

**Status Update of Policing Reforms Decisions by City Council**

This document captures the status of actions on the decisions of Council at its June 2020 meeting as of January 13<sup>th</sup>, 2021. City Council adopted 36 decisions related to policing reforms.

In order to organize and report back on the 36 decisions adopted by City Council relating to policing reforms, this attachment identifies common themes and divides them into the following seven categories as described below. The following is a summary of key updates at this time.

1. Alternative Community Safety Response Models
2. Police Budget & Budgetary Transparency
3. Independent Auditing & Police Service Accountability
4. Chief Selection Criteria
5. Data Sharing and Information Transparency
6. Police Conduct Accountability
7. Status & Implementation of Decisions

**1. Alternative Community Safety Response Models**

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#1	<p>1. City Council direct the City Manager, in consultation with the Toronto Police Services Board, community-based organizations, social services agencies and mental health support organizations to develop alternative models of community safety response that would:</p> <p>a. involve the creation of non-police led response to calls involving individuals in crisis, and others as deemed appropriate through consultation;</p> <p>b. reflect the City's commitment to reconciliation;</p> <p>c. involve extensive community consultation on a proposed response model; and</p> <p>d. detail the likely reductions to the Toronto Police Services budget that would result from these changes, for Report to the Executive Committee by January 2021.</p>	<ul style="list-style-type: none"> <li>• City Manager's Office</li> <li>• Social Development, Finance and Administration</li> <li>• Toronto Police Services</li> </ul>	<ul style="list-style-type: none"> <li>• A staff team has completed a jurisdictional review of models, engaged stakeholders, Indigenous, and Black communities in robust community engagements and consultations. A staff report with recommendations for a community crisis support service will be submitted to Executive Committee for its January 27<sup>th</sup> meeting. The following initiatives were undertaken to complete the work:               <ul style="list-style-type: none"> <li>• 33 community roundtables with over 500 participants hosted by 17 community organizations,</li> <li>• 29 interviews with subject matter experts,</li> <li>• 2 public surveys that received a total of 6,400 responses,</li> <li>• Opinion research poll surveying a 1,000 person representative sample of Torontonians to measure</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• January 2021</li> </ul>

Decision#	Requested Actions	Leads	Status	Expected Completion Date
			<p>the opinion on community safety and wellbeing,</p> <ul style="list-style-type: none"> <li>• Scan of 53 crisis response models from 50 jurisdictions</li> </ul>	
#5	<p>City Council request the Toronto Police Services Board to implement a 24-hour/7-days-a-week program across Toronto for its Mobile Crisis Intervention Team Program.</p>	<ul style="list-style-type: none"> <li>•Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• The Toronto Police Service's zero increase operating budget request, to be presented at the January 13th Special TPS Board meeting, includes funding to expand the coverage of the MICT program from 10 hours a day to a 24-7 crisis call response model, through the deployment of 11 additional MCIT officers to Priority Response units located across the city. This program expansion and additional training is scheduled to occur Q1 2021.</li> </ul>	<ul style="list-style-type: none"> <li>• Q1 of 2021</li> </ul>
#32	<p>City Council direct the City Manager to establish and resource an Accountability Table with annual reporting, similar to that established for the Toronto Seniors Strategy, by September 2020, composed of representatives of Black, Indigenous, and People of Colour, mental health and addictions experts, homeless advocates, and other equity-seeking groups to monitor the implementation including budgetary impacts of all recommendations pertaining to City Council's decision.</p>	<ul style="list-style-type: none"> <li>• City Manager's Office</li> <li>• Social Development, Finance and Administration</li> </ul>	<ul style="list-style-type: none"> <li>•Action complete. An Alternative Community Safety Response Model Accountability Table has been established. City Staff is engaging the accountability table in the development of an alternative community safety response model.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed in October 2020</li> </ul>
#18	<p>City Council request the City Manager to report on the implementation of a City of Toronto Mobile Crisis Assistance Intervention Service that would deploy unarmed, medically trained crisis intervention assistance personnel, based on the "CAHOOTS" model from Eugene, Oregon. Such report should include:</p> <p>a. description of how these specially trained first responders would deal with a range of community challenges including: homelessness, intoxication, substance abuse, mental illness, dispute resolution, and basic medical emergency care; and</p> <p>b. a process whereby when Crisis Assistance Intervention Service is established, that the City would subtract the cost of this new service from future Police budgets.</p>	<ul style="list-style-type: none"> <li>•City Manager's Office</li> <li>• Social Development, Finance &amp; Administration</li> </ul>	<ul style="list-style-type: none"> <li>•A staff team has completed a jurisdictional review of models, including the CAHOOTS model. City staff has engaged CAHOOTS on the development of the Alternative Community Safety Response Model.</li> </ul>	<ul style="list-style-type: none"> <li>• January 2021</li> </ul>
#2	<p>City Council commit that its first funding priority for future budgets is centered on a robust system of social supports and services, including ongoing investments in Indigenous, Black and marginalized communities, with rigorous accountability mechanisms to measure performance.</p>	<ul style="list-style-type: none"> <li>•City Manager's Office</li> <li>• Social Development, Finance &amp; Administration</li> </ul>	<ul style="list-style-type: none"> <li>• In order to help City Council with budget decision-making, City staff has reported on the potential impacts that changes to the 2021 Staff Recommended Operating Budget (i.e. efficiencies, service level changes, revenue changes, new and enhanced services) may</li> </ul>	<ul style="list-style-type: none"> <li>• January 2021</li> </ul>

Decision#	Requested Actions	Leads	Status	Expected Completion Date
			have on Indigenous, Black and equity-deserving groups.	
#12	<p>12. City Council direct the City Manager to develop plans to invest in critical community and social services that better address the root causes of safety and security, and ensure any savings identified from policing reforms are allocated to the following areas:</p> <p>a. investment in initiatives identified from the Combatting Anti-Black Racism Strategy, and those in Appendix A to the report (June 23, 2020) from Mayor John Tory;</p> <p>b. investment in the Immediate Steps to Address Gun Violence Plan to fulfil the City's outstanding requests to Public Safety Canada for the enhancement of violence prevention and intervention programs;</p> <p>c. investment in the City's Poverty Reduction Strategy and Indigenous-led Poverty Reduction Strategy;</p> <p>d. investment in Indigenous-led initiatives related to community safety and wellbeing; and</p> <p>e. investment in initiatives to support people experiencing mental health crisis.</p>	<ul style="list-style-type: none"> <li>•City Manager's Office</li> <li>• Social Development, Finance &amp; Administration</li> </ul>	<ul style="list-style-type: none"> <li>• In order to help City Council with budget decision-making, City staff has reported on the potential impacts that changes to the 2021 Staff Recommended Operating Budget (i.e. efficiencies, service level changes, revenue changes, new and enhanced services) may have on Indigenous, Black and equity-deserving groups.</li> </ul>	<ul style="list-style-type: none"> <li>• January 2021</li> </ul>
#35	<p>City Council direct the City Manager to determine and fill the necessary staffing requirements within the Confronting Anti-Black Racism Unit and the Indigenous Affairs Office to deliver on a mandate focused solely on advancing the implementation of the above recommendations and those Recommendations and Actions concerning Policing and the Justice System, as outlined in the Toronto Action Plan to Confront Anti-Black Racism.</p>	<ul style="list-style-type: none"> <li>•City Manager's Office</li> <li>• Social Development, Finance &amp; Administration</li> <li>•Indigenous Affairs Office</li> <li>•Confronting Anti-Black Racism Unit</li> </ul>	<ul style="list-style-type: none"> <li>• The Confronting Anti-Black Racism Unit has hired eight new staff including three Policy Development Officers who will, as part of their rolls, work to advance the implementation of Council's 36 decisions and the Actions concerning Policing and the Justice System as outlined in the Toronto Action Plan to Confront Anti-Black Racism.</li> <li>•The Indigenous Office is assessing the type of resources and number of positions needed to enhance the work it is undertaking to ensure that the priorities of Indigenous communities are embedded in the City's policies and programs for community safety and wellbeing. The Indigenous Affairs office will advance its request for additional resources and staff as part of the City's upcoming Community Safety and Well-being Plan.</li> </ul>	<ul style="list-style-type: none"> <li>• May 2021</li> </ul>

2. Police Budget & Budgetary Transparency

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#3	City Council request the Toronto Police Services Board to direct the Chief of Police to annually provide a line-by-line breakdown of the Toronto Police Service's existing budget at the outset of the Board's annual budget process, and this breakdown should be made publicly available; this line-by-line breakdown should be organized by the Toronto Police Service's individual program areas, functions or services delivered so as to provide maximum transparency to the public as to how public dollars are allocated currently (while not revealing investigative techniques or operations).	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• A line-by-line breakdown of the Toronto Police Service's 2021 budget request is now available on the Toronto Police Service website. Work and required resources are currently being assessed to provide a line-by-line breakdown organized by the Toronto Police Service's individual program areas, functions or services delivered.</li> </ul>	<ul style="list-style-type: none"> <li>• Q1 2021</li> </ul>
#4	City Council request the Toronto Police Services Board to direct the Chief of Police to immediately provide the line-by-line breakdown of the Toronto Police Service's 2020 Budget and to make the breakdown publicly available by July 2020.	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• Action complete. A line-by-line breakdown of the Toronto Police Service 2020 Budget is available on the Toronto Police Service's website at: <a href="http://www.torontopolice.on.ca/budget/">http://www.torontopolice.on.ca/budget/</a></li> </ul>	<ul style="list-style-type: none"> <li>• Completed in August 2020</li> </ul>
#7	City Council request the Toronto Police Services Board to post its annual Budget Summary and Uniform/Civilian Staffing Summary per Command with Approved, Proposed and Actuals/ similar to the Excel information provided during the 2018 budget cycle, as the example they should follow starting retroactively for the last 5 years of machine-readable Open datasets to both theirs, and the City of Toronto Open Data Portal.	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• The Annual Budget Summaries and Uniform/Civilian Staffing summaries per command from years 2016 to 2020 are now available on the Toronto Police Service's website in Excel format. <a href="http://www.torontopolice.on.ca/budget/">http://www.torontopolice.on.ca/budget/</a></li> <li>• Work is currently on the way to post the annual budget summaries in Excel format to the City of Toronto's Open Data Portal.</li> <li>• The Toronto Police Service is currently undertaking work to convert the information into machine readable open datasets to be made available on the Toronto Police Service's and the City of Toronto's Open Data Portal.</li> </ul>	<ul style="list-style-type: none"> <li>• To be determined</li> </ul>
#8	To assist in identifying areas of financial and operational improvement within the Toronto Police Service, City Council request the City Manager to seek an amendment to the City of Toronto Act to expand the City of Toronto's Auditor General's jurisdiction to include auditing the Toronto Police Service.	<ul style="list-style-type: none"> <li>• City Manager's Office</li> </ul>	<ul style="list-style-type: none"> <li>• Action complete, City Manager, as directed by City Council, has communicated to the Province of Ontario, requesting necessary amendments.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed in August 2020</li> </ul>

#9	City Council request the Toronto Police Service Board to consider a motion supporting City Council's request in Part 8 above and to communicate its position to the Province.	<ul style="list-style-type: none"> <li>Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>Action complete. Toronto Police Services Board directed at its August 18 Board meeting for the Chair to communicate support of City Council's request.</li> </ul>	<ul style="list-style-type: none"> <li>Completed in August 2020</li> </ul>
#22	City Council request the Government of Ontario to eliminate any and all appeal powers for the Toronto Police Services Board as set out in the Police Services Act, 1990 for the Ontario Civilian Police Commission to overturn Toronto City Council decisions pertaining to Police Budget matters including requests for reduction, abolition, creation or amalgamation of police services.	<ul style="list-style-type: none"> <li>Mayor's Office</li> </ul>	<ul style="list-style-type: none"> <li>Action complete, Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments.</li> </ul>	<ul style="list-style-type: none"> <li>Completed in July 2020</li> </ul>
#23	<p>City Council request the Province of Ontario to amend the Police Services Act to allow the City of Toronto to have direct oversight over the Toronto Police Services Budget and exempt Toronto City Council from the provisions of subsection 39(4) of the Act by removing the word "not" from the provisions of the subsection, as it pertains to the City of Toronto, as follows:</p> <p>In establishing an overall budget for the board, the Toronto City council does <del>not</del> have the authority to approve or disapprove specific items in the estimates.</p>	<ul style="list-style-type: none"> <li>Mayor's Office</li> </ul>	<ul style="list-style-type: none"> <li>Action complete, Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments.</li> </ul>	<ul style="list-style-type: none"> <li>Completed in July 2020</li> </ul>

**3. Independent Auditing & Police Service Accountability**

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#10	Until the legislative change to the City of Toronto Act requested in Part 8 above is in place, City Council request the Toronto Police Services Board to invite the City's Auditor General to independently develop a work plan and conduct audits, which would include an examination of systemic issues, and to provide the Auditor General with the same level of co-operation and access to information as if this was required by the City of Toronto Act.	<ul style="list-style-type: none"> <li>Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>At its meeting on August 18, the Toronto Police Services Board approved entering into a Memorandum of Understanding with the City's Auditor General to independently develop a work plan and perform audits of the Toronto Police Service to improve service delivery, identify specific areas of success and specific areas for improvement within the Service, and to find potential areas for savings and redistribution of funding.</li> </ul>	<ul style="list-style-type: none"> <li>Q1 2021</li> </ul>
#11	City Council request the Auditor General to report to City Council in the fourth quarter of 2020 on the status of the work plan set out in Part 10 above and the level of co-operation the Auditor General is receiving from the Toronto Police Services Board.	<ul style="list-style-type: none"> <li>Auditor General</li> </ul>	<ul style="list-style-type: none"> <li>The Auditor General presented an audit plan at the Toronto Police Services Board's November 24, 2020 Meeting.  <a href="https://www.torontopolice.on.ca/tpsb-reform-implementation/docs/R24_-_Auditor_Generals_proposed_Risk-based_audit_plan_of_TPS.pdf">https://www.torontopolice.on.ca/tpsb-reform-implementation/docs/R24_-_Auditor_Generals_proposed_Risk-based_audit_plan_of_TPS.pdf</a></li> </ul>	<ul style="list-style-type: none"> <li>Q1 2021</li> </ul>

			<ul style="list-style-type: none"> <li>•Toronto Police Services Board Staff have met with the Auditor General (AG) and have begun the process of developing the Memorandum of Understanding in collaboration with AG staff. The Auditor General is developing an accompanying work plan.</li> </ul>	
#31	<p>City Council direct the City Manager to work with the Toronto Police Services Board to establish an accountability office and agency, independent of government and the Toronto Police, empowered through ongoing access to police personnel, facilities and records to conduct self-generated audits of police practices and policies, and report annually to the Toronto Police Services Board and City Council with its audited findings and recommendations.</p>	<ul style="list-style-type: none"> <li>• City Manager's Office</li> </ul>	<ul style="list-style-type: none"> <li>•The Toronto Police Services Board and the Toronto Police Service continue to engage with the City on its work to identify additional methods for ensuring police accountability, as decided by City Council at its meeting of September 30, October 1 and 2, 2020. <a href="http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.CC26.2">http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.CC26.2</a></li> </ul>	<ul style="list-style-type: none"> <li>•Report anticipated for April 2021</li> </ul>
#34	<p>City Council, building on the mandate and membership of the Partnership and Accountability Circle, establish a Confronting Anti-Black Racism Council Advisory Body, and direct the City Manager to report to the Executive Committee on recommended Terms of Reference for the Advisory Body to be approved by City Council in September 2020.</p>	<ul style="list-style-type: none"> <li>• City Manager's Office</li> <li>• Social Development, Finance and Administration</li> <li>•Confronting Anti-Black Racism Unit</li> </ul>	<ul style="list-style-type: none"> <li>• Action complete. Terms of Reference approved by City Council. City staff are working to establish the Advisory Body for 2021. <a href="http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.EX16.1">http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.EX16.1</a></li> </ul>	<ul style="list-style-type: none"> <li>• Completed in September 2020</li> </ul>
#33	<p>City Council request the Toronto Police Services Board to report on outcomes associated with how diversity in human resources is being prioritized and achieved by the Toronto Police Service, including with respect to recruitment, hiring and promotion for both civilian and uniform positions, at all ranks and classifications.</p>	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>•The Chief of Police presented a preliminary report at the November 2020 Toronto Police Services Board meeting, on outcomes associated with how diversity in human resources is being prioritized and achieved by the Toronto Police Service, including with respect to recruitment, hiring and promotion for both civilian and uniform positions, at all ranks and classifications. <a href="https://www.torontopolice.on.ca/tpsb-reform-implementation/docs/R30_-_Preliminary_report_on_Diversity_in_Human_Resources.pdf">https://www.torontopolice.on.ca/tpsb-reform-implementation/docs/R30_-_Preliminary_report_on_Diversity_in_Human_Resources.pdf</a></li> </ul>	<ul style="list-style-type: none"> <li>• Q1 2021</li> </ul>

4. Chief Selection Criteria

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#13	City Council direct the City Manager to work with the Toronto Police Services Board in the development of a rigorous community consultation process to inform the criteria for the selection of the next Chief of Police.	<ul style="list-style-type: none"> <li>• City Manager's Office</li> <li>• Toronto Police Services Board</li> <li>• Social Development and Finance Administration</li> </ul>	<ul style="list-style-type: none"> <li>•The Toronto Police Services Board at its October 2020 meeting selected Environics to conduct public consultations. <a href="https://tpsb.ca/component/jdownloads/send/57-2020/649-october-22">https://tpsb.ca/component/jdownloads/send/57-2020/649-october-22</a></li> <li>•City staff have been assigned and are working with the Toronto Police Services Board staff to develop a consultation process to inform the values, skills and other criteria deemed integral for the next Chief of Police.</li> </ul>	<ul style="list-style-type: none"> <li>• Q1 2021</li> </ul>
#14	<p>City Council request the Toronto Police Services Board in the recruitment for Toronto's new Chief of Police, to ensure that the successful candidate:</p> <p>a. has a proven track record of deep and successful reform of policing including:</p> <ol style="list-style-type: none"> <li>1. proven ability to ensure that non-violent de-escalation strategies and techniques are employed at all times by police officers, particularly in relation to engagement with people from racialized communities and with residents with mental health issues; and</li> <li>2. demonstrated experience in "modern policing" including building strong, lasting and sustainable bridges and relationships with racialized and marginalized communities and willingness to consider other models for first responder calls for non-violent incidents.</li> </ol> <p>b. understands and values:</p> <ol style="list-style-type: none"> <li>1. the importance of diversity in the City and in the Toronto Police Service itself;</li> <li>2. acceptance and tolerance of all people and a recognition that Toronto is home to the most culturally diverse population in the world which gives our City its strength in times of crisis all around the world; and</li> <li>3. the strategies and actions required to ensure that Toronto remains a place of tolerance, diversity and respect for all.</li> </ol>	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• At its meeting on August 18, the Toronto Police Services Board adopted and included the criteria outlined by this decision.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed in August 2020</li> </ul>
#15	City Council request the Toronto Police Services Board to work in consultation with the City Manager to engage the City of Toronto's Anti-Black Racism Unit and Indigenous Affairs Office to assist in the community consultations about the new Chief of Police.	<ul style="list-style-type: none"> <li>• City Manager's Office</li> <li>• Social Development, Finance and Administration</li> <li>• Indigenous Affairs Office</li> <li>• Confronting Anti-Black Racism Unit</li> </ul>	<ul style="list-style-type: none"> <li>•The Toronto Police Services Board has engaged Environics Research, a research and public consultation firm, to design and undertake a comprehensive public consultation process to inform the conversation about the qualities, characteristics, qualifications and competencies that are required for Toronto's next Chief of Police.</li> <li>•The consultation process will be designed to include a broad range of</li> </ul>	<ul style="list-style-type: none"> <li>• Q1 2021</li> </ul>

			<p>cross-sectoral stakeholders, and will incorporate a number of different opportunities for engagement with a focus on diverse representative and outreach.</p> <ul style="list-style-type: none"> <li>• In early January 2021, Environics Research will begin by conducting a select number of one-on-one interviews with key stakeholders to review the proposed consultation design and to get feedback on the topics, questions and approaches that are proposed for the next phase of the consultations. The City's Confronting Anti-Black Racism Unit, and the City's Indigenous Affairs Office will be engaged in this pre-consultation process. City staff have also been engaged to oversee the process and provide recommendations for engagement.</li> </ul>	
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**5. Data Sharing and Information Transparency**

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#6	City Council request the Toronto Police Services Board to post its Use of Force Policy on its public website.	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• Action complete. The Toronto Police Service's Use of Force Procedures are now publically available on the Toronto Police Service website at:  <a href="http://www.torontopolice.on.ca/procedures/get.php?use_of_force.pdf">http://www.torontopolice.on.ca/procedures/get.php?use_of_force.pdf</a>  <a href="http://www.torontopolice.on.ca/procedures/get.php?use_of_force_appendix_a.pdf">http://www.torontopolice.on.ca/procedures/get.php?use_of_force_appendix_a.pdf</a>  <a href="http://www.torontopolice.on.ca/procedures/get.php?use_of_force_appendix_b.pdf">http://www.torontopolice.on.ca/procedures/get.php?use_of_force_appendix_b.pdf</a> </li> </ul>	<ul style="list-style-type: none"> <li>• Completed August 2020</li> </ul>
#16	That City Council request the Toronto Police Services Board to share regularly updated datasets from their Open Data Portal to the City of Toronto Open Data Portal, taking into consideration for any issues around personal data privacy; data sets to also include:  a. Toronto Police Services Board annual reports in the proper digital format; and	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> <li>• Social Development, Finance and Administration</li> </ul>	<ul style="list-style-type: none"> <li>• A repeatable process has been established for the City of Toronto and the Toronto Police Service to publish open data. This work is ongoing. Thirty three datasets from the Toronto Police Service are now</li> </ul>	<ul style="list-style-type: none"> <li>• Q1 2021</li> </ul>



	b. converting files currently provided in a .pdf format on the Toronto Police Service Open Data Portal to the proper digital format.		available on the City of Toronto's Open Data Portal. The Toronto Police Service's 2019 Annual Statistical Report has been released in open data format with open analytics associated on the Toronto Police Service website. <a href="https://data.torontopolice.on.ca/page/annualstatisticalreport">https://data.torontopolice.on.ca/page/annualstatisticalreport</a> The data is now available on the City of Toronto Portal as well. <a href="https://open.toronto.ca/catalogue/?owner_division=Toronto%20Police%20Services&amp;sort=last_refreshed%20desc">https://open.toronto.ca/catalogue/?owner_division=Toronto%20Police%20Services&amp;sort=last_refreshed%20desc</a> Subsequent reports are being reviewed and work plan being created to turn other reports into open data.	
#17	City Council request the Toronto Police Services Board to post all relevant open data with regards to its Races Based Data Strategy following all the provincially mandated guidelines to protect personal privacy, to both the Toronto Police Service Open Data Portal and the City of Toronto Open Data Portal.	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> <li>• Social Development, Finance and Administration</li> </ul>	• Race-based data collection is currently in progress for select interactions and is scheduled to be released in 2021 following the collection of a full year of data.	• To be determined
#30	City Council direct the City Manager and request the Toronto Police Services Board and City Divisions to consolidate and expedite data sharing to advise on violence prevention approaches.	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> <li>• Social Development, Finance and Administration</li> </ul>	• Work has commenced to inventory existing data sharing agreements service-wide. The Toronto Police Service and the City of Toronto are engaging in discussions on establishing an information and data sharing framework.	• Q2 2021

**6. Police Conduct Accountability**

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#19	City Council request the Province immediately review and overhaul the Equipment and Use of Force Regulation, R.R.O. 1990, Reg. 926, so as to:  a. emphasize de-escalation; and b. incorporate further modifications based on alternative models and best practices in peer jurisdictions, which address the use of deadly force.	<ul style="list-style-type: none"> <li>• Mayor's Office</li> </ul>	• Action complete, Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments.	• Completed in July 2020
#20	City Council request the Province of Ontario to amend the Police Services Act and the Community Safety and Policing Act, 2019 (which received Royal Assent but has not yet come into force) to	<ul style="list-style-type: none"> <li>• Mayor's Office</li> </ul>	• Action complete, Mayor Tory, on behalf of the City and Council, has	• Completed in July 2020

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	significantly expand the instances in which suspension without pay and revocation of a police officer's appointment as a police officer is available where serious misconduct is alleged or ultimately established; these amendments should, at a minimum, implement the relevant elements of the Police Services Act, 2018 that addressed suspension without pay and the relevant elements of the Policing Oversight Act, 2018 that created the ability to revoke a police officer's appointment as a police officer in Ontario.		communicated to the Province of Ontario, requesting necessary amendments.	
#21	City Council request the Province of Ontario to amend the Police Services Act and the Community Safety and Policing Act, 2019 (which received Royal Assent but has not yet come into force) to require that complaints made about a police officer's public conduct that alleges serious misconduct be investigated by the Province's independent police complaints agency (currently, the Office of the Independent Police Review Director) and not any police service's professional standards unit.	<ul style="list-style-type: none"> <li>• Mayor's Office</li> </ul>	<ul style="list-style-type: none"> <li>• Action complete, Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed in July 2020</li> </ul>
#28	City Council request the Toronto Police Services Board to ensure policies are enacted requiring all instances of alleged racial profiling and bias to be investigated under the Police Services Act.	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• At its meeting on August 18, the Toronto Police Services Board directed the Chair and Executive Director of the Toronto Police Services Board to explore and report on the Board's ability to enact policy directing that all instances of alleged racial profiling and bias be investigated under the Police Services Act, and to make recommendations on how the Board can ensure that all alleged instances of racial profiling and bias are investigated and addressed.</li> </ul>	<ul style="list-style-type: none"> <li>• To be determined</li> </ul>
#29	City Council request the Toronto Police Services Board to direct the Toronto Police Service to implement a plan to equip all police officers with Body-Worn Cameras by January 1, 2021 and enact policies that ensure consequences for unauthorized de-activation or covering of the cameras.	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• The Toronto Police Services Board has approved the procurement of body-worn-cameras and has developed policies to provide a more robust governance framework for the use of cameras. The policies were presented at the Toronto Police Services Board's November 2020 meeting  <a href="https://www.tpsb.ca/component/jdownloads/send/57-2020/652-november-24">https://www.tpsb.ca/component/jdownloads/send/57-2020/652-november-24</a></li> </ul>	<ul style="list-style-type: none"> <li>• Q1 2021</li> </ul>

7. Status & Implementation of Recommendations

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#24	<p>City Council commit to eradicating racial profiling in policing and request the Toronto Police Services Board to direct the Toronto Police Service to immediately adopt the recommendations from the Ontario Human Rights Commission on race-based data and report back on the implementation status by January 1, 2021.</p>	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>•Action complete. At its meeting on August 18, the Toronto Police Services Board directed the Chief of Police to report to the Board by November 2020 on the status of implementation of the Board's Race-Based Data Collection Policy, and where the Policy deviates from or fails to implement the recommendations of the Ontario Human Rights Commission in its written deputation to the Board, to identify the reason for that deviation or failure to implement. The Report was presented at the Toronto Police Services Board's December 2020 meeting. <a href="https://www.tpsb.ca/component/jdownloads/send/57-2020/656-december-15">https://www.tpsb.ca/component/jdownloads/send/57-2020/656-december-15</a></li> </ul>	<ul style="list-style-type: none"> <li>• Completed in December 2020</li> </ul>
#25	<p>City Council request the Toronto Police Services Board to direct the Toronto Police Service to adopt all recommendations in Justice Iacobucci's report entitled Police Encounters with People in Crisis (2014), with a particular emphasis on Recommendation 3, which requires the Toronto Police Service to notify crisis intervention units for every call involving a person experiencing a mental health crisis and Recommendations 43 thru 54 pertaining to Mobile Crisis Intervention Team response.</p>	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>•Action complete. At its meeting on August 18, the Toronto Police Services Board directed the Chief of Police to report by November 2020 on the status of implementation of the recommendations made in the Independent Review of Police Encounters with People in Crisis and, where the Service has deviated from or failed to implement a recommendation, to identify in detail the reason for that deviation or failure to implement. The report was presented at the November 2020 Toronto Police Services Board meeting. <a href="https://www.torontopolice.on.ca/tps-reform-implementation/docs/R75_-_Iacobucci_-_Police_Encounters_with_people_in_Crisis_Report.pdf">https://www.torontopolice.on.ca/tps-reform-implementation/docs/R75_-_Iacobucci_-_Police_Encounters_with_people_in_Crisis_Report.pdf</a></li> </ul>	<ul style="list-style-type: none"> <li>• Completed in November 2020</li> </ul>

#26	City Council request, in the strongest possible terms, the Province immediately reinstate the Police Services Act reforms recommended by Justice Tulloch, particularly those reforms focused on enhancing the independence and notifications requirements of the Special Investigations Unit (Recommendation 5.7).	<ul style="list-style-type: none"> <li>• City Manager's Office</li> </ul>	<ul style="list-style-type: none"> <li>• Action complete. Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed in July 2020</li> </ul>
#27	City Council request the Chief of Police adopt all of the recommendations directed to the Toronto Police Service from the 2017 Andrew Loku Inquest.	<ul style="list-style-type: none"> <li>• Toronto Police Services Board</li> </ul>	<ul style="list-style-type: none"> <li>• Action complete. At its meeting on August 18, the Toronto Police Services Board directed the Chief of Police to report by November 2020 on the status of the implementation of the recommendations from the Inquest into the death of Andrew Loku and, where the Service has deviated from or failed to implement an inquest recommendation, to identify in detail the reason for that deviation or failure to implement. The report was presented at the November 2020 Toronto Police Services Board meeting. <a href="https://www.torontopolice.on.ca/tpsb-reform-implementation/docs/R77_-_Inquest_into_the_death_of_Andrew_Loku_-_Report_to_TPSB.pdf">https://www.torontopolice.on.ca/tpsb-reform-implementation/docs/R77_-_Inquest_into_the_death_of_Andrew_Loku_-_Report_to_TPSB.pdf</a></li> </ul>	<ul style="list-style-type: none"> <li>• Completed in November 2020</li> </ul>
#36	City Council direct the City Manager to provide an update by January 1, 2021 on the implementation status of City Council's decision.	<ul style="list-style-type: none"> <li>• City Manager's Office</li> </ul>	<ul style="list-style-type: none"> <li>• A staff report that provides an update on all actions will be submitted to January's Executive Committee.</li> </ul>	<ul style="list-style-type: none"> <li>• January 2021</li> </ul>