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STANHOPE2023

Police Relations & Racialized Communities:
Human Rights Focused Approach



Stanhope Conference
September 20th, 2023



23%

of Caledon's populations
belongs to a racialized group.



81%

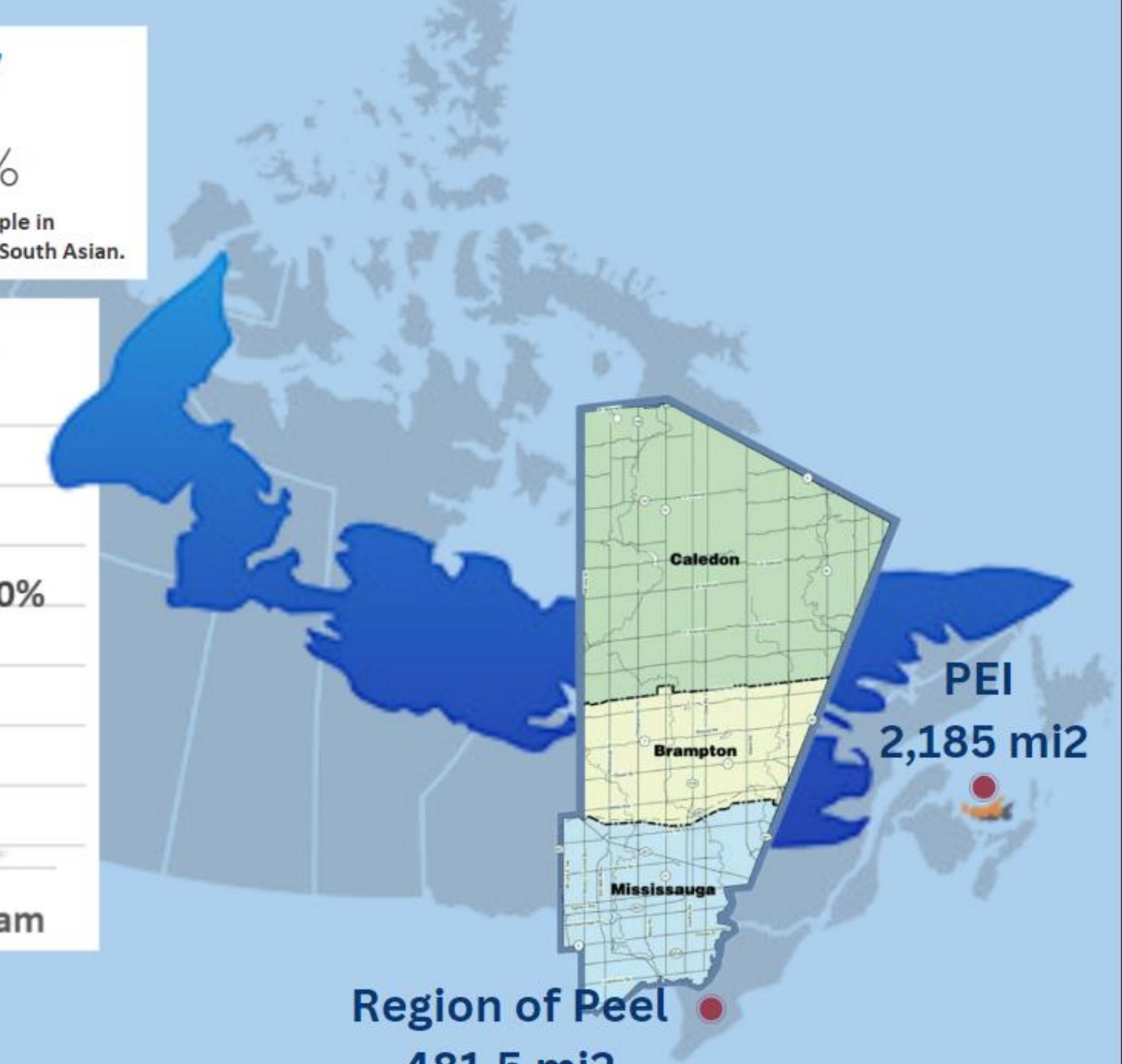
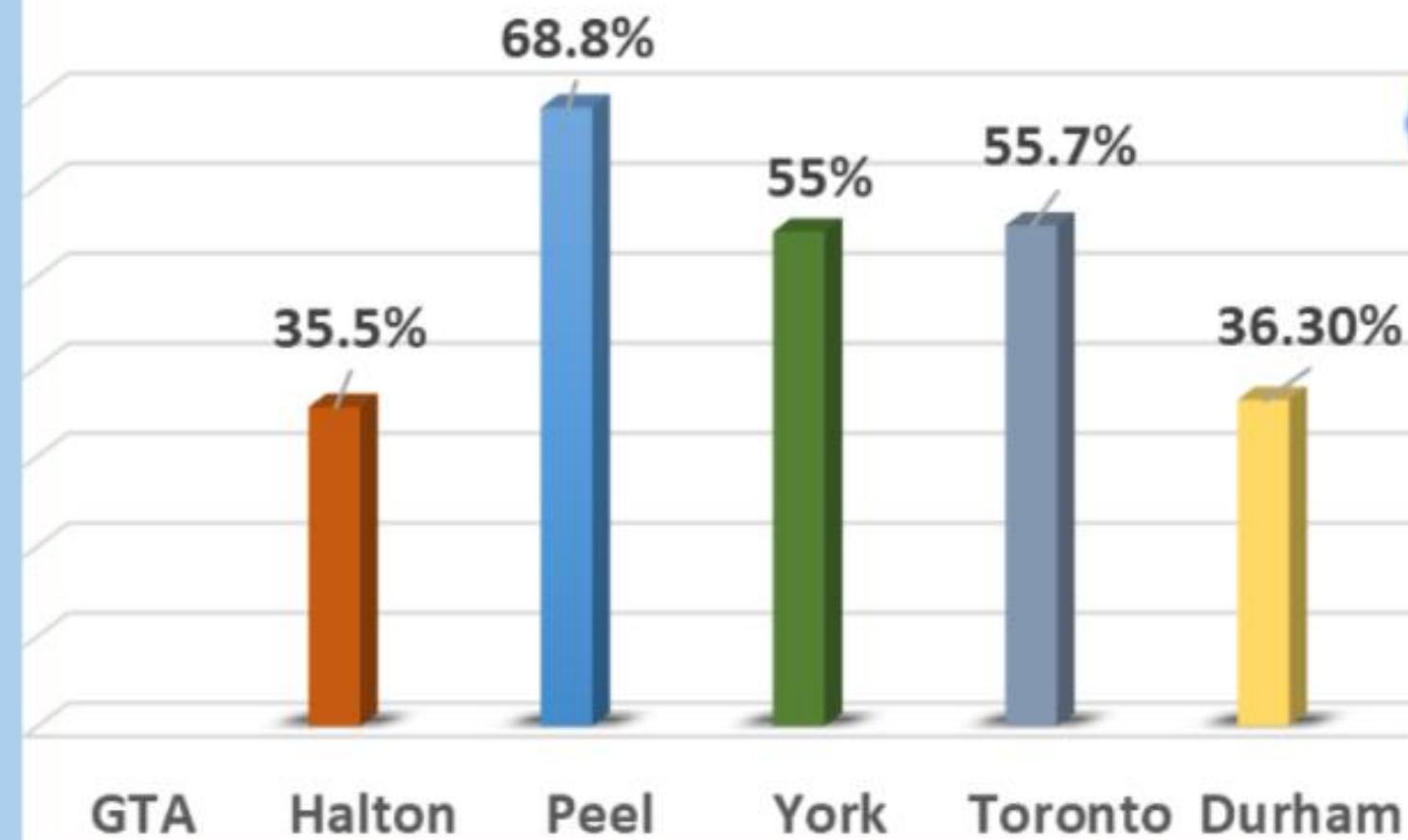
of Brampton's population are
part of a racialized group.



41%

of racialized people in
Mississauga are South Asian.

Greater Toronto Area Racialized Population



3,500
Members

1.5 *million*
Population

► Since 2006, the racialized population
in Peel increased 72%.

Where we started

Toronto

Race was a factor in handcuffing of 6-year-old black girl in Mississauga school, tribunal says

Girl was cuffed at her wrists and ankles for 28 minutes

CBC News - Posted: Mar 03, 2020 12:07 PM EST | Last Updated: March 3, 2020



Police fatally shoot Mississauga man during mental-health call

KELLY GRANT > HEALTH REPORTER

INCLUDES CORRECTION

PUBLISHED JUNE 21, 2020

UPDATED JUNE 22, 2020

This article was published more than 2 years ago. Some information may no longer be current.



POLICE

Family of Mississauga man sues police, paramedics and SIU over his death



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Where we started



Police Relations & Racialized Communities:
Human Rights-Focused Approach

AT LEAST THEY FAIL WHILE
DARING GREATLY SO THAT
THEIR PLACE WILL NEVER BE
WITH THOSE COLD AND
TINTED SOULS WHO KNOW
NEITHER VICTORY
NOR DEFEAT

'If we don't like the idea of change, we're going to hate being irrelevant even more': Peel police Chief Nishan Duraiappah on what's next in 2021

Peel police Chief Nishan Duraiappah spoke with the Star for a wide-ranging interview about his first year in the job, and the "culture shift" he's trying to achieve. Here are the highlights

By [Jason Miller](#) Local Journalism Initiative Reporter
Wed., Jan. 6, 2021 | 8 min. read

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[READ THE CONVERSATION](#)



How we changed

Peel Regional Police, Ontario Human Rights Commission sign agreement to root out systemic racism

By [Shallima Maharaj](#) • Global News
Posted October 20, 2020 4:12 pm



Human Rights Project



**ZERO HARM
ZERO DEATH**



**Police Relations & Racialized Communities:
Human Rights Focused Approach**

Anti Racism Advisory Committee



Community Consultations

Human Rights Focused Training

Advanced Mental Health Training

Interactions with Children under 12

Body Worn Cameras

Hiring Practices

Advanced Psychological Testing

Race and Identity Based Data

1/2 - Integrated Training Model

What we did

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HRF Training

Internal



Officer
Bias

Institutional
and Cultural
Practices

Person's
Choices
and
Actions

Social and
Demographic
Factors

External



**The 4 Drivers
of Disparity**

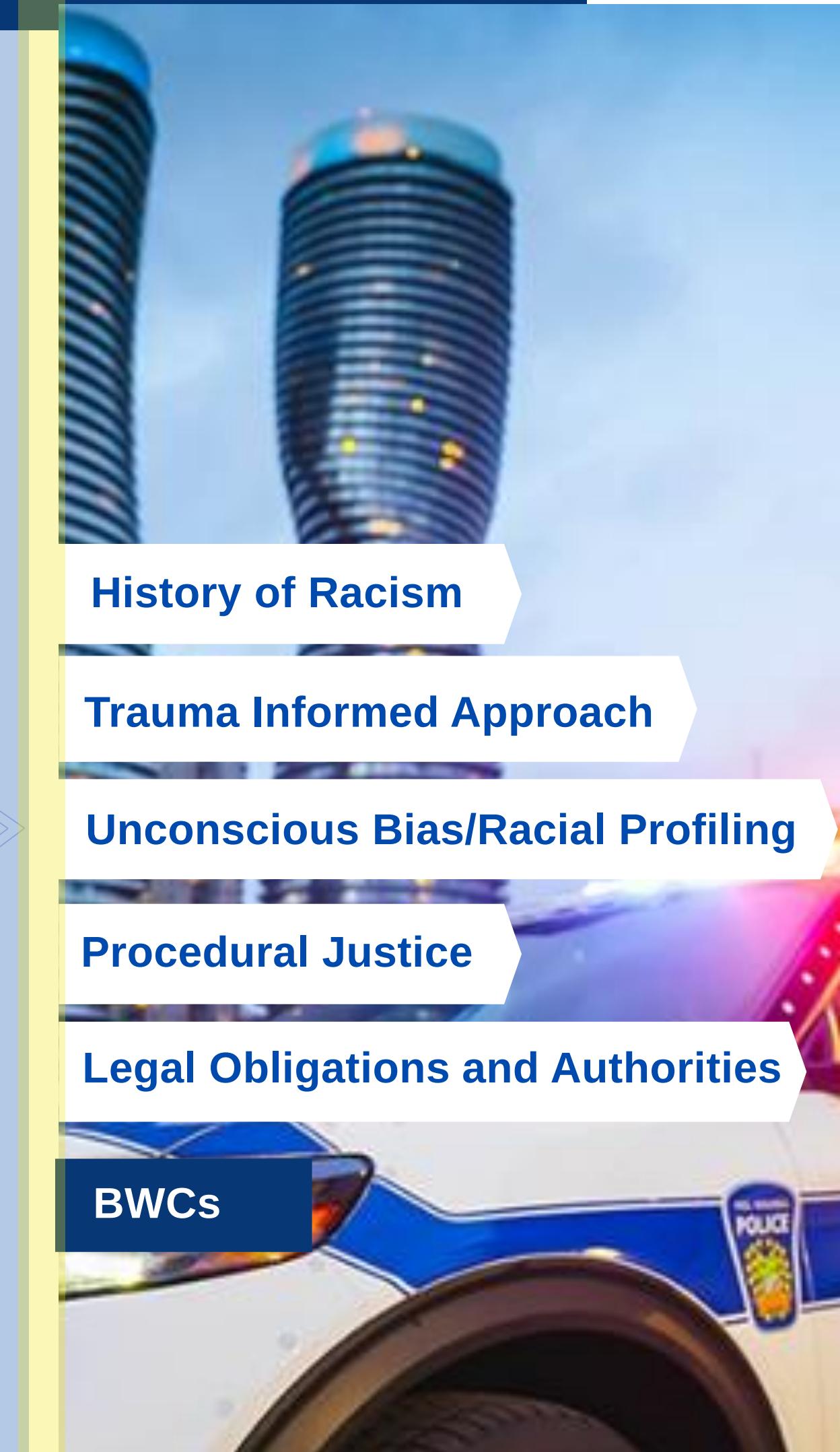
Learned

**The 5 Pillars
of HRF**

Training to reduce
negative outcomes



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History of Racism

Trauma Informed Approach

Unconscious Bias/Racial Profiling

Procedural Justice

Legal Obligations and Authorities

BWCs



How we did it



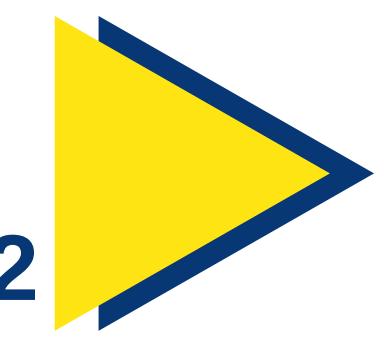
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2022 Outcomes of Human Rights Focused Approach and Use of Force

275,000

Total events for 2022



18.5%

decrease in all Use of Force
for 2022

75%



of all Use of Force front line

48%

drop in all types of Force used in
2022 since beginning of HRP

In 2022 De-escalation
was used

96%

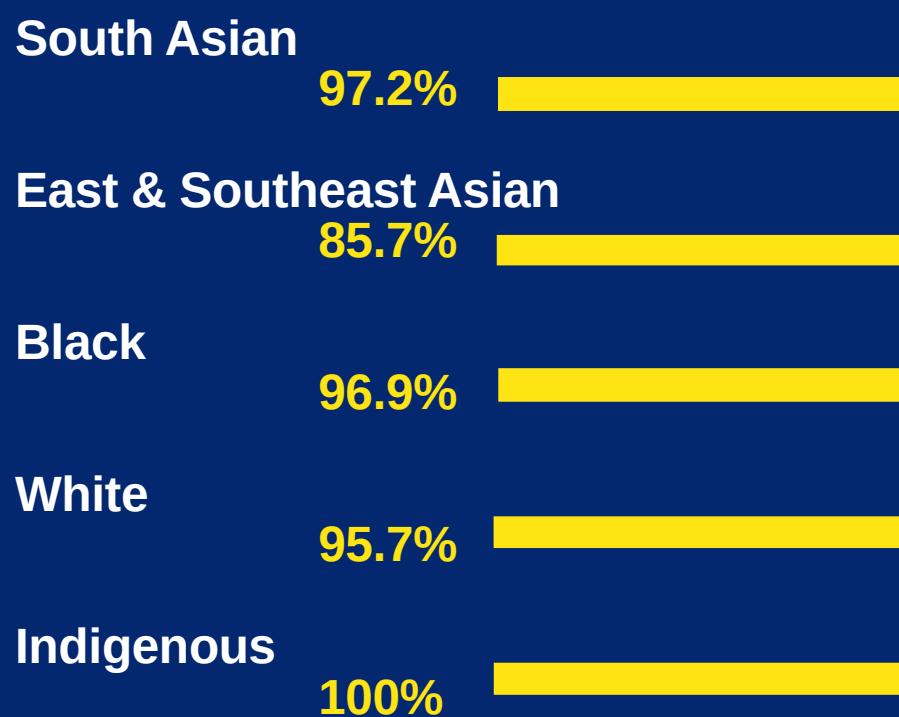
of the time in Use of
Force Interactions.



Police Relations & Racialized Communities:
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2022 Outcomes of Human Rights Focused Approach and Use of Force

In 2022 De-escalation by race prior to force being used:



16%

drop in number officers involved in use of force when compared to 2020



463 to 390

Data shows that the average number of officers that used force in an interaction had little variance across racial groups

48%

decrease in Firearm Use

66%

decrease in Physical Control

97%

decrease in Discharge of Firearm

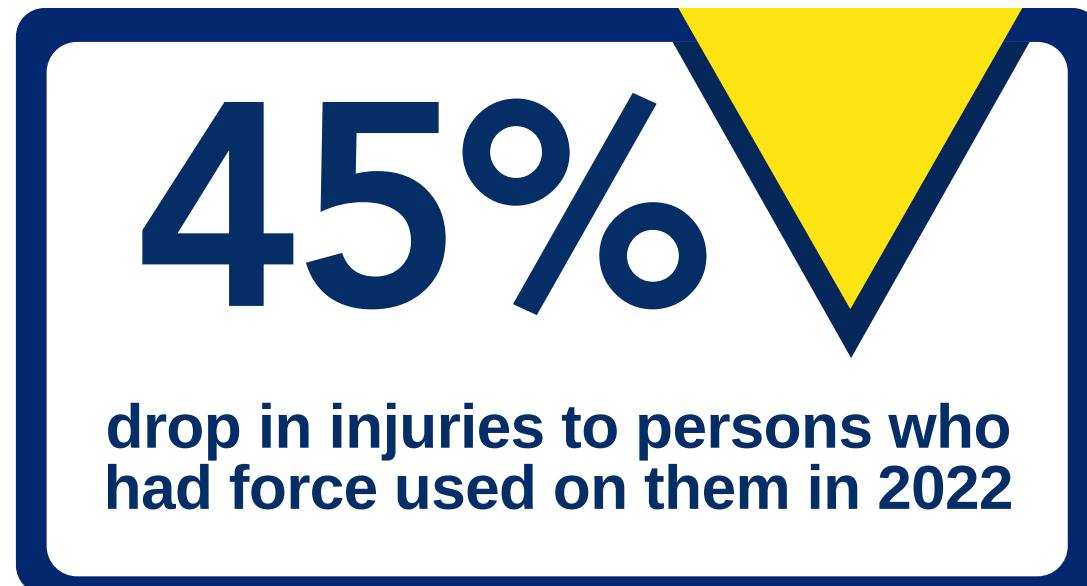
32%

decrease in Taser



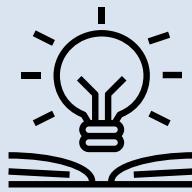
Police Relations & Racialized Communities:
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2022 Outcomes of Human Rights Focused Approach and Use of Force



Police Relations & Racialized Communities:
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Disparity Reduction and Well-being Plan



Expert Consultation



Health Care



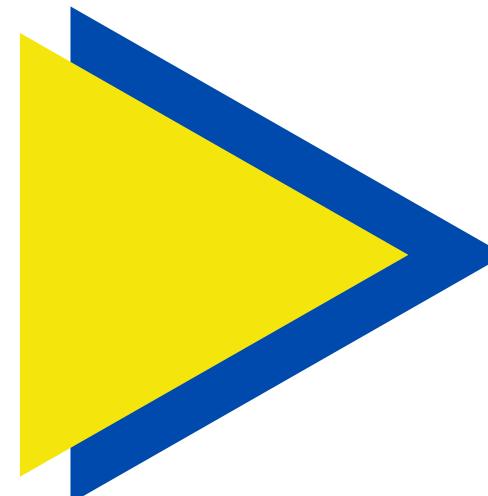
Education



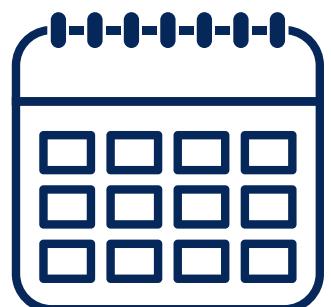
Child Welfare



Courts and Police



*Culturally-
Responsive
Strategy*



The Disparity Reduction & Well-Being Plan will commence
in fall of 2023 and will consist of 4 stages.



Police Relations & Racialized Communities:
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*Collaboration with the Anti Racism
Advisory Committee and academic
experts/SME's*



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Thank-you