

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 as of January 12, 2022. 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"> • City Manager's Office • Social Development, Finance and Administration • Toronto Police Services 	<ul style="list-style-type: none"> • At its February 2, 2021 meeting, Toronto City Council unanimously approved four community safety and crisis support service pilots that will test a new, non-police led approach to non-emergency, non-violent calls, including those involving persons in crisis and for wellness checks. 	<ul style="list-style-type: none"> • Actioned in February 2021
#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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • At the April 22, 2021 meeting of the Toronto Police Services Board, the Toronto Police Service presented a report on the expansion on the MCIT program. The expansion of the MCIT program includes: <ul style="list-style-type: none"> ○ An overall increase in the compliment of officers dedicated to mental health crisis response. The current MCIT Program has a 	<ul style="list-style-type: none"> • Actioned in June 2021

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			<p>compliment of 17 officers. By the fourth quarter of 2021, the Toronto Police Service will have 26 MCIT officers, and 272 specially trained Divisional Crisis Support officers dedicated to mental health crisis response;</p> <ul style="list-style-type: none"> ○ The creation of a new MCIT operating procedure; ○ MCIT road supervision that focuses on managing front line policing resources to maximize MCIT availability and response to mental health related calls for service and provide officer performance management; ○ MCIT uniform changes to contribute to a cycle of de-escalation by trying to reduce the look of authority; ○ MCIT vehicle changes with more subtle police markings and no emergency roof lights to further support de-escalation, clients privacy and dignity; ○ An increase in MCIT Level 1 training, for both officers and nurse partners, from 40 to 80 hours, as well as annual supplemental training, that encompasses the intersectionality between mental health and racialized communities; ○ Revised recruitment criteria and evaluation process for MCIT officers that reflects an even greater importance to anti-racist and anti-oppressive practices, a commitment to human rights, and awareness of lived experience of mental health and/or addictions related issues; ○ Expansion of aftercare for persons in crisis through the ARCS-MCIT (Access to Resources & Community Supports - Mobile Crisis Intervention Team). Case managers help connect people to a wide-range of community support services based on the client's ethno-racial preferences and needs; 	

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			<ul style="list-style-type: none"> ○ The creation of a 911 Crisis Call Diversion Program. A pilot program which incorporates a crisis worker in the 911 Communications Call Center to facilitate the diversion of crisis calls that can be managed by a crisis worker away from the police; ○ The development of public facing and internal analytical dashboards that will be used to collect and report data on MCIT interventions to support enhanced crisis response and fulfill various police reform recommendations. Metrics will include provisions for implementation oversight, routine monitoring and program evaluation; ○ MCIT Steering committee expansion to support more fulsome informed discussion and which will include members of the Toronto Police Services Board, the Confronting Anti-Black Racism unit, the Mental Health and Addictions Advisory Panel, CEO's of community agencies and people with lived experience. 	
#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"> ● City Manager's Office ● Social Development, Finance and Administration 	<ul style="list-style-type: none"> ● 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. 	<ul style="list-style-type: none"> ● Actioned in October 2020
#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>	<ul style="list-style-type: none"> ● City Manager's Office ● Social Development, Finance & Administration 	<ul style="list-style-type: none"> ● City staff has completed a jurisdictional review of models, including the CAHOOTS model. City staff consulted with CAHOOTS during the development of the proposal for the Community Crisis Support Service Pilots. The proposal for the Community Crisis Support Service Pilots, 	<ul style="list-style-type: none"> ● Actioned in February 2021

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	<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>		<p>which includes some elements similar to the CAHOOTS model, was adopted by City Council at its February 2, 2021 meeting.</p>	
#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"> • City Manager's Office • Social Development, Finance & Administration 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Actioned in January 2021
#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"> • City Manager's Office • Social Development, Finance & Administration 	<ul style="list-style-type: none"> • The City is committed to maintaining a robust infrastructure of programs and services that play important roles in advancing community safety and well-being in Toronto. Some of the key City-led strategies, programs, and initiatives for enhancing community safety and wellbeing are highlighted in the City's Community Safety and Well-being Plan, SafeTO. The City will continue to coordinate future funding for initiatives to address community safety and wellbeing through SafeTO, and invest in Indigenous safety strategies through the forthcoming Reconciliation Action Plan being developed by the Indigenous Affairs Office. 	<ul style="list-style-type: none"> • In progress
#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</p>	<ul style="list-style-type: none"> • City Manager's Office 	<ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit received 3 additional permanent positions in the 2021 Approved Operating Budget and 2 seasonal 	<ul style="list-style-type: none"> • In Progress

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	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.	<ul style="list-style-type: none"> • Social Development, Finance & Administration • Indigenous Affairs Office • Confronting Anti-Black Racism Unit 	<p>trainee positions. The Staff Recommended 2022 Operating Budget includes conversion of 4 temporary positions to permanent in the unit. These investments build the overall capacity of the Unit and helps to advance the Confronting Anti-Black Racism unit 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.</p> <ul style="list-style-type: none"> • The 2022 Staff Recommended Budget includes 4 permanent positions to increase the overall capacity of the Indigenous Affairs Office and 7 permanent positions to support Indigenous education and training to drive the City's Reconciliation Commitments. The Indigenous Affairs Office continues to play a key role in building out the Community Crisis Support Service pilots approved by City Council, and other non-police led initiatives to enhance the safety and well-being of Indigenous communities in Toronto. 	

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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • A program-by-program line-by-line breakdown of the Toronto Police Service's 2021 budget request is now available on the Toronto Police Service website. 	<ul style="list-style-type: none"> • Actioned in January 2021

#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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • A line-by-line breakdown of the Toronto Police Service's 2020 and 2021 Budget is available on the Toronto Police Service's website. 	<ul style="list-style-type: none"> • Actioned in August 2020
#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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • 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 and the City of Toronto's Open Data Portal in both Excel and machine readable formats. 	<ul style="list-style-type: none"> • Actioned in September 2021
#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"> • City Manager's Office 	<ul style="list-style-type: none"> • City Manager, as directed by City Council, has communicated to the Province of Ontario, requesting necessary amendments. 	<ul style="list-style-type: none"> • Actioned in August 2020
#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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • Toronto Police Services Board directed at its August 18, 2020 Board meeting for the Chair to communicate support of City Council's request. 	<ul style="list-style-type: none"> • Actioned in August 2020
#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"> • Mayor's Office 	<ul style="list-style-type: none"> • Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments. 	<ul style="list-style-type: none"> • Actioned in July 2020
#23	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: In establishing an overall budget for the board, the Toronto City council does not have the authority to approve or disapprove specific items in the estimates.	<ul style="list-style-type: none"> • Mayor's Office 	<ul style="list-style-type: none"> • Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments. 	<ul style="list-style-type: none"> • Actioned in July 2020

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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • At its January 29, 2021 meeting, the Toronto Police Services Board approved the Memorandum of Understanding with the Auditor General (AG) to conduct audits of the Toronto Police Service on the Board's behalf, based on a risk-based work plan developed independently by the AG; please see link for details. 	<ul style="list-style-type: none"> • Actioned in January 2021
#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"> • Auditor General 	<ul style="list-style-type: none"> • In February 17, 2021, Auditor General's staff met with Toronto Police Service's staff to commence the audit planning process. Briefings were provided by staff to initiate the audit process and to provide access to personnel, information, records and any other resources necessary. 	<ul style="list-style-type: none"> • Actioned in February 2021
#31	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.	<ul style="list-style-type: none"> • City Manager's Office 	<ul style="list-style-type: none"> • The Toronto Police Services Board and the Toronto Police Service continue to engage with the City and other stakeholders to identify additional methods for ensuring police accountability. At its April 7, 2021 meeting, City Council adopted a motion requesting the Toronto Police Services Board and the Toronto Police Service negotiate a Memorandum of Understanding with Ombudsman Toronto to independently conduct policy and program reviews. City council also approved an increase to the 2021 Ombudsman Toronto Approved Operating Budget to resource Ombudsman Toronto's oversight over the Toronto Police Service. TPSB has commenced negotiations with Ombudsman Toronto for the provision of auditing services. 	<ul style="list-style-type: none"> • Upcoming in April 2022
#34	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	<ul style="list-style-type: none"> • City Manager's Office • Social Development, Finance and Administration 	<ul style="list-style-type: none"> • Terms of Reference was approved by City Council at its September 2020 meeting. 	<ul style="list-style-type: none"> • Actioned in September 2020

	Terms of Reference for the Advisory Body to be approved by City Council in September 2020.	<ul style="list-style-type: none"> • Confronting Anti-Black Racism Unit 		
#33	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.	<ul style="list-style-type: none"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • Two reports were prepared and received by the Toronto Police Services Board on how diversity in Human Resources is being prioritized and achieved in the Toronto Police Service. Going forward, updates related to diversity in Human Resources will be submitted at regularly scheduled intervals. 	<ul style="list-style-type: none"> • Actioned in July 2021

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"> • City Manager's Office • Toronto Police Services Board • Social Development and Finance Administration 	<ul style="list-style-type: none"> • The Toronto Police Services Board at its October 2020 meeting selected Environics to conduct public consultations. In addition, City staff has worked 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. Consultations were held from March 30, 2021 to April 13, 2021. 	<ul style="list-style-type: none"> • Actioned April 2021
#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"> 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 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. <p>b. understands and values:</p>	<ul style="list-style-type: none"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • At its meeting on August 18, the Toronto Police Services Board adopted and included the criteria outlined by this decision. 	<ul style="list-style-type: none"> • Actioned in August 2020

	<p>1. the importance of diversity in the City and in the Toronto Police Service itself;</p> <p>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</p> <p>3. the strategies and actions required to ensure that Toronto remains a place of tolerance, diversity and respect for all.</p>			
#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"> • City Manager's Office • Social Development, Finance and Administration • Indigenous Affairs Office • Confronting Anti-Black Racism Unit 	<ul style="list-style-type: none"> • Public Consultation firm Environics was selected at the October 2020 Toronto Police Services Board meeting to conduct public consultations which took place from March 30th, 2021 to April 13th, 2021. The Toronto Police Services Board has worked with members of the City's Police Reform Unit, Confronting Anti-Black Racism Unit, and the Indigenous Affairs Office to inform the development of the consultation process. 	<ul style="list-style-type: none"> • Actioned in April 2021

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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • The Toronto Police Service's Use of Force Procedures are now publically available on the Toronto Police Service website. 	<ul style="list-style-type: none"> • Actioned in August 2020
#16	<p>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:</p> <p>a. Toronto Police Services Board annual reports in the proper digital format; and</p> <p>b. converting files currently provided in a .pdf format on the Toronto Police Service Open Data Portal to the proper digital format.</p>	<ul style="list-style-type: none"> • Toronto Police Services Board • Social Development, Finance and Administration 	<ul style="list-style-type: none"> • In August 2020, The Toronto Police Service created a service level agreement with the City of Toronto Open Data Team which established an operational workflow with the City of Toronto for transferring data to be published on the City of Toronto's Open Data Portal. To date, forty datasets from the Toronto Police Service are available on the City of Toronto's Open Data Portal. 	<ul style="list-style-type: none"> • Upcoming in May 2022
#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"> • Toronto Police Services Board • Social Development, Finance and Administration 	<ul style="list-style-type: none"> • The Toronto Police Service is currently collecting Race-based data for select interactions which is scheduled to be released in 2022. A Race-based Data Collection Open Data Framework is currently being drafted to be 	<ul style="list-style-type: none"> • Upcoming in March 2022

			aligned with the Province and other police services.	
#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"> • Toronto Police Services Board • Social Development, Finance and Administration 	<ul style="list-style-type: none"> • The Toronto Police Service's data sharing agreement with the City of Toronto is also currently being reviewed and revised in collaboration with TPS Legal Services. The City of Toronto continues to engage the Toronto Police Service on requirements for data to inform the strategic priorities of the City of Toronto's Community Safety and Wellbeing Plan, SafeTO. 	<ul style="list-style-type: none"> • Upcoming in March 2022

6. Police Conduct Accountability

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#19	<p>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:</p> <p>a. emphasize de-escalation; and</p> <p>b. incorporate further modifications based on alternative models and best practices in peer jurisdictions, which address the use of deadly force.</p>	<ul style="list-style-type: none"> • Mayor's Office 	<ul style="list-style-type: none"> • Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments. 	<ul style="list-style-type: none"> • Actioned in July 2020
#20	<p>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 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.</p>	<ul style="list-style-type: none"> • Mayor's Office 	<ul style="list-style-type: none"> • Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments. 	<ul style="list-style-type: none"> • Actioned in July 2020
#21	<p>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</p>	<ul style="list-style-type: none"> • Mayor's Office 	<ul style="list-style-type: none"> • Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments. 	<ul style="list-style-type: none"> • Actioned in July 2020

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	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.			
#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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • At its meeting on August 18, 2021, 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. Board Staff and City of Toronto Legal have been engaged in a comprehensive review of existing Board Policies and Service procedures and practices governing racial profiling, as well as a jurisdictional survey of other relevant policies, procedures and practices, focusing primarily on the largest police services in Canada. The results of the review is currently being assessed to determine if additional or amended policy guidance is required at this time. Any such new or amended policy would involve community consultation. 	<ul style="list-style-type: none"> • Upcoming in June 2022
#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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • In August 2020, the Toronto Police Services Board approved the procurement of body-worn cameras. The Toronto Police Service and has developed policies to provide a more robust governance framework for the use of body-worn cameras; and presented those policies at the Toronto Police Services Board's November 2020 meeting. The Toronto Police Service is moving forward with Axon Canada in the delivery of Service-wide body-worn camera program. 	<ul style="list-style-type: none"> • Actioned in November 2021

7. Status & Implementation of Recommendations

Decision#	Requested Actions	Leads	Status	Expected Completion Date
#24	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.	<ul style="list-style-type: none"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Actioned in December 2020
#25	City Council request the Toronto Police Services Board to direct the Toronto Police Service to adopt all recommendations in Justice Iacobucci's report entitled <i>Police Encounters with People in Crisis (2014)</i> , 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.	<ul style="list-style-type: none"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Actioned in November 2020
#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"> • City Manager's Office 	<ul style="list-style-type: none"> • Mayor Tory, on behalf of the City and Council, has communicated to the Province of Ontario, requesting necessary amendments. 	<ul style="list-style-type: none"> • Actioned in July 2020
#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"> • Toronto Police Services Board 	<ul style="list-style-type: none"> • At its meeting on August 18, 2020 the Toronto Police Services Board directed the Chief of Police to report by November 2020 on the status 	<ul style="list-style-type: none"> • Actioned in November 2020

			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.	
#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"> • City Manager's Office 	<ul style="list-style-type: none"> • A staff report that provided an update on all actions was submitted to City Council for its February 2nd, 2021 meeting. 	<ul style="list-style-type: none"> • Actioned January 2021