



OPEN AGENDA

Date: April 16, 2025, 10:30 AM

Location: Zoom

Members of the public and other interested parties are welcome to watch the livestream of this meeting on [YouTube](#)

1.0 Meeting Called to Order

2.0 Motion to Go Into Closed Session:

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.

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: March 17, 2025 (p. 1)

7.2 Confirmation of Minutes: March 19, 2025 (p. 3)

7.3 2025-207: Ministry of the Solicitor General 2024-2025 Reduce Impaired Driving Everywhere (RIDE) Grant (p. 9)

- 7.4 2025-206: Ontario Transfer Payment Agreement – 2024-25 CCTV Grant Program (p. 11)
- 7.5 2025-097: Special Constable Appointments (p. 13)
- 7.6 2025-098: Special Constable Resignations (p. 15)
- 7.7 2025-088: Summary of Procurement Awards Q1 (p. 17)
- 7.8 University of Waterloo Special Constable Annual Report (p. 27)
- 8.0 Business Arising from the Minutes
- 9.0 Correspondence
- 10.0 Police Service Board Reports
- 11.0 Chief of Police Reports
 - 11.1 2025-089: Public Demonstrations and Public Order Report (p. 32)
 - 11.2 2025-096: 2025 St. Patrick's Day Operational Report (p. 35)
 - 11.3 2025-087: Quarterly Use of Force Statistical Report Q1 (p. 40)
 - 11.4 2025-092: Community Safety and Well Being: Youth Diversion Pilot Program (p. 70)
- 12.0 Monthly Chief of Police Report (verbal)
- 13.0 New Business
- 14.0 Future Agenda Items
- 15.0 Information Items
- 16.0 Adjournment



WATERLOO REGIONAL
POLICE SERVICES
BOARD

OPEN MINUTES

Date: March 17, 2025

Location: Virtual Meeting

In Attendance:

Ian McLean	Chair
Karen Redman	Vice-Chair
Tony Giovinazzo	Member
Sandy Shantz	Member
Doug Craig	Member
Karen Quigley-Hobbs	Member
Mark Crowell	Chief of Police
Jennifer Davis	Deputy Chief of Police
Eugene Fenton	Deputy Chief of Police
Kate Konopka	Human Resources Advisor to the Board
Meghan Martin	Recording Secretary

Regrets:

Jim Schmidt	Member
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1.0 Meeting Called to Order

Chair McLean called the Meeting to order at 1:05 p.m.

2.0 Motion to Go Into Closed Session

Moved by D. Craig

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 D. Craig

Seconded T. Giovinazzo

That the Board reconvene at 3:01 p.m. in Open Session.
Carried.

4.0 Adjournment

Moved by K. Redman
Seconded by K. Quigley-Hobbs
That the meeting be adjourned at 3:01 p.m.
Carried.

Board Chair

Executive Assistant



WATERLOO REGIONAL
POLICE SERVICES
BOARD

OPEN MINUTES

Date: March 19, 2025

Location: Zoom

In Attendance:

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

1.0 Meeting Called to Order

Chair McLean called the meeting to order at 8:37 a.m.

2.0 Motion to Go Into Closed Session

Moved by J. Schmidt

Seconded by K. Quigley-Hobbs

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 D. Craig

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: February 19, 2025

7.2 Confirmation of Minutes: March 10, 2025

7.3 2025-040: 2024 Annual Letters of Appreciation

7.4 2025-051: Administrative Review (24-OCI-366)

7.5 2025-060: Administrative Review (24-OCI-405)

7.6 2025-077: Amendment to Funding Agreement: Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet

That the Board enter into an amending agreement with His Majesty the King in right of Ontario, as represented by the Ministry of the Solicitor General, to amend the April 28, 2021 Contribution Agreement set to expire March 31, 2025, to provide additional funding for the 2024-25 fiscal year and continue the project entitled “A Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet – A Unified Team Approach”.

7.7 2025-081: Board Policy Update #057

That the Waterloo Regional Police Service Board approve the following policy, as provided in Board Report 2025-081:

057: Collection, Preservation and Control of Evidence and Property

7.8 2025-076: Auxiliary Appointments

That the Waterloo Regional Police Service Board appoint the following Auxiliary members pursuant to Section 91 of the *Community Safety and Policing Act*:

1. ARTES, Rica
2. BROWN, Elizabeth
3. BURKHOLDER, Daniel
4. ECKERT, Sarah
5. GINGRAS, Robert
6. HEALEY, James
7. HULME, Walter
8. KAUR, Anuprattendeep
9. KAURA, Kriti
10. KING, Alexis
11. MADDICKS, Derek
12. MCKELLAR, Kristin
13. MORALES CASTRO, Juan
14. PARIKH, Sonia
15. POCOL, Paul
16. SAENZ, Angela
17. SAMRA, Sukhtej
18. SMITH, Emily
19. POMEROY, Paige

7.9 2025-086: Special Constable Appointments

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

Waterloo Regional Police Service (WRPS) Special Constables:

1. CABRAL, Tyler
2. KAMBERI, Argeis
3. LEGERE, Melissa
4. MILES, Austin
5. ROUSSEL, Joshua

7.10 2025-056: Auxiliary and Special Constable Resignations

That the Waterloo Regional Police Service Board discontinue the designations for the following Waterloo Regional Police Service (WRPS) Auxiliary members who have resigned from their positions.

Auxiliary Members:

1. **WALSWORTH, Matthew**
2. **ROUSSEL, Joshua**

3. YOUNG, Jason

That the Waterloo Regional Police Service Board discontinue the designations for the following Wilfrid Laurier Special Constable member who has resigned from their position.

1. GERRITS, Trevor

2. REID, Mykal

7.11 2025-059: Uniform Recruitment Strategy

7.12 2025-065: Missing Persons Annual Report

Moved by T. Giovinazzo

Seconded by K. Quigley-Hobbs

That the Consent Agenda including the Open Session Minutes of February 19, 2025 and March 10, 2025 and Reports 2025-040, 2025-051, 2025-060, 2025-077, 2025-081, 2025-076, 2025-086, 2025-056, 2025-059, 2025-065 be approved as presented.

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 Service Board Report

There was no Police Service Board Report.

11.0 Chief of Police Reports

11.1 2025-074: December 2024 Financial Variance Report

K. Hand presented report 2025-074 for information, providing the Operating and Capital financial variance results as of December 31, 2024 and the annual report of Evidence and Property Proceeds.

11.2 2025-064: Quarterly Use of Force Statistical Report - Q4 and Annual 2024

Inspector Lewis and H. Siddiqui presented report 2025-064 for information. Vice Chair Redman highlighted the utilization of a community group to assist with data interpretation and solution identification. Their findings will be incorporated into future quarterly reports.

11.3 2025-062: Search of Persons in Custody Annual Report

H. Siddiqui presented report 2025-062 for information. T. Giovinazzo asked how this data is utilized through policy development to address inadequacy and variance. H. Siddiqui clarified that this data presents flags for concern but doesn't identify how to fix the issue. Solutions will be generated in collaboration with the community group.

11.4. 2025-068: Innovation and Modernization Unit Update

Inspector Kent presented report 2025-068 for information. The Board praised the use of technology to improve efficiency.

11.5 2025-071: Community Safety and Well Being –Hate Motivated Crime

G. Stafford presented report 2025-071 for information, highlighting how WRPS responds to hate-motivated crimes, specifically with a focus on trauma-informed victim support and crime prevention.

12.0 Monthly Chief of Police Report

Chief Crowell highlighted various investigations, along with the considerable resources used to manage St. Patrick's Day. A fulsome report will be presented in April.

The Polar Plunge took place on March 1, 2025 raising \$36,600 for Special Olympics.

Chair McLean commended WRPS and the City of Waterloo for implementing the injunction for St. Patrick's Day.

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 D. Craig

That the meeting be adjourned at 12:07 p.m.

Carried.

Board Chair

Executive Assistant



**MINISTRY OF THE SOLICITOR GENERAL
2024-2025 REDUCE IMPAIRED DRIVING
EVERYWHERE (RIDE) GRANT**

TO:
The Chair and Members
of the Waterloo Regional
Police Service Board

FROM:
Finance and Assets
Branch and
Legal Services and Risk
Management Branch

DATE:
04/16/2025

Recommendation

That the Waterloo Regional Police Service Board (Board) enter into a Transfer Payment Agreement with the Ministry of the Solicitor General (Ministry) to secure funding of \$46,295.00 through the Reduce Impaired Driving Everywhere (R.I.D.E.) grant.

Summary

On March 21, 2025 the Board received an Agreement Letter from the Ministry approving funding under the 2024-25 Reduce Impaired Driving Everywhere (R.I.D.E.) grant.

This grant provides the Waterloo Region Police Service (WRPS) with funding in the amount of \$46,295.00 for overtime and/or paid duty assignments for activities performed by sworn officers for street level enforcement activities carried out between April 1, 2024 and March 31, 2025 with a final report due back to the Ministry by April 30, 2025.

Chair McLean signed back the letter on March 26, 2025 under delegated authority pursuant to Board Policy No. 105 to comply with the Ministry's March 28, 2025 deadline.

To formalize the funding arrangement, the Board must enter into a Transfer Payment Agreement.

Report

The R.I.D.E. grant program is an ongoing initiative in which the Ministry periodically issues contracts for either a one year or two-year term. This grant aims to enhance the current R.I.D.E. program and to offset the costs for sworn officers' overtime and paid duty. The WRPS previously received \$42,100.00 for fiscal year 2022-2023 and \$41,600.00 for fiscal year 2023-2024.

The 2024-25 fiscal year funding has been granted as a special circumstance resulting from the reduced number of grant applications received by the Ministry. It is a one-time exception under the 2024-25 R.I.D.E. grant.

All R.I.D.E. grant activities must be conducted between April 1, 2024, and March 31, 2025, and a final report shall be provided to the ministry by April 30, 2025, for the R.I.D.E. grant activities to be eligible for reimbursement under the R.I.D.E. grant.

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

Financial and/or Risk Implications

The amount budgeted in 2025 for the R.I.D.E. program is \$41,600. The Ministry's approved funding of \$46,295 is an increase from the prior year of \$4,695 which is an exception as noted in the report.

Prepared By

Kirsten Hand, Director, Finance and Assets Branch
Andra Maxwell, Senior Director, Legal Services Branch

Approved By

Mark Crowell, Chief of Police



ONTARIO TRANSFER PAYMENT AGREEMENT 2024-2025 CLOSED CIRCUIT TELEVISION (CCTV) GRANT PROGRAM

TO:
The Chair and Members
of the Waterloo Regional
Police Service Board

FROM:
Finance and Assets
Branch
Legal Services and Risk
Management Branch

DATE:
04/16/2025

Recommendation

That the Waterloo Regional Police Service Board (WRPSB) enter into a Transfer Payment Agreement with the Ministry of the Solicitor General (Ministry) to secure funding of \$100,000.00 through the 2024-2025 Closed Circuit Television (CCVT) Grant Program.

Summary

On March 26, 2025, Waterloo Regional Police Service (WRPS) received a Commitment Letter from the Ministry approving funding in the amount of \$100,000.00 for the “2025 WRPS CCTV Crime Suppression Strategy Initiative,” to support efforts in reducing gun and gang violence, robberies, break-and-enters, and other serious crimes across the region through the expanded use of CCTV and Automated License Plate Reader (ALPR) technology.

Chair McLean signed back the letter on March 28, 2025, under delegated authority pursuant to Board Policy No. 105 to comply with the Ministry’s March 31, 2025 deadline.

To formalize the funding arrangement, the Board must enter into a Transfer Payment Agreement.

Report

The Ontario government is investing almost \$1.8 million to help 20 police services across the province to expand video surveillance systems to better protect communities from the threat of gun and gang violence. This funding is being delivered through the Ontario CCTV Grant Program and will be used to replace outdated equipment, expand or enhance current technology, and install additional CCTV surveillance cameras in areas where gun and gang violence and correlated crimes, such as drug and human trafficking, are most prevalent.

The CCTV program is an integral part of the new WRPS stratified policing model that focuses on crime reduction and accountability. The Crime Suppression Strategy focuses on targeting geographic and temporal areas utilizing hot spot management, identifying frequent offenders and focusing on the most frequent and serious crimes. CCTV cameras will be used in identified locations to capture evidence and suppress criminal activity. In

addition, WRPS will incorporate ALPR technology to further enhance investigations by tracking and recording vehicles and their license plates. The CCTV program will utilize enhanced radios, cellular modems and fiber optics in conjunction with fixed and movable cameras to create a system that allows for live video monitoring and post-incident review. The priority focus of the CCTV Crime Suppression Strategy is to reduce gun violence, robberies, and break-and-enters.

All CCTV Grant activities and expenditures must be completed between March 1, 2025 and November 1, 2025 with a report due back to the Ministry by November 14, 2025.

The Agreement has been reviewed by the Legal Services Branch. The terms are based on the Ministry's standard and are consistent with previous funding agreements that the Board has entered into in the past.

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 Resources

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

Financial and/or Risk Implications


The Ministry's approved funding of \$100,000 will cover 50% of the Approved 2025 Budget of CCTV project 50078.

Prepared By

Kirsten Hand, Director, Finance and Assets Branch
Andra Maxwell, Senior Director, Legal Services Branch

Approved By

Mark Crowell, Chief of Police

			Special Constable Appointments (WLU & UW)		
TO: The Chair and Members of the Waterloo Regional Police Service		FROM: Human Resources Branch		DATE: 04/16/2025	

Recommendation

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

Wilfrid Laurier University Special Constables;

1. **ROUSSEL, Jeremy**
2. **CAYABAN, Eric**

University of Waterloo Special Constables;

1. **CAMPBELL, Douglas**
2. **MACKENZIE, Colin**

Summary

Wilfrid Laurier University and University of Waterloo are seeking conditional approval of the above Special Constable designations.

Report

Wilfrid Laurier University Special Constables have successfully completed all necessary thematic training and, as a result, are seeking a five-year renewal for their members.

The University of Waterloo is requesting a three-year renewal for their Special Constable designations, as they have not yet completed the new CSPA thematic training. This training will need to be completed prior to the expiration of their appointments in 2027.

Both universities have ensured that their Special Constables meet all other professional qualifications required for appointment and designation.

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

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.

Prepared By

Sarah Mitchinson, Human Resources Assistant

Approved By

Mark Crowell, Chief of Police

			Special Constable Resignation		
TO: The Chair and Members of the Waterloo Regional Police Service Board		FROM: Human Resources		DATE: 04/16/2025	

Recommendation

That the Waterloo Regional Police Service Board discontinue the designation for the following Wilfrid Laurier Special Constable member who has resigned from their position.

1. PAQUETTE, Linden

Summary

This report is in support of a recommendation to the Board that they discontinue the appointment designation for the above Special Constable member who has resigned from their position with Wilfrid Laurier University.

Report

In accordance with the new Community Safety and Policing Act, the Ministry's former role in appointing and re-appointing Special Constables has been transferred to the Police Service Board. In addition to this, the Board is now responsible for being notified of all resignations and retirements of all active Special Constable members.

It is therefore recommended the above member no longer hold a designation as a Special Constable.

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

Prepared By

Sarah Mitchinson, Human Resources Assistant

Approved By

Mark Crowell, Chief of Police



Summary of Procurement Awards – Q1 2025

TO:
The Waterloo Regional
Police Service Board

FROM:
Finance and Assets
Branch

DATE:
04/16/2025

Recommendation

For information only.

Summary

This report provides an update for Q1 2025 for new contracts through direct bidding opportunities or via the Police Cooperative Purchasing Group (PCPG), Grand River Cooperative Procurement Group (GRCPG), Region of Waterloo (ROW), Ontario Education Collaborative Marketplace (OECM) and other cooperative purchasing groups.

Report

On December 18, 2023, the Waterloo Regional Police Service Board approved an updated Purchasing By-law through report #2023-213. The By-law, which came into effect on January 1, 2024, authorizes the Chief of Police and Chief Procurement Officer (CPO) to award certain Request for Tenders (RFTs), Request for Proposals (RFPs) and Consultant Proposals based on specified criteria. Administrative awards allow for an efficient and timely procurement process. A summary report is submitted on a quarterly basis to the Waterloo Regional Police Service Board outlining all RFTs, RFPs and Consultant Proposals approved by the Chief of Police and CPO. The criteria for approval levels are set out below:

ACQUISITIONS

Up to \$25,000: the CPO or an authorized employee may acquire the goods or services on his or her own authority.

\$25,001 - \$150,000: the CPO may acquire the good or services on his or her own authority, where reasonably possible at least three quotes were obtained.

\$150,001 - \$1,000,000: the CPO shall advertise for tenders and the Chief shall have the authority to accept a tender provided it is compliant and it has the best overall cost. Notwithstanding subsection (2) of this section, only the Board shall have the authority to accept a tender if,

- a) the tender with the best overall cost that is compliant exceeds the budget for the acquisition of the goods or services and approval from the Board to increase the budget is desired.

\$1,000,001: in value and greater, the CPO shall acquire the goods or services by advertising for tenders and the Board shall have the authority to accept the tender provided it is compliant and has the best overall cost.

REQUEST FOR PROPOSALS

Up to \$150,000: the CPO may approve a RFP provided it is compliant and best meets the criteria of 12(1) of this By-law.

\$150,001 - \$1,000,000: the Chief shall have the authority to accept a RFP provided it is compliant and best meets the criteria of 12(1) of this By-law. Notwithstanding subsection 14 (1) of this section, only the Board shall have the authority to accept a proposal if,

- (a) the proposal that best meets the criteria as established pursuant to subsection 12(1) of this By-law exceeds the budget for the acquisition of the goods or services and approval from the Board to increase the budget is desired.

Over \$1,000,001: the Board shall have the authority to accept a RFP provided it is compliant and best meets the criteria of 12(1) of this By-law.

CONSULTANT PROPOSALS

Up to \$150,000: the CPO may acquire the services of a Consultant on his or her own authority that in his or her judgement is in the best interests of the Board.

\$150,001 - \$500,000: the Deputy Chief and/or Chief shall have the authority to accept a consultant proposal if it is compliant and best meets the criteria of 18(1) (a) of this section.

Over \$500,001: the Board shall have the authority to accept a consultant proposal if it is compliant and best meets the criteria of 19(1) (a) of this section.

PURCHASE BY NEGOTIATION

For purchases that have a value in excess of \$150,001 but less than \$500,001, the Chief shall have the authority to accept a proposal provided best meets the criteria as established pursuant to subsection 21 (1) of this By-law. Any purchase made under this criteria will be reported to the Board on a quarterly basis through the Purchasing Awards board report.

Notwithstanding subsection (1) of this section, the CPO shall submit any negotiated acquisition, with the exception of a negotiated acquisition to extend or renew an existing software licence or maintenance agreement that is included within the program budget, to the Board for approval if the value of the acquisition exceeds \$500,001.

ACQUISITION OF GOODS AND SERVICES FROM GOVERNMENT BODIES

The CPO may acquire any goods or services from a federal, provincial or municipal body,

ministry, agency, board, corporation or authority when similar goods or services are not available from other sources.

CO-OPERATIVE PURCHASING

The CPO may enter into arrangements with any government body, ministry, agency, group purchasing organization (GPO), board, corporation or authority on a co-operative or joint basis for the acquisition of goods or services where there are economic advantages in so doing that are in the best interests of the Board and the method of acquisition to be used is a public and competitive method.

The CPO shall submit any co-operative purchasing to the Board for approval if the budget is exceeded for the acquisition of the goods or services.

Please reference Appendix A for a list of all formal bids lead by the Waterloo Regional Police Service or where the Waterloo Regional Police Service participated.

Tariff Implications

The trade situation, the status of tariffs and the foreign exchange rate continue to be monitored both in terms of how it may impact our procurement, and budget implications. All awarded vendors included in this Q1 2025 report are Canadian Based (Ontario and Manitoba). The inclusion of applicable tariffs (25%) must be included in bids, it is expected that non-American vendors will be favourably impacted as a result of natural cost effectiveness. However, we are monitoring and reviewing potential future implications.

At this time the impact to the Operating budget is not expected to be material in relation to the total budget due to the composition of the Operating budget being over 90% staffing related. Areas that are expected to be impacted include ammunition, OC spray, and information technology contracts. However, impacts to Capital in particular around fleet, firearms, information technology and facility construction are expected to be more material. With the changing landscape we continue to monitor impacts both on 2025 and projected 2026 financials and operations.

Strategic Business Plan

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

Our Members

☒ Manage change

Our Resources

☒ Embrace modernization

☒ Be future-ready

Financial and/or Risk Implications

All of the below contracts will be contained within the Operating or Capital budget, as required. Tariff implications will continue to be monitored.

Attachments

Appendix A – List of Awarded Bids

Prepared By

Scott Agnello, Manager, Materials Management & Fleet
Kirsten Hand, Director of Finance and Assets

Approved By

Mark Crowell, Chief of Police

Appendix A – List of Awarded Bids (January 1, 2025 to March 31, 2025)

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
PQ2024-01 Prequalification for Moving and Installation Services This Request for Prequalification (RFPQ) was issued in order to create a roster of three (3) qualified Movers/Furniture Installer contractors to complete mover/installer work for the Waterloo Regional Police Service (WRPS). The term of this roster will be February 1, 2025 to January 31, 2028.	1656908 Ontario Ltd 1672102 Ont Ltd o/a Porter Office Services Guardian Van Lines Limited 11090062 Canada Inc Arc Design & Construction Management Paragon Office Installation Services Ltd. Pure Maple Maintenance Inc.	\$0	Cost including net HST: To be determined at time of purchase Funding source: Operating Budget
T2025-01 Supply and Delivery of Flame Resistant (FR) Under Garments This Request for Tender (RFT) is for the Supply and Delivery of Flame Resistant (FR) Under Garments to Waterloo Regional Police Service. The contract is for a period of one (1) year commencing February 01, 2025	The 870 Tactical Supply Company The Requirements Group (TRG) Inc. Guillemot International Inc. MWG Apparel Corp. Outdoor Outfits	\$21,187.50 \$21,775.00 \$25,818.75 \$32,962.50 \$36,950.00	Cost including net HST: \$21,560 Funding source: Operating Budget

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
and ending January 31, 2026, with an option to renew for four (4) additional one (1) year periods. Garments are required to be in compliance with the CSPA for our Emergency Response Team (ERT) and Public Safety Team (PST).	Millbrook Tactical Inc. Rampart International Corp.	\$38,174.75 \$41,773.00	
<p>Toronto Police Service RFP 1527003-22 Information Technology Infrastructure, Software and Services Value Added Reseller</p> <p>The Toronto Police Service (TPS) requested proposals for a single, qualified Value-Added Reseller (VAR) of Information Technology/Information Systems Hardware, Software, Professional, Cloud and Managed services directly related to IT Infrastructure. The purpose of the RFP was to establish a long-term agreement with a qualified Value-Added Reseller to assist with all aspects necessary to support the TPS Information</p>	OnX Enterprise Solutions Ltd.	\$600,000.00	<p>WRPS and ESCO Costs including net HST: \$610,560.00</p> <p>Funding source: Capital and Operating Budgets</p>

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
Systems Infrastructure Sourcing Strategy. Term of this contract is January 1, 2023 to December 31, 2027 with the option to renew for two (2) one (1) year periods.			
<p>Q2025-02 Supply & Delivery of Brother Thermal Printer & Paper Products</p> <p>This Request for Quote (RFQ) is for the supply and delivery of Brother Thermal Printer and Paper Products. WRPS is the lead on this co-operative contract and members of the Police Cooperative Purchasing Group (PCPG) may choose to participate. Agencies who have expressed interest in participating in this contract are: Waterloo Regional Police Service, Guelph Police Service, London Police Service, Port Hope Police Service and Niagara Regional Police Service.</p>	Brother Mobile Solutions	\$52,614.40	<p>Cost including net HST: \$53,540</p> <p>Funding source: Operating Budget</p>

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
P2024-18 E-Notes Pilot This Request for Proposal (RFP) is for the provision of providing an E-Notes solution to the Waterloo Regional Police Service (WRPS) to pilot within the service in 2025.	Faction Four Systems Inc. Axon Public Safety Canada Inc. Digital Mobility Inc. Mobile Innovations Corp. Motorola Solutions	\$79,999.00	Cost including net HST: \$81,407 Funding source: Operating Budget
Supply Ontario VOR Tender 19582 Secure Document and Media Destruction Services This Vendor of Record (VOR) arrangement was established to provide services for secure document and media destruction services from various facilities throughout the Province of Ontario. The term of this contract is March 1, 2025 to February 28, 2029 with no options to renew	Iron Mountain Operations Canada ULC	\$31,560.00	Cost including net HST: \$32,115 Funding source: Operating Budget

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
<p>PQ2025-03 Prequalification for Network/Communications Cabling</p> <p>This Request for Prequalification (RFPQ) was issued in order to create a roster of three (3) contractors to design, install, and certify network/communications cabling for the Waterloo Regional Police Service (WRPS) locations. The term of this roster is March 1, 2025 to February 28, 2028.</p>	<p>Brak Innovations Inc.</p> <p>Roberts Onsite Inc.</p> <p>Comu Networks</p> <p>Aecon Technical Solutions Inc.</p> <p>Datawise Solutions Inc.</p> <p>Excellinx Communications</p> <p>HDP Network Solutions Inc.</p> <p>Hydro One Telecom Inc.</p> <p>Infostream Solutions Inc.</p> <p>Marcomm Integrated Business Solutions.</p> <p>*** Note: Five (5) submissions were disqualified***</p>	<p>\$0</p>	<p>Cost including net HST: To be determined at time of purchase</p> <p>Funding source: Operating Budget</p>

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
<p>P2025-04 – Serving of Court Documents for the Waterloo Regional Police Service (WRPS)</p> <p>This Request for Proposal (RFP) was for the service of Serving of Court Documents for the Waterloo Regional Police Service (WRPS). The term of this agreement is May 1, 2025 to April 30, 2026 with four (4) one (1) year options to renew.</p>	<p>Ontario Judicial Service – Summons Office Inc.</p> <p>Canadian Corps of Commissionaires (Hamilton)</p>	<p>\$199,110.00</p>	<p>Cost including net HST: \$202,614</p> <p>Funding source: Operating Budget</p>



**UNIVERSITY OF
WATERLOO**

Special Constable Service

2024 Annual Report





Special Constable Service

2024 Annual Report

Report:

The University of Waterloo's main campus is located at 200 University Avenue West in Waterloo. There are also three satellite campuses: School of Architecture in Cambridge, Health Sciences Campus in Kitchener and the School of Interaction Design and Business in Stratford.

The University of Waterloo Special Constable Service (UWSCS), in partnership with the Waterloo Regional Police Service (WRPS), is responsible for the safety and security on our campuses within the Region of Waterloo. The Stratford Campus is policed by the Stratford Police Service. Additionally, private security is contracted to assist with day-to-day security operations at specific locations on the main campus and at all our satellite campuses.

The University of Waterloo Special Constable Service consists of 22 Special Constables, including four Patrol Sergeants, an Administrative Staff Sergeant, and a Director. Additionally, the department has a seconded Staff Sergeant from the Waterloo Regional Police Service, four Dispatchers and one Executive Administrative Assistant. UWSCS supports a community of approximately 42,000 students and over 4,000 faculty and staff. The main campus currently has over 100 buildings and is continuing to grow.

The University of Waterloo's relationship with the Waterloo Regional Police Service over the past 16 + years is unique to the Province. The University seconded a Waterloo Regional Police Service Staff Sergeant as the Operations Manager for UWSCS. The Staff Sergeant's role is to oversee all investigations, duty assignments and pro-active initiatives that occur or impact the campus community. This partnership has been advantageous to both agencies and ensures the safety needs of the campus are met through information sharing and collaboration on investigations.

Currently, Staff Sergeant Mike Becks is in the third year of his secondment with the University and with the retirement of former Director Alan Binns, Mike has taken on the additional role of Acting Director for UWSCS.

This past year:

In June 2023 an Active Attacker incident took place on University campus. As a result of this incident, the University and UWSCS completed a fulsome safety review of the event and the applicable procedures and protocols. Special Constables continued to be an integral part of supporting the campus in the healing process from this attack, and have done so through increased safety planning, visible patrols and pro-active presentations on campus. In 2024 a new internal UWSCS Procedure was completed and implemented. This new Procedure was developed in conjunction with a newly developed University Active Attacker plan that details all stages and responses to an active attacker incident on campus. This plan was shared with WRPS and future training opportunities are being explored between the University and the Police Service to continue to strengthen any response to potential future incidents.

The Gaza conflict generated numerous organized demonstrations and protests on UW campus during 2024. Many Canadian and American Universities and Colleges experienced Pro-Palestinian encampments on their property, including the University of Waterloo. On May 13 2024 an outdoor encampment was started on the interior of campus. This encampment lasted approx. 8 weeks and ended through a peaceful resolution agreed upon by the encampment members and the University. In partnership with WRPS, UWSCS was responsible for responding to and managing safety concerns for all members of the campus community during the encampment and associated demonstrations and protests.

Community Safety and Policing Act:

As a result of the Community Safety and Police Act (CSPA), the University of Waterloo applied to the Solicitor General for their Special Constable Employer status in 2024. This approval was required for the continuation of the Special Constable program on campus. This process required the University of Waterloo to meet strict requirements set out by the Ministry to ensure compliance with the obligations of a Special Constable Employer under the CSPA.

With the support of WRPS, the University of Waterloo received authorization from the Ministry on May 30th, 2024. The University was the first University to achieve this status under the new act and this approval ensured there were no interruptions to security response for the campus. UWSCS also has assisted and supported other Universities in Ontario as they navigate the application process.

Calls for service:

Over the course of 2024, Special Constables responded to 1,677 calls for service. This resulted in 24 Criminal Charges being laid and 16 Provincial Offence Notices being issued relating predominately to violations of the Liquor License Act and Trespass to Property Act. Throughout the year, Special Constables have worked closely with WRPS on numerous occasions, including investigations into theft, missing persons, and public safety concerns.

Special Constables continue to commit to the priority response for medical emergencies and mental

health crises to ensure the campus community receives the appropriate support. Officers responded to 206 medical emergencies and 60 mental health incidents in 2024. UWSCS's strong collaboration with other emergency services and University supports has strengthened the overall response on campus and ensures timely interventions when needed.

As per our Operational Protocol Agreement, all investigations relating to serious criminal offences such as: Criminal Negligence, Dangerous Driving, Firearms offences, Sexual Assault, Abduction, Missing persons, Robbery, Domestic Violence relating to intimate relationships, as well as motor vehicle collisions with injuries or fatalities, sudden deaths and suicides are immediately directed to specialized units within WRPS through the seconded WRPS Staff Sergeant.

Training:

In 2024, UWSCS submitted a proposal to WRPS that requested authorization for their Special Constables to carry OC spray as an additional use of force option. WRPS supported this proposal as it would enhance the Special Constables ability to maintain safety and security on campus as OC is an effective non-lethal tool used to manage assaultive and violent subjects.

During the 2024 Use of Force requalification with WRPS, UW Special Constables were trained on OC spray and its appropriate use and application. All members of UWSCS are compliant with Provincial Use of Force training mandates.

As a result of the CSPA, UWSCS members have completed their OPC thematic training which included learning modules on:

- Human rights and systemic racism
- Promoting recognition and respect for the diverse, multicultural, and multiracial nature of Ontario society
- Promoting recognition and respect for the rights and cultures of First Nation, Inuit and Métis peoples.

As part of the UW President's Anti-Racism Task Force (PART), UWSCS has implemented a training/education regime which has been positively recognized by the UW Office of Equity Diversity, Inclusivity and Anti Racism (EDI-R). UWSCS continues to work collaboratively with our EDI-R partners to ensure anti-racism and equity is present in our procedures, processes and service delivery to our campus community. UWSCS continues to actively train with our campus partners in anti-harassment, discrimination, de-escalation and sexual violence response and prevention.

Projects:

Over the course of the year UWSCS continued to focus on reducing bicycle theft on campus. Special Constables used the collection of data and the sharing of information with WRPS to ensure their proactive patrols were aimed at locations identified as high risk. The campus was reviewed at the

start of 2024 to identify additional areas for targeting hardening. Officers continued to educate the campus on bike security measures. As a result of these efforts, multiple bike theft arrests were made over the course of 2024.

UWSCS worked with the WRPS Records Branch to identify opportunities to increase efficiencies in how reports were shared between the two Services. Several duplicities were identified and addressed, which resulted in a reduction in reports being sent to Niche and the associated workload.

Community engagement:

Members of UWSCS continue to participate in initiatives and fund-raising opportunities. Examples include The Regional Food Bank drive, the 2024 Special Olympics and various on campus events.

In conjunction with WRPS, the City of Waterloo and Wilfrid Laurier University, UWSCS continues to be engaged in the planning and assistance with Homecoming and St. Patrick's Day events. This year, support was offered via the usage of UW parking facilities for displaced Ezra Street residents over the course of the operational period.

UWSCS continues to participate in adopt-a-cop style programs with our numerous Daycares on campus, allowing for interaction with our Officers and our younger campus members. UWSCS representatives also volunteered as liaisons with student residences across campus to support and strengthen relationships between the Special Constables and the campus community.

Complaints:

As part of the new CSPA, UWSCS has formalized its internal and external complaints procedure to ensure transparency and accountability. Intake forms are now available on the UWSCS webpage and allow the community to submit a compliment or complaint online. Complaints can also be made in person against any member of the University of Waterloo Special Constable Service and are immediately brought to the attention of the UWSCS Director, Senior Administration of the University of Waterloo and, dependent on the severity of the complaint, the Waterloo Regional Police Service.

In 2024 there were no formal complaints made against any member of the University of Waterloo Special Constable Service.

Follow-Up

In the event you have any questions regarding UWSCS, please do not hesitate to contact S/Sgt Becks at (519) 888-4567 Ext. 36966 or mbecks@uwaterloo.ca



Public Demonstrations and Public Order Report

TO:
The Waterloo Regional
Police Service Board

FROM:
Emergency Services
and Public Safety Unit,
Operational Support

DATE:
4/16/2025

Recommendation

For information only.

Summary

Maintaining public order is a key component under the Adequate and Effective Policing regulation of Ontario which stipulates that police services must maintain the capacity to deploy to a public order incident in a reasonable time. The Waterloo Regional Police Service's (WRPS) Public Order Unit (POU), formerly the Public Safety Team, was renamed in 2024 to align with Provincial terminology.

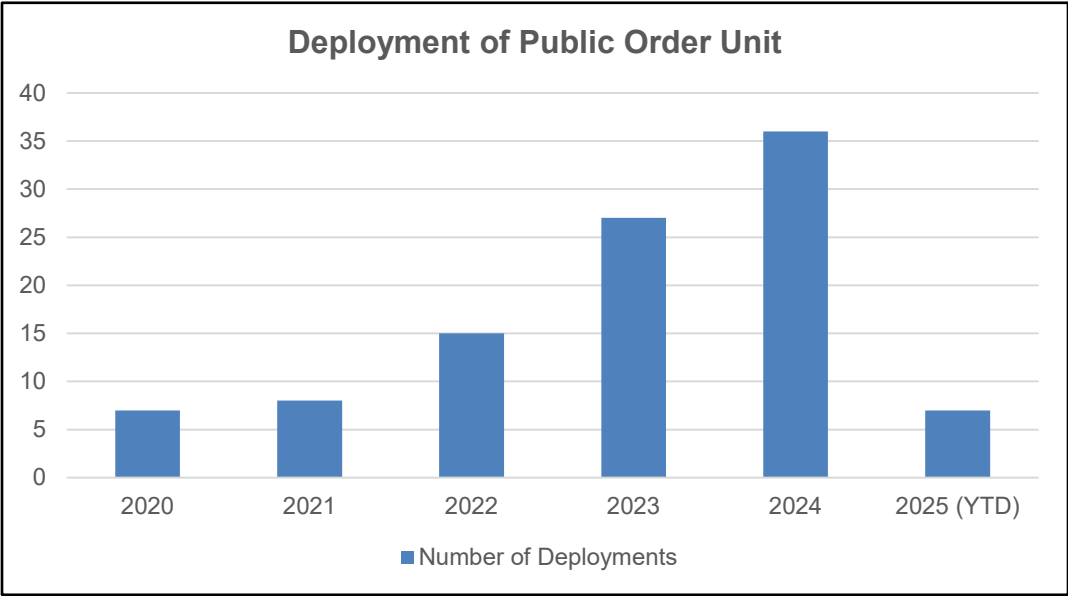
Report

Public Order Unit Deployment:

The POU 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, demonstrations, or large annual events. With recent geopolitical events, the POU is seeing a six-year increased trend in their deployment and response to local events, demonstrations, and protests.

WRPS is part of the Provincial Western Region Hub for Public Order. WRPS is partnered with Hamilton Police Service, London Police Service, Niagara Regional Police Service, Windsor Police Service, and the West Region OPP. WRPS has requested assistance from the OPP semi-annually beginning in 2023 for St. Patrick's Day (March) and Wilfrid Laurier University Homecoming (September). WRPS has also requested the assistance of London Police Service (2023) and Hamilton Police Service (2024) for support in known, planned local events. WRPS has received, and fulfilled, requests for support from Windsor Police Service (2023), and Niagara Regional Police Service (2024). WRPS has also assisted in the East Region Hub with the Ottawa Police Service in 2023 and 2024.

In the first quarter of 2025, there have been 7 POU deployments. This is a decrease from the first quarter of 2024 (12 = -41%), but an increase from the first quarter of 2023 (3 = +133%).



Example of Costs for a Single Recent Deployment:

In November 2024, an event, with planned protest to the event, occurred in the City of Kitchener. 18 POU members were deployed monitoring the event. A staffing cost breakdown for the deployment is provided below.

Rank	Total Hours	On Duty Cost	Overtime Cost	Total Cost
Staff Sergeant	20	/	\$ 2,307.30	\$ 2307.30
Sergeant	20	/	\$ 2,081.10	\$ 2081.10
Constable	140	\$ 1,144.20	\$ 9,439.64	\$ 6,669.91
Totals	180.00	\$ 1,144.20	\$ 13,828.04	\$ 14,972.23

The cost for each deployment has many variables, including number of officers, duration of event, and requirement for overtime to mitigate impact on the broader community. In addition to deployment costs, training for all members occurs semi-annually to ensure best practices are known and followed, and to comply with legislation. The training occurs during on duty time, but will have an impact on front line staffing to coordinate.

Strategic Business Plan

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

Our Commitment to Public Safety

- ☒ Deliver exceptional services that meet local community needs
- ☒ Base actions on evidence

[Open Report: 2025-089](#)**Our Connections**

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

Our Resources

- ☒ Be future-ready

Financial and/or Risk Implications

POU costs will be calculated and reported on annually.

Prepared By

Brenna Bonn, Superintendent, Operational Support

Approved By

Mark Crowell, Chief of Police



2025 St. Patrick's Day Operational Report

TO:
The Waterloo Regional
Police Service Board

FROM:
Emergency Services &
Public Safety Unit,
Operational Support

DATE:
4/16/2025

Recommendation

For information only.

Summary

The annual St. Patrick's Day unsanctioned gathering in the City of Waterloo continues to pose a serious risk to the surrounding community as well as the participants themselves. This unsanctioned gathering has also placed a significant resource strain on all vital emergency resources. Along with our local partners, the Waterloo Regional Police Service (WRPS) undertook extensive planning and preparations for the 2025 unsanctioned St. Patrick's Day gathering in the City of Waterloo. Annually, WRPS participates in joint operational planning for St. Patrick's Day in partnership with the City of Waterloo Municipal Enforcement Services, Region of Waterloo Paramedic Services, Wilfrid Laurier University and Waterloo Fire Rescue.

In 2025, the City of Waterloo sought and was granted an injunction from March 14 to March 17, 2025 by the Superior Court. The injunction and court order provided WRPS with additional enforcement options for individuals who violated the City's Nuisance Bylaw.

The unsanctioned 2025 St. Patrick's Day gathering resulted in 256 charges laid and 456 calls for service of which 108 were citizen generated. The amount of charges laid were comparable to the 2024 St. Patrick's Day, however citizen calls for service increased from 71 to 108, and the total number of calls for service increased from 387 to 456. Total WRPS event costs for the full St. Patrick's Day event equaled approximately \$308,000.

Report

Total Deployment Overview:

To ensure that adequate resources were in place, agencies again conducted operational planning for the entire St. Patrick's Day weekend including, Friday, March 14 to Monday, March 17, 2025.

Starting in 2022, the City of Waterloo and Wilfrid Laurier University have installed fencing throughout the Ezra Avenue corridor to prevent the accumulation of large and dense crowds. All costs associated with the fencing are incurred by the City and the University.

In 2024, Marshall Street was the location of an unsanctioned gathering with crowds peaking at approximately 9,500 people. Closed Circuit Television (CCTV) cameras and signage were used in the area of Marshall Street in 2024, and they were again this year.

2025 Unsanctioned Gathering:

On March 15, 2025, Marshall Street once again became the location of a large unsanctioned gathering. It was hoped that the injunction would serve as a deterrent to an unlawful gathering, and mitigate the risks associated to public safety and associated impacts on critical emergency service response throughout the Region however, individuals chose to ignore the injunction and proceeded to gather unlawfully.

Throughout the morning and early afternoon, individuals took part in small gatherings on private property. These individuals were respectful and abiding by the law. However, shortly before 3:00 p.m., a large crowd was observed descending onto the roadway on Marshall Street, in what appeared to be a planned, coordinated takeover of the street. Enforcement efforts by our members transitioned to crowd management and public safety efforts as officers were forced to close access to multiple streets to oncoming traffic.

It is estimated that the gathering peaked at approximately 20,000 people in the mid-afternoon hours. Shortly after 6:30 p.m., a Long-Range Acoustic Device (LRAD), was used to provide instructions to the crowd to disperse, using the authority of the injunction. The unsanctioned gathering was cleared safely, with no significant injuries or property reported.

Charge	March 15, 2025
Liquor Licence Act	28
Highway Traffic Act	92
Criminal Code/CDSA	12
Bylaw	0
Trespass to Property Act	1
Cannabis Control Act	2
Other	9
TOTAL CHARGES	143
Arrests	9
Calls for Service	75
Total Occurrences	256

Total Summary for Incidents and Charges:

The injunction did not discourage attendance to the unsanctioned event however, it did appear to influence and discourage problem behaviours with the majority of individuals compliant with police and bylaw direction. Over the four-day period one individual was charged with disobeying the court order associated with the injunction. The individual charged is also facing criminal charges of Assault that were primary to the investigation. In total, five Assault occurrences were reported between 7:25 p.m. on March 15 and 2:45 a.m. on March 16. Four related to post-bar disputes, and one related to the previously mentioned charges, all of which occurred after the crowd was cleared from Marshall Street.

The below statistics capture the charges and incidents for the entire major event perimeter from March 14 to March 17, 2025 for WRPS only. Each agency involved in the St. Patrick's Day deployment reports separately on their own incidents and charges. Criminal Code and Controlled Drugs and Substances Act (CDSA) charges showed an increase from 2024. WRPS members were paired with Waterloo Bylaw members in Community Response Teams (CRT) and enforcement action taken by the CRT members was led by City of Waterloo Bylaw.

For 2025, there were a total of 12 arrests for Criminal Code offences and 5 for various provincial offences during the operational period. We continue to analyze footage from the various cameras that may result in additional charges being laid. In comparison to this year, the operational period for 2024 included St. Patrick's Day and the two days leading up to it.

Charge	2025 Totals	2024 Totals
Liquor Licence Act	35	90
Highway Traffic Act	168	147
Criminal Code / CDSA	25	8
Bylaw	0	1
Trespass to Property Act	0	1
Cannabis Control Act	5	1
Other	21	1
Total Charges	254	257
Arrests	17	10
Calls for Services	108	71
Total Occurrences	456	387

Individuals Charged from Specific Post-Secondary Institutions:

The following is a breakdown of charges laid to individuals who are currently enrolled as students at specific post-secondary institutions where the information could be collected.

Institution	Charges
Wilfrid Laurier University	11
University of Guelph	5
Conestoga College	4
McMaster University	3
University of Waterloo	2

An operational debrief occurred among WRPS Operational, Major Event, and Public Order Unit leaders on March 28, 2025. Stemming from that meeting, a number of recommendations were made to help inform future planning and response decisions.

On April 15, 2025, the City of Waterloo hosted a working group meeting with representatives from all of the partners to evaluate the collective response to the 2025 unsanctioned street gathering, and to continue the dialogue around how we can work together to find alternate solutions to prevent/respond to unsanctioned street gatherings.

We continue to be concerned with the high level of risk, cost, and strain put upon all community members and emergency service partners.

Strategic Business Plan

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

Our Commitment to Public Safety

- ☒ 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 Resources

- ☒ Be future-ready

Financial and/or Risk Implications

Total event costs for the full St. Patrick's Day event as well as increased staffing for March 14 and 16, 2025, were approximately \$308,000. These costs are allocated as follows:

	2024	2025	Difference
Overtime	\$196,000	\$197,000	\$1,000
On-Duty Salaries	\$68,000	\$69,100	\$1,100
Planning & Analysis	\$25,000	\$26,400	\$1,400
Logistics	\$29,000	\$16,300	(-) \$12,700
Totals	\$317,000	\$308,800	(-) \$8,200

These costs are not specific to the unsanctioned street gathering but reflect costs associated with policing the entire major event perimeter within the University District. These costs decreased by approximately \$8,200 from 2024. This decrease is in due, in part, to only a single day of assistance from the OPP. Additionally, some initial cost relating to the CCTV equipment in 2024 was not required in 2025.

Prepared By

Brenna Bonn, Superintendent, Operational Support Division

Approved By

Mark Crowell, Chief of Police



Subject:
Quarterly Use of Force Statistical Report – Q1 2025

TO:
The Waterloo Regional
Police Service Board

FROM:
Training and
Education Branch

DATE:
4/16/25

Recommendation

For information only.

Summary

This report provides a statistical summary of interactions with Waterloo Regional Police Service (WRPS) officers and the public where intervention with an individual or individuals met the requirements for the completion of a Use of Force Report by regulation or procedure. This report presents the Q1 2025 Use of Force incidents in the format used to present data (January 1st, 2025 to March 31st, 2025). To align Use of Force reporting with WRPS' Race-Based Data Collection Strategy (RBDCS), race-centered analyses are included in this report.

Reporting requirements are outlined in Community Safety and Policing Act (CSPA), Regulation 391/23. WRPS meets and significantly expands upon reporting requirements in its Use of Force Procedure, criteria for both are set out in Appendix A. This is done in an effort to better capture incidents in which intervention techniques were required in order to evaluate these and determine if there is need for further individual or Service-wide training. The combined total of incidents for which a report is required is herein referred to as reportable incidents.

A reportable incident may generate several Use of Force Reports as multiple officers respond, each of which are required to complete a Use of Force Report. Further, as officers transition from one use of force option to another in response to changes in a subject's profiled behaviour, they will document all force options deployed within their Report (e.g., an officer transitioning from a firearm to a CEW will include both force options when they complete their Report). The Emergency Response Team (ERT) is the only unit permitted to complete a Team Use of Force Report. Within a team response, modernized reporting now requires officers to submit an individual report when use of force options are discharged or when use of force results in an injury. Appendix C contains a summary of all incidents which necessitated a Use of Force Report including those where a subject was not located or where subject race was identified through Computer Aided Dispatch (CAD) information from callers or a police data base (Niche).

Overview of Q1 Use of Force Incidents

During the first quarter of 2025, including incidents involving the humane dispatch of animals, 114 reportable incidents occurred which resulted in 168 Modernized Use of Force Reports. Please note that there may be discrepancies between the quarterly and annual report numbers. For this report, data was pulled on April 1st, 2025. Any Modernized Use of Force Reports approved and filed for Q1 after this date are not included in this report, but they will be included in the annual report.

Each report is reviewed and the actions of the reporting officer are analyzed by the platoon Staff Sergeant, the divisional or branch/unit Inspector, and then supervisors in the Training and Education Branch. From this review, officers were found to be using good judgment, appropriate de-escalation techniques, and intervention methods in compliance with regulation and procedure.

There were 81,421 police occurrences and 3,478 arrests during the first quarter of 2025; both numbers decreased from Q4 2024 (-3% for occurrences; -7% for arrests). While the number of occurrences dropped from Q4 to Q1, the number of Use of Force incidents slightly increased (111 in Q4 vs. 114 in Q1; +3%). The number of Modernized Use of Force reports, however, decreased (198 in Q4 vs 168 in Q1; -15%). The proportion of occurrences involving use of force did not change: in Q1, as with all quarters in 2024, 0.1% of all police occurrences involved a Use of Force incident.

It is important to consider these numbers within the context of legislative and/or WRPS procedural requirements to complete a report. Reports are required, in the case of firearms and conducted energy weapons (CEWs), for every incident when these are drawn and/or demonstrated in the presence of a member of the public. Handguns drawn did not change from Q4 2024 to Q1 2025 (13), while handguns pointed decreased from 33 (Q4) to 24 (Q1). Deployment of CEWs increased from 30 (Q4) to 58 (Q1).

Seven subjects were injured this quarter of which six were minor injuries, and one person required treatment at a medical facility. Three officers were injured this quarter, all of which were minor injuries.

Beginning on January 1, 2020, officer perception of subject race became a reportable category in Use of Force incidents. The collection and analysis of this data is part of the provincial and the WRPS commitment to transparency and accountability. The race-based data related to Use of Force that is presented in this report is integrated into the comprehensive WRPS Race- and Identity-Based Data Collection Strategy (RIBDCS). The RIBDCS supports our Equity, Diversity and Inclusion Strategic Plan (2024-2027).

The Training and Education Branch will continue to monitor submissions of Use of Force Reports to ensure the accuracy of our statistics. De-escalation training will remain a cornerstone feature of our intervention training.

Report

1. Police Response

In 2023, a new Use of Force model was approved, titled the *Ontario Public-Police Interaction Training Aid*. This model has an increased emphasis on de-escalation and conflict prevention. Starting in 2023, all new officers were trained on the new model. As of January 1st 2025, all officers have been trained on the new model. Appendix B provides a description of the model. This model is the foundation of intervention training provided to officers and officers are tested on it annually (as was the case with the previous model). The model governs all interventions with members of our community and includes officer responses which are present in all interactions, specifically officer presence and communication. These elements form the foundation of de-escalation.

In the period covered by this report, WRPS officers were involved in 81,421 occurrences resulting in 3,478 arrests and 114 reportable incidents (10 of which involved the humane destruction of animals). Of note, the total Use of Force incidents for the quarter is not the sum of patrol (i.e., individual), team, and animals incidents because some incidents will involve both patrol and team; the total removes this duplication.

Table 1. Summary of 2024 Q4 Modernized Use of Force Reports and Reportable Incidents.

	2021	2022	2023	2024	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
CAD Occurrences¹	303,809	323,730	372,165	347,110	89,759	83,690	81,421
Arrests	14,587	14,746	15,421	15,516	4,052	3,721	3,478
Modernized Use of Force Reports²	441	559	707	780	186	198	168
Individual	317	413	547	592	144	147	126
Team (Special Response) ³	94	111	137	160	40	41	32
Animals	30	35	21	28	2	10	10
Reportable Use of Force Incidents	307	374	417	461	113	111	114
Individual	199	250	314	305	81	68	88

	2021	2022	2023	2024	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
Team (Special Response)	93	111	137	160	41	40	32
Animals	30	35	21	28	2	10	10

¹ Data provided by WRPS Strategic Services Branch, Planning and Project Management.

² Since some incidents require the attendance of more than one officer and each officer must submit their own Modernized Use of Force Report, there are more reports than there are incidents.

³ Team reports represent specialized teams which submit one Modernized Use of Force report for one coordinated incident (e.g. The Emergency Response Team). An incident involving a Team Report may also result in the submission of Individual Reports.

In comparison to the fourth quarter of 2024, the first quarter of 2025 had 2,269 fewer police occurrences and 243 fewer arrests. While these numbers decreased, the number of reportable incidents slightly increased in Q1 (114) as compared to Q4 (114). The number of Modernized Use of Force Reports submitted by officers in this quarter decreased (-15%; 198 in Q4 to 168 in Q1).

In Q1 2025, excluding reports related to the humane destruction of animals, 69% of Modernized Use of Force Reports were generated by Citizen Calls for Service, 30% were generated by police (14% were generated due to Warrants, 16% were Officer Initiated calls), and 1% were generated to Assist Other Services.

In Q1 2025 force options were deployed in only about 0.1% of all police occurrences. This number has been consistent since at least 2020.

Q1 Use of Force Reportable Incidents Analysis

Officers interacted with members of the public in 81,421 occurrences during the first quarter of 2025. In these occurrences, 3,478 arrests were made. During these interactions, reportable Use of Force incidents occurred 114 times (including animal calls). In Q1 2025, ten incidents involved the humane destruction of animals. These calls are removed from subsequent analyses and only the 104 reportable incidents involving person subjects are reported below.

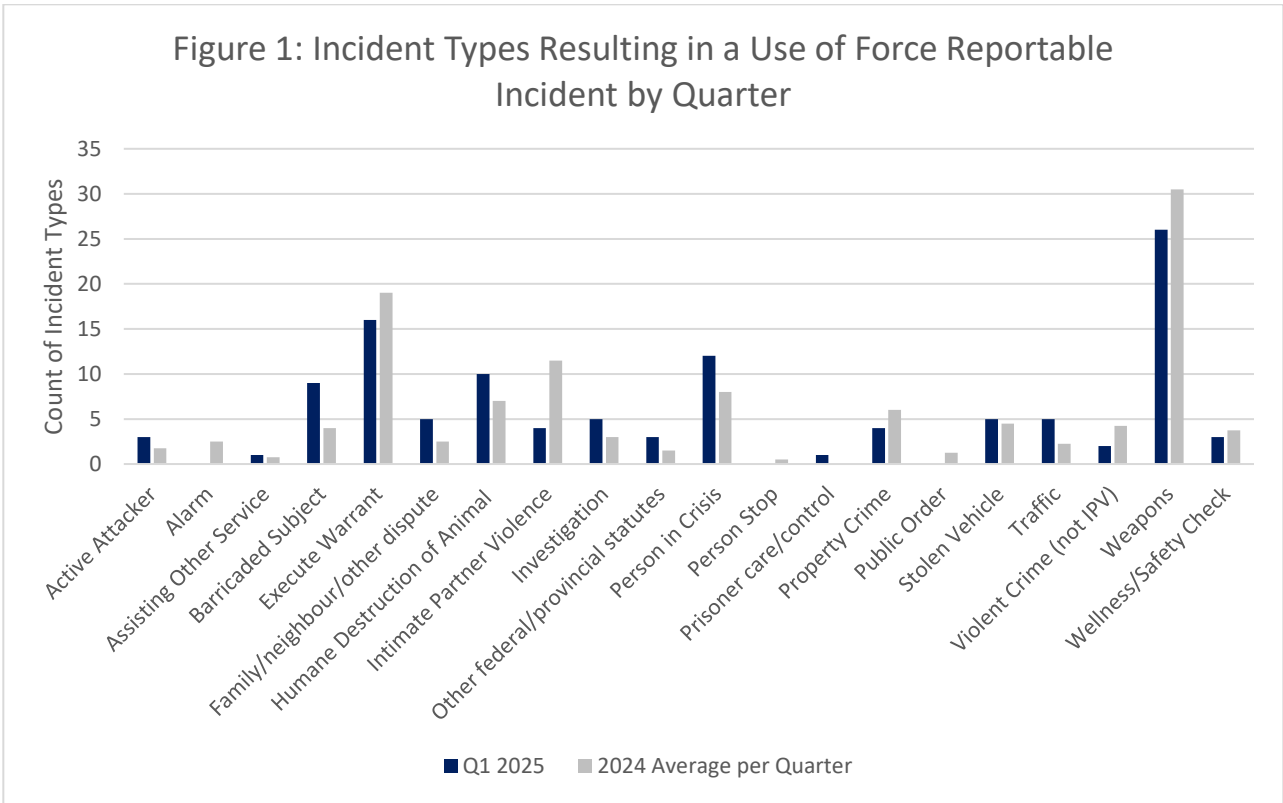


Figure 1 displays the incident types that corresponded to Use of Force reportable incidents. In Q1 2025, Use of Force incidents were most often “Weapons” calls (26 calls; 25% of all non-animal calls), a trend that continues from the previous year.

Use of Force Options

Table 2. Summary of Application of Use of Force Options. Humane destruction of an animal reports are not included in these numbers.

Frequency of Use of Force Option						
	2022	2023	2024	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
Handgun						
Drawn	59	41	54	15	13	13
Pointed	81	126	138	36	33	24
Discharged	2	2	1	0	0	0
Rifles						
Drawn	60	70	105	34	27	26
Pointed	34	80	123	30	29	22
Discharged	0	0	0	0	0	0
Oleoresin Capsicum	2	8	12	8	1	1

Frequency of Use of Force Option						
	2022	2023	2024	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
(OC)						
Baton	2	2	3	0	0	0
Physical Control	73	143	140	32	35	43
Canine	5	10	7	2	1	2

Table 3. Conducted Energy Weapon (CEW) statistics.

Frequency of CEW Options						
	2022	2023	2024	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
Options						
Drawn only	111	53	10	0	0	8
Pointed only	121	99	106	30	20	34
Arc Displayed	7	4	3	0	1	2
Deployed probes	41	47	35	8	9	12
Three Point Contact	0	1	1	0	0	0
Drive Stun	14	8	1	0	0	2
Total	294	212	156	38	30	58

a. Firearms

Incidents with handguns drawn remained stable from Q4 2024 to Q1 2025 (13 incidents) and handguns pointed decreased from 33 in Q4 to 24 in Q1 (-27%). Similarly, carbine rifles drawn decreased from 27 in Q4 to 26 in Q1 (-4%) and carbine rifles pointed decreased from 29 in Q4 to 22 in Q1 (-24%).

b. Oleoresin Capsicum (OC)

In the first quarter of 2025, there was one application of OC spray. The limited use of OC by patrol officers is expected and directly related to the increased use of the conducted

energy weapon (CEW) as an intermediate use of force option.

c. Baton

The baton was not used in the first quarter of 2025. Again, the limited use of the baton by patrol officers is related to the increased use of the conducted energy weapon (CEW) as an intermediate use of force option.

d. Physical Control

The number of incidents where an officer employed physical control increased from 35 in Q4 2024 to 43 in Q1 2025 (+23%). The Modernized Use of Force Report expanded the fields for reporting physical control options. These include: escorting techniques, grounding, joint locks, pinning, pressure points, and strikes.

e. Conducted Energy Weapon (CEW)

The CEW is frequently used as a means to de-escalate a situation and often negates the need to use other use of force options. It also creates safe and advantageous space away from a violent or potentially deadly subject. Similar to firearms, the displaying of a CEW is often enough to de-escalate a situation (of all the times a CEW was drawn in public, it was discharged 21% of the time in Q1 2025). Overall, the number of CEW reports in Q1 2025 increased from Q4 2024 (30 in Q4 vs. 58 in Q1; +93%).

f. Canine

Canine force was used twice in the first quarter of 2025.

2. Injuries During Intervention

Table 4. Summary of Injuries Resulting from Officers’ Intervention.

Injuries Reported in Modernized Use of Force Reports						
	2022	2023	2024	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
Officer (minor)	4	10	6	2	1	3
Officer (serious)	4	0	1	1	0	0
Subject (minor)	26	46	28	9	7	6
Subject (serious)	1	3	4	1	0	1

In Q1, there were 6 minor Subjects injuries and 3 minor Officer injuries. There was one major Subject injury this quarter. Minor injuries refer to any injury where a Subject or

Officer was treated by medical staff, but not admitted to the hospital. This would include abrasions, puncture wounds, or stitches.

3. Officer Perception of Subject Race

Table 5. This table displays the perceived race of subjects in the Use of Force incidents since January 1st 2022 when the collection of this data began.

Perceived Race of Subject in Use of Force Incidents												
	2022		2023		2024		2024		2024		2025	
	Annual		Annual		Annual		Q3		Q4		Q1	
Black	75	18%	52	15%	69	18%	24	18%	14	17%	18	19%
East/Southeast Asian	10	2%	10	3%	15	4%	5	4%	5	6%	6	6%
Indigenous	4	1%	1	0.3%	5	1%	0	0%	1	1%	0	0%
Latino	9	2%	10	3%	15	4%	3	2%	2	3%	2	2%
Middle Eastern	35	8%	22	6%	27	7%	12	9%	3	4%	8	8%
South Asian	0	0%	6	2%	7	2%	8	6%	1	1%	3	3%
White	295	69%	248	70%	239	62%	79	59%	55	67%	57	59%
Undetermined*			6	2%	6	2%	2	2%	1	1%	3	3%
Total	339		355		383		133		82		97	

* Undetermined represents reportable incidents where multiple officers provided inconsistent race perceptions for the same Subject.

Disproportion

To meet the minimum requirements of *Ontario's Anti-Racism Act (2017)*, *Data Standards for the Identification and Monitoring of Systemic Racism (2018)*, the proportion of race perceptions of person subjects involved in reportable use of force incidents has been compared to the residential population demographics obtained from 2021 Census data.¹ Ratio values > 1.5 were used as the cut-off to identify over-representation (Lamberth, 1996; Police Foundation, 2003; Withrow et al., 2008).

Based on the proportion of racialized individuals in the local resident population, Black (ratio of 3.96) and Middle Eastern (ratio of 2.73) individuals were overrepresented in Q1 2025 Modernized Use of Force reportable incidents (Table 6). This replicates the pattern observed since 2020, where Black and Middle Eastern individuals have historically been overrepresented in Use of Force data.

Table 6. Disproportion and Benchmark Ratios for Individuals by Perceived Race in Use of Force reportable incidents.

¹ The boundaries of the Kitchener-Cambridge-Waterloo Census Metropolitan Area (CMA) do not align with the boundaries of the Region of Waterloo. The CMA boundaries exclude the Township of Wellesley.

	Disproportion ratios for each Perceived Race Category						
	Black	East/Southeast Asian	Indigenous	Latino	Middle Eastern	South Asian	White
Person Count	18	6	0	2	8	3	57
Percentage in Use of Force Incidents	18.6%	6.2%	0%	2.1%	8.2%	3.1%	58.8%
Population	4.7%	6.8%	1.7%	2.2%	3.0%	9.7%	72%
Disproportion Ratio	3.96	0.91	0	0.95	2.73	0.32	0.82
Benchmark Ratio	0.32	0.11	0	0.04	0.14	0.05	

Enforcement-Action Benchmarking

To extend beyond disproportions to better understand the drivers underpinning observed overrepresentation, WRPS has engaged in a multiple benchmark strategy. Racial disparity is examined using Enforcement-Action benchmarking in order to make visible disparate outcomes at different decision-making points across the interaction. What we are asking with this analysis is, within Use of Force incidents, do racialized groups experience equal outcomes? To answer this question, the proportion of racialized individuals within a subset of interactions is compared to the proportion of White individuals, as outlined by the Data Standards (2018).² Ultimately, this form of analysis flags areas of potential concern for further investigation, for the purpose of informing solutions that reduce racial disproportionalities and disparities (Foster & Jacobs, 2022).

When considering all Use of Force data, none of the Enforcement-Action benchmarking ratios exceeded the 1.5 cut-off for overrepresentation (see Table 6; Withrow et al., 2008). Due to fluctuations caused by small numbers, a fuller disaggregated analysis will be provided in the annual report.

4. Analysis and Future Action

The Modernized Use of Force Report remains a valuable tool in analysing officers' actions during reportable incidents relative to legislative or procedural requirements.

² See also the Ministry of Solicitor General's *Police Use of Force: Race-based data technical report, 2023* for a discussion on calculating racial disparity indices.

While aggregate analysis is important and illuminating, it remains crucial for individual encounters to be evaluated on a case-by-case basis. Appendix C provides a catalogue of 2025 Q1 reportable incidents in chronological order. Each row represents a reportable incident and lists: (a) the subjects' perceived race (where "or" is shown this indicates discrepancy of perceived race by different responding officers), (b) how the occurrence was generated, (c) the type of incident, (d) the subjects' behaviour as profiled by the officer (see Appendix B), and (e) the officer response based on this behaviour.

Summary & Future Directions

Overall, in the first quarter of 2025, we saw a decrease in the number of reportable incidents and an increase in the number of Modernized Use of Force Reports in comparison to Q4 2024. There was a decrease in the number of Modernized Use of Force reports. There was an increase in the number of reports involving CEWs, and a decrease in the number of reports involving firearms. No firearms were discharged in Q1 2025. Consistent with previous quarters, Black and Middle Eastern individuals were overrepresented in Use of Force Reports as compared to local resident populations.

In 2025, WRPS will recruit a community council. The community council will work collaboratively with the Service to support the development of solutions to address trends of overrepresentation. This is in line with best practice, as recommended by Ontario's Anti-Racism Directorate.

While aggregate analysis is important for understanding Use of Force deployment, it is still essential to examine individual encounters on a case-by-case basis (See Appendix C). Across the Service, Use of Force Reports will continue to be reviewed on a case-by-case basis to ensure that intervention methods are in compliance with regulation and procedure. Information at the encounter level will also provide contextual information relevant to officer decision making to our Training & Education Unit. Having this information will help support training officers to achieve best practice with respect to de-escalation strategies, as well as design future training scenarios. Additionally, this information can be used to develop a better understanding of differences experienced by individuals from different racial categories. By collaborating with community, we can develop solutions that best serve to neutralizing bias in policing.

Strategic Business Plan

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

Our Connections

☒ Communicate and engage

Attachments

Appendix A: Use of Force Report Requirement

Appendix B: Ontario Public-Police Interaction Training Aid (2023)

Appendix C: Raw Data from Individual Occurrences, Q1 2025

Prepared By

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Approved By

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Appendix A

Use of Force Report Requirement

Community Safety and Policing Act, Regulation 391/23 states:

13(1) Subject to sections 15 and 16 of the Regulation, a member of a police service shall submit a report to the Chief of Police whenever the member,

- a) draws a handgun in the presence of a member of the public;
- b) points a firearm at a person;
- c) discharges a firearm;
- d) uses a weapon on another person;
- e) draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- f) points a conducted energy weapon at a person;
- g) discharges a conducted energy weapon; or
- h) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services before the member goes off-duty.

WRPS Use of Force Procedure, Q. Use of Force Reporting – Members. In addition to what is stated in the CSPA, the Service requires members to submit reports for the following:

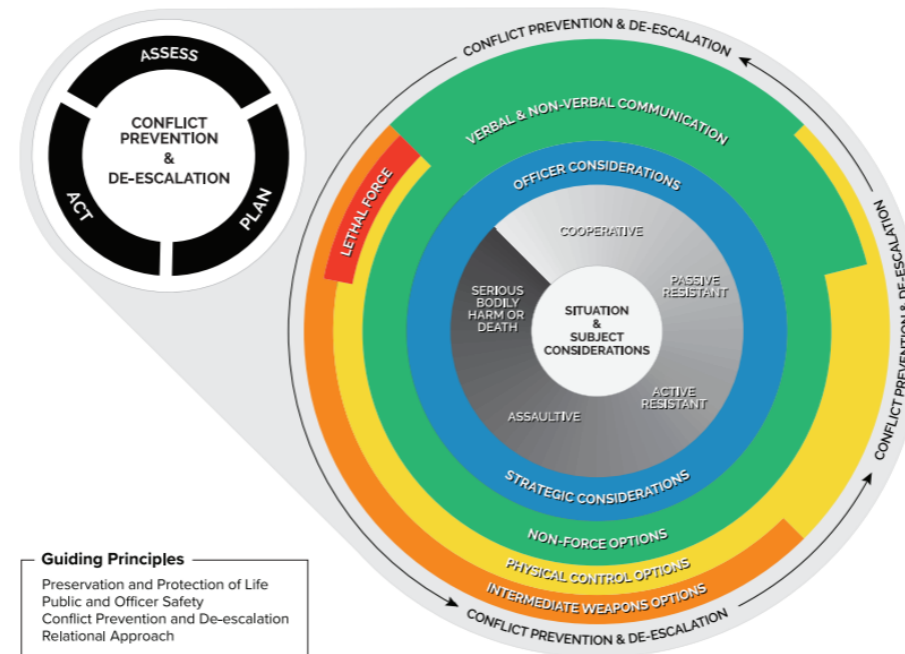
- 1) Drawing a firearm in the presence of a member of the public, excluding a member of the Service.
- 2) Deploying a CEW on another person:
 - a. As demonstrated force presence (i.e., overt display of the CEW with the intent to achieve compliance); and
 - b. In cartridge/probe mode, three-point contact, and drive/push stun mode;
- 3) A police canine has inflicted injury on another person
- 4) This includes use of the ARWEN (Anti-Riot Weapon Enfield) by SRU

Officers are exempt from reporting use of force if performed in a training exercise, target practice at an authorized range or ordinary weapon maintenance in accordance with service procedures.

Appendix B

Conflict Prevention
The pre-emptive use of verbal and non-verbal strategies with people in situations with a potential to escalate (speeding ticket, neighbour dispute)
De-escalation
The use of verbal and non-verbal strategies intended to prevent conflict or reduce the intensity of a situation without the application of force and, if force is necessary, reducing the amount of force if viable
Assess-Plan-Act
A cognitive process applied by the officer to circumstances related to the subject/situation and impacted by perceived/actual risk, available time, and resources. This process is continuous, allowing for reassessment based on changing information.
Situation & Subject Considerations
Some factors impacting an officer's perception and decision-making of the subject and situation are: weather conditions, indoors/outdoors, number of officers/subjects, perceived subject ability (cognitive ability, skill, size, weapon), cultural awareness, gender identity.
Subject Behaviors
Cooperative: Subject complies with a lawful request
Passive Resistant: Subject refuses a lawful request, verbally and/or physically by standing still, sitting, laying down
Active Resistant: Subject pulling/pushing away, walking away, running away
Assaultive: Threatens/attempts/strikes the officer, kick, punch, spit, headbutt (no weapon)
Serious Bodily Harm or Death: The use of any weapon or technique reasonably likely to cause serious bodily harm or death

Ontario Public-Police Interactions Training Aid (2023)



Officer & Strategic Considerations

Factors impacting perception and decision-making, including ICEN, ICLEAR, NRA, POL personal experience, skills/ability, stress, injuries, specialty units, available time

Verbal & Non-Verbal Communication

First Contact Approach: Hello, my name is
Relational Approach: I can see you are struggling, I'm here to help you.
Directive Approach: Police, don't move!
Consistent Verbal/Non-Verbal Approach: facial and body expressions consistent with message, applies to both subject and officer

Non-Force Options

Increasing available time to delay/eliminate the need for force may be done using:
 Distance, Physical Presence, Isolation, Containment, Evacuation, Cover, Concealment, Reposition, Teamwork, Disengagement

Physical Control Options

Soft: controlling an arm/wrist, pressure points, barrier assist
Hard: strikes/grounding techniques

Intermediate Weapons Options

Pepper Spray, Expandable Baton, Conducted Energy Weapon, Less Lethal Shotgun, ARWEN, Shields, Canine, Horses, any other approved weapon

Lethal Force

Use of any weapon/technique reasonably likely to cause serious bodily harm or death

This Training Aid is not prescriptive and does not replace the law. An officer's actions must be lawful, necessary, reasonable and proportional.

Appendix C

Occurrence	Generated By	Report Type	Group Composition	Subject Perceived Race	Incident Type	Subject Behaviour	Subject Weapon	Officer Response
1	Citizen Call for Service	Individual	Individual	White	Property Crime	Active Resistant; Assaultive		Physical Control; CEW Discharged
2	Officer Initiated	Individual	Individual	White	Investigation	Active Resistant; Assaultive		Physical Control; CEW Discharged
3	Citizen Call for Service	Team and Individual	Individual	White	Barricaded Subject; Wellness/Safety check	Access to Weapon; Active Resistant; Assaultive; Nature of Call; Past History; SBHD	Knife/Edged Weapon	Physical Control; CEW Drawn; ERW Drawn; Rifle Drawn
4	Citizen Call for Service	Individual	Individual	Black	Stolen Vehicle	Access to Weapon; Nature of Call; Past History; SBHD	Handgun	Physical Control; Rifle Drawn
5	Citizen Call for Service	Team	Individual	Subject not perceived	Person in Crisis			ERW Drawn; Handgun Drawn; Rifle Drawn
6	Officer Initiated	Individual	Individual	White	Prisoner care/control	Assaultive; SBHD		Physical Control
7	Citizen Call for Service	Individual	Individual	Subject not perceived	Weapons			Rifle Drawn
8	Citizen Call for Service	Team	Individual	White	Barricaded Subject	Access to Weapon; Assaultive; Nature of Call; Passive Resistant; SBHD	Knife/Edged Weapon	Physical Control; Handgun Pointed; Rifle Pointed
9	Citizen Call for Service	Individual	Individual	White	Intimate Partner Violence	Access to Weapon; Nature of Call; Passive Resistant; Past History; SBHD	Unknown type of Weapon	Physical Control; CEW Pointed
10	Citizen Call for Service	Individual	Individual	White	Active Attacker	Access to Weapon; Nature of Call; Passive Resistant; SBHD	Other	CEW Pointed
11	Citizen Call for Service	Individual	Group (3)	Black; Middle Eastern; White	Weapons	Access to Weapon; Nature of Call; SBHD	Long gun	Rifle Drawn
12	Officer Initiated	Team	Individual	White	Other federal/provincial statutes	Access to Weapon; SBHD	Unknown type of Weapon	Physical Control; CEW Pointed
13	Officer Initiated	Individual	Individual	Black	Stolen Vehicle; Traffic	Access to Weapon; Active Resistant; Assaultive; Nature of Call; SBHD	Unknown type of Weapon; Vehicle	Physical Control; Handgun Pointed
14	Citizen Call for Service	Individual	Individual	Subject not perceived	Violent Crime (not IPV); Weapons			Rifle Drawn
15	Officer Initiated	Individual	Individual	White	Traffic	Access to Weapon; Active Resistant; Past History; SBHD	Unknown type of Weapon	CEW Pointed
16	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; Active Resistant; Assaultive; Physical Size, Strength, or Abilities; SBHD	Knife/Edged Weapon	Physical Control; CEW Discharged
17	Citizen Call for Service	Individual	Individual	Middle Eastern	Person in Crisis	Access to Weapon; Assaultive; Nature of Call; SBHD	Other	CEW Drawn
18	Citizen Call for Service	Individual	Individual	White	Violent Crime (not IPV)	Active Resistant; Assaultive; Nature of Call; Passive Resistant; Physical Size, Strength, or Abilities; SBHD		CEW Pointed
19	Citizen Call for Service	Individual			Humane Destruction of Animal			Rifle Discharged
20	Citizen Call for Service	Individual	Individual	White	Investigation			CEW Pointed
21	Officer Initiated	Individual	Individual	White	Barricaded Subject	Active Resistant; Passive Resistant		CEW Pointed
22	Citizen Call for Service	Individual			Humane Destruction of Animal			Rifle Discharged
23	Officer Initiated	Individual			Humane Destruction of Animal			Rifle Drawn
24	Citizen Call for Service	Individual	Individual	White	Investigation	Access to Weapon	Unknown type of Weapon	CEW Drawn
25	Citizen Call for Service	Individual	Individual	White	Barricaded Subject	Access to Weapon; Nature of Call; Physical Size, Strength, or Abilities; SBHD	Club or Impact Weapon	Physical Control; Rifle Pointed

26	Citizen Call for Service	Individual	Group (2)	Black	Active Attacker; Weapons	Access to Weapon; Assaultive; Nature of Call; Passive Resistant; Physical Size, Strength, or Abilities; SBHD	Knife/Edged Weapon	Physical Control; CEW Pointed; Rifle Pointed
27	Warrant	Team	Group (3)	Black	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Handgun	Physical Control; CEW Pointed; ERW Drawn; Handgun Drawn; Rifle Pointed
28	Officer Initiated	Individual	Individual	White	Weapons	Access to Weapon; SBHD	Handgun; Long gun	Handgun Pointed; Rifle Drawn
29	Officer Initiated	Team and Individual	Individual	Subject not perceived	Investigation; Stolen Vehicle; Traffic			Rifle Drawn
30	Citizen Call for Service and Assist Other Service	Individual	Individual	White	Assisting other service; Other federal/provincial statutes	Access to Weapon; Active Resistant; SBHD	Knife/Edged Weapon	Physical Control; CEW Discharged
31	Citizen Call for Service	Team	Individual	East/Southeast Asian	Person in Crisis	Access to Weapon; Nature of Call; Past History; Physical Size, Strength, or Abilities; SBHD	Handgun	ERW Drawn
32	Citizen Call for Service	Individual	Individual	White	Property Crime	Active Resistant; Nature of Call; SBHD		CEW Pointed
33	Warrant	Team	Group (3)	White	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Long gun	ERW Drawn; Handgun Pointed; Rifle Pointed
34	Citizen Call for Service	Individual	Individual	Black	Property Crime	Access to Weapon; Assaultive; Passive Resistant	Unknown type of Weapon	CEW Discharged
35	Citizen Call for Service	Individual	Individual	White	Wellness/Safety check	Access to Weapon; Active Resistant; Assaultive; Nature of Call; SBHD	Knife/Edged Weapon	CEW Pointed
36	Citizen Call for Service	Individual	Individual	Subject not perceived	Weapons			Rifle Drawn
37	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; SBHD	Knife/Edged Weapon	CEW Pointed; Handgun Pointed; Rifle Drawn
38	Warrant	Team	Group (6)	South Asian	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Handgun	Handgun Pointed; Rifle Pointed
39	Warrant	Team	Group (4)	East/Southeast Asian	Execute Warrant	Access to Weapon; Nature of Call; Past History; SBHD	Handgun	Physical Control; CEW Drawn; ERW Drawn; Handgun Pointed; Rifle Pointed
40	Citizen Call for Service	Individual	Individual	White	Stolen Vehicle	Access to Weapon; Nature of Call; Past History; SBHD	Knife/Edged Weapon	Physical Control; Handgun Pointed
41	Citizen Call for Service	Team	Individual	Black	Barricaded Subject	Access to Weapon; Active Resistant; Assaultive; Passive Resistant; SBHD	Club or Impact Weapon; Handgun; Knife/Edged Weapon; Long gun	Physical Control; CEW Drive/Push Stun; ERW Pointed; Handgun Pointed
42	Officer Initiated	Individual			Humane Destruction of Animal			Handgun Discharged
43	Officer Initiated	Individual	Individual	White	Other federal/provincial statutes; Traffic	Access to Weapon; Active Resistant; Passive Resistant; Past History; SBHD	Unknown type of Weapon	CEW Pointed
44	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Rifle Drawn
45	Citizen Call for Service	Individual	Individual	Latino	Wellness/Safety check	Access to Weapon; SBHD	Knife/Edged Weapon	CEW Pointed
46	Citizen Call for Service	Individual	Individual	White	Person in Crisis; Wellness/Safety check	Access to Weapon; Nature of Call; Past History; SBHD	Knife/Edged Weapon	CEW Discharged
47	Warrant	Team	Group (3)	Black	Execute Warrant	Access to Weapon; Nature of Call; Passive Resistant; SBHD	Handgun	ERW Pointed; Handgun Pointed; Rifle Pointed
48	Officer Initiated	Individual	Individual	White	Active Attacker; Weapons	Access to Weapon; Active Resistant; Assaultive; Physical Size, Strength, or Abilities; SBHD	Knife/Edged Weapon	Physical Control; CEW Discharged; Handgun Drawn

49	Officer Initiated and Assist Other Service	Team	Individual	Subject not perceived	Assisting other service; Stolen Vehicle; Violent Crime (not IPV)			Rifle Drawn
50	Citizen Call for Service	Individual	Individual	White	Intimate Partner Violence	Access to Weapon; Active Resistant; Assaultive; Nature of Call; Passive Resistant; Past History; SBHD	Unknown type of Weapon	Physical Control; CEW Pointed
51	Citizen Call for Service	Team	Individual	Subject not perceived	Weapons			Rifle Drawn
52	Citizen Call for Service	Team	Group (2)	White	Barricaded Subject	Access to Weapon; Active Resistant; Nature of Call; Passive Resistant; Past History; SBHD	Knife/Edged Weapon	CEW Drawn
53	Citizen Call for Service	Individual	Individual	Subject not perceived	Wellness/Safety check			Handgun Drawn
54	Citizen Call for Service	Individual	Individual	White	Family/neighbour/ other dispute; Violent Crime (not IPV)	Access to Weapon; Nature of Call; Past History; SBHD	Club or Impact Weapon; Unknown type of Weapon	CEW Pointed; Handgun Pointed
55	Citizen Call for Service	Individual	Individual	White	Other federal/provincial statutes	Access to Weapon; Assaultive	Other	Physical Control; CEW Drive/Push Stun
56	Officer Initiated	Individual	Individual	White	Execute Warrant	Active Resistant; Assaultive		Physical Control
57	Citizen Call for Service	Individual	Individual	Black	Violent Crime (not IPV); Weapons	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	Physical Control; CEW Pointed; Handgun Pointed
58	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Access to Weapon; Past History; SBHD	Club or Impact Weapon; Knife/Edged Weapon	CEW Pointed
59	Warrant	Team	Individual	Subject not perceived	Execute Warrant			ERW Drawn; Handgun Drawn; Rifle Drawn
60	Citizen Call for Service	Individual	Individual	Latino	Family/neighbour/ other dispute	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	Physical Control; Handgun Pointed
61	Officer Initiated	Individual	Individual	South Asian	Other federal/provincial statutes	Nature of Call; SBHD		CEW Pointed
62	Officer Initiated	Individual	Individual	White	Traffic	Access to Weapon; Active Resistant; Passive Resistant; Physical Size, Strength, or Abilities; SBHD	Vehicle	Physical Control; CEW Pointed
63	Warrant	Team	Group (3)	Middle Eastern	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Handgun	ERW Drawn; Handgun Drawn; Rifle Drawn
64	Citizen Call for Service	Individual	Individual	Subject not perceived	Family/neighbour/ other dispute			Handgun Drawn
65	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Active Resistant		Physical Control; CEW Discharged
66	Warrant	Team	Individual	Black	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Handgun	Physical Control; ERW Drawn; Handgun Drawn; Rifle Pointed
67	Citizen Call for Service	Individual	Individual	White	Intimate Partner Violence	Access to Weapon; Assaultive; Nature of Call; SBHD	Knife/Edged Weapon	Physical Control; Rifle Drawn
68	Citizen Call for Service	Individual	Group (3)	East/Southeast Asian; White	Weapons	Access to Weapon; Nature of Call; SBHD	Long gun	Rifle Drawn
69	Officer Initiated	Individual	Individual	Latino or White	Weapons	Access to Weapon; Active Resistant; Assaultive; Nature of Call; Physical Size, Strength, or Abilities; SBHD	Handgun; Other; Vehicle	CEW Discharged; Handgun Pointed; Rifle Drawn
70	Citizen Call for Service	Individual	Individual	Black	Property Crime	Access to Weapon; Nature of Call; SBHD	Other; Unknown type of Weapon	CEW Pointed
71	Citizen Call for Service	Individual	Individual	Black	Weapons	Access to Weapon; Active Resistant; SBHD	Handgun	Physical Control; Rifle Pointed
72	Citizen Call for Service	Individual	Individual	White	Family/neighbour/ other dispute	Access to Weapon; Nature of Call; SBHD	Aerosol; Knife/Edged Weapon	CEW Pointed

73	Citizen Call for Service	Individual	Individual	Black	Family/neighbour/other dispute	Access to Weapon;	Knife/Edged Weapon	CEW Drawn
74	Warrant	Team	Group (7)	East/Southeast Asian	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Handgun	Physical Control; CEW Pointed; ERW Drawn; Handgun Drawn; Rifle Pointed
75	Citizen Call for Service	Individual	Individual	Middle Eastern	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Physical Control; Handgun Drawn
76	Citizen Call for Service	Individual			Humane Destruction of Animal			Rifle Discharged
77	Citizen Call for Service	Team	Group (2)	South Asian	Weapons	Access to Weapon; Nature of Call; Past History; SBHD	Handgun	Physical Control; CEW Pointed; Handgun Pointed
78	Citizen Call for Service	Individual			Humane Destruction of Animal			Handgun Discharged
79	Citizen Call for Service	Individual	Individual	Black	Active Attacker	Access to Weapon; Active Resistant; Assaultive; Nature of Call; SBHD	Unknown type of Weapon	Physical Control; CEW Arc Display
80	Citizen Call for Service	Individual	Individual	Subject not perceived	Weapons			Rifle Drawn
81	Citizen Call for Service	Individual			Humane Destruction of Animal			Rifle Discharged
82	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Access to Weapon; Nature of Call; Past History; SBHD	Unknown type of Weapon	CEW Pointed
83	Citizen Call for Service	Individual			Humane Destruction of Animal			Handgun Discharged
84	Warrant	Team	Individual	White	Execute Warrant	Access to Weapon; Assaultive; Nature of Call; Past History; SBHD	Knife/Edged Weapon	ERW Drawn; Rifle Drawn
85	Citizen Call for Service	Individual	Individual	Black	Weapons	Access to Weapon; Nature of Call; SBHD	Club or Impact Weapon; Handgun	Rifle Drawn
86	Citizen Call for Service	Individual	Group (2)	White	Weapons	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	Handgun Pointed
87	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	CEW Discharged; Handgun Pointed
88	Citizen Call for Service	Individual	Individual	White	Intimate Partner Violence	Access to Weapon; Assaultive; Nature of Call; Physical Size, Strength, or Abilities; SBHD	Knife/Edged Weapon	CEW Drawn
89	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	CEW Pointed
90	Warrant	Team	Group (2)	White	Execute Warrant	Access to Weapon; Nature of Call; Past History; SBHD	Handgun	Physical Control; ERW Drawn; Handgun Drawn; Rifle Pointed
91	Citizen Call for Service	Team	Individual	Subject not perceived	Weapons			Rifle Drawn
92	Citizen Call for Service	Individual	Individual	White	Investigation	Active Resistant; Assaultive; Nature of Call; SBHD		Physical Control; CEW Arc Display
93	Citizen Call for Service	Individual	Individual	Subject not perceived	Weapons			Rifle Drawn
94	Citizen Call for Service	Individual			Humane Destruction of Animal			Rifle Discharged
95	Officer Initiated	Individual	Individual	Middle Eastern	Traffic	Access to Weapon; SBHD	Handgun	Handgun Pointed
96	Citizen Call for Service	Individual	Individual	East/Southeast Asian	Family/neighbour/other dispute	Access to Weapon; Active Resistant; Nature of Call; SBHD	Knife/Edged Weapon; Vehicle	CEW Pointed
97	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	CEW Pointed
98	Citizen Call for Service	Individual	Individual	White	Active Attacker	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	Physical Control; Rifle Pointed
99	Citizen Call for Service	Individual	Individual	White	Assisting other service	Assaultive		CEW Pointed

100	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Physical Control; Handgun Pointed; Rifle Drawn
101	Warrant	Team	Group (3)	Black; White	Execute Warrant	Access to Weapon; Nature of Call; Past History; SBHD	Handgun; Knife/Edged Weapon; Long gun	Physical Control; Handgun Pointed; Rifle Pointed
102	Citizen Call for Service	Team	Individual	White	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	CEW Pointed; ERW Drawn; Handgun Pointed; Rifle Pointed
103	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	Rifle Drawn
104	Officer Initiated	Individual	Individual	Black	Investigation	Active Resistant		CEW Pointed
105	Citizen Call for Service	Individual	Individual	White	Barricaded Subject	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	Physical Control; Rifle Pointed
106	Citizen Call for Service	Team and Individual	Individual	Middle Eastern or White	Barricaded Subject; Execute Warrant	Access to Weapon; Assaultive; Nature of Call; Past History; SBHD	Club or Impact Weapon; Handgun; Knife/Edged Weapon	CEW Drawn; ERW Drawn; Handgun Pointed; Rifle Pointed
107	Warrant and Officer Initiated	Team and Individual	Group (2)	East/Southeast Asian; White	Barricaded Subject; Intimate Partner Violence; Weapons	Access to Weapon; Nature of Call; Past History; SBHD	Handgun; Long gun; Unknown type of Weapon	CEW Pointed; Rifle Pointed
108	Citizen Call for Service and Assist Other Service	Team	Individual	White	Person in Crisis	Access to Weapon; Nature of Call; Passive Resistant; Past History; SBHD	Knife/Edged Weapon; Long gun	Physical Control; CEW Pointed; Handgun Pointed; Rifle Pointed
109	Citizen Call for Service and Assist Other Service	Team and Individual	Individual	East/Southeast Asian or South Asian or White	Barricaded Subject; Person in Crisis	Access to Weapon; Nature of Call; Past History; SBHD	Knife/Edged Weapon	Physical Control; CEW Discharged; ERW Pointed; Rifle Pointed
110	Warrant	Team	Group (3)	Middle Eastern	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Handgun	ERW Drawn; Handgun Drawn; Rifle Drawn
111	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Active Resistant; Assaultive; Nature of Call; SBHD		Physical Control; CEW Discharged
112	Citizen Call for Service	Individual			Humane Destruction of Animal			Handgun Discharged
113	Warrant	Team	Group (8)	Black; Middle Eastern; White	Execute Warrant	Access to Weapon; Nature of Call; Past History; SBHD	Handgun	Physical Control; Handgun Pointed; Rifle Pointed
114	Citizen Call for Service	Team and Individual	Individual	Middle Eastern	Barricaded Subject; Person in Crisis; Wellness/Safety check	Access to Weapon; Nature of Call; Past History; SBHD	Knife/Edged Weapon	Physical Control; CEW Pointed; Handgun Drawn; Rifle Pointed

WRPS USE OF FORCE STATISTICAL REPORT – Q1 2025

Police Services Board Meeting

April 16, 2025

Eddie Lewis, Inspector

Professional Development and Organizational Culture



Background

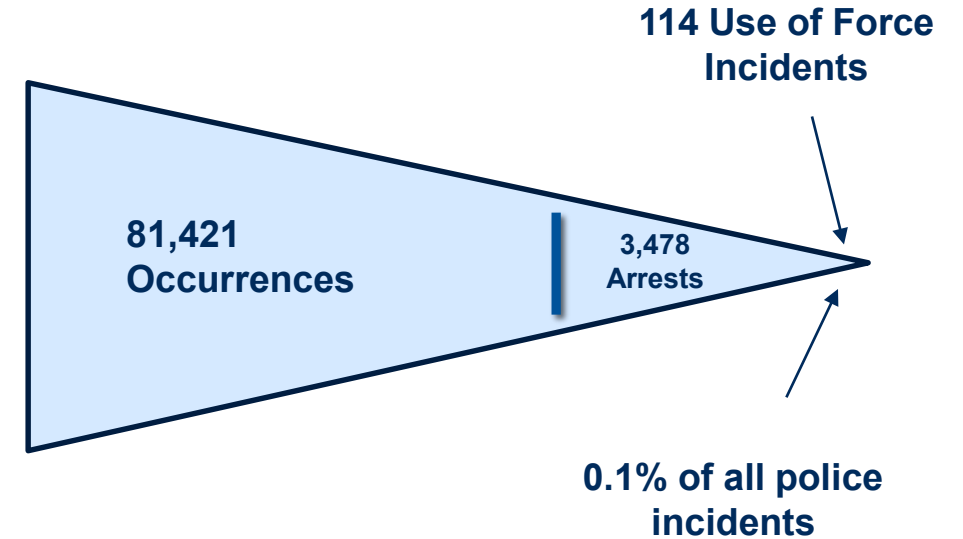
- Period of reporting: January 1st to March 31st 2025
- **Reportable incidents** – Those incidents that require a *Use of Force Report* by legislation and/or WRPS Procedure;
- A reportable incident may generate several Use of Force Reports – one for each officer; and
- Each *Use of Force Report* is subject to 3 layers of scrutiny:
 - (i) S/Sgt of the platoon/unit;
 - (ii) Senior Leader of the Unit/Branch/Division; and
 - (iii) Sgt in Training and Education.



Q1 Summary of Use of Force Reports/Incidents

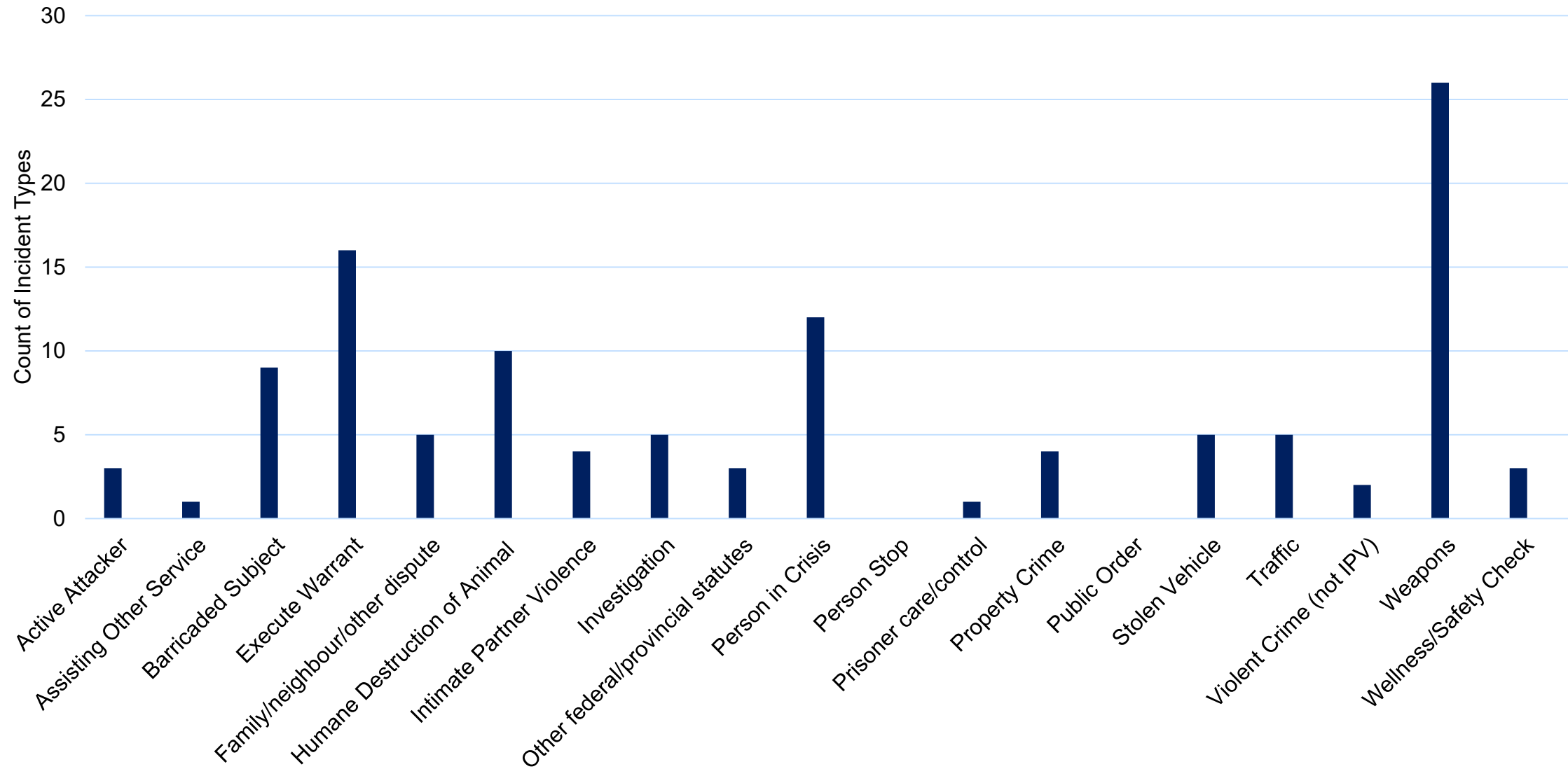
Use of Force Reports and Incidents compared to Occurrences and Arrests

	2021	2022	2023	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Annual Statistics	Q4	Q1
CAD Occurrences	303,809	323,730	372,165	347,110	83,690	81,421
Arrests	14,587	14,746	15,421	15,516	3,721	3,478
Use of Force Reports						
TOTAL	307	374	707	780	198	168
Patrol	199	250	547	592	147	126
Team (Special Response)	93	111	137	160	41	32
Animals	30	35	21	28	10	10
Use of Force Incidents						
TOTAL	441	559	417	461	111	114
Patrol	317	413	314	305	68	88
Team (Special Response)	94	111	137	160	40	32
Animals	30	35	21	28	10	10



- Occurrences (81,421) and arrests (3,478) decreased as compared to the 4th quarter of 2024.
- Use of Force incidents (114) were up from the previous quarter (111)

Incident Types Resulting in Use of Force Incidents



Q1 Use of Force Options (excluding CEWs)

Frequency of Use of Force Option Use						
	2022	2023	2024	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
Handgun						
Drawn	59	47	54	15	13	13
Pointed	81	120	138	36	33	24
Discharged	2	2	1	0	0	0
Rifles						
Drawn	60	86	105	34	27	26
Pointed	34	35	123	30	29	22
Discharged	0	0	0	0	0	0
Oleoresin Capsicum (OC)	2	8	12	8	1	1
Baton	2	2	3	0	0	0
Physical Control	73	198	140	32	35	43
Canine	5	10	7	2	1	2

CEW Use

	2022	2023	2024	2024		2025
	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
Options						
Drawn only	111	48	10	0	0	8
Pointed only	121	134	106	30	20	34
Arc Displayed	7	7	3	0	1	2
Deployed probes	41	62	35	8	9	12
Three Point Contact	0	2	1	0	0	0
Drive Stun	14	17	1	0	0	2
Total	294	270	156	38	30	58

- Procedure requires a Use of Force Report each time CEW removed from holster;
- Anytime a lethal force option is drawn, CEWs are also typically drawn as a less lethal option to support de-escalation.

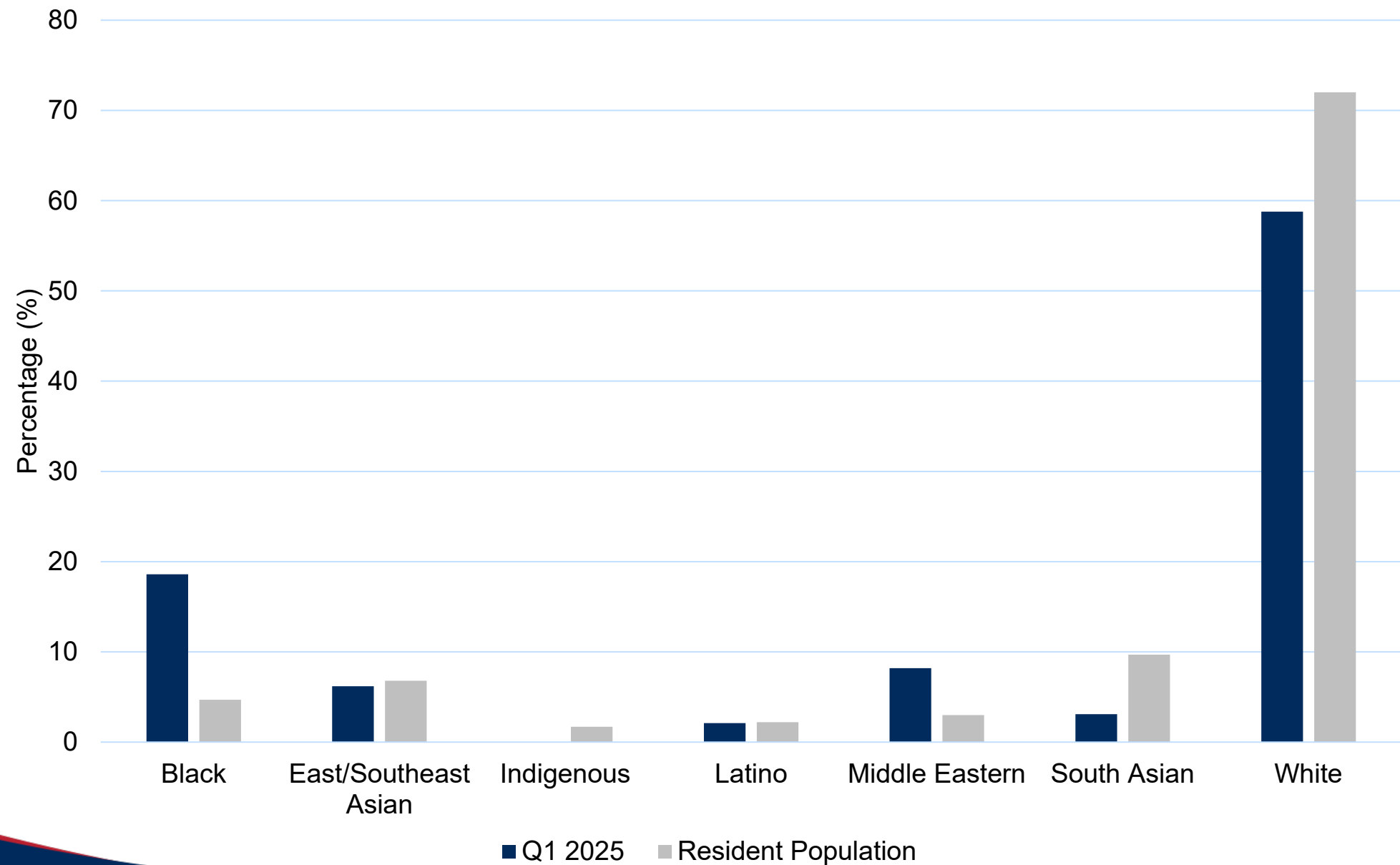
Q1 Summary of Subject Injuries

	2022	2023	2024	2024	2024	2025
	Annual Statistics	Annual Statistics	Annual Statistics	Q3	Q4	Q1
Subject (minor)	26	46	28	9	7	6
Subject (serious)	1	3	4	1	0	1

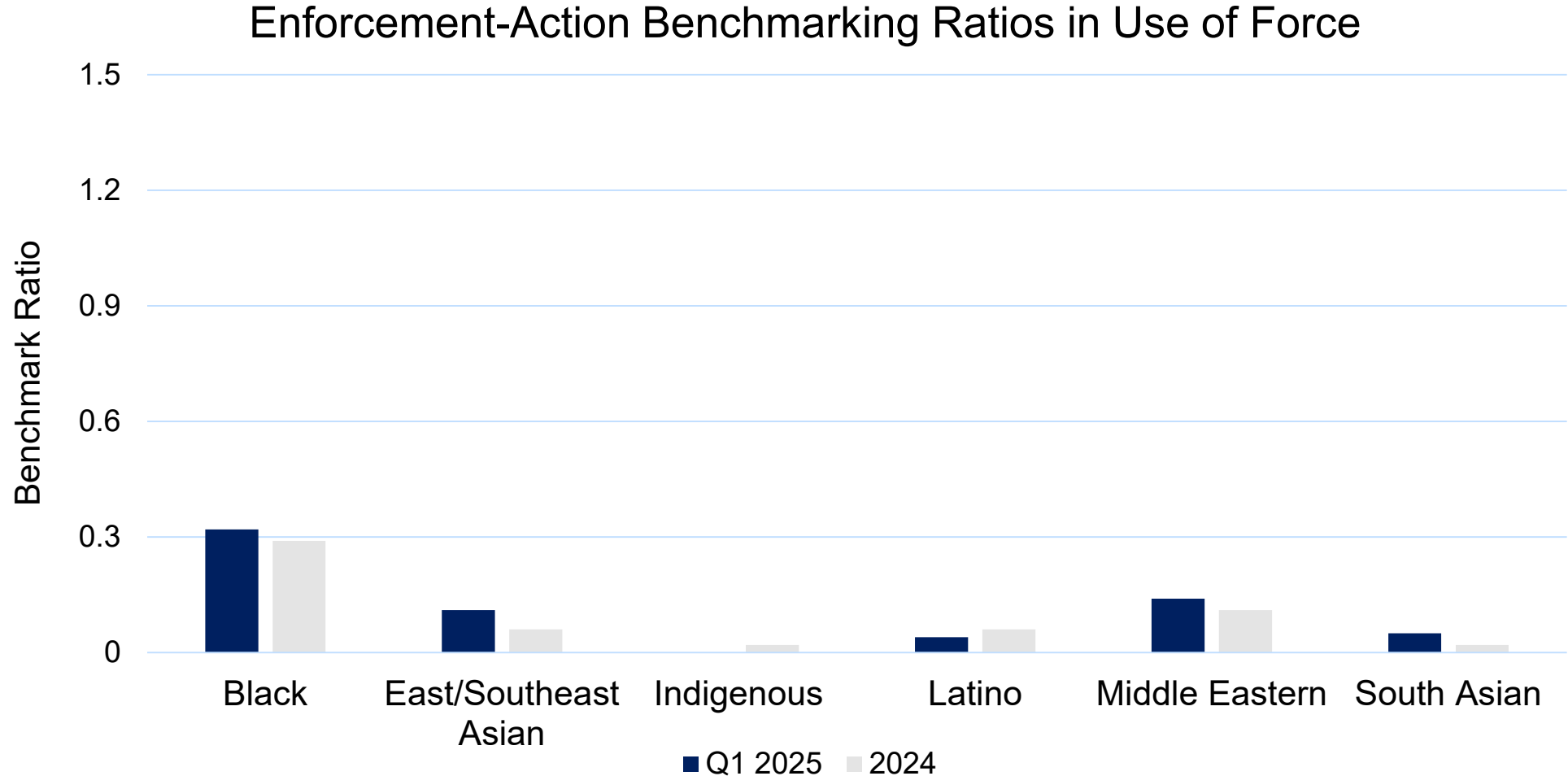
Q1 Officer Perception of Subject Race

Perceived Race of Subject based in Use of Force Reports												
	2022		2023		2024		2024				2025	
	Annual Statistics		Annual Statistics		Annual Statistics		Q3		Q4		Q1	
Black	75	18%	52	15%	69	18%	24	18%	14	17%	18	19%
East/Southeast Asian	10	2%	10	3%	15	4%	5	4%	5	6%	6	6%
Indigenous	4	1%	1	0.3%	5	1%	0	0%	1	1%	0	0%
Latino	9	2%	10	3%	15	4%	3	2%	2	3%	2	2%
Middle Eastern	35	8%	22	6%	27	7%	12	9%	3	4%	8	8%
South Asian	0	0%	6	2%	7	2%	8	6%	1	1%	3	3%
White	295	69%	248	70%	239	62%	79	59%	55	67%	57	59%
Undetermined			6	2%	6	2%	2	2%	1	1%	3	3%
Total	339		355		383		133		82		97	

Racial Disproportion



Racial Disparity



Thank You

Questions?





WATERLOO REGIONAL
POLICE



Community Safety and Wellbeing Feature: Youth Diversion Pilot Program

TO: The Waterloo Regional Police Service Board	FROM: Community Safety Partnerships	DATE: 04/16/2025
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Recommendation

For information only.

Summary

The Waterloo Regional Police Service (WRPS) Youth Engagement Strategy has prioritized Youth Criminal Justice Act (YCJA) Extra Judicial Measures (pre-charge diversion) as a means and opportunity to connect youth to meaningful programming and resources focused on rehabilitation, reintegration and to address the circumstances of the underlying behavior.

This report reviews elements of YCJA pre-charge diversions and provides an update of the Crow Shield Lodge Youth Diversion Pilot Program.

Report

Background

Between 2020 – 2024, WRPS experienced an overall increase in the number of individual youth, aged 12-17, who are diverted through YCJA extra judicial measures (EJM). (380-609) 60%. (see figure 1)

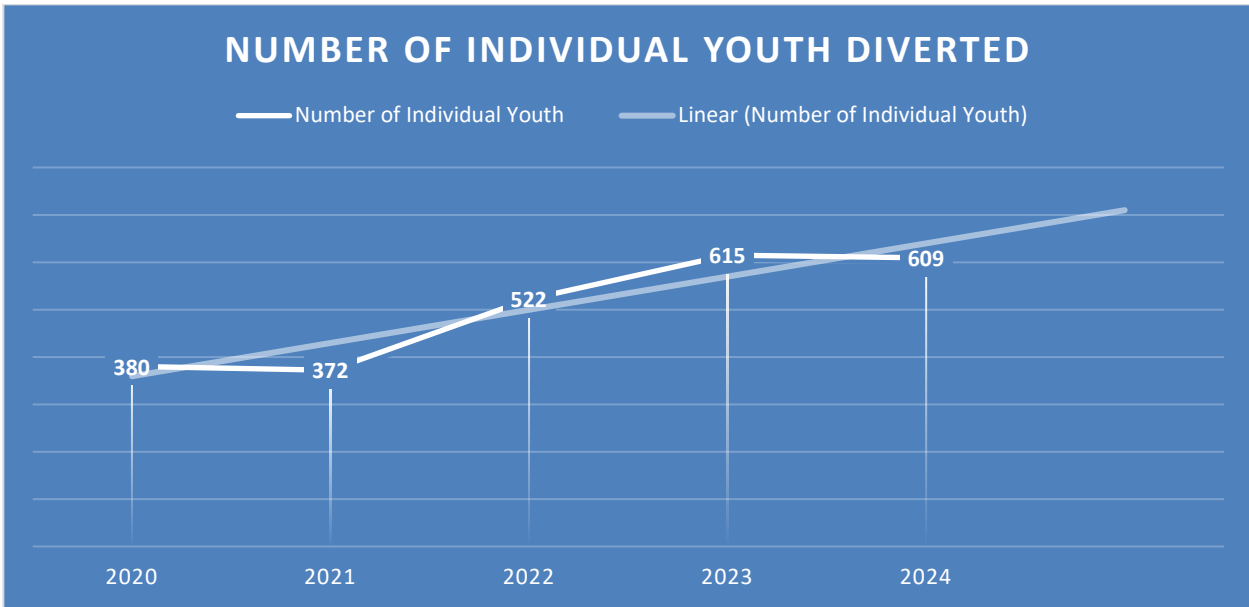


Figure 1

Between 2020-2023, the top three most frequently diverted Criminal Code offences during the same time period are s.266CC Assault, s.334(b)CC Theft Under \$5000, and s.430(4) CC Mischief Under \$5000.

Partnerships

In 2023 and 2024 referrals to John Howard Society diversion programs represented approximately 20% of total pre-charge diversions, presenting the Service with a significant opportunity to improve outcomes for young people through increased referrals. The JHS offers a variety of programs aimed to address specific behavior or skill development, and many have evaluated outcomes.

In order to strengthen our commitment to diversion, prevent re-contact and connect youth to meaningful resources, the Service has reviewed applicable directives and procedures and will be implementing a pre-charge diversion referral threshold. Officers will be required to refer youth to diversion programs (JHS) when receiving their third YCJA diversion (*EJM*) in a 12-month period.

In 2024, WRPS and Starling Community Services were invited to support an Indigenous Youth Diversion Pilot Program, lead by Crow Shield Lodge. This culturally specific resource, funded by the Building Safer Communities Fund, was designed by the team at Crow Shield Lodge to utilize land-based learnings, mentorship, and teaching circles to rekindle cultural identity and pride, encourage personal growth and build a culture of understanding between youth and police officers.

Summary of Activities

The Eagle’s Nest Pilot Program is for indigenous youth aged 13 -18 years who are in conflict with the law or who are struggling to stay on a good path. The pilot was scheduled to run one day per week for a four-month period.

Through this partnership opportunity WRPS aimed to:

- Obtain a broadened cultural understanding of the local indigenous community.
- Identify areas where WRPS can advance reconciliation.
- Identify additional opportunities for youth to participate in WRPS programming.

Beginning on November 26, 2025, WRPS provided a dedicated staffing resource for each week of the program which concluded on March 25, 2025 (16 total engagements). WRPS staff attended in plain clothes and aimed to establish meaningful relationships with the involved youth while assisting in the delivery of programming as requested by Crow Shield Lodge.

During this time, a cohort of 3 – 5 youth received supports and programming, which included learnings of the medicine wheel, medicine bags, traditional medicines, skills development, engagement with elders, firekeepers, fire ceremonies, drumming circles and overall athletic and physical activities.

Information and observations provided as feedback by WRPS staff highlighted the importance of skill building, programming that offers community, support and connection that ties youth to their roots. Additionally, significant improvements in connections between staff and the participating youth were noted.

Next Steps

Recommendations will be presented to WRPS Leadership in terms of ongoing WRPS participation in this program, and determine how to support the sustainability of this important community-based program.

A formal evaluation of the program will be completed and shared.

Advancing Authentic Reconciliation

The invitation of WRPS to participate and support this program has positioned the Service to advance the following Calls to Action:

#38 Reducing Overrepresentation of Indigenous Youth in Custody

The program's land-based and ceremonial components support trauma-informed, restorative alternatives that disrupt cycles of criminalization especially for youth navigating intergenerational harm and systemic barriers.

#57 Education for Public Servants on Indigenous Issues

Through active participation in the pilot, WRPS members received experiential learning in cultural safety, ceremony, and Indigenous legal and relational protocols.

Additionally, the pilot responds to key directives and Call to Justice in Section 9 of the Missing and Murdered Indigenous Women and Girls Report.

WRPS is grateful to the team at Crow Shield Lodge for creating opportunities for youth in our Region. The Service looks forward to working in support of the Eagle's Nest Program.

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

Prepared By

Aaron Mathias, Inspector, Community Safety Partnerships
Vic Di Caro, Advisor, Equity, Diversity & Inclusion Unit

Approved By

Mark Crowell, Chief of Police



Youth Diversion Update

Community Safety & Wellbeing

April 16, 2025
PSB Report 2025-092

Presented by:
Aaron Mathias, Community Safety Partnerships

www.wrps.on.ca



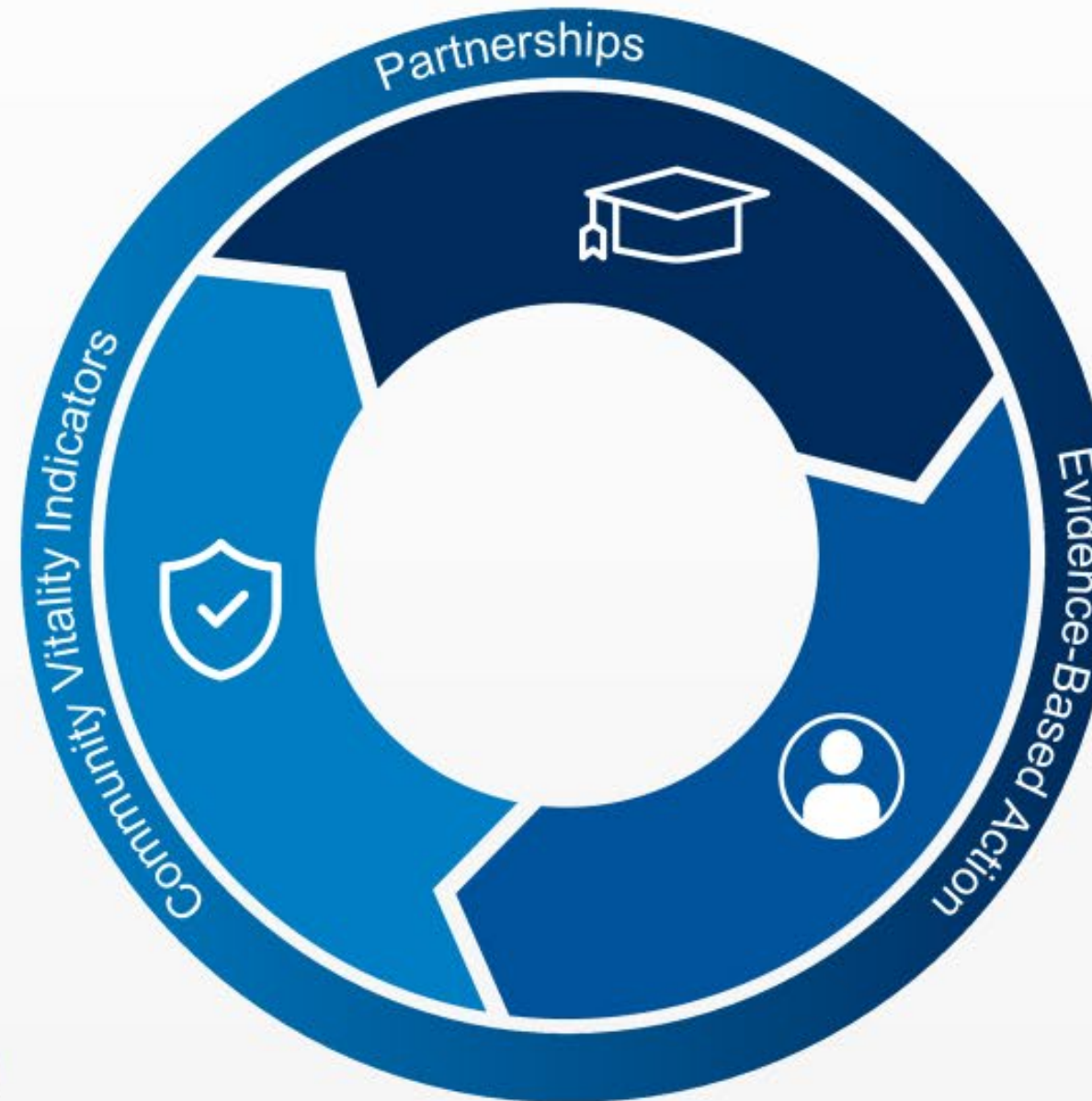
Youth Engagement Strategy

2024-2027

Community & Youth Safety

Create community conditions that will contribute to safety, resilience and wellbeing.

- Community & Youth Engagement Officers
- YCJA Pathways to Diversion
- Prevention and Violence Reduction Initiatives



Education & Outreach

Invest in pathways and programs that will improve outcomes for youth.

- Public Safety Awareness
- Engaging Youth Online
- Youth Engaged & Community Connected

Youth Leadership & Development

Sharing in youth-designed initiatives and facilitating community and civic engagement.

- Evaluate and grow existing programs
- Youth volunteer program
- Youth ambassador program
- Support youth-led initiatives

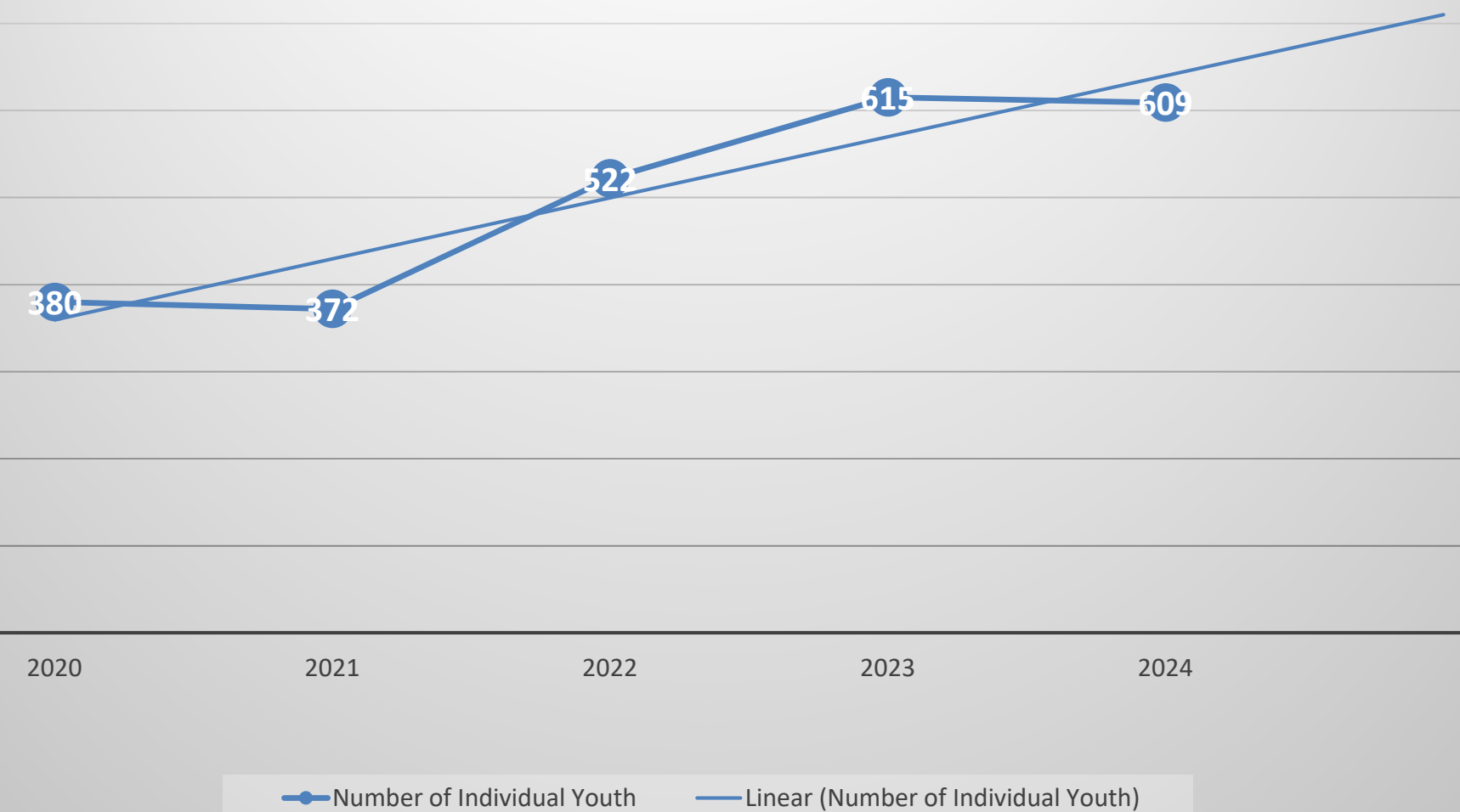


YCJA Diversions

- Shared Responsibility in Society
- Multi-disciplinary approach to address youth crime
- YCJA focus on rehabilitation and reintegration
- Extra-Judicial Measures (Pre-Charge)
 - Timely, meaningful interventions
 - Families, communities have a role
- Consider your role along the developmental trajectory of a young person

YCJA Diversions

Number of Individual Youth Diverted
From criminal code offences 2020-2024



Crow Shield Lodge Youth Diversion Pilot



- ROW Building Safer Communities funding
- WRPS joined Starling Community Services in support of the Crow Shield Lodge Indigenous Youth Diversion Program
- Serving Indigenous youth 13-18 years old
- Land based learning, mentorship, teaching circles, using a holistic approach to youth development and leadership

Crow Shield Lodge Youth Diversion Pilot

- 16 Sessions November 26/24 – March 25/25
- 3 – 5 Youth participated in programming included cultural and land based activities
- WRPS dedicated a staffing resource for each session
- Clear impact and relationships with youth by creating community, support and connection
- Advancing Authentic Reconciliation



Next Steps

- Develop & present recommendations for sustainable and ongoing involvement
- Participate in feedback and evaluation process
- Continue advocacy, support and development of youth focused programs



Thank You

Questions?