



WATERLOO REGIONAL
POLICE SERVICES
BOARD

OPEN MINUTES

Date: October 14, 2020

Location: Electronic Meeting

In Attendance:

Karen Redman	Chair
Karl Kiefer	Vice-Chair
Tony Giovinazzo	Member
Ian McLean	Member
Karin Schnarr	Member
Sandy Shantz	Member
Rosita Tse	Member
Bryan Larkin	Chief of Police
Mark Crowell	Deputy Chief
Shirley Hilton	Deputy Chief
Jill Eggleton	Recording Secretary

1.0 Meeting Called to Order

Chair K. Redman called the Meeting to order at 8:35 a.m. in the Board Room at Police Headquarters.

2.0 Closed Session Recommendations

There were no closed session recommendations.

3.0 Motion to Convene in Closed Session

Moved by K. Kiefer

Seconded by S. Shantz

That the Board Convene in Closed Session to discuss matters that it is of the opinion falls under Section 35 (a) or (b) of the Police Services Act. Carried.

4.0 Motion to Reconvene in Open Session

Moved by K. Schnarr

Seconded S. Shantz

That the Board reconvene at 11:25 a.m. in Open Session. Carried.

5.0 Territorial Acknowledgement

6.0 Declaration of Pecuniary Interest

There were none declared.

7.0 Consent Agenda Items

7.1 Confirmation of Minutes: September 9, 2020

Moved by K. Schnarr

Seconded by S. Shantz

That the minutes of the Open meeting of September 9, 2020 be approved.

Carried.

7.2 2020-157, Frontline Call Reduction Strategies - Q3 & Year To Date 2020

Report 2020-157, Frontline Call Reduction Strategies - Q3 & Year To Date 2020, was provided to the Board for information.

7.3 2020-162, Summary of Purchasing Awards – Q3 2020

Report 2020-162, Summary of Purchasing Awards – Q3 2020, was provided to the Board for information.

7.4 2020-167, Special Constable Re-Appointment – Approval

Moved by K. Schnarr

Seconded by S. Shantz

That the Waterloo Regional Police Services Board approve the following Special Constable re-appointment pursuant to section 53 of the Police Services Act:

Waterloo Regional Police Service

1. Samantha Jefkins. Carried.

7.5 2020-172, COVID-19 – Financial Impacts

Report 2020-172, COVID-19 – Financial Impacts, was provided to the Board for information.

7.6 2020-179, 2019 Criminal Offence Summary

Report 2020-179, 2019 Criminal Offence Summary, was provided to the Board for information.

8.0 Business Arising from the Minutes

There was no business arising.

9.0 Presentations

9.1 2020-165, Waterloo Regional Police Service – Mental Health Delivery Update

Report 2020-165, Waterloo Regional Police Service – Mental Health Delivery Update, was provided to the Board for information. The following presentations were provided as part of this report:

- IMPACT (Integrated Mobile Police and Crisis Team), presented by Helen Fishburn, Executive Director, CMHA Waterloo Wellington
- HealthIM, presented by Jeff Allison, Waterloo Regional Police Service
- Connectivity Table KW4, presented by Anita Fieguth, Connectivity Navigator with Carizon

With respect to the IMPACT program, it was noted that this program has the resources to respond to 51% of calls for service. The question was raised that if additional funding was provided, are there any limitations to expanding the program to meet demand. H. Fishburn noted that if additional funding was received, they could increase the service fairly quickly. IMPACT is looking at provincial funding opportunities to enhance this program.

Because the IMPACT runs from 9:00am – 11:00pm, the question was raised as to whether WRPS has any access to after-hours services. H. Fishburn noted that police can contact a member of IMPACT 24/7, but depending on demand, resources may be limited. WRPS also has the option of making a referral to their service. Ideally, additional funding would go to prevention and treatment programs, which should result in a decrease in police having to respond to mental health-related calls.

With respect to the work of the Connectivity Table, the question was raised as to whether this program is meeting current demand. A. Fieguth noted that the Connectivity Table is meeting demand, but would like to see more resources put into prevention, so less individuals meet the threshold to involve the Table.

As noted in the presentation, since the inception of the program in 2014, 469 situations have been brought to the Table. Of those 469, 404 situations were opened at the Table and 65 did not meet the threshold to be opened. The question was raised as to what happens to the cases that don't meet the

threshold. A. Fieguth noted that for the those situations that don't meet the threshold, the Table will conduct a brainstorming activity to look at ways that this individual can be helped. There is also the option to bring it back to the table, if the situations evolves to meet the threshold.

10.0 Correspondence

10.1 Region of Waterloo re: 2021 Budget Guideline and Timetable

Provided to the Board for information.

10.2 Ontario Association of Police Services Board re: Sponsorship Request – 2020 Labour Seminar

Moved by K. Kiefer

Seconded by I. McLean

That the Waterloo Regional Police Services Board sponsor the Ontario Association of Police Services Board's 2020 Labour Seminar in the amount of \$500. Carried.

10.3 Canadian Association of Police Governance re: Sponsorship Request – 2020 Virtual Conference and AGM

Moved by K. Kiefer

Seconded by I. McLean

That the Waterloo Regional Police Services Board sponsor the Canadian Association of Police Governance's 2020 Conference and AGM in the amount of \$500. Carried.

10.4 Waterloo Regional Police Service re: First Responders COVID-19 Risk Look-up Tool

Provided to the Board for information.

10.5 Waterloo Regional Police Services Board re: Access and Use of COVID-19 Personal Health Data

Provided to the Board for information.

10.6 Information and Privacy Commissioner of Ontario re: Body-Worn Cameras

Provided to the Board for information.

10.7 Waterloo Regional Police Services Board re: Body-Worn Cameras

Provided to the Board for information.

11.0 Police Services Board Report

11.1 2020-160, Delegation of Authority

The Board recognized that there may be times during the COVID-19 Pandemic Emergency where urgent Board action is required to ensure the continuity of adequate and effective policing services. As such, the Board approved a motion at their April 2, 2020 Board meeting, delegating its authority to the Chair and Vice-Chair. This delegated authority is time-limited and will be repealed by the Board once it is deemed no longer required.

It was noted that since this motion has been passed, the Chair and Vice-Chair have not been required to exercise this delegation of authority.

Moved by I. McLean

Seconded S. Shantz

That the Police Services Board confirm that the delegated authority to the Chair and Vice-Chair, as approved by motion on April 2, 2020, remain in place; and

That the Police Services Board review this delegated authority at their next regularly scheduled Board meeting to confirm whether it continues to be required or whether it can be repealed. Carried.

11.2 2020-161, Strategic Business Planning Process – Update

Report 2020-161, Strategic Business Planning Process – Update, provided to the Board for information.

Over September and October, Strategic Services has been coordinating internal and external scanning, with the results to inform the Board and the WRPS in the high-level direction and goal setting for the 2021-2023 Strategic Business Plan. The data collected through the environmental scanning will be collated and shared with the Board at an upcoming strategic planning session. The objective for this session will be to finalize the high-level strategic direction for the 2021-2023 Strategic Business Plan, which will then set the stage for the next part of the process, which is goal setting. Given the scope of the internal and external scanning, this exercise has taken longer than anticipated. As a result, the timelines for the strategic planning process have been adjusted and are provided in the Report 2020-161.

11.3 2020-175, Policy Updates

Following WRPS' annual Ministry audit regarding its use of the Sex Offender Registry, the related Board policy was reviewed. As result of the review, two additions are proposed to the Board policy to align with the Ministry's current Policing Standards.

Based on direction from the Board at the September 9, 2020 Board meeting, the Intelligence Notes - Data Collection and Reporting on Non-Regulated Interactions policy was updated to reflect the Board's request to receive quarterly reports on Intelligence Notes. Additionally, language was updated regarding the required fields in the Intelligence Notes database.

Moved by K. Kiefer

Seconded by R. Tse

That the Waterloo Regional Police Services Board approves the following amended policies:

059: Sex Offender Registry

092.1: Intelligence Notes - Data Collection and Reporting on Non-Regulated Interactions. Carried.

12.0 Chief of Police Reports

12.1 2020-158, Laurier Homecoming 2020

Report 2020-158, Laurier Homecoming 2020, was provided to the Board for information. Deputy Chief S. Hilton provided highlights from the report. It was noted that, due to the Pandemic, the annual Homecoming Football Game was cancelled and all Homecoming-related events were scheduled to take place virtually. The traditional unsanctioned street gathering that occurs in the Ezra Corridor did not take place and any gatherings were in the form of house parties. A final report, which will include WRPS costing for this event, will be provided at the November 18, 2020 Board meeting.

Chief B. Larkin acknowledged the support received by stakeholders in communicating messaging related to Homecoming, in particular the student unions. Chief B. Larkin also acknowledged the leadership of Dr. Hsiu-Li Wang, Region of Waterloo Public Health's Acting Medical Officer.

12.2 2020-169, Women's Crisis Services of Waterloo Region Pilot Program Partnering with Waterloo Regional Police Service Domestic Violence Unit

Report 2020-169, Women's Crisis Services of Waterloo Region (WCSWR) Pilot Program Partnering with Waterloo Regional Police Service Domestic Violence Unit, provided to the Board for information. Deputy Chief S. Hilton provided highlights from the report.

WCSWR and WRPS have partnered for a one-year pilot program whereby the services of WCSWR are offered during the early stages of an intimate partner violence investigation by WRPS. The intent of the pilot is to make more in person connections, build trust and provide timely support as well as appropriate

referrals. Early intervention is a key factor in reducing the number of intimate partner violence incidents.

It was noted that these programs are extremely important in supporting victims, but we need to ensure that there are appropriate resources available to operate these types of programs.

12.3 2020-170, Summary Report – Enhanced Patrols: Police Response to Crime and Disorder in the Galt Core

Report 2020-170, Summary Report – Enhanced Patrols: Police Response to Crime and Disorder in the Galt Core, provided to the Board for information. Inspector J. Davis provided the following highlights from the report.

- The downtown area of Galt continues to experience recurring issues of public disorder and unwanted persons related primarily to mental health disorders, addiction and homelessness.
- Enhanced Patrols were implemented between August 14 and September 6, 2020 to address the problems through high police visibility, appropriate enforcement and allowed officers to engage with marginalized persons as well as those suffering from homelessness to better understand their needs. The goal was then to communicate these needs to the various social support agencies and government partners.
- Generally, homelessness was the largest noted factor with 67% expressing housing stability concerns along with mental health, addiction, addiction recovery and lack of access to hygiene facilities and other amenities.
- Long-term solutions are required to address the identified socio-determinants of health and providing sufficient and effective supports.

Given the challenges faced in the downtown area of Galt, the City of Cambridge was encouraged to secure a location of a safe consumption site.

12.4 2020-150, 2020 Semi-Annual Use of Force Statistical Report Q1/Q2

Report 2020-150, 2020 Semi-Annual Use of Force Statistical Report Q1/Q2, was provided to the Board for information. Chief B. Larkin noted that this will be the first time that race-based data is included as part of use of force report. Including this information is part of commitment of the Service and Board for transparency, accountability and action. This information will help us set a path forward in addressing systemic racism, which exists in our society and in institutions, including policing. Chief B. Larkin further noted that, it is being recommended this report be provided quarterly to the Board.

Inspector J. Boutcher provided a presentation with the results of the Use of Force Report for Q1/Q2 of 2020 (attached). Highlights from the presentation include:

- During the reporting period, there were 138,138 occurrences and 7,024 arrests made, with 158 use of force reportable incidents (approx. 0.1%).
- Injuries to both subjects and officers occurring during these incidents remain very low.
- De-escalation training has been effective and will continue to be the cornerstone of officer intervention training.
- Moving forward, the Service committed to additional data analysis provided by Strategic Services; future reporting to be incorporated into the WRPS Race-Based Data Collection Strategy and the Training and Education Unit to work collaboratively with the Equity, Inclusion and Diversity (EID) Team to ensure close alignment with the principles and actions outlined in the WRPS EID Strategic Plan (2019-2022)

As noted in the report, and published in recent media headlines, there is a higher rate of use of force among the Black population and the question was raised as to what can we draw from these numbers and what is the Service doing about it. Inspector J. Boutcher noted that WRPS is committed to tying training and education into the work of the EID strategy in all areas of the Service and that includes integrating anti-racism and implicit bias training into the training of de-escalation.

Chief B. Larkin expressed concern over recent headlines around WRPS and its use of force. There is a significant amount of context that needs to be considered when looking at the use of force data, which was not expressed in the media coverage (e.g. who generated the call, subject behaviour, officer response, successful de-escalation rates, etc.).

In order to better interpret the data, it was suggested that the information provided in Appendix C: Incidents Analyzed, be broken down further (e.g. by weapon, by resident status, etc.).

It was noted that a use of force incident may result in additional training being provided to an officer or provided service-wide. An incident could also result in an incident being referred to Professional Standards for an investigation.

It was acknowledged that while the provincially mandated Use of Force framework remains a valuable tool for analyzing officer actions, several deficiencies have been identified which limit comprehensive data analysis. It was agreed that the Board would send correspondence to the Ministry of the Solicitor General encouraging the modernization of this program and the development of a race-based data collection strategy. The Board also supported the Service in hosting an education session for stakeholders on WRPS' use of force and de-escalation training program.

Moved by I. McLean
Seconded by K. Kiefer

That the Waterloo Regional Police Services Board send correspondence to the Ministry of the Solicitor General to encourage a modernized provincial strategy in the following areas: use of force framework, use of force instructor training and race-based data collection; and

That the Waterloo Regional Police Service host an educational session with Region Council, MPs and MPPs, that would highlight the Service's training, particularly as it relates to de-escalation and use of force. Carried.

12.5 2020-181, WRPS Race-Based Data Collection Strategy

Report 2020-181, WRPS Race-Based Data Collection Strategy, provided to the Board for information.

As of January 1, 2020, all police services in Ontario are mandated to collect data on "the race of individuals as perceived by members of the police forces in respect of whom a use of force report is prepared by a member of the police force," and to provide that information to the Ministry of the Solicitor General. Members of the WRPS continue to work in partnership with stakeholders to advocate for a provincially-led race-based data collection strategy, as well as nationally, to support the collection of race-based data for criminal occurrences through the Uniform Crime Survey (UCR).

K. Richardson, Director, Administrative Support provided a presentation on a race-based data collection strategy, which included key principles and practices in the collection of race-based data; current provincial and national initiatives to support the collection of race-based data; and next steps required to implement a race-based data collection strategy, in consultation with affected stakeholders and community safety partners.

It was noted that an update on the WRPS' Race-Based Data Collection Strategy will be provided to the Board in early-2021 and will include short, medium and long-term initiatives. This strategy will support the Service's equity, inclusion and diversity work and will look to balance transparency and privacy.

12.6 2020-174, Body-Worn Video and In-Car Video Pilot

Deputy Chief M. Crowell provided highlights from Report 2020-174, which includes a recommendation that the WRPS undertake an evaluative pilot of both Body-Worn Video and In-Car Video technology in 2021 to assess some of the central policy objective questions. The deployment of Body-Worn Video and/or In-Car Video technology by police services provides the potential for enhanced transparency and accountability of police interactions.

Moved by I. McLean
Seconded by K. Kiefer

That the Waterloo Regional Police Service Board provide direction regarding the ongoing exploration of a detailed pilot strategy for both Body-Worn Video and In-Car Video deployment by Waterloo Regional Police Service (WRPS), starting in Q4 2020, with an anticipated pilot go-live in Q2 2021 to the end of 2021. Carried.

12.7 2020-173, Proposed 2021 Budget

Report 2020-173, Proposed 2021 Budget was deferred. A special meeting of the Board will be scheduled to address this agenda item.

12.8 Monthly Chief of Police Operational Update

No report.

13.0 New Business

There was no new business identified.

14.0 Future Agenda Items

There were no items for information.

15.0 Information Items

There were no items for information.

16.0 Adjournment

Moved by S. Shantz

Seconded by R. Tse

That the meeting be adjourned at 2:40 pm. Carried.

Original signed by J. Eggleton

Executive Assistant