OPEN AGENDA

Date:       June 12, 2024, 10:30 AM
Location:  200 Maple Grove, Cambridge, Ontario / Zoom
           [Click here to access meeting via YouTube]

1.0  Meeting Called to Order

2.0  Motion to Go Into Closed Session

3.0  Motion to Reconvene in Open Session

4.0  Territorial Acknowledgement

5.0  Declarations of Pecuniary Interest under the Municipal Conflict of Interest Act

6.0  Closed Session Recommendations (if any)

7.0  Consent Agenda Items

   Items on the Consent Agenda can be approved in one motion. Prior to the motion
   being voted on, any member of Board may request that one or more of the items
   be removed from the Consent Agenda and moved to the regular part of the
   agenda.

7.1  Confirmation of Minutes: May 15, 2024 (attached p. 1)

7.2  2024-155: Police Service Board Budget 2025 (attached p. 7)

7.3  2024-156: Police Service Board Policy Review - #091, #100, #102
      (attached p. 10)

7.4  2024-143: Special Constable Renewal (WRPS) (attached p. 20)

7.5  2024-160: Special Constable Renewal (WLU) (attached p. 22)

7.6  2024-158: WRPS Annual Report (attached p. 24)
7.7 2024-121: Administrative Review of SIU (SIU 23-OVI-021) (attached p. 26)

8.0 Business Arising from the Minutes

9.0 Correspondence

10.0 Police Service Board Reports

11.0 Chief of Police Reports

   11.1 2024-147: Bi Annual Update on Public Demonstrations and Protests (attached p. 29)

   11.2 2024-151: Responding to Homelessness and Addiction in the Region of Waterloo (attached p. 38)

   11.3 2024-144: Community Safety and Well Being: Anti-Hate Campaign (attached p. 47)

12.0 Monthly Chief of Police Report (verbal)

13.0 New Business

14.0 Future Agenda Items

15.0 Information Items

16.0 Adjournment
OPEN MINUTES

Date: May 15, 2024
Location: 200 Maple Grove, Cambridge, Ontario / Zoom

In Attendance:

- Ian McLean   Chair
- Karen Redman  Vice Chair
- Jim Schmidt   Member
- Karen Quigley-Hobbs  Member
- Sandy Shantz Member
- Tony Giovinazzo Member
- Mark Crowell   Chief of Police
- Jennifer Davis  Deputy Chief
- Eugene Fenton  Deputy Chief
- Meghan Martin  Executive Assistant

Regrets:

- Doug Craig   Member

1.0 Meeting Called to Order
Chair McLean called the meeting to order at 9:07 a.m.

2.0 Motion to Go Into Closed Session
Moved by J. Schmidt
Seconded by S. Shantz
That the Board Convene in Closed Session to discuss matters that it is of the opinion falls under Section 44 of the Community Safety and Policing Act.
Carried.

3.0 Motion to Reconvene in Open Session
Moved by J. Schmidt
Seconded S. Shantz
That the Board reconvene at in Open Session.
Carried.
4.0 Territorial Acknowledgement

5.0 Declarations of Pecuniary Interest under the Municipal Conflict of Interest Act
There were none were declared.

6.0 Closed Session Recommendations (if any)
There were no Closed Session recommendations.

7.0 Consent Agenda Items

Items on the Consent Agenda can be approved in one motion. Prior to the motion being voted on, any member of Board may request that one or more of the items be removed from the Consent Agenda and moved to the regular part of the agenda.

7.1 Confirmation of Minutes: April 17, 2024,

7.2 Confirmation of Minutes: May 2, 2024

7.3 University of Waterloo Special Constable Service 2023 Annual Report

7.4 2024-132: OAPSB Conference Sponsorship

That the Waterloo Regional Police Service Board sponsor the Ontario Association of Police Service Board’s 2024 Annual Spring Conference and Annual General Meeting in the amount of $1500.

7.5 2024-125: Communications Centre Infographics Q1

7.6 2024-123: Special Constable Renewals (University of Waterloo)

That the Waterloo Regional Police Service Board approve the following University of Waterloo Special Constable appointment renewals pursuant to section 92 of the Community Safety and Policing Act (CSPA):

University of Waterloo Special Constables;

1. BALDASSARRE, Victor
2. COBURN, Jon
3. CORNWALL, Neil
4. GOULD, Stephanie
5. HILLIER, Scott
6. HLAVAC, Roman
7. JARDIN, Randy
8. KOBE, Gary
9. LEGAULT, Daniel
10. LOGAN, Raymond
11. MERCER, Daniel
12. MORGADO, Ashley
13. O’HARA, Megan
14. PAGETT, Alysha
15. RHAB, Ted
16. SAKIR, Yalkun
17. WASSING, Brian
18. WITT, Brooklynn
19. WERTH, Kyle

7.7 **2024-137: Special Constable Renewals (WRPS)**

That the Waterloo Regional Police Services Board approve the following Special Constable appointment renewals pursuant to section 92 of the Community Safety and Policing Act (CSPA):

Waterloo Regional Police Service Special Constables;

1. ARGES, ALLAN
2. BENDER, Joan
3. CROWE, Glenwright
4. FROST, William
5. GOUTHRO, Leslie
6. KULAFOSKI, S Abedin
7. MACDOUGALL, Jane
8. MANICOM, Brendan
9. MUIR, Keith
10. MURRAY, Richard
11. PHelan, Ralph
12. SCHILLER, Martin
13. SMITH, Derek
14. YATES, Lisa
15. POOLE, Lisa
16. SAMSON, Ryan
17. VILLANI, Vanja

7.8 **2024-119: Police Resources in Canada**

7.9 **2024-130: IMPACT Q1**

7.10 **2024-120: Neighbourhood Policing Q1**

Moved by T. Giovinazzo
Seconded by S. Shantz
That the Consent Agenda including the Open Session Minutes of April 17, 2024 and May 2, 2024, the University of Waterloo Special Constable Service 2023
Carried.

8.0 Business Arising from the Minutes
There was no business arising from the Minutes.

9.0 Correspondence
There was no correspondence.

10.0 Police Services Board Report
There was no Police Services Board Report.

11.0 Chief of Police Reports

11.1 2024-101: WRPS Scholarship Recipient
DC Davis and DC Fenton introduced the recipient of the 2024 WRPS Scholarship, Josh Stephens.

11.2 2024-138: Special Olympics Update
Constable Burke provided an overview of the upcoming Special Olympics events. The Board acknowledged the organizational efforts of the WRPS staff and the talent and dedication of the athletes.

11.3 2024-118: Intelligence Notes Q1
Dr. H. Siddiqui and Dr. M. Williams presented report 2024-118 for information. The overall number of Intelligence Notes increased as compared to the previous quarter, indicating that officers are increasingly using this tool. WRPS will work to improve data collection and analytic practices with the goal of identifying racial disparities that might exist in police-public interactions, and developing tangible actions to address those disparities.

11.4 2024-124: Community Safety and Well Being: Gender Based Violence
Inspector Mathias presented report 2024-124 for information. Action Tables attached to the Region of Waterloo CSWP and the corresponding priorities will utilize a multi-sector and collaborative approach to develop the most accurate information available, better understand an issue, and determine which strategies or initiatives will effectively address each priority.

11.5 2024-136: External Sexual Assault Investigation Reviews 2023
Inspector Lambert presented report 2024-136 for information. The External Sexual Assault Review continues to have collective success and improved service delivery to victims and survivors of sexual violence. The Board inquired about the response to address gender based violence. Inspector Lambert explained that various units would work together to conduct the investigation jointly. Chief Crowell added that in order to make change, an approach that looks at prevention, education, and systems is needed.

11.6 2024-117: Variance Update Q1

K. Hand presented report 2024-117 for information. Total year-to-date expenditures for 2024 are $59,823K, or 99% of the approved budget, while revenues are $5,909K, or 106.6% of approved budget. The total net levy for March 2024 is $53,914K, or 98% of the approved budget. The Board asked whether there were plans in place to spend all of the capital as targeted, K. Hand confirmed that there were. Chief Crowell added that there is a significant focus on recruitment.

11.7 2024-115: Reserve and Reserve Funds Update

K. Hand presented report 2024-115 outlining the utilization of reserve funds. Chair McLean highlighted that reserve policies reflect a smoothing technique in order to ensure that budget requests remain stable year over year.

Moved by T. Giovinazzo  
Seconded by J. Schmidt

That the Waterloo Regional Police Services Board approve the revised target reserve and reserve fund contributions and balances as set out in Report #2024-115; and

That the Waterloo Regional Police Services Board approve the establishment of a Police Regionalized Information Data Entry System (PRIDE) Reserve; and

That the Waterloo Regional Police Services Board approve the establishment of an Employee Post Retirement Benefits Reserve Fund; and

That the Waterloo Regional Police Services Board approve the transfer of $475,312.52 from the General Reserve to the Capital Reserve in the amount of $137,411.40 and to the PRIDE Reserve in the amount of $337,901.12.

Carried.

11.8 2024-116: 2025 Budget Timelines
K. Hand presented report 2024-116 for information. Chair Redman will review any conflicts with the Clerk, if needed.

12.0 Monthly Chief of Police Report  
Chief Crowell provided an update with regards to many events including the Open House on May 11th at Headquarters and the upcoming Special Olympics Ontario event May 23-26. Chief Crowell acknowledged the 22 new Auxiliary officers that joined WRPS on May 13, 2024.

13.0 New Business  
There was no New Business.

14.0 Future Agenda Items  
There were no Future Agenda Items.

15.0 Information Items  
There were no Information Items.

16.0 Adjournment  
Moved by J. Schmidt  
Seconded by S. Shantz  
That the meeting be adjourned at 12:51 p.m.  
Carried.

__________________________________   ____________________________________  
Board Chair      Executive Assistant
Recommendation

That the Waterloo Regional Police Service Board approve the Operating Expenses for the 2025 Board Budget, as presented in Board Report 2024-155.

Summary

Each year the Waterloo Regional Police Service Board (Board) is asked to review and approve the annual operating expenses for the Board Budget. Note that staffing costs are budgeted separately by Finance.

Report

Attached you will find the proposed operating expenses for the 2025 Board Budget. The attached Budget was developed following a review of actual expenses from 2021-2023, as well as expenses incurred to date in the current fiscal year. Based on this review, the proposed budget is attached for the Board’s review and consideration. Note that the proposed budget represents a 25% increase.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

☐ Reduce Violent Crime and Recidivism
☒ Deliver exceptional services that meet local community needs
☐ Base actions on evidence

Our Connections

☐ Conduct improved and intentional outreach
☐ Communicate and engage
☐ Adopt a people-centred service delivery model

Our Members

☐ Focus on holistic wellness
☐ Create opportunities
☐ Manage change
☐ Foster a positive workplace

Our Resources
☐ Provide safe, accessible, and welcoming facilities
☐ Embrace modernization
☐ Be future-ready

Financial and/or Risk Implications

As per proposed budget.

Attachments

Proposed 2025 Board Budget – Operating Expenses

Prepared By
Meghan Martin, Executive Assistant

Approved By
Ian McLean, Board Chair
## Proposed 2025 Operating Expenses - Police Service Board

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2024 Budget</th>
<th>2025 Budget</th>
<th>Change</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Supplies</td>
<td>400</td>
<td>400</td>
<td>No</td>
<td>No change.</td>
</tr>
<tr>
<td>Books and Circulating Collections</td>
<td>n/a</td>
<td></td>
<td></td>
<td>n/a</td>
</tr>
<tr>
<td>License and Communication Fees</td>
<td>n/a</td>
<td></td>
<td></td>
<td>n/a</td>
</tr>
<tr>
<td>Legal Fees</td>
<td>65,000</td>
<td>100,000</td>
<td>35,000</td>
<td>Legal expenses have consistently exceeded the budget year over year.</td>
</tr>
<tr>
<td>Consulting Fees</td>
<td>20,000</td>
<td>20,000</td>
<td>No</td>
<td>No change.</td>
</tr>
<tr>
<td>Memberships</td>
<td>14,200</td>
<td>15,000</td>
<td>800</td>
<td>Fees have increased.</td>
</tr>
<tr>
<td>Information Promotion Advertising</td>
<td>25,000</td>
<td>23,000</td>
<td>-2,000</td>
<td>Request decreased based on actuals.</td>
</tr>
<tr>
<td>Cell Phones Usage</td>
<td>300</td>
<td>300</td>
<td>No</td>
<td>No change.</td>
</tr>
<tr>
<td>Casual Mileage</td>
<td>600</td>
<td>600</td>
<td>No</td>
<td>No change.</td>
</tr>
<tr>
<td>Meetings and Other Travel</td>
<td>3,000</td>
<td>3,000</td>
<td>No</td>
<td>No change.</td>
</tr>
<tr>
<td>Conferences</td>
<td>8,300</td>
<td>8,300</td>
<td>No</td>
<td>No change.</td>
</tr>
<tr>
<td>Total Expenses Budgeted by Manager</td>
<td>136,800</td>
<td>170,600</td>
<td>33,800</td>
<td></td>
</tr>
</tbody>
</table>

### Total BUDGETED by MANAGER

| Total BUDGETED by MANAGER | 136,800 | 170,600 | 33,800 |
Recommendation

That the Waterloo Regional Police Service Board approve the following policies, as provided in Board Report 2024-156:

091: Automated License Plate Recognition (no changes)
100: Reserve and Reserve Fund Management
102: Disconnecting from Work (no changes)

Summary

As per policy 085: Policy and Procedure Management, Board policies must be reviewed regularly to ensure they are kept current and up to date with appropriate legislation, Ministry directives and best practices. As part of the regular review process, the attached policies have been reviewed and are being brought forward to the Board for review and consideration.

Report

The policies noted above have been reviewed and updated and are attached for the Board’s review and consideration.

Policy 091: Automated License Plate Recognition
The Automated Licence Plate Recognition (ALPR) is a computerized system capable of detecting licence plates of vehicles. The Board requires a policy to outline direction on its use. This policy was reviewed internally and no changes were recommended.

Policy 100: Reserve and Reserve Fund Management
The Reserve and Reserve Fund Management policy outlines how WRPS funds are managed and administered. This policy was reviewed internally and the revised changes are highlighted in the attached policy for the Board’s consideration.

Policy 102: Disconnecting From Work
The Disconnecting From Work policy supports civilian members of the Service having clear expectations and direction in respect to disconnecting from work outside of their normal working hours. This policy requires annual review, no changes are recommended.

Strategic Business Plan
The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

**Our Commitment to Public Safety**
- ☐ Reduce Violent Crime and Recidivism
- ☒ Deliver exceptional services that meet local community needs
- ☐ Base actions on evidence

**Our Connections**
- ☐ Conduct improved and intentional outreach
- ☐ Communicate and engage
- ☐ Adopt a people-centred service delivery model

**Our Members**
- ☐ Focus on holistic wellness
- ☐ Create opportunities
- ☐ Manage change
- ☐ Foster a positive workplace

**Our Resources**
- ☐ Provide safe, accessible, and welcoming facilities
- ☐ Embrace modernization
- ☐ Be future-ready

**Financial and/or Risk Implications**
Nil.

**Attachments**
Policy 091: Automated License Plate Recognition
Policy 100: Reserve and Reserve Fund Management
Policy 102: Disconnecting from Work

**Prepared By**
Meghan Martin, Executive Assistant to the Board

**Approved By**
Ian McLean, Board Chair
Preamble

The Automated Licence Plate Recognition (ALPR) is a computerized system capable of detecting licence plates of vehicles. The ALPR is character recognition software in which the licence plate digits are identified and automatically compared against lists of known licence plate numbers. If a detected plate matches a known plate, the operator is alerted to the detection.

The Board recognizes the operational, law enforcement and safety benefits of the ALPR. The Board also recognizes the need to have a Policy that sets out broad direction on its use.

Any procedures developed, and the operational practices, shall respect and comply with privacy legislation.

Policy of the Board

It is the policy of the Waterloo Regional Police Service Board that the Chief of Police shall:

1. Have a procedure on the use of ALPR regarding:
   a. who is authorized to use the system;
   b. when and for what investigations it shall be used for; and
   c. process for extending data retention (e.g., specific investigations).

2. Ensure appropriate and required training.

3. Have established best practice retention of ALPR derived data.

4. Ensure a Privacy Impact Assessment has been completed before deployment and supplemental Privacy Impact Assessments are completed, as required, due legislative changes and/or when a privacy-related consideration arises.
Policy of the Board

All reserves and reserve funds for the Waterloo Regional Police Service (WRPS) will be managed and administered as per this Policy.

Definitions

**Board:** The Waterloo Regional Police Service Board.

**Budget:** An estimated financial plan of revenue and expenditure for a set period of time.

**Debenture:** Any obligation for the payment of money. For Ontario municipalities, debt would normally consist of debentures as well as either notes or cash from financial institutions, but could also include loans from reserves.

**Facilities Renewal:** A category of reserve established to provide funding for the repair and maintenance of existing Regional Facility assets, to ensure these assets do not deteriorate over time. All Facility assets are owned or leased and maintained by the Region of Waterloo.

**Regional Development Charges (RDC):** Under the *Development Charges Act* and its associated regulations, the Region of Waterloo collects Development Charges to recover, to the extent possible, the net growth-related costs of capital infrastructure required to service new development.

**Reserves:** The net accumulation of net revenue (from property taxes or other sources) set aside for a designated purpose. Reserves form part of a funding strategy to support the operating budget and the multi-year capital forecast. Examples include stabilization and capital reserves.

**Reserve Funds:** Established based upon statutory requirement, or defined liability payable, and is usually prescriptive as to the collection and use of the funds. There are two types of reserve funds: Obligatory and Discretionary:
Obligatory Reserve Funds: Set out by requirement of statute or legislation so that the revenue received for special purpose is segregated from the general revenues of the municipality and used for the purposes prescribed to them. An example is Regional Development Charges (RDC).

Discretionary Reserve Funds: Established to set aside a certain portion of their revenue to finance a future expenditure for which it has the authority to spend or to provide for a contingent liability. Examples may include Workplace Safety and Insurance Board (WSIB), Sick Leave and Employee Future Benefit reserves.

Principles and Objectives

The strategic use of reserve and reserve funds are an important tool to help strengthen the WRPS, and thereby the Region of Waterloo’s, long-term financial position. The primary objectives of reserve and reserve funds are:

a. Adherence to Statutory Requirements;

b. Promotion of financial stability and flexibility;

c. Provision for major capital expenditures; and

d. Reduction in the need for tax-levy funded debentures.

Reserve and Reserve Fund Management

1. Reserves and reserve funds shall only be established or modified if they are supported by a financial plan, identifying the funding needs, targets, contribution sources, projected drawdowns and investment of funds.

2. Reserves and Reserve Funds shall be established by the Region of Waterloo Council or Board by resolution.

3. WRPS will set funding level targets, in consultation with the Region of Waterloo, for every reserve and reserve fund. Methods for calculating reserve and reserve fund targets shall be determined on a case-by-case basis, considering the following:

   a. Purpose of fund;
   b. Certainty of end needs;
   c. Best practices/standards regarding the identification of need and target balance levels; and
   d. Economic factors.

4. Target funding levels will ensure, where practicable, that the full cost of replacement or rehabilitation of major assets will be funded from ongoing operations at a rate which reflects the consumption of that asset by current
5. Reserve and reserve fund balances, and associated targets, shall be reviewed periodically by the Board to ensure adequate reserve and reserve fund levels are maintained for a 10-year period.

6. Interest shall be allocated to reserve and reserve funds, as set out by the Region of Waterloo Reserve and Reserve Fund Policy, and administered by the Region of Waterloo.

7. The Director of Finance and Assets is authorized to process transfers to and from reserves and reserve funds in accordance with the sources and uses in Appendix A with the exception of the General Reserve, where this authority lies with the Board by way of resolution. Where the Region of Waterloo has authority as outlined in Appendix A, the Commissioner of Corporate Services/Chief Financial Officer has the authority to redeploy funds.

8. An operating surplus realized from the operations on an annual basis excluding any surplus related to Voice Radio System and Police Regionalized Information Data Entry System (PRIDE) will be allocated to the General Reserve by the Board by way of resolution.

9. The termination of a reserve or reserve fund will be reported to the Region of Waterloo Council or Board for review and approval.
# Appendix A: Waterloo Regional Police Service Reserve and Reserve Fund Summary

<table>
<thead>
<tr>
<th>Source of Funding</th>
<th>Use of Funding</th>
<th>Management of Reserve</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Obligatory Reserve Fund:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Facilities Region Development Charges (RDC)</td>
<td>RDC Collections, Interest</td>
<td>Region</td>
</tr>
<tr>
<td><strong>Discretionary Reserve Funds:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workplace Safety and Insurance Board (WSIB) Reserve</td>
<td>Annual payroll contributions from the operating budget</td>
<td>Region / WRPS</td>
</tr>
<tr>
<td></td>
<td>Operating budget</td>
<td></td>
</tr>
<tr>
<td>Sick Leave</td>
<td>Operating budget</td>
<td>WRPS</td>
</tr>
<tr>
<td>Employee Post Retirement Benefits</td>
<td>Operating budget</td>
<td>WRPS</td>
</tr>
<tr>
<td><strong>Stabilization Reserves:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Reserve</td>
<td>Annual operating budget surplus excluding PRIDE and Voice</td>
<td>Fund one time or WRPS</td>
</tr>
<tr>
<td></td>
<td>Radio System, interest</td>
<td>otherwise non-</td>
</tr>
<tr>
<td></td>
<td></td>
<td>recurring expenses</td>
</tr>
<tr>
<td>Benefits Claims Stabilization Reserve</td>
<td>Annual payroll contributions from the operating budget</td>
<td>Region / WRPS</td>
</tr>
<tr>
<td></td>
<td>Operating budget</td>
<td></td>
</tr>
<tr>
<td><strong>Other Reserves:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technical Investigations Cooperative (TIC)</td>
<td>Infrastructure Recovery fee from cost recovery activities,</td>
<td>WRPS</td>
</tr>
<tr>
<td></td>
<td>interest</td>
<td></td>
</tr>
<tr>
<td>Voice Radio</td>
<td>Annual Voice Radio System operating budget surplus,</td>
<td>Fund one time or WRPS</td>
</tr>
<tr>
<td></td>
<td>interest</td>
<td></td>
</tr>
<tr>
<td>Police Regionalized Information Data Entry System (PRIDE)</td>
<td>Operating budget, interest</td>
<td>Fund one time or WRPS</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Capital or Asset Replacement Reserves:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capital Reserve</td>
<td>Operating budget, interest</td>
<td>WRPS</td>
</tr>
<tr>
<td>Vehicle Reserve</td>
<td>Operating budget, interest, proceeds from</td>
<td>WRPS</td>
</tr>
<tr>
<td></td>
<td>Equipment Replacement</td>
<td></td>
</tr>
<tr>
<td>disposition</td>
<td>Operating budget, interest</td>
<td>Facilities Renewal</td>
</tr>
<tr>
<td>-------------</td>
<td>---------------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>Facilities Renewal Lifecycle</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
DISCONNECTING FROM WORK

Date Approved: May 18, 2022

Date Last Amended ☐ or Reviewed ☐

Date to be Reviewed: December 2022

Preamble

In maintaining the Waterloo Regional Police Service Board's (Board) commitment to the health and well-being of its members, this policy supports civilian members of the Waterloo Regional Police Service (Service) having clear expectations and direction in respect to disconnecting from work outside of their normal working hours, if and where appropriate.

This policy only applies to civilian members of the Service to whom Part VII.01.01 of the Employment Standards Act, 2000 (the “Act) applies and does not apply to sworn members, pursuant to the Act.

Definitions

Disconnecting from work: Not engaging in work-related communications, including emails, telephone calls, video calls or the sending or reviewing of other messages, so as to be free from the performance of work, as per Section 21.1.1 of the Act.

Normal working hours: The schedule or hours of work for a civilian member pursuant to existing unit/division schedule(s), hours of work within job descriptions and/or an operational requirement requiring otherwise (e.g., while on call or as required as part of a civilian member’s job duties, etc.), and subject to the applicable collective agreement and/or minimum statutory entitlements under the Act.

Policy of the Board

1. It is the policy of the Board that the Chief of Police will:

   a. Develop a procedure that meets the requirements of Part VII.01.01 of the Act and ensures civilian members have a clear expectation and direction in respect to disconnecting from the workplace, if and where appropriate, outside of their normal working hours.

   b. Ensure that all existing civilian members are provided with a copy of this Policy and associated Procedure, and any amended versions of the Policy and associated Procedure, within 30 days of approval or amendment.
c. Ensure that all new civilian members are provided with a copy of this Policy and associated Procedure, within 30 days of a civilian member’s hire date

2. This policy will be reviewed annually by the Board.
Recommendation

That the Waterloo Regional Police Services Board approve the Chair, or designate to sign the for the following Special Constables once their required training is complete, pursuant to section 92 of the Community Safety and Policing Act:

Waterloo Regional Police Service Special Constables;

1. Joseph HEFFORD
2. Zola MENDES
3. Kyle MONIZ
4. Sahil NARANG
5. Sebastian SGARBOSSA
6. Chad WEIR

Summary

The Service is seeking conditional approval of the above Special Constable designations.

Report

The Waterloo Regional Police Service has hired the individuals listed above to be trained and designated as Special Constables. Based on the Police Services Board meeting schedule, these members will not be able to complete their training before the June Board meeting. The training is expected to be completed by June 28, 2024.

The Community Safety and Policing Act’s Regulation on Transitional Matters (O.Reg. 125/24), specifically section 7, permits a person who has not successfully completed the required training may be appointed as a special constable during the six months following April 1, 2024.

There will be a negative operational impact if these members are not designated and able to assume their full duties before the next Board meeting in August. Therefore, the Service recommends that the Board approve the attached designations on the condition that each member successfully completes the required training pursuant to Section 92 of the Community Safety and Policing Act. Additionally, the Board should authorize the Chair or their designate to sign the attached designations once confirmation of completed training.

DATE: 06/12/2024
FROM: Human Resources
TO: The Waterloo Regional Police Service Board
is received from the Service on or about June 28, 2024.

**Strategic Business Plan**

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

**Our Commitment to Public Safety**
- ☐ Reduce Violent Crime and Recidivism
- ☒ Deliver exceptional services that meet local community needs
- ☐ Base actions on evidence

**Our Connections**
- ☐ Conduct improved and intentional outreach
- ☐ Communicate and engage
- ☐ Adopt a people-centred service delivery model

**Our Members**
- ☐ Focus on holistic wellness
- ☐ Create opportunities
- ☐ Manage change
- ☐ Foster a positive workplace

**Our Resources**
- ☐ Provide safe, accessible, and welcoming facilities
- ☐ Embrace modernization
- ☐ Be future-ready

**Financial and/or Risk Implications**

The salary and benefit costs associated with the appointment of the Waterloo Regional Police Service Special Constable has been included in the 2024 operating budget.

**Attachments**

Nil

**Prepared By**

Jaimi Ferreira, Human Resources Advisor

**Approved By**

Mark Crowell, Chief of Police
Recommendation

That the Waterloo Regional Police Services Board approve the following Special Constable appointments pursuant to section 92 of the Community Safety and Policing Act:

Wilfrid Laurier University Special Constables;

1. AMOAH, William
2. PAQUETTE, Linden

Summary

Wilfrid Laurier University is seeking conditional approval of the above Special Constable designations.

Report

Wilfrid Laurier University has hired the individuals listed above to be trained and designated as Special Constables. Based on the Police Services Board meeting schedule, these members will not be able to complete their training before the June Board meeting.

The Community Safety and Policing Act’s Regulation on Transitional Matters (O.Reg. 125/24), specifically section 7, permits a person who has not successfully completed the required training may be appointed as a special constable during the six months following April 1, 2024.

There will be a negative operational impact if these members are not designated and able to assume their full duties before the next Board meeting in August. Therefore, the Service recommends that the Board approve the attached designations on the condition that each member successfully completes the required training pursuant to Section 92 of the Community Safety and Policing Act. Additionally, the Board should authorize the Chair or their designate to sign the attached designations once confirmation of completed training is confirmed by Wilfrid Laurier University.
Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety
- [x] Reduce Violent Crime and Recidivism
- [ ] Deliver exceptional services that meet local community needs
- [ ] Base actions on evidence

Our Connections
- [ ] Conduct improved and intentional outreach
- [ ] Communicate and engage
- [ ] Adopt a people-centred service delivery model

Our Members
- [ ] Focus on holistic wellness
- [ ] Create opportunities
- [ ] Manage change
- [ ] Foster a positive workplace

Our Resources
- [ ] Provide safe, accessible, and welcoming facilities
- [ ] Embrace modernization
- [ ] Be future-ready

Financial and/or Risk Implications

The salary and benefit costs associated with the appointment of University Special Constables will be covered by their respective university.

Attachments

Nil

Prepared By

Jaimi Ferreira, Human Resources Advisor

Approved By

Mark Crowell, Chief of Police
Recommendation

For information only.

Summary

The following report highlights the 2023 Waterloo Regional Police Service (WRPS) Annual Report.

Report

The WRPS 2023 Annual Report highlights the work our members do each and every day to keep the residents of Waterloo Region safe and well. This report provides a behind-the-scenes look into policing and showcases the commitment of our members – from frontline officers, communicators, investigators, and civilian professionals.

The WRPS 2023 Annual Report will be officially launched on June 12, 2024 on the WRPS website.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

☐ Reduce Violent Crime and Recidivism
☒ Deliver exceptional services that meet local community needs
☐ Base actions on evidence

Our Connections

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☐ Manage change
☐ Foster a positive workplace

Our Resources
☐ Provide safe, accessible, and welcoming facilities
☐ Embrace modernization
☐ Be future-ready

Financial and/or Risk Implications
Nil

Attachments
Nil

Prepared By
Cherri Greeno, Director, Corporate Affairs

Approved By
Mark Crowell, Chief of Police
**Summary**

This report details the outcome of a Special Investigations Unit (SIU) investigation and the required investigation under *Ontario Regulation 268/10*, section 34 of the *Police Services Act*.

The SIU charged a Waterloo Regional Police Service (WRPS) officer with Dangerous Driving stemming from an off-duty incident on January 17, 2023, in the City of Brantford, Ontario.

On March 14, 2024, the officer plead guilty to the *Highway Traffic Act* offence of Careless Driving.

**Report**

On January 17, 2023, a WRPS officer, was off-duty in the City of Brantford when he was alerted to a criminal offence and formed grounds to arrest a subject who was in a vehicle.

The Subject refused to comply and fled in his vehicle and the officer pursued them in their personal vehicle. The subject vehicle collided with a tree and the subject was arrested by the officer with the assistance of an on-duty Brantford Police Officer.

As a result of that interaction, the Subject sustained a SIU reportable injury and the SIU was notified and invoked their mandate.
The SIU charged a WRPS officer with Dangerous Driving as a result of this incident.

On March 14, 2024, the officer plead guilty to the Highway Traffic Act offence of Careless Driving.

*Ontario Regulation* 268/10, section 34 of the *Police Services Act* requires the Chief of Police to cause an investigation into any incident with respect to which the SIU has been notified. The purpose of this investigation is to determine if any changes are required to the policies or procedures of the service. The regulation also requires the police service to report the findings to the Police Services Board.

The Professional Standard Branch conducted a section 34 investigation. It included a review of Court File #0211 99823 21003003068/SIU File #: 23-OVI-021, WRPS Special Investigations Unit and Suspect Apprehension Pursuits procedures. The investigation determined that there are no recommendations for any changes to the Service’s policies and/or procedures.

WRPS provides regular education and refresher/requalification training on Suspect Apprehension Pursuits in accordance with Service policy and Ministry standards.

**Strategic Business Plan**

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

**Our Commitment to Public Safety**
- ☑ Reduce Violent Crime and Recidivism
- ☑ Deliver exceptional services that meet local community needs
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☐ Embrace modernization
☐ Be future-ready

Financial and/or Risk Implications
Nil

Attachments
Nil

Prepared By
Eddie Lewis, Inspector, Professional Standards Branch

Approved By
Mark Crowell, Chief of Police
Recommendation

To remain compliant with the Adequate and Effective Policing Regulation and maintain public safety in Waterloo Region.

Summary

Maintaining public order is a key component under the Adequate and Effective Policing Regulation and all police services in Ontario must have a professional and well-trained Public Order Unit. The Waterloo Regional Police Service’s (WRPS) Public Safety Team is tasked with preserving the freedom of peaceful assembly, maintaining law and order, and ensuring the safety of the public.

It is a large-scale deployment unit for protests and demonstrations, whether planned, or unplanned, and large-scale annual events.

With recent geopolitical events, the Public Safety Team is seeing a five-year increased trend in the deployment response for local demonstrations and protests.

The Public Safety Team is currently staffed with 60 deployable members.

Report

<table>
<thead>
<tr>
<th>Year</th>
<th>Deployments</th>
</tr>
</thead>
<tbody>
<tr>
<td>2024 (Year to Date)</td>
<td>14</td>
</tr>
<tr>
<td>2023</td>
<td>27</td>
</tr>
<tr>
<td>2022</td>
<td>15</td>
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<tr>
<td>2021</td>
<td>8</td>
</tr>
<tr>
<td>2020</td>
<td>7</td>
</tr>
<tr>
<td>2019</td>
<td>3</td>
</tr>
</tbody>
</table>
Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety
☒ Reduce Violent Crime and Recidivism
☒ Deliver exceptional services that meet local community needs
☐ Base actions on evidence

Our Connections
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☐ Provide safe, accessible, and welcoming facilities
☐ Embrace modernization
☐ Be future-ready

Financial and/or Risk Implications

Total staffing costs for all Public Safety Team deployments in 2024 to date, including St. Patrick’s Day, are approximately $501,000.00.

Attachments
Nil

Prepared By
Brenna Bonn, Superintendent, Operational Support Division

Approved By
Mark Crowell, Chief of Police
Public Demonstrations and the WRPS Public Order Unit
Demonstrations and Deployments

Deployment of Public Safety Team

<table>
<thead>
<tr>
<th>Year</th>
<th>Deployments</th>
</tr>
</thead>
<tbody>
<tr>
<td>2024 (Year to Date)</td>
<td>14</td>
</tr>
<tr>
<td>2023</td>
<td>27</td>
</tr>
<tr>
<td>2022</td>
<td>15</td>
</tr>
<tr>
<td>2021</td>
<td>8</td>
</tr>
<tr>
<td>2020</td>
<td>7</td>
</tr>
<tr>
<td>2019</td>
<td>3</td>
</tr>
</tbody>
</table>

- Total staffing costs for all Public Safety Team deployments in 2024 to date, including St. Patrick’s Day, are approximately $501,000.00.

- Major Events and Planning
- Operational Planning and Response
- Police Liaison Team
Responsibilities of Police

- Canadian Charter of Rights and Freedoms
- Responsibilities of Police
- Criminal Offences
Public Order Unit

- Part-time team
- Mandate
- CSPA
- POU Hub Model
- Training
Typical Deployments

- Complex public order events
- Public demonstrations
- Large rallies that are usually social justice based
- Large sporting or entertainment events
- Searches: missing persons & article searches
- External requests
St Patrick’s Day

- Two deployments
- Marshall Street at Regina Street
- Assistance from the OPP
- Command Post
Questions?
RESPONDING TO HOMELESSNESS AND ADDICTION IN THE REGION OF WATERLOO

TO: The Waterloo Regional Police Service Board
FROM: Neighbourhood Policing
DATE: 06/12/2024

Recommendation

For information only.

Summary

Waterloo Regional Police Service (WRPS) members often are the first point of emergency contact and a critical avenue for support for those experiencing homelessness and/or addiction. According to a recent report from the Region of Waterloo, chronic homelessness in Waterloo Region has increased 129 percent since January 2020 with a growth rate of 28 percent year over year. Further, the same report concludes that there is “a disproportionately high rate of substance use among those experiencing homelessness” in the Region of Waterloo. In 2023, 1,449 suspected opioid toxicity related paramedic calls occurred in Waterloo Region with 65 suspected opioid-related drug overdose deaths.

With this current environment, the Waterloo Regional Police Service Board requested that WRPS prepare a report examining the complex issues of homelessness and addiction in the Region of Waterloo from a public safety perspective. This includes an overview of the WRPS front line response model, Calls for Service and the current partnerships in place with community organizations.

Within the Service, there are officers who are community engagement experts in the fields of homelessness and addiction. Working with community partners, WRPS takes a holistic approach to homelessness and addiction that incorporates the rights, needs, and dignity of those we are serving while upholding public safety. WRPS continually reviews the evolving role of police in the supportive model for individuals experiencing homelessness and/or addiction. Often, WRPS members are required to assist individuals and uphold local government direction without a long-term plan for permanent housing or supportive programs for these individuals. Going forward, WRPS will look to non-police partners who possess expertise in these fields to expand their roles in frontline response and emergency service for those experiencing homelessness and addiction.

1 Region of Waterloo’s Mid Project Key Findings – Plan to End Chronic Homelessness (September 2023). p.8
2 Region of Waterloo’s Mid Project Key Findings – Plan to End Chronic Homelessness (September 2023). p.44
Frontline Response:
WRPS prioritizes community safety and well-being concerns by collaborating with partner agencies who operate in social service fields, such as mental health, youth outreach, and homelessness. Presently, WRPS contributes significant police resources towards a shared response and the demands for services have increased in recent years. In 2023, WRPS officers spent 17,887 hours responding to calls for service in the immediate area around shelter and encampment locations. This is the equivalent of approximately 9 FTE officers.

<table>
<thead>
<tr>
<th>Location Type</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Encampments</td>
<td>3,656</td>
<td>5,834</td>
<td>3,710</td>
<td>5,220</td>
</tr>
<tr>
<td>Regional Shelters</td>
<td>7,132</td>
<td>9,116</td>
<td>9,892</td>
<td>12,666</td>
</tr>
<tr>
<td>Total</td>
<td>10,788</td>
<td>14,950</td>
<td>13,602</td>
<td>17,887</td>
</tr>
</tbody>
</table>

Our officers respond as law enforcers to calls for service. In 2023, WRPS members attended 10,006 occurrences within the immediate area surrounding encampment and shelter addresses across the Region.
While attending these calls, officers emphasize diversion, referrals, and engagement. Fully recognizing that homelessness is not a criminal matter, WRPS members partner with other social agencies to help address the needs of the individuals. By having significant involvement with local encampments, WRPS members maintain positive working relationships with several local emergency and temporary shelter facilities. The roles of WRPS members include but are not limited to:

- Advisors at the Encampments Operations Table;
- Liaising with shelters, including a weekly shelter care meeting and ongoing training;
- De-encampment operations, including clean-ups; and
- Connecting unhoused individuals with support and resources.

The most frequently attended call types in 2023 were “Compassion to Locate,” including well-being checks with individuals in the immediate area around shelter and encampment locations. Where encountered individuals are deemed high-risk and/or frequent call subjects requiring substantial support, WRPS community engagement members provide direct support. This will often result in diverting a response from general patrol. In collaboration with community agencies, officers share the goal of preventing and intervening to ensure the clients receive access to mental health care programs that are best suited to their needs and ultimately reduce police response and calls for service.

| Most Frequent Call for the Area Surrounding Encampments and Shelters, 2020-2023 |
|---|---|---|---|---|---|
|  | 1 | 2 | 3 | 4 | 5 |
| 2020 | Vehicle Stops (844) | Unwanted Person (775) | Compassion to Locate (609) | Injured/Sick Person (353) | Theft Under $5000 (307) |
| 2021 | Vehicle Stops (851) | Unwanted Person (825) | Compassion to Locate (775) | Injured/Sick Person (635) | Theft Under $5000 (412) |
| 2022 | Compassion to Locate (913) | Unwanted Person (667) | Vehicle Stops (531) | Proactive Initiative (417) | Theft Under $5000 (409) |
| 2023 | Compassion to Locate (1,420) | Unwanted Person (1,033) | Vehicle Stops (691) | Proactive Initiative (589) | Theft Under $5000 (508) |

**Neighbouring Community Impact:**
With the increase in the local shelter population as well as the number of encampments in the Region, WRPS has seen a corresponding impact on neighbouring residential and commercial areas. Important for clarification, there is not always a direct correlation
between the location of a shelter and an encampment on nearby Calls for Service. As community safety, both real and perceived, for residents is affected, police receive additional Calls for Service. To illustrate this, please find a selection of specific shelters and encampments and the Calls for Service over a multiyear time frame.

<table>
<thead>
<tr>
<th>Location</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Ave. 139 University Ave. W Waterloo</td>
<td>10,331</td>
<td>11,030</td>
<td>8,021</td>
<td>9,448</td>
</tr>
<tr>
<td>King St. Shelter 1688 King St. Kitchener</td>
<td>9,258</td>
<td>9,417</td>
<td>6,312</td>
<td>7,963</td>
</tr>
<tr>
<td>150 Main St. Cambridge</td>
<td>11,851</td>
<td>11,375</td>
<td>8,058</td>
<td>9,113*</td>
</tr>
<tr>
<td>Erbs Village, 1003 Erbs Rd, Wilmot</td>
<td>9,577</td>
<td>9,567</td>
<td>6,834</td>
<td>7,886</td>
</tr>
</tbody>
</table>

*Encampment closed in August 2023.

**Partnership with Community Organizations:**
WRPS members work with a wide variety of community and partner agencies to support individuals and reduce the need for continued police involvement. Our Service has established relationships with over 100 community partners and maintain regular communication with over 60 of these to provide support for at-risk individuals (Please see Appendix 1 for a full list of community partners).

WRPS is involved in a number of planning tables in the Region that bring together health and social service agencies to collaboratively and proactively address situations of people at elevated risk. In working together, these planning tables have been able to reduce emergency room admissions, calls to police, prosecutions, and violent crime and improve access to services that are in need.

For example, since 2014, WRPS has been involved in weekly meetings with Connectivity KW4 that brings together 34 partner agencies to care for the most vulnerable people in our community. Partner agencies are specially trained to provide custom and long-lasting solutions for at-risk individuals requiring a multi-faceted approach. Some examples of how WRPS members partner with other agencies include:

- Collaborating with Regional outreach providers at encampments, including providing safety and security while on-site;
- Liaising with Regional Business Improvement Area’s (BIA) to address on-going downtown concerns;
- Working with Regional and Municipal By-law to address encampments;
- Assisting with complex evictions;
- Various training sessions and presentations to local agencies;
• Mediation sessions with Community Justice Initiatives for neighbourhood issues; and
• Completing inspections with local Fire Departments.

The Region of Waterloo’s Community Safety and Wellbeing Plan is an important framework related to the issues outlined in this report and should serve as the nexus for WRPS involvement. In particular, the issues outlined in this report related to housing, homelessness, and addiction are intrinsically linked to the CSWP priority of “Addressing Mental Health Needs.” Further, WRPS is currently engaging with the Region of Waterloo on determining the role of the Service in the recently released “Plan to End Chronic Homelessness.” While the role of WRPS is not recognized or outlined in the Plan, the Service is firmly committed to a ‘whole of community leadership model,’ as described where all partners collaborate together.

**Waterloo Region’s Integrated Drug Strategy**

As it relates to drug enforcement, WRPS is committed to the delivery of an evidence based and informed framework. Informed by strategic partnerships and modern methodology, the Service is currently in the process of reviewing our Drug Enforcement Strategy to ensure improved health, social and public safety outcomes. This includes our representation on the Waterloo Region Integrated Drug Strategy’s Steering Committee that is working to address issues of substance use and addiction, including overdose. The Steering Committee aims to understand the complex issue of addiction with a focus on comprehensive social determinants of health solutions.

WRPS has ‘de-prioritized’ the enforcement of simple possession charges of illicit drugs as a stand-alone offence, unless where required to make a larger substantive case. For example, drug possession charges related to an impaired driving charge. Instead, the Service has focused our drug enforcement activities on organized drug traffickers, as we recognize that they are preying on the addictions of those who use drugs and contributing to the drug poisoning crisis. Since mid-2020, this has been communicated to WRPS patrol members and there has been a steady decrease in this charge being laid. Over the past four years, charges related to simple drug possession have decreased by 56%. Conversely, the prevalence of opioid-related emergency department visits, hospitalizations, and deaths have remained relatively stable across the same time period.4

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Charges for Drug Possession*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>763</td>
</tr>
<tr>
<td>2021</td>
<td>657</td>
</tr>
<tr>
<td>2022</td>
<td>436</td>
</tr>
<tr>
<td>2023</td>
<td>337</td>
</tr>
</tbody>
</table>

*Including substances under the Controlled Drugs and Substances Act, such as Heroin and Cocaine.

Further in May 2018, the Canadian Mental Health Association (CMHA) Waterloo Wellington, transitioned from their Specialized Crisis Team program and collaborated with WRPS to form the Integrated Mobile Police and Crisis Team (IMPACT). IMPACT staffing

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4 Public Health Ontario’s Interactive Opioid Tool: [Interactive Opioid Tool](https://www.publichealthontario.ca)
consists of a variety of addictions and mental health clinicians who respond with police officers to occurrences relating to addiction, mental health, and crisis calls for service.

**Strategic Business Plan**

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

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- Reduce Violent Crime and Recidivism
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**Our Connections**
- Conduct improved and intentional outreach
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- Be future-ready

**Attachments**
- Appendix 1 – Comprehensive List of Community Partners.
- Appendix 2 – Names and Locations of Shelters and Encampments.

**Prepared By**
Neighbourhood Policing Division

**Approved By**
Mark Crowell, Chief of Police
<table>
<thead>
<tr>
<th>Sector</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Municipal / Regional Partners</td>
<td>Region of Waterloo</td>
</tr>
<tr>
<td></td>
<td>City of Cambridge</td>
</tr>
<tr>
<td></td>
<td>City of Kitchener</td>
</tr>
<tr>
<td></td>
<td>City of Kitchener - Corporate Security</td>
</tr>
<tr>
<td></td>
<td>Kitchener Public Library</td>
</tr>
<tr>
<td>Community Supports</td>
<td>Cambridge Food Bank</td>
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<td></td>
<td>Community Care Concepts of Woolwich, Wellesley &amp; Wilmot</td>
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<td></td>
<td>Community Living Cambridge</td>
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<td></td>
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<td>Sunbeam Developmental Resource Centre FASD Program</td>
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<td></td>
<td>The Working Centre</td>
</tr>
<tr>
<td>Health Services</td>
<td>Cambridge Memorial Hospital</td>
</tr>
<tr>
<td></td>
<td>Grand River Hospital</td>
</tr>
<tr>
<td></td>
<td>KW4 Community Ward</td>
</tr>
<tr>
<td></td>
<td>Langs</td>
</tr>
<tr>
<td></td>
<td>The Centre for Family Medicine</td>
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<tr>
<td>Supportive Living</td>
<td>Cambridge Shelter Corp - The Bridges</td>
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<tr>
<td></td>
<td>Cambridge Shelter Corporation</td>
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<tr>
<td></td>
<td>Indwell</td>
</tr>
<tr>
<td></td>
<td>Satellite Community Homes</td>
</tr>
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<td></td>
<td>Sunbeam</td>
</tr>
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<td>Supportive Housing of Waterloo</td>
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<td>Mental Health Services</td>
<td>Camino</td>
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<td>Canadian Mental Health Association - Here24/7</td>
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<td>Grand River Hospital- ACT Team</td>
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<td>HCCSS-Mental Health and Grand River Hospital Mental Health</td>
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<td></td>
<td>Lutherwood children's mental health services</td>
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<td></td>
<td>Porchlight Counselling and Addiction Services</td>
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<td>Service Resolution Adult Mental Health &amp; Addictions – CMHA</td>
</tr>
<tr>
<td></td>
<td>Thresholds Homes and Supports (Cambridge)</td>
</tr>
</tbody>
</table>
**Appendix 2 – Names and locations of Shelters and Encampments**

<table>
<thead>
<tr>
<th>Location Name</th>
<th>Type</th>
<th>Location Address</th>
<th>City</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 Victoria</td>
<td>Encampment</td>
<td>100 Victoria St N</td>
<td>Kitchener</td>
</tr>
<tr>
<td>150 Main St</td>
<td>Encampment</td>
<td>150 Main St</td>
<td>Cambridge</td>
</tr>
<tr>
<td>200 Bathurst</td>
<td>Encampment</td>
<td>200 Bathurst Dr</td>
<td>Waterloo</td>
</tr>
<tr>
<td>355 Riverbend</td>
<td>Encampment</td>
<td>355 Riverbend</td>
<td>Kitchener</td>
</tr>
<tr>
<td>55 Kerr</td>
<td>Encampment</td>
<td>55 Kerr St</td>
<td>Cambridge</td>
</tr>
<tr>
<td>980 Erb</td>
<td>Encampment</td>
<td>980 Erb St W</td>
<td>Waterloo</td>
</tr>
<tr>
<td>Anselma House</td>
<td>Regional Shelter</td>
<td>700 Heritage Dr</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Bechtel Park</td>
<td>Encampment</td>
<td>Bechtel Park</td>
<td>Waterloo</td>
</tr>
<tr>
<td>Boychuk</td>
<td>Encampment</td>
<td>Boychuk Dr/Maple Grove</td>
<td>Cambridge</td>
</tr>
<tr>
<td>Chandos</td>
<td>Encampment</td>
<td>Chandos Dr Near Grand River</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Edith Mac Shelter</td>
<td>Regional Shelter</td>
<td>104 Stirling Av S</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Erbs Village</td>
<td>Regional Shelter</td>
<td>1003 Erbs Rd</td>
<td>Wilmot</td>
</tr>
<tr>
<td>Forwell Creek</td>
<td>Encampment</td>
<td>Forwell Creek</td>
<td>Waterloo</td>
</tr>
<tr>
<td>Haven House</td>
<td>Regional Shelter</td>
<td>10 Acorn Way</td>
<td>Cambridge</td>
</tr>
<tr>
<td>House of Friendship ShelterCare</td>
<td>Regional Shelter</td>
<td>190 Weber Street North</td>
<td>Waterloo</td>
</tr>
<tr>
<td>Jeffrey Place</td>
<td>Encampment</td>
<td>Jeffrey Place</td>
<td>Kitchener</td>
</tr>
<tr>
<td>King Street Shelter</td>
<td>Regional Shelter</td>
<td>1668 King St E</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Lackner Woods (West of Chicopee School)</td>
<td>Encampment</td>
<td>Lackner Woods (West of Chicopee School)</td>
<td>Kitchener</td>
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<tr>
<td>Lutherwood Safe Haven Emergency Shelter</td>
<td>Regional Shelter</td>
<td>41 Weber St. W.</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Maple Grove &amp; Hwy 8</td>
<td>Encampment</td>
<td>Maple Grove &amp; Hwy 8</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Maple Grove &amp; Hwy 8</td>
<td>Encampment</td>
<td>Maple Grove &amp; Hwy 8</td>
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</tr>
<tr>
<td>Maple Grove &amp; Hwy 8</td>
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<tr>
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<tr>
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<td>Maple Grove &amp; Hwy 8</td>
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<tr>
<td>Marillac Place</td>
<td>Regional Shelter</td>
<td>109 Young St</td>
<td>Kitchener</td>
</tr>
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<td>Meinzinger Park</td>
<td>Encampment</td>
<td>Homer Watson &amp; Hwy 8 N</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Moses Springer Green Space</td>
<td>Encampment</td>
<td>150 Lincoln Rd</td>
<td>Waterloo</td>
</tr>
<tr>
<td>OneROOF Youth Services Shelter</td>
<td>Regional Shelter</td>
<td>35 Sheldon Ave. N.</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Pioneer Tower West</td>
<td>Encampment</td>
<td>Hwy8/Grandhill Drive</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Schneider Creek W and Manitou Dr</td>
<td>Encampment</td>
<td>Schneider Creek W and Manitou Dr</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Schneider Creek W and Manitou Dr</td>
<td>Encampment</td>
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<tr>
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<td>Encampment</td>
<td>Schneider Creek W and Manitou Dr</td>
<td>Kitchener</td>
</tr>
<tr>
<td>Snyders Flats</td>
<td>Encampment</td>
<td>Snyders Flats</td>
<td>Waterloo</td>
</tr>
<tr>
<td>Shelter</td>
<td>Type</td>
<td>Address</td>
<td>Location</td>
</tr>
<tr>
<td>------------------------</td>
<td>---------------------</td>
<td>--------------------------</td>
<td>------------</td>
</tr>
<tr>
<td>The Cambridge Shelter</td>
<td>Regional Shelter</td>
<td>26 Simcoe St.</td>
<td>Cambridge</td>
</tr>
<tr>
<td>UA</td>
<td>Regional Shelter</td>
<td>139 University Avenue W</td>
<td>Waterloo</td>
</tr>
<tr>
<td>Waterloo Park</td>
<td>Encampment</td>
<td>Waterloo Park</td>
<td>Waterloo</td>
</tr>
<tr>
<td>YW Emergency Shelter</td>
<td>Regional Shelter</td>
<td>84 Frederick St. E.</td>
<td>Kitchener</td>
</tr>
</tbody>
</table>
Recommendation

For information only.

Summary

Throughout the month of June, the Waterloo Regional Police Service (WRPS) Equity Diversity & Inclusion Unit will lead an information and awareness campaign across our social media platforms, providing timely messaging that focuses on reporting hate motivated incidents and ways to combat hate in our community.

Report

Background

The WRPS commitment to public safety includes basing organizational actions in evidence.

June was selected as the month to launch the #hatehurtsWR anti-hate campaign based on relevant trends and statistics found in this report.

Evidence Based Actions

Nationally and locally, the frequency of hate motivated crimes and incidents continues to rise year over year, and increased dramatically by 94% in 2023.

\[\text{1 WRPS Police Services Board Report # 2024-077}\]
Reviewing occurrence data across all four quarters of years 2022 and 2023 demonstrated that just over half of hate motivated crimes were reported in Q3 and Q4 of both years; 55% and 54% respectively, despite a significant increase in Q2 2023. As noted in figure 1, the total number of reported incidents was dramatically higher in 2023.

When comparing 2022 vs. 2023 monthly totals for hate-motivated crime, the month of June observed the greatest increase between years. Of the 52 reported incidents in June 2023, three categories experienced the greatest overall increases relative to 2022: 9 incidents targeted the Jewish community (vs. 2 in 2022), 8 incidents targeted ‘other sex’ which are related to transphobic incidents (vs. 0 in 2022), and 18 incidents affected ‘unknown sexual orientation’ which broadly targets the 2SLGBTQIA+ community (vs. 0 in 2022).
Combatting Hate

#hatehurtsWR is an information campaign designed to inform the community how hate incidents are defined, encourage the reporting of all hate motivated incidents to police, and carry empowering and positive messaging to our community.

Access to this information campaign was also offered through the Community Safety & Wellbeing, “Combatting Hate” Action Table to assist in amplifying these important key messages. The Combatting Hate group is currently made up of over 20 agencies, including systems and community agencies, who are working collaboratively to develop strategies and initiatives that will help to end hate and discrimination in Waterloo Region.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

☐ Reduce Violent Crime and Recidivism
☒ Deliver exceptional services that meet local community needs
☐ Base actions on evidence

Our Connections

☒ Conduct improved and intentional outreach
☐ Communicate and engage
☐ Adopt a people-centred service delivery model

**Our Members**
☐ Focus on holistic wellness
☐ Create opportunities
☐ Manage change
☐ Foster a positive workplace

**Our Resources**
☐ Provide safe, accessible, and welcoming facilities
☐ Embrace modernization
☐ Be future-ready

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**Prepared By**
Aaron Mathias, Inspector, Community Safety Partnerships
Dr. Hasan Siddiqui, Data Analyst, Strategic Services

**Approved By**
Mark Crowell, Chief of Police
Hate Crime Information Campaign

June 12, 2024
PSB Report #2024-144

Presented by:
Geraldine Stafford, Manager,
Equity, Diversity & Inclusion

www.wrps.on.ca
Our Priorities

- Addressing Mental Health Needs Together
- Combatting Hate
- Creating Safe & Inclusive Spaces
- Intimate Partner Violence & Gender Based Violence
5 Year Increase

- Criminal offense which includes a hate-motivation.
- Hate motivated crime has seen an increase each year since 2019.
- 94% increase of cases between 2022/2023.
- Waterloo Region is above the National average increase recorded in 2022.
Incidents by Month

- 2022 had monthly small monthly increases in reported incidents.
- 2023 saw two significant increases in April and June.
- Q2 2024 was identified as a productive time to launch an awareness campaign.
### June 2022 vs 2023: Increases by Group

<table>
<thead>
<tr>
<th>Hate-Crime Motivation</th>
<th>June 2022 Hate-Motivated Crime Statistics</th>
<th>June 2023 Hate-Motivated Crime Statistics</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Sexual Orientation</td>
<td>0</td>
<td>18</td>
<td>+18</td>
</tr>
<tr>
<td>Other Sex</td>
<td>0</td>
<td>8</td>
<td>+8</td>
</tr>
<tr>
<td>Jewish</td>
<td>2</td>
<td>9</td>
<td>+7</td>
</tr>
<tr>
<td>#hatehurtsWR</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hate Crime</strong></td>
<td>The term hate crime is often used to refer to hate-motivated crime or three specific hate related criminal offences listed in the Criminal Code of Canada, such as Public Incitement of Hatred.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hate Motivated-incident</strong></td>
<td>A hate-motivated incident is an incident where someone has demonstrated hateful behaviour toward someone else based on their identity but without breaking any laws.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hate Motivated-Crime</strong></td>
<td>A hate-motivated crime occurs when someone breaks a law, and their action was motivated by hate. For example, an assault motivated by hate.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
HATE CRIMES WILL BE INVESTIGATED

Hate crimes have no place in Waterloo Region. WRPS investigates every report of hate and will lay charges if warranted.

Report allegations of hate-motivated crimes to WRPS for investigation.

Non-Emergency: 519-570-9777
Emergency: 911
It’s not only offensive, IT’S AN OFFENCE

REPORT IT
Hate may look like this.

Report it.
Thank You

Questions?