SLIG has also been expanded and some subject-matter experts have been engaged on an issue-specific basis.

As part of its work, SLIG created four sub-committees: Education and Training, Community Policing, Aboriginal Issues and Initiatives, and Mobile Crisis Intervention Teams (MCITs).

In early 2007, the Aboriginal Issues sub-committee completed its report, which included a recommendation for the Board to establish a policy in relation to Aboriginal policing. This report was subsequently approved by the membership of SLIG, as a whole, and was received by the Board at its meeting of March 22, 2007 (Min. No. P104/07 refers).

#### Discussion:

As a result, a draft document, *Aboriginal Policing - Statement of Commitment and Guiding Principles*, was developed by a working group comprised of members of the Aboriginal community that sit on the Toronto Police Service's Aboriginal Consultative Committee and/or the City of Toronto's Aboriginal Affairs Committee, and Board staff.

This document was created after extensive research and consultation. Members of the working group reviewed other similar documents as part of its work. In addition, the document has been reviewed by the Toronto Police Service's Aboriginal Consultative Committee and the City of Toronto's Aboriginal Affairs Committee. Members of these committees suggested changes to the document which have been incorporated into the version that is appended.

The members of the working group have spent a great deal of time and energy developing this document and I am grateful for their contribution. I believe that it was imperative that the community itself played an integral role in shaping the *Statement of Commitment and Guiding Principles*.

#### Conclusion:

As noted in the *Statement of Commitment and Guiding Principles*, the Board is committed to respecting and recognizing the unique position that the Aboriginal

community holds in Toronto as the original peoples of this land. This document provides a framework for ensuring that this community is provided with adequate and effective police service in a culturally competent manner. It covers the following critical areas: Representation and Accountability, Training and Accountability: Participation, Consultation and Information Sharing.

The draft document entitled, “*Aboriginal Policing – Statement of Commitment and Guiding Principles*,” has been appended to this report.

It is, therefore, recommended that the Board approve the draft document entitled, “*Aboriginal Policing – Statement of Commitment and Guiding Principles*.”

**The following persons were in attendance and made deputations to the Board:**

- **Jonathan Rudin, Aboriginal Legal Services of Toronto;**
- **Paula Fletcher, Councillor and Chair, Aboriginal Affairs Committee, City of Toronto; and**
- **Monica McKay.**

**The Board approved the following Motions:**

- 5. THAT the deputations be received;**
- 6. THAT the foregoing report be approved;**
- 7. THAT the Board send copies of the foregoing report to: the City of Toronto – Executive Committee; the Ontario Association of Police Services Boards; the Canadian Association of Police Boards; and the Federation of Canadian Municipalities – Social Economic Development Committee for information; and**
- 8. THAT the Board request the Chief to deliver a presentation on the Aboriginal Peacekeeping Unit at a future meeting.**

**Toronto Police Services Board**  
**Aboriginal Policing – Statement of Commitment and Guiding Principles**

Preamble

The Toronto Police Services Board is committed to respecting and recognizing the unique position that First Nations, Inuit and Métis peoples (“the Aboriginal community”) hold in Toronto as the original peoples of this land.

The Board acknowledges that:

- The Aboriginal community within Toronto is a diverse collective comprised of many Nations;
- The relationship between police and the Aboriginal community has experienced difficulties in the past. The Toronto Police Service and the Toronto Police Services Board are committed to working with the community towards a more equitable, mutually respectful, honest and trusting relationship.
- Members of the Aboriginal community are over-represented in the criminal justice system, as both victims of crime and accused persons.
- The use of principles of restorative justice as well as participation in diversion programs, including Aboriginal diversion programs, for members of the Aboriginal community should be supported to the fullest extent possible.

Guiding Principles

Having regard to the commitment stated in the Preamble, the Toronto Police Services Board adopts the following guiding principles in order to ensure the provision of adequate and effective police services to the members of Toronto’s Aboriginal community:

*Representation and Accessibility*

- The Board is committed to ensuring that the Service works continuously to build sustainable relationships with members of the Aboriginal community at both the corporate and the divisional levels.
  - In the development of the Service’s priorities and the allocation of staff and resources, it is beneficial to recognize the concerns of the Aboriginal community, and, in particular, to acknowledge the increasing youth population in the Aboriginal community.

- An adequately resourced Aboriginal Peacekeeping Unit, that includes dedicated staff, is valuable in meeting the unique policing requirements of the Aboriginal community.
- Where possible, in Divisions with high Aboriginal populations, officers dedicated to working with the Aboriginal community are helpful in the provision of policing services to the community.
  - It would be beneficial for the responsibilities of such officers to include, among others: acting as a liaison between the Service and the community, regularly providing information to the community, connecting members of the community to other services, working with child welfare agencies and assisting members of the community through the court system.
- The Board is committed to ensuring that the Service is reflective of the population that it serves because this increases the ability of the Service to meet community needs and provides a foundation for relationships of trust with Toronto's diverse communities.
  - It is important to ensure that recruitment, selection, hiring and promotional practices continue to facilitate greater participation in, and greater access to, employment and promotion opportunities to members of the Aboriginal community at all levels of the Service.

### *Training*

- The Board is committed to ensuring training programs that address issues of diversity and cultural competency are delivered to all Service members to enhance their ability to provide effective services to Toronto's diverse communities.
- Cultural competency means the ability to interact skilfully with people of different cultures and requires awareness of one's own cultural world view, knowledge of different cultural practices and world views, the possession of cross-cultural skills as well as a positive attitude towards cultural differences. Further, there needs to be a base understanding and respect for the lived histories and understanding of policies affecting Aboriginal people historically and currently.
  - The provision of relevant and regular training on cultural competencies specific to interacting with members of the Aboriginal community contributes to equitable and inclusive service delivery. Including members of the Aboriginal community in both the design and delivery of such training is extremely valuable.

### *Accountability: Participation, Consultation and Information Sharing*

- The Board is committed to the community consultative process as a key component of community policing and an important mechanism for accountability. Consultation is the vehicle by which the community and the police exchange information specific to the community, identify issues and develop strategies for maintaining and enhancing community safety.
  - It is important for the Service to encourage and provide ongoing and regular opportunities for meaningful and inclusive dialogue and consultation between members of the Service and members of the Aboriginal community.
  - It is essential that such information-sharing and consultation processes provide for accessibility, accountability and transparency in the decision-making process.
  - Efforts should be made to include youth members of the Aboriginal community in the consultation process.
  - It would be useful for the Service to analyze information specific to the Aboriginal community, to obtain input on such information from members of the community, to identify trends and issues, and to circulate such information as appropriate.



## **Appendix Restorative Justice<sup>1</sup>**

The roots of restorative justice can be found in Aboriginal healing traditions and the non-retaliatory responses to violence endorsed by many faith communities.

It represents a return of the simple wisdom of viewing conflict as an opportunity for a community to learn and grow. It operates on the premise that conflict, even criminal conflict, inflicts harm, and therefore individuals must accept responsibility for repairing that harm. Communities are empowered to choose their response to conflict. Victims, offenders and communities actively participate in devising mutually beneficial solutions, and implementing those solutions. Conflicts are resolved in a way that restores harmony in the community members' relationships, and allows people to continue to live together in a safer, healthy environment.

---

<sup>1</sup> The Centre for Restorative Justice, Simon Fraser University, <http://www.sfu.ca/crj/>