

OPEN AGENDA

Date: March 19, 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: February 19, 2025 (p. 1)
- 7.2 Confirmation of Minutes: March 10, 2025 (p. 7)
- 7.3 2025-040: 2024 Annual Letters of Appreciation (p. 9)
- 7.4 2025-051: Administrative Review (24-OCI-366) (p. 32)

- 7.5 2025-060: Administrative Review (24-OCI-405) (p. 34)
- 7.6 2025-077: Amendment to Funding Agreement: Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet (p. 36)
- 7.7 2025-081: Board Policy Update #057 (p. 38)
- 7.8 2025-076: Auxiliary Appointments (p. 42)
- 7.9 2025-086: Special Constable Appointments (p. 44)
- 7.10 2025-056: Auxiliary and Special Constable Resignations (p. 46)
- 7.11 2025-059: Uniform Recruitment Strategy (p. 48)
- 7.12 2025-065: Missing Persons Annual Report (p. 59)
- 8.0 Business Arising from the Minutes
- 9.0 Correspondence
- 10.0 Police Service Board Reports
- 11.0 Chief of Police Reports
 - 11.1 2025-074: December 2024 Financial Variance Report (p. 63)
 - 11.2 2025-064: Quarterly Use of Force Statistical Report Q4 and Annual 2024 (p. 75)
 - 11.3 2025-062: Search of Persons in Custody Annual Report (p. 100)
 - 11.4 2025-068: Innovation and Modernization Unit Update (p. 124)
 - 11.5 2025-071: Community Safety and Well Being: Annual Hate Motivated Crime Report (p. 135)
- 12.0 Monthly Chief of Police Report (verbal)
- 13.0 New Business
- 14.0 Future Agenda Items
- 15.0 Information Items
- 16.0 Adjournment



OPEN MINUTES

Date: February 19, 2025

Location: Zoom

In Attendance:

Ian McLeanChairKaren RedmanVice ChairJim SchmidtMemberTony GiovinazzoMemberDoug CraigMemberKaren Quigley-HobbsMemberSandy ShantzMember

Mark Crowell Chief of Police
Jennifer Davis Deputy Chief
Eugene Fenton Deputy Chief

Meghan Martin Executive Assistant

1.0 Meeting Called to Order

Vice Chair Redman called the meeting to order at 8:30 a.m.

2.0 Motion to Go Into Closed Session

Moved by J. Schmidt

Seconded by D. Craig

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: January 15, 2025
- 7.2 2025-024: 2025 CAPG Membership Fees

That the Waterloo Regional Police Service Board approve the 2025 Canadian Association of Police Governance membership fee in the amount of \$8,315.00.

7.3 2025-046: OAPSB Sponsorship of 2025 Annual Conference

That the Waterloo Regional Police Service Board sponsor the Ontario Association of Police Service Board's 2025 Annual Spring Conference and Annual General Meeting in the amount of \$1,500.

- 7.4 2025-042: WRPS Communications Centre Q4
- 7.5 2025-038: St. Patrick's Day Internal Working Group
- 7.6 2025-043: Mental Health Alternative Response Q4
- 7.7 2025-026: Neighbourhood Policing Q4
- 7.8 2025-049: 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. WHITTON, Owen
- 2. PARMAR, Jai

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

1. MACKENZIE, Colin

7.9 2025-058: Special Constable Appointments (WLU)

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

Wilfrid Laurier University Special Constable;

1. MCCURDY, Graham

7.10 2025-054: WRPS Hate Crime Conference Sponsorship Agreement with the Canadian Race Relations

That the Waterloo Region Police Service Board approve the agreement with the Canadian Race Relations Foundation (CRRF) to sponsor the WRPS Hate Crime Conference, scheduled for April 14-16, 2025, in Kitchener, in the amount of \$10,000.00.

7.11 2025-053: Canine Trainer Services Agreement with the St. Thomas PSB

- 1. That the Board enter into a Canine Trainer Services Agreement with the St. Thomas Police Service Board ("St. Thomas") to provide St. Thomas with the Waterloo Basic Police Service Dog Course at a fee of \$15,000 per canine team, and ongoing maintenance training and certification services at an annual fee of \$2,000 per canine team; and
- 2. That the Board delegate authority to the Chief of Police to execute Canine Trainer Services Agreements with other interested police service boards, on substantially the same terms as the agreement with St. Thomas.

7.12 2025-052: OTPA 2024-25 Mobile Crisis Response Team Enhancement Grant

That the Waterloo Regional Police Service Board (WRPSB) enter into a Transfer Payment Agreement (Agreement) with the Ministry of the Solicitor General (Ministry) and Guelph Police Services Board (GPSB) to secure funding through the 2024-2025 Mobile Crisis Response Team Enhancement Grant.

7.13 2025-039: 2024 Suspect Apprehension Pursuits

7.14 2025-041: Collisions Involving Service Vehicles

Moved by T. Giovinazzo

Seconded by S. Shantz

That the Consent Agenda including the Open Session Minutes of January 15, 2025, and Reports 2025-025, 2025-046, 2025-042, 2025-038, 2025-043, 2025-026, 2025-049, 2025-058, 2025-054, 2025-053, 2025-052, 2025-039, 2025-041 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 2025-030: Human Resources Dashboard 2024 Annual Report

M. Kimpel presented report 2025-030 for information, providing an overview of Human Resources data with respect to Health and Safety, Wellness, Overall Staffing Levels, Occupational and Non-Occupational Absences, Recruitment and Resignation/Retirement turnover for 2024.

Vice Chair Redman acknowledged the volume of follow up calls to check on wellness as a proactive way of making members feel included. M. Kimpel noted that in many ways, WRPS is leading in this programming.

11.2 2025-027: Strategic Business Plan 2024-2027 Progress Report #2

A. Franceschini presented report 2025-027 for information, providing general planning and specific progress updates.

Vice Chair Redman noted that the shift from quantity to quality in the reporting provides a valuable context.

11.3 2025-048: 2024 Chief and Public Complaints Statistics

Inspector Lewis presented report 2025-048 for information. Last year, with an authorized complement of 848 sworn officers, WRPS received 346,014 calls for service, 100 thank you letters (approximately) and 47 screened in

public complaints.

K. Quigley-Hobbs recognized the professional approach utilized for complaints, and how the service uses these to improve and learn.

11.4. 2025-047: Road Safety Plan

Staff Sergeant Griffiths presented report 2025-047 for information. The primary objective of the Traffic Services Unit is to reduce major injury collisions and fatalities by strategically targeting key issues causing them.

S. Shantz asked for clarity on WRPS' partnerships with the Region and Townships to set appropriate speed limits. Staff Sergeant Griffiths explained that this unit attends Traffic Coordinators meetings, as well as offering advice to the Region when requested.

Vice Chair Redman asked about Black Cat Technology. Staff Sergeant Griffiths explained that this is a traffic survey device that can be mounted on a pole to anonymously analyze vehicle traffic.

11.5 2025-028: Regulated Interactions Annual Report

H. Siddiqui presented report 2025-028 for information. Regulated Interactions were most likely to involve individuals who were: between 19 – 29 years of age, male, and White. Black, Middle Eastern, and South Asians were overrepresented in Regulated Interactions, compared to the local resident population.

H. Siddiqui and M. Williams noted that we're seeing more data that can provide insight into year over year trends. This data can help to inform systems reviews at WRPS, including policy.

11.6 2025-029: Intelligence Notes Q4

H. Siddiqui presented report 2025-029 in conjunction with item 11.5.

11.7 2025-050: Community Safety and Well Being Plan: Police Re-Contact

Inspector Mathias presented report 2025-050 for information, examining 2024 re-contact data related to mental health calls for service, youth victims of crime and youth who are proximate to incidents of intimate partner violence, using the lens of adverse childhood experiences.

12.0 Monthly Chief of Police Report

Chief Crowell highlighted a recent Media Roundtable on February 10, 2025. Four males were arrested after a recent Drug Investigation in Cambridge;

Board Chair		Executive Assis	stant
16.0	Adjournment Moved by I. McLean Seconded by J. Schmidt That the meeting be adjourned at Carried.	t 12:21 p.m.	
15.0	Information Items There were no Information Items.		
	There were no Future Agenda Ite	ems.	
14.0	Future Agenda Items		
13.0	New Business There was no New Business.		
	charges were laid in gift card sca scheduled for March 1, 2025 in s	•	



OPEN MINUTES

Date: March 10, 2025

Location: Virtual Meeting

In Attendance:

Ian McLeanChairKaren RedmanVice-ChairTony GiovinazzoMemberJim SchmidtMemberKaren Quigley-HobbsMemberDoug CraigMemberSandy ShantzMember

Mark Crowell Chief of Police

Eugene Fenton Deputy Chief of Police
Jen Davis Deputy Chief of Police
Meghan Martin Recording Secretary

1.0 Meeting Called to Order

Chair I. McLean called the Meeting to order at 1:02 p.m.

2.0 Motion to Go Into Closed Session

Moved by J. Schmidt

Seconded by D. Craig

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 K. Redman

That the Board reconvene at 1:54 p.m. in Open Session.

Carried.

4.0	Adjournment
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Moved by D. Craig Seconded by J. Schmidt That the meeting be adjourned at 1:54 p.m. **Carried.**

Board Chair	Executive Assistant

	2024 Annual Letters of Appreciation			
		.,		
ON THE RESIDENCE OF THE PARTY O	TO: The Waterloo Regional Police Service Board	FROM: Office of the Chief of Police	DATE: 03/19/2025	
Recommendation	1			
For information on	ly.			
Summary				
letters, e-mails and	ional Police Service (WRPS d acknowledgement survey r n organizations (including oth	esponses expressing app	preciation for the	
the community via	be accolades and positive in social media (i.e. X and Fact f the community to provide of Chief of Police.	ebook). In addition, the V	VRPS website	
Strategic Busines	ss Plan			
The above report a	aligns with the following Stra	tegic Business Plan 2024	l-2027 objectives:	
	Crime and Recidivism onal services that meet local	community needs		
Our Connections				
	ved and intentional outreach			
□ Communicate a				
☐ Adopt a people-	centred service delivery mod	del		
Our Members				
☐ Focus on holisti	c wellness			
☐ Create opportur	nities			
☐ Manage change)			

Attachments

20 Sample letters and/or emails from 2024.

Prepared By

Melissa O'Connell, Executive Assistant, Office of the Chief of Police

Approved By

Mark Crowell, Chief of Police

Oct 17

I would like to say that officer Matt Kaleta, badge #1763 was extremely professional, kind and compassionate. I know that my call was not a priority and may have seemed unimportant. But I needed a police report to get access to the video footage from Kitchener housing. Officer Kaleta was very respectful In acknowledging my concerns, and saying that wasn't an unimportant of a call for myself to make. So if he gets to see this. Thank you again from the bottom of my heart. You're awesome!!



I had to call police during an altercation with my daughter. I dealt with police when they came to take my daughter for an evaluation at the hospital. I dropped off forms at central division. Last night i had an officer in my home while my daughter was collected her belongings.

This time is extremely stressful as a mom and all these interactions i 've had with the police they went above and beyond to help and make us comfortable. Every officer was kind and calm. Thank you so much to the police serving and protecting us!





Superintendent David Hennick Hamilton Police Service 155 King William Street Hamilton, ON L8R 1A7

December 9th, 2024

Chief Mark Crowell Waterloo Regional Police Service 150 Maple Grove Road Cambridge, ON N3H 5M1

Chief Crowell

I would like to extend my sincere thanks to Constable Jordan Emmett for her leadership during our Women's ERU Familiarization Day and for taking the time to speak with our officers. Her presence fostered a supportive environment, ensuring that female officers had a welcoming space to practice and ask questions.

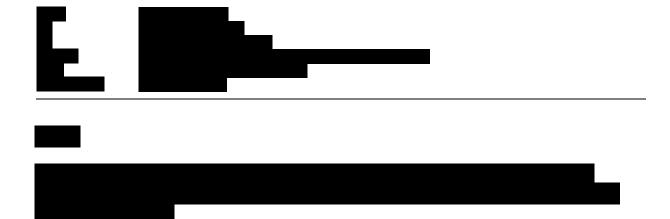
From Constable Emmett's personal journey, it was evident that she worked tirelessly to earn her position on the tactical team, gaining the trust and respect of her peers along the way. Her story of perseverance was incredibly impactful and will serve as a reminder to our members that success may take multiple attempts, but persistence is key.

The Women's ERU Familiarization Day offered an opportunity for our female members to test physical readiness while also empowering those interested in the tactical role. By addressing the unique challenges that female officer's face in maintaining physical fitness, this initiative showcased a proactive and inclusive approach that encouraged both personal growth and confidence.

Constable Emmett's leadership and insights into the physical and mental demands of these roles underscored her understanding of their significance. We want to thank her once again for her support to this important initiative. Her leadership not only enriched our event but set a strong example for future generations of female officers.

Sincerely,

David Hennick



We own a business in a rural area.. And often on our security system we see officers checking up on things in our lot. We even see them get out of their vehicles and walk around with their flash light and looking behind trailers etc. Its actually AMAZING.

We have had many break ins over the years, and over the last 4 years i've seen officers on the camera's come in at least a few dozen times. It makes me feel secure, and also hopeful that quality of service is not lost on the members of the WRPS.

I will also note that i can see the officers faces and they are mostly older constables that go through the lot. I am mentioning this because some of the "Younger" officers we have had interactions with do not seem to be connected with what the tax paying citizens actually want and more interested in woke agenda.

THANK YOU.



•	
	To Waterloo Regional Police Service I am compelled to write this message to recognize the extraordinary actions of one of your officers, Afreen Mohamed (Badge #1838). Her dedication, courage, and quick thinking recently saved a life, and this is not the first time I have witnessed her exceptional contributions.
	During a recent event following performance, a member of the suffered a heart attack. While most attendees had left, Officer Mohamed stayed back, ensuring safety and immediately initiating a 911 call. Her calm and professional response was critical in keeping Yves alive until paramedics arrived. If family was also present, providing support during this life-threatening situation.
	This is just one of many instances where Officer Mohamed has demonstrated her commitment to the community. At a event, I saw her compassionately assist a special-needs child who had an accident with their wheelchair, managing the situation with remarkable care and composure. Similarly, during the concert, her swift response to another emergency showcased her extraordinary dedication to helping others.
	All these examples can be vouched for by the leader and incharge, who has witnessed her actions firsthand.

Officer Afreen Mohamed has proven, even in her young career, to be an exceptional member of the Regional Police Service. She exemplifies the very best qualities of service and leadership, and I believe she truly deserves recognition for her unwavering commitment to her community. Badge #1838 is indeed a star, and her actions should not go unnoticed.

Please consider acknowledging her outstanding contributions.



WA24266707 October 8

The officers who responded to my call, specifically Officer Sirko, were incredibly helpful and kind. She was very understanding of my situation and didn't give up on me. She fought fory rights until the situation was resolved. I greatly appreciate the efforts she made to get me back into my home.

Thank you water 100 Region
Police Service!
The 2024 Phil A Truck event was a
HUGE success! In I hour, your team
helped to raise a total of 1,514 meals
for individuals and families
Struggling to put food on their
tables. We cannot be more
great ful for all of the Work you
do to help support the First
Responders to Food Bank
Program that continues to feed
Our community 365 days of the
year. Together, we will continue
to feed our community!
Thank your Emily Brown
- community Events

Thank you!

Phil A Truck raised

1,514 meals!



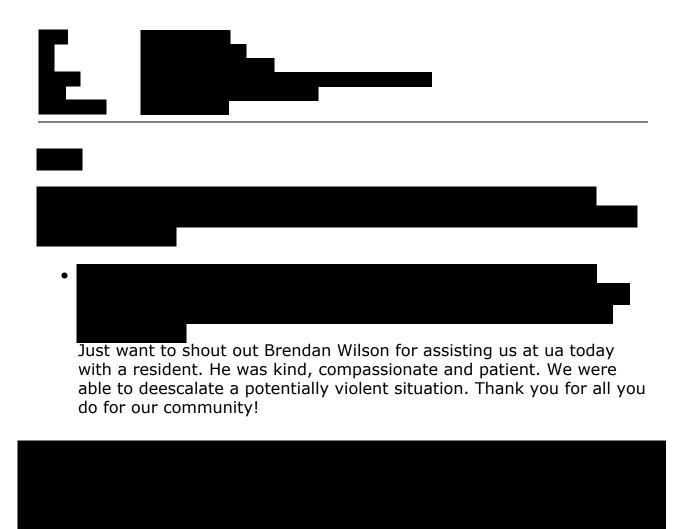












MVC Hit and Run

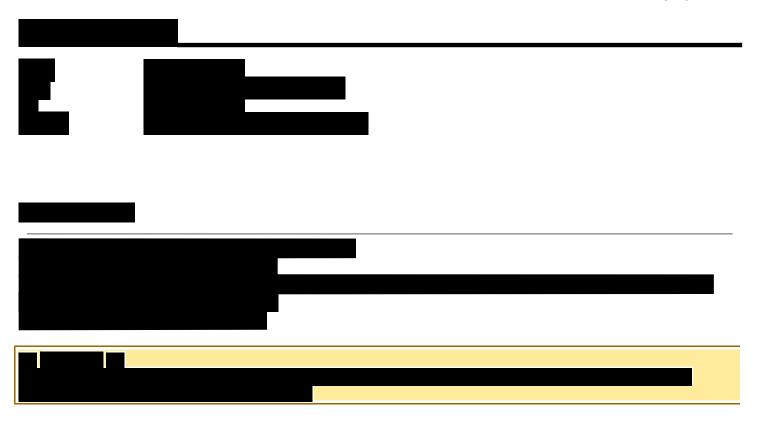
These kind of officers make me so proud! They were kind and caring. They wanted to get the man off the streets. Once they knew he could've been intoxicated and driving, they wanted to find him. They were amazing officers. Exactly what I hope for in police. Great job to them both and thank you both so much for helping me and getting him off the road. Youre amazing police officers. Many thanks to you great officers.

Unwanted Person

The two officers attending my building were professional, knowledgeable compassionate and friendly. They reassured me and provided valuable information to keep myself safe. I am very thankful for their help and support. If there is an opportunity to notify their superiors of exemplary service I hope that this information will be forwarded to the appropriate department. As a senior, I appreciate that my safety and comfort in my home was treated seriously and compassionately. Sincerely

MVC Personal Injury

I didn't call 911, I used the Non emergency number as I didn't deem my situation 911 worthy. My first contact was with Courtney Operator # 134 .. she was absolutely outstanding provided guidance, steps ... received a visit at my home from Cst. Dicks Badge # 1580 The officer was friendly courteous, respectful and highly professional, took my statement, Report provided clarity and guidance. Unfortunate incident occurred dealings with both individuals was Outstanding. Thank you



Thank you to you and your teams for your organization and coordination of an amazing day. It was wonderful to see so many happy faces.

Good luck with the remainder of distribution days.

Our staff are meeting next week to collect successes and learnings in preparation for next year.

I'd be happy to connect in September to share that information with you.

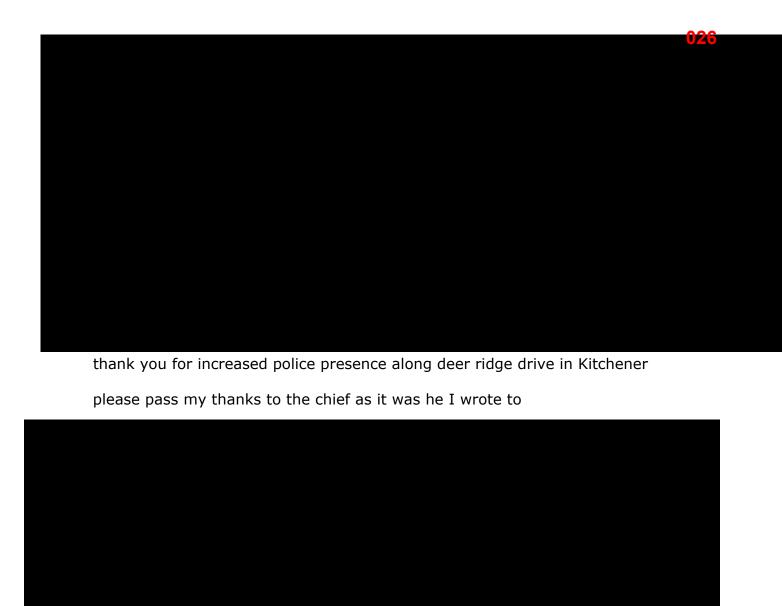
Take care,

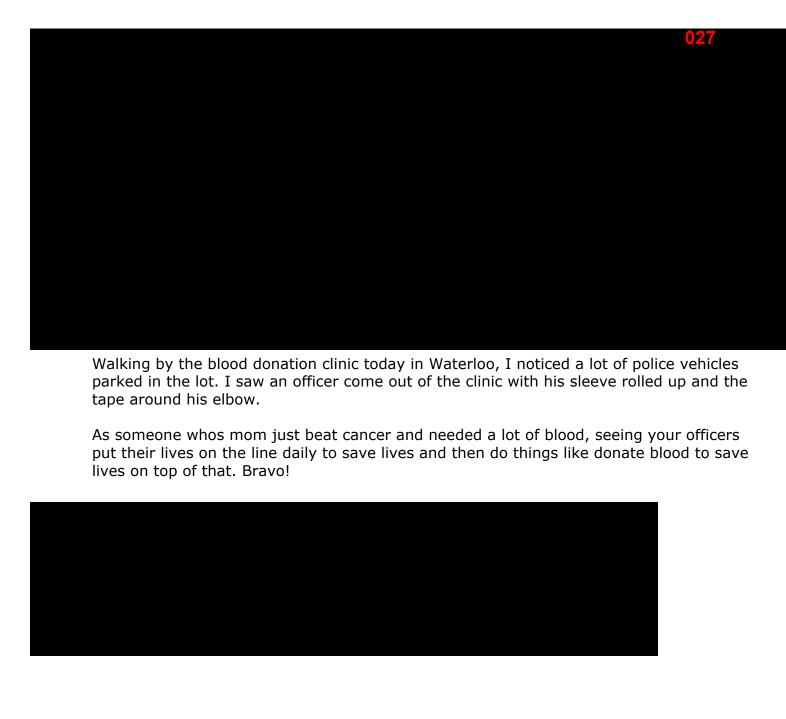


I would like to put in a good word for Cst. Reinhart who came to my house around 3:30am on Aug 10 for a case of harassment. Cst. Reinhart was very professional, clear and precise in his speech, and made me feel very much respected, safe and at ease. He assured me that he was taking my concerns very seriously and his rapid intervention and follow-up call with me have demonstrated this commitment and have allowed me to start regaining a sense of safety. I wholeheartedly recommend Cst. Reinhart's intervention with women who have safety concerns. I would also like to thank the various people I spoke to on the non-emergency line for their professionalism and availability.



I met with Graham Wagner on duty at the headquarters. I needed direction to help my sister. He was so kind, told me about the Form 2 and where to go with it. Denis Hong called me around 4:15. He and another officer completed a Wellness check on my sister. He told me everything he could , was very helpful,
I received the order I needed from the Justice of the Peace around 9:30. I took it to police headquarters where an officer Careless was on duty. Again, he was so kind, took the information, found something missing and required, and told me someone would come for my sister when possible. One police officer, an Englishman, I forget his name but young- in his 20's or early 30's, called me around 11:15 am and said he would be at my sister's building in fifteen minutes. I was very grateful he would call because I wanted to be there when someone arrived. Officer Careless must have relayed my request. The English officer arrived with another officer Rachel Hunphrey. Both were so kind, helpful and professional.
You have one wonderful group of officers working for you!. Waterloo Region certainly knows how to hire and do things.
I want the Chief of the Police and supervisors of these officers to know they should be very proud of these people and how grateful I am for their help. They are wonderful!
Thank you! . She is the person I
needed police help with for mental issues.







We are a local business in downtown Kitchener. We had a challenging situation where a guest left our hotel without paying their bill. Officer Lucas Ndichu stepped in with exceptional professionalism and efficiency. He not only took our concerns seriously but also proactively worked on the case. Within a remarkably short time, he located the guest, got in touch with her, and ensured that the full amount was paid to our hotel the very same day.

His prompt response and effective handling of the situation saved us from a potential financial setback. Officer Ndichu's dedication, attention to detail, and commitment to resolving the issue were truly commendable. We are extremely grateful for his assistance and his outstanding service.





P.O. Box 9634, Station T Ottawa, Ontario K1G 6H5 Tel.: 613-236-1222 Fax: 613-236-9360

C.P. 9634, Succursale T Ottawa (Ontario) K1G 6H5 Tél.: 613-236-1222 Téléc.: 613-236-9360

ottawapolice.ca @OttawaPolice July 5, 2024

Chief Mark Crowell Waterloo Regional Police Service P.O. Box 3070 200 Maple Grove Rd. Cambridge, Ontario N3H 5M1

Dear Chief Crowell: Mark.

I am writing to express my heartfelt gratitude for the exceptional assistance the Waterloo Regional Police Service provided during our Canada Day celebrations this year. The Service's dedication and professionalism played a crucial role in ensuring the event's success.

The Waterloo Regional Police Service's meticulous attention to detail and unwavering commitment were evident in every aspect of the services provided. The seamless coordination and efficient execution allowed us to host a memorable and joyous event for our community.

With no significant issues to report, we received numerous compliments from attendees regarding the outstanding organization and smooth flow of the day's activities. This would not have been possible without your Service's expertise and hard work. Your members' ability to address any challenges that arose with such grace and efficiency was truly commendable.

Please convey our sincere appreciation to everyone involved. Working with such a dedicated and professional group was a pleasure, and we look forward to collaborating with you on future events as we keep our communities safe.

Thank you again for your service and support.

Bric Stubba

Warmest Regard



OCONNELL, MELISSA

From: GREENO, CHERRI

Subject: FW: Thank You for the "Into the Blues" Podcast

>

Subject: Thank You for the "Into the Blues" Podcast

↑ ATTENTION **↑**

This email originated from outside Waterloo Regional Police Service. Please avoid clicking links or opening attachments from external senders unless you are certain it is safe to do.

Dear Waterloo Police Recruitment Team,

I hope this email finds you well.

I am writing to express my gratitude for the "Into the Blues" podcast series that you have made available. I discovered the podcast this morning and have been thoroughly impressed by the content and the insights provided.

The episodes were so engaging and informative that I ended up watching them back to back. They have been immensely helpful in providing a deeper understanding of the roles and responsibilities within the Waterloo Police Service, as well as offering a glimpse into the lives and experiences of the officers.

Thank you once again for creating such a valuable resource for aspiring police officers. Your efforts in producing this podcast are greatly appreciated, and I am confident that it will continue to inspire and guide many others like myself.

With sincere gratitude,

I live in DTK and want to thank all officers involved in their attempts to control the crowds of youth/wannabe gang members who show total disregard for the safety and wellbeing of others. It's sad that we require your services for celebratory events like Canada Day. So grateful for you and the extraordinary work you do. It does not go unnoticed.

Administrative Review of Special Investigations Unit (SIU) 24-OCI-366



TO:The Waterloo Regional Police Service Board

FROM: DATE:
Professional 03/19/2025
Development and
Organizational Culture
Division, Professional
Standards Branch

Recommendation

For information only.

Summary

This report details the outcome of a Special Investigations Unit (SIU) investigation and the required investigation under Section 81 of the Community Safety and Policing Act.

On August 31, 2024, members of the Waterloo Regional Police Service (WRPS) had an interaction with a member of the public who was involved in a disturbance. As a result of the interaction the SIU investigated the incident.

In a letter from Director, Joseph Martino, it was determined there is no basis for proceeding with criminal charges in this case.

Report

On August 30, 2024, WRPS officers were dispatched to an address on Sheldon Avenue, in the City of Kitchener, with report that an altercation had occurred. The information that was available indicated the subject had allegedly assaulted and choked a boy.

Initially two officers responded, investigated and developed reasonable grounds to arrest the subject. While attempting to arrest the subject, he became combative and resistant. Additional officers responded to assist with taking the subject into custody, the subject was grounded, and his hands were handcuffed behind the back. He was transported to Central Division to be held in custody pending a bail hearing.

On August 31, 2024, the subject attempted to harm himself while in a holding cell. He was subsequently transported to hospital, he was diagnosed with a serious injury. As the origins of the injury to the subject appeared to have occurred at or around the time of his arrest, the matter was SIU reportable.

As a result of the interaction, the SIU was notified and invoked their mandate. One officer was designated as a *Subject Official*, he remained on active duty. Three other officers were designated as *Witness* Officials, they all remained on active duty.

The SIU completed an investigation into the incident. In a letter from Director, Joseph Martino, it was determined there is no basis for proceeding with criminal charges in this case.

Section 81 of the Community Safety and Policing Act requires the Chief of Police to cause an investigation into any incident with respect to which the SIU has been notified. The purpose of this investigation is to determine the members conduct in relation to the incident, the policing provided by the member in relation to the incident and the procedures established by the Chief of Police as they relate to the incident. The Act requires the Chief of Police to report the findings on his or her investigation in accordance with Section 8 of Ontario Regulation 90/24 to the Police Services Board.

The Professional Standard Branch conducted a section 81 investigation. It included a review of the SIU Director's Report and investigation, WRPS Arrest and Release, Prisoner Care and Control and Special Investigation Unit procedures. The investigation determined that there are no recommendations for any changes to the Service's policies and/or procedures.

Strategic Business Plan

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

The above report aligns with the following Strategic Business Plan 2024-2027 objectives.
Our Commitment to Public Safety
□ Reduce Violent Crime and Recidivism
\square Deliver exceptional services that meet local community needs
Prepared By
Eddie Lewis, Inspector, Professional Standards Branch.
Approved By

Mark Crowell, Chief of Police



Administrative Review of Special Investigations Unit (SIU) 24-OCI-405

TO:The Waterloo Regional Police Service Board

FROM: DATE:
Professional 03/19/2025
Development and
Organizational Culture
Division, Professional
Standards Branch

Recommendation

For information only.

Summary

This report details the outcome of a Special Investigations Unit (SIU) investigation and the required investigation under Section 81 of the Community Safety and Policing Act.

On September 21, 2024, members of the Waterloo Regional Police Service (WRPS) had an interaction with a member of the public who was involved in a disturbance. As a result of the interaction, the SIU investigated the incident.

In a letter from Director, Joseph Martino, it was determined there is no reasonable grounds in evidence to proceed with criminal charges.

Report

On September 21, 2024, WRPS officers were dispatched to the area of Bleams Road and Strasburg Road, Kitchener with report that the subject had been involved in an altercation.

Several officers responded, one officer developed reasonable grounds to arrest the subject. During the arrest, the subject became aggressive and punched the arresting officer. A second officer who was nearby, profiled the subject as assaultive and struck him once.

The subject fell to the ground and lost consciousness. Paramedic Services responded and transported the subject to the hospital. The subject was diagnosed with a serious injury.

As a result of the interaction, the SIU was notified and invoked their mandate. One officer was designated as a *Subject Official*, and remained on active duty. Three other officers were designated as *Witness* Officials, and all remained on active duty.

The SIU completed an investigation into the incident. In a letter from Director, Joseph Martino, it was determined there were no reasonable grounds in evidence to proceed with criminal charges.

Section 81 of the Community Safety and Policing Act requires the Chief of Police to cause an investigation into any incident with respect to which the SIU has been notified. The purpose of this investigation is to determine the members conduct in relation to the incident, the policing provided by the member in relation to the incident and the procedures established by the Chief of Police as they relate to the incident. The Act requires the Chief of Police to report the findings on his or her investigation in accordance with Section 8 of Ontario Regulation 90/24 to the Police Service Board.

The Professional Standard Branch conducted a section 81 investigation. It included a review of the SIU Director's Report and investigation, WRPS Arrest and Release and Special Investigation Unit procedures. The investigation determined that there are no recommendations for any changes to the Service's policies and/or procedures.

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
Prepared By
Eddie Lewis, Inspector, Professional Standards Branch.
Approved By

Mark Crowell. Chief of Police



AMENDEDMENT TO FUNDING AGREEMENT: PROVINCIAL STRATEGY TO PROTECT CHILDREN FROM SEXUAL ABUSE AND EXPLOITATION ON THE INTERNET

TO:

The Chair and Members of the Waterloo Regional Police Service Board

FROM:

Finance Branch Legal Services and Risk Management Branch DATE:

03/19/2025

Recommendation

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".

Summary

The Waterloo Regional Police Service (WRPS) is seeking Board approval to amend a Provincial funding agreement to provide the WRPS with additional funds to support the work of the Internet Child Exploitation Unit (ICE).

The amendment will provide an additional \$160,480 in Federal funding for the 2024-25 fiscal year. When added to the Provincial commitment of \$288,735, the total funding for 2024-2025 will be \$449,215, raising the four-year commitment to \$1,315,420.00.

Report

On April 1, 2021, the Board entered into a Provincial Strategy Grant Contribution Agreement with the Province as represented by the Ministry of the Solicitor General (the "Ministry") to fund the continuation of a project entitled "A Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet – A Unified Team Approach." The original funding commitment was \$1,154,940.00 for the period April 1, 2021 until March 31, 2025.

On December 4, 2024, Ontario and the Federal Government executed a Contribution Agreement for the National Strategy for the Protection of Children and Sexual Exploitation. This Federal funding is being administered through the Contribution Program to Combat Serious and Organized Crime (CPCSOC) and will be disbursed through the Province's existing contribution agreements. This will provide additional funding and enable the police services participating in the Provincial Strategy Grant to plan, raise awareness and/or help

advance efforts to combat internet child sexual exploitation.

Approved By

Mark Crowell, Chief of Police

In order for the WRPS to receive this additional funding, the Board must enter into an amending agreement with the Ministry by March 21, 2025. Legal Services has reviewed the amending agreement received from the Ministry and does not have any concerns.

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 additional Federal grant of \$160,480 will fund the IT costs of the ICE Unit to combat internet child sexual exploitation.
Prepared By
Kirsten Hand, Director, Finance and Assets Branch Andra Maxwell, Senior Director, Legal Services and Risk Management Branch



Board Policy Review

TO:The Waterloo Regional Police Service Board

FROM: Chair's Office, Executive Assistant **DATE:** 03/19/2025

Recommendation

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

Summary

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

Report

The policy noted above has been reviewed and updated and is attached for the Board's review and consideration.

<u>Policy 057: Collection, Preservation and Control of Evidence and Property</u>
This policy was reviewed internally and the revised change is highlighted for the Board's consideration.

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	1 1	₹ecic	lıvısm
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□ Deliver exceptional services that meet local community needs

☐ Base actions on evidence

Financial and/or Risk Implications

Nil.

Attachments

057: Collection, Preservation and Control of Evidence and Property

Prepared By

Meghan Martin, Executive Assistant to the Board

Approved By

Ian McLean, Board Chair



WATERLOO REGIONAL POLICE SERVICES BOARD **POLICY**

Policy Number: 057 Collection, Preservation and Control of Evidence and Property Date Approved: January 18, 2001 July 12, 2006 Date Last Amended or Reviewed July 7, 2021 Date to be Reviewed: July 2024 March, 2025

Policy of the Board

- It is the policy of the Waterloo Regional Police Services Board with respect to property and evidence control and the collection, preservation, documentation and analysis of physical evidence that the Chief of Police will:
 - a. ensure and report back, as required, on compliance by members of the Service with sections 132, 133 and 134 of the Police Services Act 258, 259 and 260 of the Community Safety and Policing Act;
 - i. When the Waterloo Regional Police Service comes into the possession of gift cards and other like forms of payment in the course of their duties, such items will be treated as money, as per Section 133-259 of the Police ServicesCommunity Safety and Policing Act. If section 433259(3) applies, the Chief of Police is authorized to donate gift cards and other like forms of payment to local charities.
 - ii. The Board will receive an annual report that provides:
 - 1. the disposition of found, surrendered or seized gift cards and other like forms of payment for goods and services, which will include the value of gift cards and other like forms of payment for goods and services donated, and the charities selected for donation;
 - 2. seized, found/surrendered money; and
 - 3. auction of unclaimed property.
 - b. establish procedures, consistent with the advice from the Centre of Forensic Sciences and its current version of the Laboratory Guide for the Investigator, for the safe and secure collection, preservation, control, handling and packaging of evidence;

- c. establish procedures for the secure collection, preservation and control of property;
- d. ensure that an annual audit of the property/evidence held by the Service is conducted by members not routinely or directly connected with the property/evidence control function, and report the results to the Board; and
- e. where a member who has responsibility for a property/evidence storage area is transferred or replaced, ensure that an inventory is taken of all property/evidence in that area.



Recommendation

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

Summary

This report is in support of a recommendation to the Board that they appoint the above Auxiliary members.

Report

In accordance with the new C.S.P.A., the Police Service Board may appoint auxiliary members of the police service.

The above Auxiliary members have successfully completed all required training and met all professional qualifications required to be appointed and designated as an Auxiliary member with the Waterloo Regional Police Service.

We recommend the Board pass a resolution appointing those persons as Auxiliary members effective on the date of their badging ceremony, May 14, 2025, or the date they take their oaths, whichever is later.

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



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*:

Waterloo Regional Police Service (WRPS) Special Constables:

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

Summary

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

Report

The above candidates have successfully completed and maintained all required training; and they meet all professional qualifications required for the position of Special Constable. These candidates have successfully passed security screening and a thorough background investigation.

Based on the information we have; the above candidates are recommended to be appointed as Special Constables as set out in the approved application.

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 the Waterloo Regional Police Service Special Constable has been included in the 2025 operating budget.
Prepared By
Sarah Mitchinson, Human Resources Assistant

Mark Crowell, Chief of Police

Approved By



Recommendation

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

Summary

This report is in support of a recommendation to the Board that they discontinue the appointment designation for the above Auxiliary and Special Constable members who have resigned from their positions with WRPS and Wilfrid Laurier University

Report

In accordance with the new Community Safety and Policing Act, the Ministry's former role in appointing and re-appointing Auxiliary members and 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 Auxiliary and Special Constable members.

It is therefore recommended the above members no longer hold designations as Auxiliary member or Special Constables.

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



Uniform Recruitment Strategy

TO:The Waterloo Regional Police Service Board

FROM: Human Resources Branch **DATE:** 03/19/2025

Recommendation

For information only.

Summary

The Waterloo Regional Police Service (WRPS) successfully reached the authorized sworn complement in 2024. We have hired 13 officers in our first intake of 2025 (18 additional officers are authorized). WRPS has formed a Uniform Recruitment Steering Committee to ensure a robust recruitment strategy is implemented. A permanent Recruitment Outreach Team is also in place. As we have reached staffing targets and have entered more of a maintenance phase, the frequency of the reports provided to the Board will be evaluated as 2025 progresses.

Report

WRPS has a Uniform Recruitment Steering Committee with three key pillars, all championed by multiple senior leaders and members from across the organization:

- **1. HR Processes**: included a top to bottom review of the WRPS selection process, to identify potential improvements.
 - We continue to make adjustments and improvements to our selection process based on metrics and analytics from recent selection process results.
- **2. Outreach and Mentoring:** includes a calendar of events to attend, developing a member-driven Ambassador Program, youth engagement strategy, post-secondary partnerships, diversity-focused mentorship programs, etc.
 - Recent outreach has included general goodwill with the community with EDI supporting community recruiting efforts through attendance at various community events, which gave rise to formal recruiting events.
 - Members have continued to be general recruiting ambassadors at community engagement activities weekly.
- **3. Corporate Communications:** includes the development of marketing campaigns, social media posts, branding, member profiles, etc.
 - Continuing to advertise organize shuttle run blitzes (many sell out)

Upcoming Plans:

- Marketing support to help fill the Women in Policing Information Sessions and Mentoring Programs with quality participants.
- Continue with recruitment events and social media campaigns (surprise job offers).
- Revamp of the dedicated recruiting website as part of the broader WRPS website project in early 2025.

All pillars are working together and are meeting regularly to share information and develop both short-term and longer-term action items.

In-person recruitment information sessions are regularly held throughout the community, as well as online virtual information sessions. The Outreach Team recently travelled to Winnipeg to present to the Northwest Law Enforcement Academy. Our next local recruitment information session was held on March 18, 2025.

The Female Shuttle Run mentoring program, which has expanded to a more fulsome mentoring program, continues with over 82 prospective female Constable applicants participating in this innovative program to date, to help them prepare for the physical testing and interviews required as part of the Constable selection process. The next session will begin in April.

Our most recent shuttle blitz took place on March 2, 2025. We continue to see high return on investment with this initiative.

The team also continues to attend various events, including university/college career fairs and community celebrations.

The February intake has now been hired and we are pleased to welcome 13 new recruits:

- The first three Cadets from our pilot Cadet program have transitioned to Constable.
- Two Auxiliary officers from our Auxiliary to Sworn mentorship program were hired.
- One Special Constable from our Special Constable to Sworn mentorship program was hired.
- Five recruits participated in our Shuttle Run Blitz events.
- One recruit hired participated in our Female Mentorship Program.
- Two recruits hired participated in our Bring Back Program.

We will continue our fulsome approach to sworn recruitment for all subsequent intakes in the coming months and years, including continued complementary work with the Diversity Recruitment Strategy. We will also continue to focus on retention, with a specific mentorship program in place for all new recruits.

Strategic Business Plan

The above repo	ort aligns with the t	ollowing Strategic E	Business Plan 2024	I-2027 objectives:

Our Commitment to Public Safety
□ Reduce Violent Crime and Recidivism
□ Deliver exceptional services that meet local community needs
☐ Base actions on evidence
Our Connections
⊠ Conduct improved and intentional outreach
⊠ Communicate and engage
□ Adopt a people-centred service delivery model
Our Members
☐ Focus on holistic wellness
☐ Manage change
⊠ Foster a positive workplace
Our Resources
☐ Provide safe, accessible, and welcoming facilities
☐ Embrace modernization
⊠ Be future-ready
Prepared By
Molly Kimpel, Director of Human Resources

Mark Crowell, Chief of Police

Approved By

SWORN RECRUITMENT UPDATE

Q1 2025 Report



Recruitment Strategy:

- ✓ Steering Committee
 - ✓ Selection Process Review
 - ✓ Outreach strategies
 - ✓ Corporate Communications / Marketing
- ✓ Dedicated Outreach team: Mentorship Programs
- ✓ Experienced officer postings
- ✓ Cadets
- ✓ Civilian to Sworn Incentive

Outreach / Mentoring



Outreach/Mentoring Metrics for Q1(Class 119) 2025:

- √ 1645 Touch Points with Potential Applicants
- √ 121 Meetings with Potential Applicants
- 44 Events Attended
- √ 16 Member Referrals
- √ 16 Post-Secondary School Connections

Outreach Initiatives

- Cadets to Sworn Transition: 3 hired
- Auxiliary to Sworn mentorship program: 2 hired
- Special Cst to Sworn mentoring program: 1 hired
- Female Mentoring program: 1 hired (cadet)
- Shuttle Run Blitz: 5 hired
- Bring Back Program: 2 hired





Class 119 (1st of 4 intakes)



13 recruits hired

1 experienced officer hired

2 cadets hired

* 77% had connection with WRPS Outreach Team

Successes:

- Reached authorized sworn complement by end of 2024
- ROI from feeder/mentorship programming







Missing Persons Act, 2024 Annual Report

TO: The Waterloo Regional Police Service Board

FROM: DATE: Investigative Services March Division 19/2025

Recommendation

For information only.

Summary

On July 1, 2019, the *Missing Persons Act*, 2018 came into effect, which included a Regulation.

Overview of the Act

The Act assists police officers responding to missing persons occurrences by providing them with the ability, in certain circumstances, to:

- obtain a court order for a person or entity to produce records that would assist in locating a missing person;
- obtain a search warrant to allow entry onto a premises to locate a missing person;
 and.
- make an urgent demand for records without judicial authorization.

The Act also sets out tests to obtain judicial authorization to access records and search premises, and to execute urgent demands for records.

Overview of the Regulation

The Regulation provides operational clarity regarding urgent demands for records and annual reports.

Urgent Demands for Records - Annual Reports

Under section 8 of the Act, police services are required to report annually on the use of urgent demands for records by members of the police service. This must include:

- the total number of urgent demands made that year and the number of missing persons investigations to which they are related; and,
- a description of the types of records specified in the urgent demands for records made in that year.

The Regulation specifies:

- the date by which the annual report must be prepared by the chief of police, and a copy provided to the appropriate entity (Police Service Board) which is by April 1 in a format approved by the Minister; and,
- the date by which the board that receives the report shall make the report available to the public by posting it on a website, which is by June 1 in the year the report is received.

In addition to the contents required under subsection 8(4) of the Act, the annual report must also contain:

 the total number of times that different types of records listed in subsection 4(2) of the Act were specified in the urgent demands made in that year; and if applicable, a description of any types of records not listed in subsection 4(2) of the Act.

Report

For the calendar year of 2024, there were **fourteen** total requests under section 5 of the Act for urgent demands for records relating to any missing person investigations.

There were **three** requests for records containing contact information, or other identifying information; **one** for records of telecommunications or records that contain other electronic communications information; **two** for records of person health information within the meaning of the Personal Health Information Protection Act, 2024; and **eight** for records of financial information.

A report will be filed with the Minister in the prescribed format. The information has also been posted on the Service's public website in accordance with the Regulation.

Strategic Business Plan

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

Our Commitment to Public Safety

			ecidivis	

□ Deliver exceptional services that meet local community needs

☐ Base actions on evidence

Attachments

2024 Missing Persons Annual Report

Prepared By

Kyle Lambert, Inspector, Criminal Investigations Branch, Investigative Services Division Jen Davis, Deputy Chief, Neighbourhood Policing and Investigations

Approved By

Mark Crowell, Chief of Police



Annual Report Template Form 7

Missing Person Act, 2018

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

Data Collection								
Period of data col	lection							
Start Date (yyyy/mm/dd) 2024/01/01				End Date (yyyy/mm/dd) 2024/12/31				
Name of Police For Waterloo Regiona								
Detachment Loca	tion (if applicable)							
Unit Number	Unit Number Street Number Street Name					РО Вох		
City/Town				Province		Postal Code		
Total Number of Ur	gent Demands made	9		Number of Missing Persons Investigations in w	hich a	demand was made		
Types of records included in the ι		urgent (dema	nds and total number of times that each	type c	of record was		
	Records			Description	Total number of times demanded			
Records containing contact information or other identifying information		Subscriber information corresponding to IP address / telephone number / E-mail			3			
Photos, videos, or o visual representatio	other records contain	ing						
contain other electronic communications		Dates, times of calls / texts, corresponding cell tower locations, phone numbers communicated with		1				
Records of employ								
the meaning of the Personal Health Information			Dates, times, locations of health card swipes Dental records					
Records related to services received from a service provider as defined in subsection 2(1) of the Child, Youth and Family Services Act, 2017								
Records that related to a student of an educational institution								
Records containing travel and accommodation information								

0	6	2

Records	Description	Total number of times demanded	
Records of financial information	Transaction records detailing amounts paid, dates & times of transactions, names & locations of vendors	8	
Other records			

December 2024 Financial Variance Report



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

FROM:
Finance Unit,
Finance and
Assets Branch

DATE: 03/19/2025

Recommendation

For information only.

Summary

This report provides the Board with the Operating and Capital financial variance results as of December 31, 2024 and the annual report of Evidence and Property Proceeds.

Report

Operating Variance Results

Attached to this report, in Appendix A, is the December 2024 Operating variance report for the Waterloo Regional Police Service (WRPS). Total expenditures for 2024 are \$253,346K, or 100.4% of the approved budget, while revenues are \$25,703K, or 107.2% of approved budget. The total net levy for 2024 is \$227,644K, or 99.7% of the approved budget. The positive variance was the result of a variety of factors, significant expenditure and revenue variances are detailed below.

Appendix A provides the Operating variance information, while Appendix B provides details of the revenue amounts received and accrued.

In order for the Region of Waterloo to complete the 2024 financial statements, direction was provided to the Region to facilitate the year-end closing in advance of the Board Report. The operating positive variance of \$785K was transferred to the General Reserve, consistent with the Reserve and Reserve Fund Management Policy. The Region Finance Department will present to the Administration and Finance Committee on April 8, 2025, to approve the preliminary results for the purposes of preparing the audited financial statements. An annual report for Reserve and Reserve Funds update will be presented to the Board this spring. The report will include all WRPS Reserve and Reserve Funds balances with a comparison to target and will review with the Board whether transfers between reserves are recommended.

The following table summarizes year-to-date staffing cost variances:

Staffing Costs (\$K)						
	Actuals	Budget	Variance			
Full-time Salary & Wages	144,125	147,283	3,158			
Part-time Salary & Wages	1,433	2,448	1,015			
Overtime	9,134	3,578	(5,556)			
Paid Duties	904	900	(4)			
Sick Leave Payout & Continuance	977	1,200	223			
Benefits	51,945	51,836	(109)			
Total Staffing Costs	208,517	207,244	(1,273)			

The following comments address expenditure and revenue variances of plus or minus \$100,000:

Operating Variances			
Salaries and Wages	Under budget by a combined \$4,174 due primarily to savings in salaries as a result of maternity/paternity leaves and staffing levels being below authorized levels at different points during the year. Staffing levels were above authorized as of December 31.		
Overtime	Over budget by \$5,556K due to higher overtime hours, primarily as result of being under staffing complement during a portion of 2024. Overtime hours are 180,411 for the year, an increase of 5,243 hours or 3% over 2023, with 92% of overtime hours in the Neighbourhood Policing and Investigations division. The WRPS has created an overtime working group that has been diligently implementing strategies to reduce overtime levels.		
Benefits	Over budget by \$109k due to higher CPP, EHT, OMERS, group medical, LTD and dental than budgeted. This was partially offset by lower group life, retiree, and miscellaneous benefits.		
Materials and Supplies	Under budget by \$739K due to lower uniform replacement purchases and lower fuel costs to date, partially offset by higher firearm supplies.		
Small Equipment	Over budget by \$273K due to higher grant or recovery funded equipment purchases, partially offset by lower computer hardware purchases for Emergency Services Co-operative Ontario (ESCO).		
Communication Costs	Under budget by \$592K due primarily to lower telecommunication costs (telephone, cellular) and emergency 911 expenses (delay in NG911 implementation), partially offset by higher data costs.		
Meetings, Training & Conferences	Under budget by \$607K due to lower meeting costs and lower staff and police training than budget.		
Interdepartmental Charges	Over budget by \$296K due to higher fleet maintenance cost than planned.		

Interfund Transfers (Reserves)	Overbudget by \$1,148K due to positive variances in the Regional Voice Radio and ESCO – Police chargeback models that were transferred to the Voice Radio and ESCO – Police reserves at year end.
General Police Revenue	Sales of Police Reports (record checks) is over budget by \$486K and Police Miscellaneous is over budget by \$241K due to higher cost recoveries for expenses incurred.
Ministry Grants	Over budget by \$713K from higher Miscellaneous Provincial Grants due to new grant and secondment recoveries that were not budgeted, and higher Court Security Upload Funding than budgeted.
ESCO – Police Revenue	Over budget by \$482K due to additional Emergency Services Cooperative Ontario (ESCO) expenses and deferred revenue from 2023 recognized in 2024. ESCO - Police was previously known as PRIDE.
ESCO – Fire Revenue	Under budget by \$415K due to ESCO – Fire expenses being lower than budgeted due primarily to a staff vacancy. ESCO - Fire was previously known as Fire Services (FRIDE).

Capital Variance Results

The Capital variance results can be found in Appendix C. This report identifies the 2024 Budget and final expenditures for each project.

As of December 31, 2024, \$18,244K or 55% of the total budget, has been spent on capital expenditures including facility, information technology and lifecycle replacement of equipment and fleet costs. The carry forward of budget to 2025 is \$14,555K.

Capital Variances		
Fleet	In 2024, Vehicle replacement (Project 50000) actuals amounted to \$4,065K or 94% of the budget, which includes regular lifecycle replacement of fleet and the associated outfitting costs. Seventy-one vehicles were budgeted to be replaced in 2024, of which sixty-four were purchased in 2024. One vehicle was purchased in late 2023, four purchases were deferred to 2025, and two vehicles were replaced from repurposed existing fleet vehicles at no cost. In 2024, \$170K or 94% of the budget was spent in the growth vehicles capital project #50004. Two marked patrol vehicles were purchased to support the nineteen sworn member expansion positions approved in 2023. Please note, eligible vehicles for regional development charges (RDC) funding include patrol vehicles utilized twenty-four hours a day, seven days a week only.	
	A total of \$244K will be carried forward to 2025 budget to complete remaining 2024 replacement fleet vehicles.	
	Dave 2 of	

WRPS has deployed forty-six hybrid marked patrol SUVs, six special duty or administrative hybrid vehicles and two special duty electric vehicles, totaling fifty-four hybrid or electric fleet vehicles. WRPS requested that all marked patrol purchases going forward will be hybrid SUVs, however, Ford has confirmed, due to supply issues. WRPS will need to purchase some gasoline models. Hybrid and electric vehicles are being considered for other non-patrol areas. Expenditures for Information Technology to date relate to an automated asset and evidence solution, AFPIS/Livescan (fingerprinting hardware and software), Human Resource Information System (HRIS), Body-Worn Video (BWV) expansion to South Division, In-Car Video (ICV), the completion of the administrative phone system replacement, Next Generation 9-1-1 (NG911) and video conferencing capabilities projects. The NG911 capital project received grant funding of \$1,133K in 2023/2024 that assisted the funding of the project. An additional \$414K of 2024 NG911 expenditures will be funded by the 2024/2025 NG911 grant application. WRPS received approval of \$2,090K in grant funding for the NG911 project in 2024/2025. Information Technology During the 2025 budget process, funds from project #50028 and Voice AFPIS/Livescan Software (fingerprinting hardware and software) were transferred to #50003 ESCO to consolidate all ESCO-related Radio projects. To maintain consistency, \$1,213K from project #50028 was transferred to project #50003 in 2024. In 2024, Information Technology spent a total of \$4,954K or 54% of the budget, and will carry forward \$3,288K to 2025 to complete outstanding capital projects. Voice Radio has spent \$62K of funds on the Voice Radio capital project to replace the radio communications equipment for the Emergency Response Unit, which represents 26% of the Voice Radio budget. In 2024, \$2,955K of expenses were incurred, with \$458K to be carried forward to 2025. Facilities refresh includes minor Facilities renovations, furniture replacement and site improvements. Refresh, Equipment includes the lifecycle replacement of specialized police Equipment equipment and information technology equipment. and Furniture: Additional equipment and furniture monies have been budgeted in project #50060 and #50061 to support the sworn member expansion.

Facilities program area spent \$3,576K on program area building renovations/additions in 2024, with \$7,600K to be carried forward to 2025 to complete outstanding capital projects within the facilities program area.

The move to new Central Division (200 Frederick Street) concluded in November 2023. It is estimated that this project will be over budget by \$2,254K due to demolition expenses not captured during initial budget creation, project close out costs, ancillary items and contractor extras for delays/changes in the contract beyond their control. The project over expenditure will be funded by a combination of 49% RDC, and 51% WRPS Capital reserve and Regional Operating budget surplus (\$196K related to 2023 WRPS Central rent collections). A deficit of \$1,480K was realized in 2023, with an additional \$443K in 2024 and an estimated \$330K in 2025. Installation of solar panel (photovoltaics) power capacity is included in the 2024 budget but will be carried forward to 2025 based upon updated timing of this project.

Facilities Program Area Renovations are planned for the third floor at Central Division to move the backup Public Safety Communications Centre from 134 Frederick Street (old Central) in project #50051. In 2024, expenditures amounted to \$2,214K and carry forward of \$878K to 2025 to complete the project. It is estimated that by the end of 2025, this project will be over budget by \$776K due to the Uninterrupted Power System (UPS) upgrade, \$557K of this overage has been funded by the 2023/2024 Next Generation 9-1-1 grant, an additional \$168K to be funded by the 2024/2025 Next Generation 9-1-1 grant.

Implementation of public-use dual head electric vehicle charging stations was completed at Headquarters in 2020 and North Division in 2023. An additional non-public dual head unit was installed at North Division in July 2024 to support the electric vehicle pilot for WRPS' service vehicles. A \$59K carry forward to the 2025 budget will be used to complete the public-use dual head electric vehicle charging station at South Division estimated to be complete by Q2, 2025 and equip the Central Garage with electric charging stations.

Magazine explosive storage for the Emergency Response Unit was constructed in Waterloo Region as it previously was stored in Brantford. Capital project #50064 Magazine Explosive Storage is complete.

In 2024, Planned security enhancements spent a total of \$328K and will carry forward \$113K to 2025 to complete outstanding items within the project. The planned security enhancement projects include further expansion of a standardized Genetec security system

across all facilities to replace an existing system that is at end of life, plus additional security camera installations, and planning for upgraded vehicle protection bollards starting at the Headquarters campus. A ten-year plan has been developed to implement prioritized recommendations from security assessments at all facilities.

Budget has been included to complete installation for a body scanner at Central division, however, this project advanced early in 2023 so

Budget has been included to complete installation for a body scanner at Central division, however, this project advanced early in 2023 so will be underspent. The installation is now complete.

The design for the replacement or addition of Uninterrupted Power System (UPS) units is underway for the Investigative Services and South Division facilities, the majority of these funds will be carried forward to 2025.

A procurement process is underway to obtain a design consultant for the Waterloo Region Public Safety Communications Centre.

The refresh of the Facilities Master Plan is complete. Recommendations of the facilities master plan have been incorporated in the 2025 – 2034 Capital Forecast.

Facilities Managed Capital Renewal Required lifecycle replacement to existing building envelopes are funded from Facilities Renewal projects. In 2024, \$2,461K was spent on capital renewal with \$2,966K remaining budget being carried forward to 2025. The budget includes monies to provide for general painting and flooring projects at all buildings, headquarters gym and fitness room refresh, heating, ventilation and air conditioning (HVAC) replacements, generator replacement at Headquarters and South Division and building condition assessments.

Annual Report on Evidence and Property Proceeds

In accordance with the Collection, Preservation and Control of Evidence and Property policy, here is the annual report that notes all forms of Evidence and Property proceeds:

1. Disposition of Found, Surrendered or Seized Gift Cards and Other Like Forms of Payment for Goods and Services (administered under Part IX of the Police Services Act) – In total, 59 gift cards were received with a total estimated value of \$1,103.47 which were distributed to community groups including House of Friendship, Camino Wellbeing and Mental Health, Starling, Crime Stoppers, Working Centre and families impacted by violence. In addition, lotto tickets worth \$260 was received which was deposited as seized, found/surrendered money.

- 2. Seized, found/surrendered money (administered under Part IX of the Police Services Act) \$18,599 recognized in revenue in 2024.
- 3. Auction of Unclaimed Property (administered under Part IX of the Police Services Act) \$7,868 recognized in revenue in 2024.

Strategic Business Plan

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

Our Resources

- ☑ Provide safe, accessible, and welcoming facilities
- ⊠ Be future-ready

Financial and/or Risk Implications

The financial position will continue to be monitored by the Finance team throughout 2025.

Attachments

Appendix A – Statement of Expenditure and Revenue for the period ending December 31, 2024

Appendix B – Statement of Revenue Details for the period ending December 31, 2024

Appendix C – Capital Variance Report for the period ending December 31, 2024.

Prepared By

Kirsten Hand, Director, Finance and Assets Branch Brennan Reniers, Manager, Finance

Approved By

Mark Crowell. Chief of Police

Appendix A: Statement of Expenditures and Revenue for the period ending December 31, 2024

			2024	%	
	2024	2024	Variance	Variance	2023
	Actuals	Budget	(over) /	(over)/	Actuals
			under	under	
EXPENDITURES					
Full-time Salary & Wages	144,124,808	147,283,140	3,158,332	2.1%	135,560,552
Part-time Salary & Wages	1,432,841	2,448,320	1,015,479	41.5%	1,117,554
Overtime	9,133,602	3,577,502	(5,556,100)	(155.3%)	8,244,979
Paid Duties	903,507	900,000	(3,507)	(0.4%)	663,621
Sick Leave Payout & Continuance	977,443	1,200,000	222,557	18.5%	1,144,903
Benefits	51,944,830	51,835,502	(109,328)	(0.2%)	49,329,866
Staffing Costs	208,517,031	207,244,464	(1,272,567)	(0.6%)	196,061,475
Allowances	624,559	594,878	(29,681)	(5.0%)	606,569
Materials & Supplies	3,236,290	3,975,033	738,743	18.6%	3,200,150
Maintenance & Repairs	2,812,045	2,906,946	94,901	3.3%	1,239,050
Small Equipment	995,395	722,589	(272,806)	(37.8%)	1,144,751
Services	5,254,490	5,240,403	(14,087)	(0.3%)	4,230,829
Fees	8,456,411	8,512,229	55,818	0.7%	7,308,067
Rents	897,619	947,135	49,516	5.2%	841,580
Financial Expenses	6,488,613	6,447,080	(41,533)	(0.6%)	6,596,441
Communication Costs	1,966,454	2,558,627	592,173	23.1%	1,554,585
Meetings, Training & Conferences	1,734,418	2,341,078	606,660	25.9%	2,787,770
Interdepartmental Charges	2,801,705	2,505,596	(296,109)	(11.8%)	6,439,533
Interfund Transfers (Reserves)	8,548,375	7,400,000	(1,148,375)	(15.5%)	7,360,269
Interfund Transfers (Insurance)	1,013,090	1,013,090			901,604
Other Operating	44,829,464	45,164,684	335,220	0.7%	44,211,198
Total Expenditures	253,346,495	252,409,148	(937,347)	(0.4%)	240,272,673
- ф			(00.70)	(51172)	
REVENUES					
General Police Revenue	5,946,593	5,001,901	944,692	18.9%	6,022,350
Ministry Grants	11,858,863	11,146,125	712,738	6.4%	11,818,555
ESCO - Police Revenue	3,758,119	3,275,661	482,458	14.7%	2,976,618
ESCO - Fire Revenue	567,675	983,366	(415,691)	(42.3%)	505,382
Voice Radio System Recoveries	1,619,273	1,619,273			1,489,551
Interfund Contributions (RDC)	1,809,354	1,811,697	(2,343)	(0.1%)	2,504,481
Interfund Contributions (Reserves)	142,628	142,628			1,241,434
Total Revenue	25,702,505	23,980,651	1,721,854	7.2%	26,558,371
NET LEVY	227,643,990	228,428,497	784,507	0.3%	213,714,302

Appendix B: Statement of Revenue Details for the period ending December 31, 2024

			2024	%	
	2024	2024	Variance	Variance	2023
	Actuals	Budget	over /	(over) /	Actuals
			(under)	under	
REVENUES					
Accounts Receivable Administration Fees	4,188		4,188		2,113
FOI Fees	18,019	39,000	(20,981)	(53.8%)	14,814
Sale of Police Reports	1,840,725	1,354,700	486,025	35.9%	1,582,361
Alarm Revenue	198,752	150,000	48,752	32.5%	195,330
Reclaimed Witness Fees	150	500	(350)	(70.0%)	140
Sale of Police Services	1,272,932	1,197,000	75,932	6.3%	1,031,138
Reclaimed Costs Prisoners	39,025	15,000	24,025	160.2%	9,465
Police Miscellaneous	387,296	146,458	240,838	164.4%	485,820
Reporting Centre Reports	125		125		
Found Monies	18,599		18,599		44,576
Donations	26,664		26,664		152,115
Auction of Unclaimed Property	7,868	40,000	(32,132)	(80.3%)	23,761
Infrastructure Recovery Fee	3,460		3,460		2,113
EV Charging Stations Revenue	4,650		4,650		2,926
Recoveries From Write Offs	424		424		3,572
Miscellaneous External Charges	1,751,200	1,686,727	64,473	3.8%	2,126,188
General Administration	372,516	372,516			345,919
General Police Revenue	5,946,593	5,001,901	944,692	18.9%	6,022,350
Victim Services Program	133,162	127,884	5,278	4.1%	134,278
RIDE Program	45,653	41,600	4,053	9.7%	31,327
Community Policing Grants	3,567,562	3,603,091	(35,529)	(1.0%)	3,760,906
Area Firearms Officer Grant	171,821	170,738	1,083	0.6%	161,459
Miscellaneous Provincial Grant	2,611,451	1,984,568	626,883	31.6%	2,512,341
Court Security Upload Funding	5,329,214	5,218,244	110,970	2.1%	5,218,244
Ministry Grants	11,858,863	11,146,125	712,738	6.4%	11,818,555
ESCO - Police Revenue	3,758,119	3,275,661	482,458	14.7%	2,976,618
ESCO - Fire Revenue	567,675	983,366	(415,691)	(42.3%)	505,382
Voice Radio System Recoveries	1,619,273	1,619,273			1,489,551
Interfund Contributions (RDC)	1,809,354	1,811,697	(2,343)	(0.1%)	2,504,481
Interfund Contributions (Reserves)	142,628	142,628			1,241,434
Total Revenue	25,702,505	23,980,651	1,721,854	7.2%	26,558,371

Appendix C: Capital Variance Report for the period ending December 31, 2024

Project # Description	2024 Budget	2024 Actuals	Budget Remaining	Percent Remaining %	Budget Carry Forward to 2025	Transfers Between Projects	YE Savings
PROGRAM AREA CAPITAL							
Fleet:							
50000 Police Vehicles and Equipment	4,309,037	4,065,301	243,735	6%	243,735		_
50004 Police Vehicles - Growth	181,000	170,370	10,630	6%	-		10,630
Information Technology:			-				-
50001 Automated Asset and Evidence Solution	238,758	3,714	235,044	98%	235,044		-
50003 ESCO	-	959,705	(959,705)	0%	203,281	1,213,280	50,294
50005 Information Technology	341,385	-	341,385	100%	297,734		43,651
50017 HRIS	2,771,210	1,854,709	916,501	33%	532,322		384,179
50018 Body Worn and In Car Video	790,031	450,967	339,064	43%	213,515		125,549
50024 Administrative Phone System	92,663	92,385	278	0%			278
50025 Next Generation 911	3,353,302	1,547,216	1,806,086	54%	1,806,086		-
50027 IT Security	221,300	-	221,300	100%	-		221,300
50028 AFPIS/Livescan Software	1,213,280	-	1,213,280	100%		(1,213,280)	-
50030 Video Conference	48,000	45,257	2,743	6%	-		2,743
50072 Disaster Recovery	185,000	-	185,000	100%			185,000
Voice Radio:							-
50011 Voice Radio Equipment	241,972	61,972	180,000	74%	1		180,000

Open	Report:	2025-074	

Project # Description	2024 Budget	2024 Actuals	Budget Remaining	Percent Remaining %	Budget Carry Forward to 2025	Transfers Between Projects	YE Savings
Facilities Refresh, Furniture and Equipment:							-
50047 Facilities Refresh and Furniture	590,715	497,119	93,596	16%	93,596		-
50060 Police Furniture - Growth	97,681	24,573	73,108	75%	40,000		33,108
50048 Police Equipment	2,760,408	2,326,319	434,089	16%	323,926		110,164
50061 Police Equipment - Growth	310,296	106,743	203,553	66%	-		203,553
Facilities:							-
50046 New Central Division (200 Frederick St.)	403,157	846,502	(443,345)	-110%	330,165		(773,510)
50051 Central Division Renovation	2,314,946	2,213,894	101,052	4%	877,515		(776,463)
50063 Electric Vehicle Charging Stations	121,620	62,777	58,843	48%	58,843		-
50064 Magazine Explosive Storage	15,000	14,118	882	6%	-		882
50068 Facility Security Upgrades	441,273	327,959	113,314	26%	113,314		-
50069 Evidence Management Facilities Upgrades	-	(52,073)	52,073	#DIV/0!	_	_	52,073
50071 Body Scanner	235,202	20,622	214,580	91%	_		214,580
50074 UPS Replacements	927,615	1,438	926,178	100%	926,178		_
50075 Facilities Master Plan	140,000	99,593	40,407	29%	<u>-</u>		40,407
50076 Public Safety Communications Center	5,235,729	40,533	5,195,196	99%	5,195,196		, -
50077 Community Centre	100,000	1,013	98,987	99%	98,987		-
Total Program Area Capital	27,680,581	15,782,725	11,897,857	43%	11,589,439	_	308,418
FACILITIES MANAGED CAPITAL RENEWAL	2.,000,001	.0,102,120	,001,001	-10 /0	. 1,500,400		500,410
75012 Firearms Training Facility Renewal	13,868	15,106	(1,238)	-9%			(1,238)

Project # Description	2024 Budget	2024 Actuals	Budget Remaining	Percent Remaining %	Budget Carry Forward to 2025	Transfers Between Projects	YE Savings
75013 Police South Division Renewal	955,624	822,416	133,208	14%	133,208		-
75014 Police North Division Renewal	950,214	26,256	923,958	97%	904,147		19,811
75016 Police Headquarters Renewal	3,044,246	1,121,684	1,922,562	63%	1,922,562		-
75017 Police Investigative Services Renewal	385,455	404,028	(18,573)	-5%			(18,573)
75018 Police Reporting Centre Renewal	77,688	71,792	5,896	8%	5,896		-
Total Facilities Managed Capital Renewal	5,427,095	2,461,282	2,965,813	55%	2,965,813	_	_
Total	33,107,676	18,244,007	14,863,669	45%	14,555,252		308,418



Quarterly Use of Force Statistical Report – Q4 and Annual 2024

TO:The Waterloo Regional Police Service Board

FROM: Training and Education Branch **DATE:** 3/19/2024

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 Q4 and Annual 2024 Use of Force incidents. 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 Servicewide 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 may be 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 Q4 Use of Force Incidents

During the fourth quarter of 2024, including incidents involving the humane dispatch of animals, 111 *reportable incidents* occurred which resulted in 198 *Use of Force Reports*. For this report, data was pulled on February 14th, 2024. Any Modernized Use of Force Reports approved and filed for Q4 after this date were not included in this report.

Each report was reviewed and the actions of the reporting officer were analyzed by the platoon Staff Sergeant, the Divisional or Branch/Unit Inspector, and then members of the Training and Education Branch. From this review, officers were found to be utilizing good judgment and de-escalation techniques when required and intervention methods were found to be in compliance with regulation and procedure.

There were 83,690 police occurrences and 3,721 arrests during the fourth quarter. This is a decrease from Q3 (-7%). While the number of occurrences dropped from Q3 to Q4, the number of Use of Force incidents did not change meaningfully (113 in Q3 vs. 111 in Q4; -2%). The number of Modernized Use of Force reports increased (186 in Q3 vs 198 in Q4; +6%). The proportion of occurrences involving use of force did not change: in Q4, as with all other 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. This is true even if officers do not interact with a Subject person.

Seven subjects were injured this quarter; all injuries were minor.

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 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 will be 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 83,690 occurrences resulting in 3,721 arrests and 111 reportable incidents (ten 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.

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

Modernized Us	se of Force	Reports and	d Incidents	Compared	to Occur	rences a	nd Arres	sts
	2021	2022	2023	2024	2024	2024	2024	2024
	Annual Statistics	Annual Statistics	Annual Statistics	Annual Statistics	Q1	Q2	Q3	Q4
CAD Occurrences ¹	303,809	323,730	372,165	347,110	84,373	89,288	89,759	83,690
Arrests	14,587	14,746	15,421	15,516	3,893	3,850	4,052	3,721
Modernized Use of Force Reports ²	441	559	707	780	170	226	186	198
Individual	317	413	547	592	116	185	144	147
Team (Special Response) ³	94	111	137	160	40	39	40	41
Animals	30	35	21	28	14	2	2	10
Reportable Use of Force Incidents	307	374	417	461	109	128	113	111
Individual	199	250	314	305	61	95	81	68
Team (Special Response)	93	111	137	160	40	39	41	40
Animals	30	35	21	28	14	2	2	10

¹Data 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

In comparison to the third quarter of 2024, the fourth quarter of 2024 had 6,069 fewer police occurrences and 331 fewer arrests. While these numbers decreased, the number of reportable incidents remained relatively stable in Q4 (111) as compared to Q3 (113). The number of Modernized Use of Force Reports submitted by officers in this quarter increased slightly (+6%; 186 in Q3 to 198 in Q4).

In 2024, excluding reports related to the human destruction of animals, 73% of Modernized Use of Force Reports were generated by Citizen Calls for Service, 24% were generated by police (15% were generated due to Warrants, 9% were Officer Initiated calls), and 3% were generated to Assist Other Services (see Figure 2). As compared to 2023, we see that proportionately fewer reportable incidents were generated by Citizen Generated Calls for Service, while proportionately more reportable incidents were generated by Warrants (+10%) and Officer Initiated Calls for Service (+5%).

In Q4 2024, as with all other quarters in 2024, force options were deployed in only about 0.1% of all police occurrences. This number has been consistent since at least 2020.

Q4 Use of Force Reportable Incidents Analysis

During the 83,690 police interactions that occurred in Q4 2023, reportable incidents occurred 111 times, and members completed 198 Modernized Use of Force Reports. Of these 111 reportable incidents, ten were associated with the humane destruction of animals. Of these 111 incidents, 30 (27%) were related to Weapons calls, and 16 (14%) were related to Intimate Partner Violence and Warrant execution, each. All other call types each represented less than 10% of Modernized Use of Force Reports (Figure 1).

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.

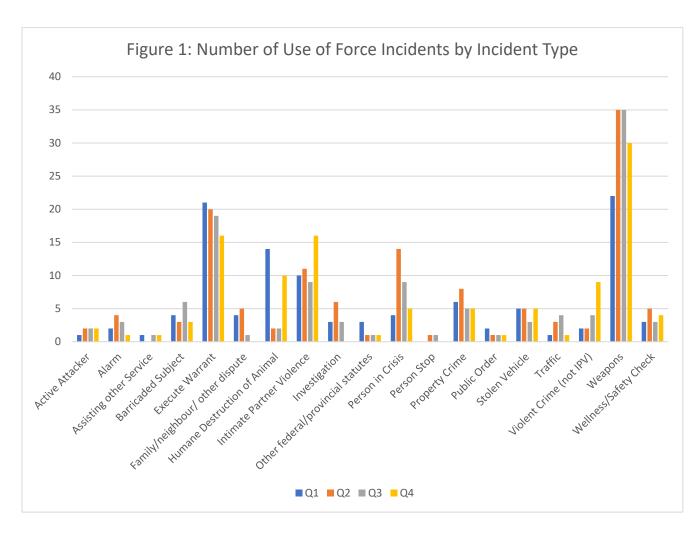
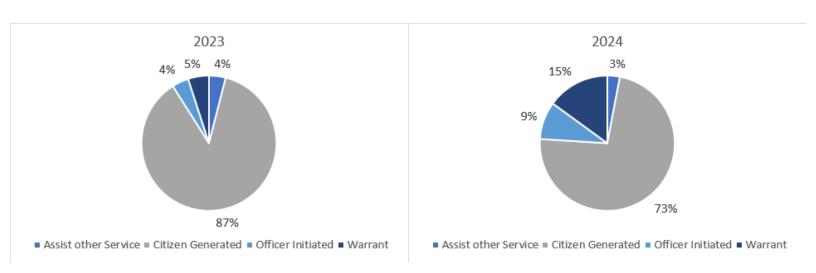


Figure 2: How Reportable Incidents were Initiated in 2023 and 2024



Use of Force Options

Table 2. A summary of the reported application of each individual use of force option. The humane destruction of an animal are not included in these numbers.

Frequency of Use of Force Options										
110400.03	2021 2022 2023 2024 2024 2024 2024 20									
	Annual Statistics	Annual Statistics	Annual Statistics	Annual Statistics	Q1	Q2	Q3	Q4		
Handgun										
Drawn	50	59	41	54	8	18	15	13		
Pointed	53	81	126	138	36	33	36	33		
Discharged	2	2	2	1	1	0	0	0		
Rifles										
Drawn	39	60	70	105	15	29	34	27		
Pointed	21	34	80	123	34	30	30	29		
Discharged	0	0	0	0	0	0	0	0		
Oleoresin Capsicum (OC)	3	2	8	12	3	0	8	1		
Baton	1	2	2	3	3	0	0	0		
Physical Control	57	73	143	140	35	38	32	35		
Canina	2	E	10	7	2	4	2	1		
Canine	2	5	10	1	3	1	2	1		

Table 3 Includes Conducted Energy Weapon (CFW) statistics

Frequency of CEW Options										
-	2021	2022	2023	2024	2024	2024	2024	2024		
	Annual Statistics	Annual Statistics	Annual Statistics	Annual Statistics	Q1	Q2	Q3	Q4		
Options										
Drawn only	99	111	53	10	10	0	0	0		
Pointed only	112	121	99	106	26	30	30	20		
Arc Displayed	6	7	4	3	1	1	0	1		
Deployed probes	31	41	47	35	6	12	8	9		

Frequency	Frequency of CEW Options										
	2021	2022	2023	2024	2024	2024	2024	2024			
	Annual Statistics	Annual Statistics	Annual Statistics	Annual Statistics	Q1	Q2	Q3	Q4			
Three Point Contact	0	0	1	1	1	0	0	0			
Drive Stun	8	14	8	1	1	0	0	0			
Total	256	294	212	156	35	43	38	30			

a. Firearms

Incidents with handguns drawn decreased from 15 in Q3 to 13 in Q4 (-13%) and handguns pointed decreased from 36 in Q3 to 33 in Q4 (-8%). Similarly, carbine rifles drawn decreased from 34 in Q3 to 27 in Q4 (-21%) and carbine rifles pointed decreased from 30 in Q3 to 29 in Q4 (-3%). Overall, compared to 2023, we saw increases in incidents involving handgun drawn (+32%), handgun pointed (+9.5%), rifle drawn (+50%), and rifle pointed (+54%). The increase in rifle drawn and pointed numbers in 2024 is consistent with recent Training & Education changes legislated this year by the *Community Safety & Policing Act.* As part of new legislation, all patrol officers must now be trained on the carbine.

b. Oleoresin Capsicum (OC)

OC was deployed once in Q4 2024. From 2023 to 2024 we observed a 50% increase in the number of incidents where OC was used. However, the proportion of incidents where OC was deployed remains small (12 incidents total; less than 3% of all Use of Force incidents). The limited use of OC by patrol officers is expected and directly related to the more frequent use of the conducted energy weapon (CEW) as an intermediate use of force option.

c. Baton

The baton was not used in the fourth quarter of 2023. The limited use of the baton is a continuing trend, as the CEW has been preferred as a more effective intermediate use of force option.

d. Physical Control

There was an increase in the number of Physical Control reports between Q3 and Q4, increasing from 32 in Q3 to 35 in Q4 (+9%). Compared to 2023, there was a slight decrease in the use of Physical Control (-2%). The Modernized Use of Force Report expanded the fields for reporting physical control options. These include: escorting techniques, grounding, join 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. Overall, there was a decrease in CEW reports in Q4 relative to Q3 (-22%). There was also an overall decrease in the number of CEW reports in 2024 compared to 2023 (-26%). This decrease is primarily based on a reduction in CEW drawn reports.

f. Canine

There was one instance of canine force employed in Q4 2024. In 2024, compared to 2023, there was a slight decrease in the number of incidents where canines were deployed (-30%).

1. Injuries During Intervention

Table 4. Summary of injuries resulting from officers' intervention.

Injuries R	Injuries Reported in Modernized Use of Force Reports									
	2021	2022	2023	2024	2024	2024	2024	2024		
	Annual Statistics	Annual Statistics	Annual Statistics	Annual Statistics	Q1	Q2	Q3	Q4		
Officer (minor)	12	4	10	6	1	2	2	1		
Officer (serious)	0	4	0	1	0	0	1	0		
Subject (minor)	20	26	46	28	6	6	9	7		
Subject (serious)	1	1	3	4	2	1	1	0		

In Q4, there were 7 minor Subjects injuries and 1 minor Officer injury. There were no major injuries 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. Overall, as compared to 2023, we observed fewer minor Officer (-40%) and Subject injuries (-39%) in 2024.

2. Officer Perception of Subject Race

Table 5. This table displays the perceived race of subjects in the Use of Force incidents since January 1st 2020 when the collection of this data began.

Perceived Race	of Su	bject	in Us	e of F	orce l	ncider	nts					
	2021	021 2		2	2023	2023		2024		2024		24
	Ann	ual	Ann	ual	Ann	ual	Ann	ual	Q3		Q4	
Black	38	11%	75	18%	52	15%	69	18%	24	18%	14	17%
East/Southeast	4	1%	10	2%	10	3%	15	4%	5	4%	5	6%
Asian	4	1 70	10	Z 70	10	3%	13	4 70	5	4 70	3	070
Indigenous	7	2%	4	1%	1	0.3%	5	1%	0	0%	1	1%
Latino	5	1%	9	2%	10	3%	15	4%	3	2%	2	3%
Middle Eastern	14	4%	35	8%	22	6%	27	7%	12	9%	3	4%
South Asian	15	4%	0	0%	6	2%	7	2%	8	6%	1	1%
White	256	76%	295	69%	248	70%	239	62%	79	59%	55	67%
Undetermined*					6	2%	6	2%	2	2%	1	1%
Total	306		339		355		383		133		82	

^{*} 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), and the Data Standards for the Identification and Monitoring of Systemic Racism (Data Standards, 2018), the proportion of racialized person subjects involved in reportable use of force incidents has been compared to local resident population demographics obtained from 2021 Census data. Ratio values > 1.5 were used as the cut-off to identify over-representation (Lamberth, 1996; Police Foundation, 2003; Withrow et al., 2008). Caution is needed in the interpretation of patterns based on small numbers because the addition or subtraction of a few cases can drastically impact ratios.

Based on the proportion of racialized individuals in the local resident population provided in the 2021 Census data, Black (ratio of 3.83), Latino (ratio of 1.82), and Middle Eastern (ratio of 2.33) individuals were overrepresented in 2024 Use of Force reportable incidents (Table 6). While the pattern of Black and Middle Eastern of overrepresentation is consistent since at least 2020, this is the first year we have observed overrepresentation of perceived Latino individuals 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.

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Table 6. Disproportion ratios for each Perceived Race Category from the years 2021 to 2024.

Disproportion	Ratios for Use	of Force	Reports, 20	21 to 2024					
	2021		2022		2023		2024		
	Police Incident Representation	Dispropo rtion Ratio	Police Incident Represent ation	Disproport ion Ratio	Police Incident Represen tation	Dispropo rtion Ratio	Police Incident Represent ation	Dispropor tion Ratio	
Black	11%	2.34	18%	3.83	15%	3.19	18%	3.83	
East/Southe ast Asian	1%	0.15	2%	0.29	3%	0.44	4%	0.58	
Indigenous	2%	1.18	1%	0.59	0.3%	0.18	1%	0.59	
Latino	1%	0.45	2%	0.91	3%	1.36	4%	1.82	
Middle Eastern	4%	1.33	8%	2.67	6%	2.00	7%	2.33	
South Asian	4%	0.41	0%	0.00	2%	0.21	2%	0.21	
White	76%	1.06	69%	0.96	70%	0.97	62%	0.86	

All disproportion ratios are calculated by comparing the percentage representation in Use of Force Reports to the percent representation in local resident population for Waterloo region based on the 2021 Census. According to the Census, the percent representations for each race category in Waterloo region are as follows: Black – 4.7%; East/Southeast Asian – 6.8%; Indigenous – 1.7%; Latino – 2.2%; Middle Eastern – 3.0%; South Asian – 9.7%; White – 72.0%.

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).

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.

Table 7. Enforcement Action Benchmark ratios for each Perceived Race Category from the years 2021 to 2024.

	202	21	202	2022 2023		3	2024	
	Police Incident Representation	Benchmark Ratio						
Black	11%	0.14	18%	0.26	15%	0.21	18%	0.29
East Asian/ South east Asian	1%	0.01	2%	0.03	3%	0.04	4%	0.06
Indigenous	2%	0.03	1%	0.01	0.3%	0.004	1%	0.02
Latino	1%	0.01	2%	0.03	3%	0.04	4%	0.06
Middle Eastern	4%	0.05	8%	0.12	6%	0.09	7%	0.11
South Asian	4%	0.05	0%	0.00	2%	0.03	2%	0.02
White	76%		69%		70%		62%	

All benchmark ratios were calculated by comparing the percentage representation of racialized groups in Use of Force Reports to the percent representation of White individuals within the same dataset (as recommended by the Ontario Data Standards, 2018).

Incident Types

First, we examine the representation of racialized individuals by incident type, for all Use of Force reportable incidents in 2024. Figure 3 shows benchmark ratios for selected incident types. Only incident types where overrepresentation was observed were included within the graph. For all other incident types, enforcement-action benchmark ratios did not exceed the 1.5 critical cut-off.

In comparison to White individuals, Black individuals were overrepresented in Violent Crime (not IPV) incident types. East/Southeast Asian were overrepresented in Traffic, Violent Crime (not IPV), and Weapons incident types. Indigenous individuals were overrepresented in Intimate Partner Violence, Investigation, and Stolen Vehicle incident types. Latino individuals were overrepresented in Stolen Vehicle, Violent Crime (not IPV), and Other federal/provincial statute incident types. Middle Eastern individuals were overrepresented in Person in Crisis, Violent Crime (not IPV), Wellness/Safety Check, and Other federal/provincial statute incident types. Finally, South Asian individuals were overrepresented in Execute Warrant and Wellness/Safety Check incident types. Table 8 provides a summary of these results.

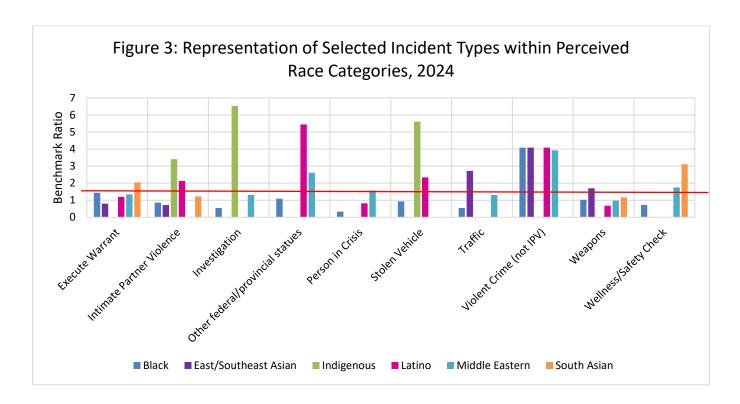


Table 8.Summary of incident type-related overrepresentations for each perceived

race group, 2024

Incident Type	Racialized Groups		
	overrepresented vs White (and		
	disparity ratio)		
Execute Warrant	South Asian (ratio = 2.05)		
Intimate Partner Violence	Indigenous (ratio = 3.41)		
	Latino (ratio = 2.13)		
Investigation	Indigenous (ratio = 6.53)		
Other federal/provincial statutes	Latino (ratio = 5.44)		
-	Middle Eastern (ratio = 2.61)		
Person in Crisis	Middle Eastern (ratio = 1.57)		
Stolen Vehicle	Indigenous (ratio = 5.60)		
	Latino (ratio = 2.33)_		
Traffic	East/Southeast Asian (ratio = 2.72)		
Violent Crime (not IPV)	Black (ratio = 4.08)		
	East/Southeast Asian (ratio = 4.08)		
	Latino (ratio = 4.08)		
	Middle Eastern (ratio = 3.92)		
Weapons	East/Southeast Asian (ratio = 1.70)		
Wellness/Safety Check	Middle Eastern (ratio = 1.74)		
	South Asian (ratio = 3.11)		

Contextual Factors at incident level

In alignment with the *Ontario Public-Police Interaction Training Aid*, officers continually assess their situation to act in a reasonable manner to ensure public and officer safety. Perceptions of person subject behaviour is paramount to the reasonable deployment of Use of Force options. WRPS reviews perceptions of subject behaviour for Training and Education purposes.

For reporting purposes, all subject behavior has been grouped at the incident level to facilitate disaggregate analysis. In 2024 subject behaviour during the reportable incidents³ that contributed to an officer's decision to deploy use of force included: passive resistant (41 incidents, 9%), active resistant (96 incidents, 21%), assaultive (87 incidents, 19%), Capable of Serious Bodily Harm or Death (322 incidents, 70%), having Physical Size, Strength, or Abilities that could cause harm (42 incidents, 9%), or having Access to a Weapon (292 incidents, 63%).

Under the RIBDCS, disaggregate analysis focuses on incidents where person subjects were present and officers either perceived a weapon to be present (286 incidents) or did not (70 incidents; See Table 9).

³ Note, that a single incident can be labeled with multiple subject behaviour indicators, which means the sum will be greater than 461.

Officer Perception: No Weapons Present. In the 70 incidents where weapons were not perceived to be present, the highest level of force applied was a firearm pointed, and this occurred in response to a citizen generated call for service falling under the "Weapons" call type where a firearm was reported to the call taker as present and pointed at a victim. Overall, when weapons were not considered present, the most frequently deployed force option was Physical Control (37 incidents, 53% of incidents without a weapon) followed by CEW pointed (22 incidents, 31%). There was an overrepresentation of incidents involving Indigenous (2 incidents, ratio of 2.11) and Latino (6 incidents, ratio = 2.63) in comparison to White (43 incidents).

Officer Perception: Weapons Present. In the 286 incidents where weapons were perceived to be present, the highest level of force deployed was a firearm discharged, and this occurred in response to a citizen-generated call for service falling under the "Wellness/Safety Check" call type where an edged weapon was reported as present to the call taker. Overall, firearms (99 incidents) and edged weapons such as knives (80 incidents) were the weapons most frequently observed by officers. In line with the Ontario Public-Police Interaction Training, the most frequent police response was firearms pointed (131 incidents, 46% of all incidents with a weapon), followed by physical control (103 incidents, 36%). In incidents were firearms were perceived as present, we observed an over-representation of Black (23 incidents, ratio = 1.82), Middle Eastern (9 incidents, ratio = 1.73), South Asian (2 incidents, ratio = 1.82) and Multiple Race Groups (12 incidents, ratio = 2.59) in comparison to White (48 incidents).

Table 9.Type of Perceived Weapon by Perceived Race for Reportable Incidents.

	Perceived Race of Incident								Total
	Black	East/ Southeast Asian	Indigenous	Latino	Middle Eastern	South Asian	White	Multiple Race Group	
No Weapon P	resent								
	10 (18%)	2 (20%)	2 (40%)	6 (50%)	6 (25%)	1 (20%)	43 (19%)		70 (20%)
Weapon Pres	ent								
Aerosol							2 (1%)		2 (<1%)
Club or Impact Weapon	1 (2%)				1 (4%)		4 (2%)		6 (2%)
Knife/Edged Weapon	12 (21%)	2 (20%)		1 (8%)	6 (25%)	1 (20%)	58 (26%)		80 (22%)
Firearm	23 (40%)	2 (20%)	1 (20%)	2 (17%)	9 (38%)	2 (40%)	48 (22%)	12 (57%)	99 (28%)
Motor Vehicle							1 (0.5%)		1 (<1%)
Other Object	2 (4%)				1 (4%)		14 (6%)		17 (5%)
Unknown Weapons	3 (5%)	1 (10%)	2 (40%)	1 (8%)	1 (4%)		16 (7%)	2 (6%)	26 (7%)
Various Weapons – No Firearms	1 (2%)	1 (10%)		1 (8%)			12 (5%)		15 (4%)
Various Weapons – Firearms Included	5 (9%)	2 (20%)		1 (8%)		1 (20%)	24 (11%)	7 (33%)	40 (11%)
Total	57	10	5	12	24	5	222	21	356

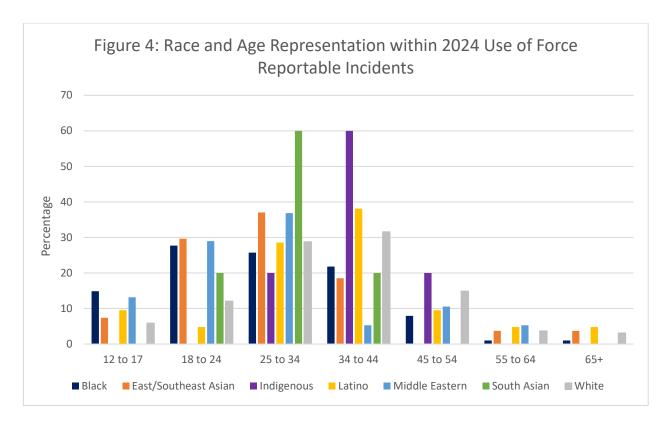
Intersectionality of Person Characteristics

The Modernized Use of Force Report allows officers to collect information on Perceived Age and Perceived Gender, alongside Perceived Race. By investigating the intersection between person characteristics, we are able to gain a more nuanced understanding of representation within Use of Force incidents.

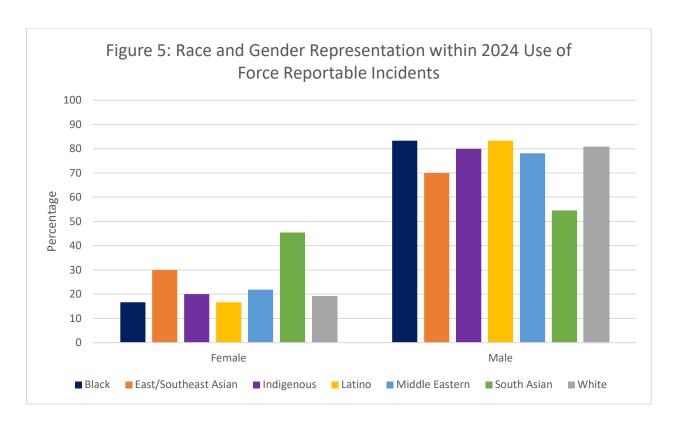
We start by looking at Race and Age. Figure 4 depicts the percent representation of each age group for each Perceived Race group (e.g., what percentage of White individuals were aged 18 to 24?) We see overrepresentation in two distinct age ranges: 18-24, and 65+. We see overrepresentation across a number of age groups. Black, Latino, and Middle Eastern 12- to 17-year-olds were overrepresented, as compared to White 12- to 17-year-olds. Black, East/Southeast Asian, Middle Eastern, and South Asian 18- to 24-year-olds were overrepresented. South Asian 25- to 34-year-olds were overrepresented. Finally, Latino individuals perceived to be 65+ were overrepresented. These findings are summarized in Table 10.

Table 10.Summary of age-related overrepresentations for each perceived race group, 2024

Age Group	Racialized Groups overrepresented vs White (and disparity ratio)
12-17	Black (ratio = 2.52) Latino (ratio = 1.62) Middle Eastern (ratio = 2.24)
18-24	Black (ratio = 2.30) East/Southeast Asian (ratio = 2.45) Middle Eastern (ratio = 2.40) South Asian (ratio = 1.66)
25-34	South Asian (ratio = 2.08)
65+	Latino (ratio = 1.54)



Next, we turn to perceived Gender. Overall, Use of Force incidents most frequently involved men (338, 80%), followed by women (85, 20%). One incident involved a perceived transgender individual. Disaggregating by perceived gender and race, Enforcement Action benchmarking revealed that for women, East/Southeast Asian (6 incidents, ratio = 1.55) and South Asian (5 incidents, ratio = 2.35) were overrepresented as compared to White (See Figure 5). For men, no disparity ratio exceed the 1.5 cut-off threshold for overrepresentation.



3. 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.

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 2024 Q4 *reportable* incidents in chronological order. Each row represents a police-generated occurrence 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 2024, we saw an increase in the number of Use of Force Reports and reportable incidents. However, as in all years observed since 2020, Use of Force reportable incidents represented 0.1% of all police occurrences. Overall, we observed a significant increase in the number of rifle drawn and rifle pointed reports. This increase is associated with recent changes in the *Community Safety & Policing Act* which legislates the expansion of officers trained on carbine rifles. To better understand on a case-by-case basis, information about individual encounters is provided in Appendix C.

Contextualized information at the encounter level allows for a better understanding of experiences across racial categories. Overall, we observed disproportions related to the representation of Black and Middle Eastern individuals within Use of Force incidents, a pattern that has remained consistent since 2020. Additionally, for the first time, we

observed overrepresentation of Latino individuals. There was no evidence of overrepresentation in overall Use of Force incidents when comparing racialized groups to the White group (as recommended by the data standards). However, through enforcement-action benchmarking, we observed that racialized groups are most frequently overrepresented in Use of Force incidents when the call type was related to Violent Crime (not IPV). Disaggregate analysis by perceived race and age or gender uncovered disparities of racialized groups across many age categories, and for East/Southeast Asian and South Asian women (but not men). Patterns of overrepresentation serve as flags for guiding more in-depth evaluation and review for the purpose of reducing systemic racism, where possible. This nuanced work in furthering our understanding is to be done in collaboration with the community.

As part of WRPS' Race- and Identity-Based Data Collection Strategy (RIBDCS), we aim to recruit a community council in 2025. By adding community voices to help contextualize the data, we can begin to ask questions that center our community members and address systemic racism, wherever it may exist.

Strategic Business Plan

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

Our Connections

Attachments

Appendix A: Use of Force Report Requirement

Appendix B: Ontario Public-Police Interaction Training Aid (2023) Appendix C: Raw Data from Individual Occurrences, Q3 2024

Prepared By

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Approved By

Mark Crowell, Chief of Police

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

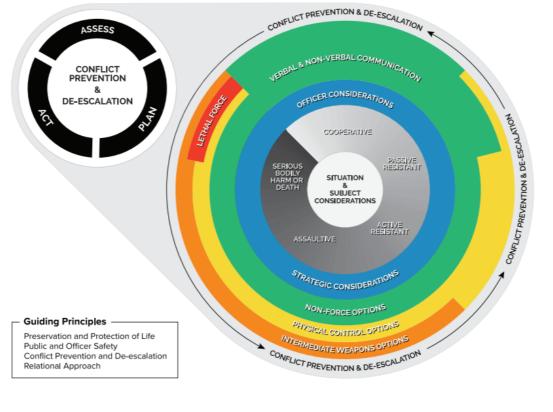
Passive Resistant: Subject refuses a lawful request, verbally and/or physically by standing still, sitting, laying down

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)



The officer continuously assesses the interactions and selects the most reasonable option(s) relative to the subject and circumstances given available resources and time.

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

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

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Occurrence	Generated By	Report Type	Group Composition	Subject Perceived Race	Incident Type	Subject Behaviour	Subject Weapon	Officer Response
1	Citizen Call for Service	Individual			Humane Destruction of Animal	-		Rifle Discharged
	Citizen Call for	Iridividual			Figuriarie Destruction of Amina			
2	Service Citizen Call for	Team	Individual	Subject not seen	Weapons			Rifle Drawn
3	Service	Individual	Individual	White	Property Crime			Physical Control
	Citizen Call for					Active Resistant; Nature of Call; Passive Resistant; Physical Size, Strength, or	Knife/Edged	Physical Control; CEW Pointed;
4	Service Citizen Call for	Individual	Individual	White	Intimate Partner Violence	Abilities; SBHD Access to Weapon;	Weapon Knife/Edged	Handgun Pointed
5	Service	Individual	Individual	Black	Violent Crime (not IPV)	Nature of Call; SBHD	Weapon	Rifle Pointed
6	Officer Initiated	Individual	Group (4)	Black; White	Execute Warrant; Weapons	Access to Weapon; Nature of Call; Past History; SBHD	Handgun; Long gun	Physical Control; Handgun Pointed; Rifle Pointed
7	Citizen Call for Service	Individual	Group (3)	White	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Handgun Drawn; Rifle Pointed
8	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	Handgun Pointed
	Citizen Call for					Access to Weapon;	Knife/Edged	Physical Control;
9	Service	Individual	Individual	White	Intimate Partner Violence	Nature of Call; SBHD	Weapon	CEW Pointed
10	Warrant	Team	Group (5)	White	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Long gun	Handgun Pointed; Rifle Pointed
11	Citizen Call for Service	Individual			Humane Destruction of Animal			Handgun Discharged
	Citi C-II f					Assaultive; Passive		
12	Citizen Call for Service	Individual	Individual	Middle Eastern	Violent Crime (not IPV)	Resistant; Physical Size, Strength, or		CEW Discharged
13	Citizen Call for Service	Individual	Individual	East/Southeast Asian or Middle Eastern or South Asian	Weapons	Access to Weapon; Nature of Call; SBHD Assaultive; Nature of	Handgun	Physical Control; Handgun Pointed; Rifle Pointed
14	Citizen Call for Service	Team	Individual	Black	Intimate Partner Violence	Call; Passive Resistant; Past History; SBHD		Physical Control
15	Assist Other Service	Team	Individual	Subject not seen	Barricaded Subject			ERW Drawn
	Citizen Call for				·	Call; Physical Size,		
16	Service Citizen Call for	Individual	Individual	Latino	Intimate Partner Violence	Strength, or Abilities;		CEW Pointed Handgun
17	Service	Individual			Humane Destruction of Animal			Discharged
18	Warrant	Team	Group (6)	East/Southeast Asian	Execute Warrant	Access to Weapon; Nature of Call; Past History; SBHD	Handgun; Long gun	Physical Control; CEW Pointed; ERW Pointed; Handgun Pointed; Rifle Pointed
						Access to Weapon;		Physical Control; Handgun Drawn;
19	Warrant	Team	Individual	White	Execute Warrant	Nature of Call; SBHD	Handgun	Rifle Pointed
20	Citizen Call for Service	Individual	Group (2)	White	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Handgun Pointed; Rifle Pointed ERW Drawn;
						Access to Weapon;		Handgun Drawn;
	Warrant Officer Initiated	Team	Group (4)	White	Execute Warrant Barricaded Subject	Nature of Call; SBHD Access to Weapon; Active Resistant; Nature of Call; Past History; SBHD	Handgun	Physical Control; Handgun Pointed; Rifle Pointed
	Officer fillitated	ream	iiluividuai	Diack	Banicaded Subject	Access to Weapon; Active Resistant;	Handgun	Physical Control;
	Officer Initiated Citizen Call for	Individual	Group (2)	White	Intimate Partner Violence	Passive Resistant	Other	CEW Pointed Handgun Drawn;
24	Service Citizen Call for	Individual	Individual	Subject not seen	Weapons	Access to Weapon;	Knife/Edged	Rifle Drawn
25	Service	Individual	Individual	White	Weapons	SBHD	Weapon	Rifle Drawn
26		Team	Individual	White	Intimate Partner Violence	Access to Weapon; Nature of Call; SBHD	Handgun	Handgun Drawn; Rifle Drawn
27	Citizen Call for Service	Team	Individual	Subject not seen	Intimate Partner Violence			Rifle Drawn
28	Citizen Call for			,				Handgun
28	Service Citizen Call for Service	Individual Team	Individual	White	Humane Destruction of Animal Person in Crisis	Nature of Call; Passive Resistant; SBHD	Other; Unknown type of Weapon	Discharged ERW Drawn
	Citizen Call for					Assaultive; Physical Size, Strength, or		
	Service	Individual	Individual	Middle Eastern	Violent Crime (not IPV)	Abilities; SBHD		CEW Discharged Handgun Drawn;
31	Warrant	Team	Individual	Subject not seen	Execute Warrant	Access to Weapon;		Rifle Drawn ERW Drawn;
32	Warrant	Team	Individual	White	Execute Warrant	Nature of Call; Past History; SBHD	Long gun	Handgun Pointed; Rifle Pointed
22	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Rifle Drawn
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34		Individual	Individual	White	Person in Crisis; Property Crime	Access to Weapon; Assaultive; Nature of Call; SBHD	Other	Physical Control; CEW Pointed
35	Citizen Call for Service	Individual	Individual	Subject not seen	Weapons			Handgun Pointed
36	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Access to Weapon; Nature of Call; SBHD	Knife/Edged Weapon	CEW Pointed
	Citizen Call for				Active Attacker; Property	Ivalure of Call, SBITD	Weapon	Handgun Drawn;
37	Service Citizen Call for	Team and Individual	Individual	Subject not seen	Crime; Weapons Violent Crime (not IPV);			Rifle Drawn
38	Service Citizen Call for	Team and Individual	Individual	Subject not seen	Weapons			Rifle Drawn Handgun
39		Individual			Humane Destruction of Animal			Discharged
40	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Access to Weapon; Nature of Call; SBHD	Handgun	Handgun Pointed; Rifle Pointed
		_				Access to Weapon; Nature of Call; Past History; Physical Size, Strength, or Abilities;	Handgun; Long	Physical Control; ERW Drawn; Handgun Pointed;
41	Warrant Citizen Call for	Team	Individual	White	Intimate Partner Violence	SBHD Physical Size,	gun	Rifle Pointed
42	Service	Individual	Individual	White	Active Attacker	Strength, or Abilities;		CEW Pointed
43	Warrant	Team	Individual	Black	Execute Warrant	Access to Weapon; Nature of Call; Past History; SBHD	Handgun	Physical Control; CEW Pointed; ERW Drawn; Handgun Drawn; Rifle Pointed
						Access to Weapon;		Physical Control; CEW Pointed; ERW Drawn; Handgun Drawn;
44	Warrant Citizen Call for	Team	Individual	White	Execute Warrant	Nature of Call; SBHD Access to Weapon;	Handgun	Rifle Pointed
45	Service	Team	Individual	White	Person in Crisis	Nature of Call; SBHD	Other	Rifle Pointed
46	Citizen Call for Service	Individual	Individual	White	Person in Crisis; Weapons	Access to Weapon; Assaultive; Nature of Call; SBHD	Long gun	Physical Control; CEW Discharged; Rifle Pointed
47	Citizen Call for Service	Individual	Individual	Subject not seen	Alarm			Rifle Drawn
47	Service	individual	individual	Subject not seen	Alailli			
48	Officer Initiated	Team	Individual	White	Intimate Partner Violence	Access to Weapon; Active Resistant; Past History; SBHD	Handgun	Physical Control; ERW Drawn; Handgun Pointed; Rifle Pointed
	Citizen Call for Service	Individual			Humane Destruction of Animal	,,,,		Rifle Discharged
50	Warrant	Team	Individual	White	Execute Warrant	Access to Weapon; Nature of Call; Past History; SBHD Access to Weapon;	Handgun; Long gun	Physical Control; CEW Discharged; ERW Drawn; Handgun Pointed; Rifle Pointed
	Citizen Call for					Active Resistant; Nature of Call; Passive		ERW Drawn; Handgun Pointed;
51	Service	Team	Individual	White	Violent Crime (not IPV)	Resistant; SBHD Active Resistant;	Long gun	Rifle Pointed
52	Citizen Call for Service	Individual	Individual	White	Weapons	Nature of Call; Past History; SBHD Access to Weapon;	Knife/Edged Weapon	CEW Pointed
53		Individual	Group (2)	White	Active Attacker	Nature of Call; SBHD	Knife/Edged Weapon	Handgun Pointed
54	Citizen Call for Service	Individual	Individual	Subject not seen	Execute Warrant			Rifle Drawn
55	Citizen Call for Service and Officer Initiated	Team and Individual	Group (5)	White	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Physical Control; CEW Pointed; ERW Pointed; Handgun Pointed; Rifle Pointed
56	Officer Initiated	Individual	Individual	White	Stolen Vehicle	Access to Weapon; SBHD	Handgun; Vehicle	Physical Control; Handgun Pointed
57	Citizen Call for Service	Individual	Individual	Subject not seen	Stolen Vehicle			Rifle Drawn
58	Citizen Call for	Individual	Individual	Subject not seen	Stolen Vehicle			Rifle Drawn
	Citizen Call for					Active Resistant;		Physical Control;
59	Citizen Call for	Individual	Individual	White	Property Crime	Assaultive		CEW Discharged
60	Service	Individual			Humane Destruction of Animal			Rifle Discharged
61	Citizen Call for Service	Individual	Individual	White	Person in Crisis	Access to Weapon; Assaultive; SBHD	Club or Impact Weapon	Physical Control; CEW Discharged
62	Citizen Call for Service Citizen Call for	Individual	Individual	Middle Eastern	Active Attacker; Weapons	Access to Weapon; Active Resistant; Assaultive; SBHD	Knife/Edged Weapon	Physical Control; CEW Discharged; Handgun Pointed
63	Service	Individual	Individual	White	Stolen Vehicle	Active Resistant		Physical Control

64	Assist Other Service	Individual			Humane Destruction of Animal			Rifle Discharged
						Access to Weapon;		Handgun Drawn;
65	Warrant Citizen Call for	Team	Group (5)	Latino; White	Execute Warrant	Nature of Call; SBHD Access to Weapon;	Long gun	Rifle Pointed CEW Pointed; Handgun Drawn;
	Service Citizen Call for	Team and Individual	Individual	Black	Weapons Violent Crime (not IPV);	Nature of Call; SBHD Nature of Call; Passive	Handgun Knife/Edged	Rifle Drawn
67	Service	Individual	Individual	White	Weapons	Resistant; SBHD Assaultive; Nature of	Weapon	Handgun Pointed
68	Citizen Call for Service Citizen Call for	Individual	Individual	East/Southeast Asian	Intimate Partner Violence; Investigation	Call; Passive Resistant; SBHD Access to Weapon;	Knife/Edged Weapon Knife/Edged	CEW Pointed; Handgun Pointed
69	Service	Individual	Individual	White	Weapons	SBHD Active Resistant;	Weapon	Physical Control
70	Citizen Call for Service	Individual	Individual	White	Violent Crime (not IPV)	Assaultive; Nature of Call; Past History; Physical Size,	Other	Physical Control
71	Warrant	Team	Individual	South Asian	Execute Warrant	Access to Weapon; SBHD	Handgun	ERW Drawn; Handgun Pointed; Rifle Pointed
72	Citizen Call for Service	Team and Individual	Individual	White	Weepens	Access to Weapon; Nature of Call; SBHD	Long gun	Handgun Pointed; Rifle Pointed
	Citizen Call for Service	Team	Individual	East/Southeast Asian	Weapons Assisting other service	Access to Weapon; Nature of Call; SBHD	Long gun Unknown type of Weapon	Rifle Pointed
	Citizen Call for Service				Weapons			Rifle Drawn
	Citizen Call for	Team	Individual	Subject not seen		Access to Weapon;		Physical Control;
	Service Citizen Call for	Individual	Individual	White	Weapons	Nature of Call; SBHD	Other	Rifle Drawn
76	Service	Individual	Individual	Subject not seen	Weapons			Rifle Drawn
77	Citizen Call for Service	Team	Individual	Black	Barricaded Subject	Access to Weapon; Active Resistant; Nature of Call; SBHD	Knife/Edged Weapon	Physical Control; ERW Drawn; Handgun Pointed; Rifle Drawn
78	Citizen Call for Service	Team	Individual	Black	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Rifle Pointed
	Citizen Call for Service	Team	Individual	Subject not seen	Violent Crime (not IPV)			Rifle Drawn
	Officer Initiated	Individual	Individual	White	Execute Warrant	Access to Weapon; Nature of Call; SBHD	Unknown type of Weapon; Vehicle	Handgun Pointed
	Citizen Call for Service	Team and Individual	Individual	Black	Active Attacker; Violent Crime (not IPV); Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Handgun Drawn; Rifle Drawn
	Citizen Call for				Violent Crime (not IPV);	Active Resistant; Assaultive; Nature of	Handgun; Long	Handgun Pointed;
82	Service Assist Other	Team and Individual	Group (2)	White	Weapons	Call; Past History;	gun	Rifle Pointed Handgun
83	Service Citizen Call for	Individual			Humane Destruction of Animal	Access to Weapon;	Knife/Edged	Discharged
84	Service	Individual	Individual	Black	Intimate Partner Violence	SBHD	Weapon	Handgun Pointed
85	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; Active Resistant	Handgun	Physical Control; Handgun Pointed
96	Morroot	Teem	le dividuel	Plack	Evenute Warrant	Access to Weapon; Nature of Call: SBHD	Knife/Edged	ERW Drawn; Handgun Pointed;
	Warrant Citizen Call for	Team	Individual	Black	Execute Warrant	Size, Strength, or Abilities; SBHD	Weapon	Rifle Pointed
87	Service Citizen Call for	Individual	Individual	White	Wellness/Safety check	Active Resistant;		Physical Control Physical Control;
88	Service	Individual	Individual	White	Public Order	Assaultive Access to Weapon;		CEW Pointed
89	Officer Initiated	Individual	Individual	Indigenous	Stolen Vehicle	Past History; SBHD Access to Weapon;	Handgun	Handgun Pointed
90	Warrant	Team	Group (2)	Black; White	Execute Warrant	Active Resistant; Nature of Call; SBHD	Handgun	Handgun Pointed; Rifle Pointed
91	Citizen Call for Service	Team	Group (2)	White	Weapons	Access to Weapon; Nature of Call; SBHD	Handgun	Handgun Pointed; Rifle Pointed
92	Citizen Call for Service	Team	Individual	Subject not seen	Violent Crime (not IPV)			ERW Drawn; Rifle Drawn
	Citizen Call for Service	Individual	Individual	White	Wellness/Safety check	Access to Weapon; Assaultive	Unknown type of Weapon	CEW Pointed
	Citizen Call for Service	Individual	Individual	White	Weapons	Access to Weapon; SBHD	Knife/Edged Weapon	Handgun Drawn
	Citizen Call for Service	Individual			Humane Destruction of Animal			Handgun Discharged
	Citizen Call for Service	Individual	Individual	White	Property Crime	Assaultive		CEW Pointed
	Citizen Call for Service	Individual	Individual	White	Wellness/Safety check	Assaultive		Physical Control
	Citizen Call for Service	Team and Individual	Individual	Black	Violent Crime (not IPV); Weapons	Access to Weapon; Nature of Call; SBHD	Aerosol; Club or Impact Weapon; Handgun	Rifle Drawn
99	Citizen Call for Service	Team	Individual	White	Intimate Partner Violence	Active Resistant; Assaultive; Nature of Call; SBHD	Handgun	Physical Control; CEW Discharged
	Citizen Call for	Individual	Individual	Subject not seen	Weapons	·		Rifle Drawn
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		Citizen Call for							Physical Control;
			Individual	Individual	White	Wellness/Safety check			CEW Discharged

Search of Persons in Custody – Annual Report



TO:

The Waterloo Regional Police Service Board

FROM:

DATE:

Strategic Services Branch, Planning and Project Management Unit 3/19/2024

Recommendation

For information only.

Summary

Following an internal audit conducted during 2020, correspondence and recommendations from the Office of the Independent Police Review Director¹ (OIPRD), and subsequent policy and procedure updates, Waterloo Regional Police Service (WRPS) is committed to reporting annually on search of persons in custody.

A search of a person is standard when: i) an arrest is made, ii) grounds exist for safety reasons during an investigative detention, iii) it is authorized by common law or the statute related to the offence, or lastly, iv) if the person has given consent. As per the Search of Persons Procedure (2024-008-LE), "a member shall ensure a search is authorized by law, not contrary to the Canadian Charter of Rights and Freedom (the Charter), and conducted in the least intrusive manner possible while providing for the discovery of evidence, identification of the arrested person, tools to escape custody and anything that could cause injury." A search "must be reasonable and justified given the circumstances present at the time of arrest". As the level of intrusiveness of the nonconsensual search increases, so does the justification.

Different types of searches are conducted by members to ensure that subject persons are not in possession of evidence, tools to escape custody, or any object that could cause injury to themselves or others, including officers (Table 1). Any search beyond a frisk search must be deemed reasonable and authorized by the officer in charge of a prisoner management facility or a patrol supervisor. Upon authorizing a search, the officer in charge shall sign the digital form and document in their notebook the level of search and the justification. Each search is situational and evaluated. All circumstances are examined prior to authorizing a higher-level search. Consideration is given to: i) if

¹ As of the introduction of the Community Safety & Policing Act, the OIPRD has been renamed to the Law Enforcement Complaints Agency (LECA).

the prisoner has a means and/or history of hiding drugs, weapons of opportunity, weapons, or other contraband, ii) if information is received to indicate their presence, iii) the nature of the offence(s), iv) the prisoner's past or present behavior regarding the safety of their person, other persons, or officer(s), v) whether it is necessary to seize evidence related to the offence, and vi) whether the search is lawfully justified based on the circumstances.

Table 1. Types of Searches

Search Type	Explanation*
Frisk Search	Patting down of the person, emptying and searching pockets, as well as the removal or rearrangement of clothing that does not expose a person's undergarments or areas of the body that are normally covered by undergarments. May include checking their personal possessions.
	For safety reasons, all persons under arrest are frisk searched prior to being placed in a Service vehicle.
Intake Search	More comprehensive than a frisk search and done in a more controlled environment, sometimes with the use of a wand and the opportunity for the person to indicate what items the wand may have detected.
	At minimum, all persons under arrest shall be intake searched upon being brought into a Service facility and prior to being placed in a cell.
Strip Search Level 1	Person removes their own clothing, one piece of clothing at a time, down to the undergarments, and members inspect the article of clothing in a methodical manner. The person is allowed to replace each article of clothing immediately after inspection, unless doing so would compromise the safety or integrity of the search.
Strip Search Level 2	Person removes their own clothing, one piece of clothing at a time, including the undergarments, and members inspect the article of clothing in a methodical manner. The person is allowed to replace each article of clothing immediately after inspection, unless doing so would compromise the safety or integrity of the search.

^{*} Paraphrased from Chief's Procedure Search of Persons (2024-008-LE). Special consideration is given to religious/ceremonial items, gender identity, and other accommodations as needed.

Procedure also dictates how to document Searches of Persons. In 2023, WRPS launched a phased approach to having all search of persons in custody entered into the Niche RMS system. The process was launched at the custodial facility located at WRPS's Central Division. In 2024, all Search of Persons data was inputted using the Niche Custody Module, improving data quality and allowing for more fulsome analysis.

This report is based on a 12-month dataset (January 1 to December 31, 2024) of Searches of Persons conducted within police custody facilities, including descriptive

statistics on type(s) of search(es), location, approval, and demographics of individuals searched such as gender, perceived race, and repeated contacts.

Report

In 2024, there were 347,110 CAD occurrences, 15,516 arrests, and 4,252 Searches of Persons in custody. Both the number of arrests and the number of Searches of Persons in custody have remained relatively stable from last year (see Table 2). The most frequent type of search was an Intake Search (84% of all searches in custody, Table 2). Combined, 544 Strip Searches (both Level 1 and Level 2) were conducted, making up 13% of all searches in custody and occurring in about 0.2% of all police occurrences in 2024. Due to this relatively small number, when conducting disaggregate analysis the proportional numbers will fluctuate over time for reasons which defy systematic explanation and/or may be attributable to the variability of situations encountered during the reporting period.

The vast majority of persons (98%) received one type of search when brought into custody.² All searches beyond a frisk search were authorized as per procedure and justifications were provided (100% of the time). Less than 4% of the searches returned contraband items, consistent with 2023. The majority of items were recovered in Intake searches, however, Strip Search Level 2s were most likely to return an item. Of the 544 Strip Searches conducted, 57 (10%) returned items. The most common items found during Strip Searches were Drugs or drug paraphernalia.

Table 2: Frequency	Statistics for	Search of Po	ersons in Custody
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	20	23	2024		
	Frequency (%)	Items found (% of type of search) [†]	Frequency (%)	Items found (% of type of search) [†]	
Unknown*	34 (1%)		100 (2%)		
Frisk	163 (4%)	8 (5%)	23 (<1%)	1 (4%)	
Intake	3391 (80%)	92 (3%)	3585 (84%)	101 (3%)	
Strip Search Level 1	186 (4%)	13 (7%)	126 (3%)	13 (10%)	
Strip Search Level 2	469 (11%)	47 (10%)	418 (10%)	44 (11%)	
Total	4243	160 (4%)	4252	159 (4%)	

^{*}Type of search not recorded.

† Percentages were calculated by dividing the number of items found by the number of searches conducted for that search type.

² 69 Searches of Persons (2%) were progressive with more than one type of search conducted. In these cases, the most comprehensive type of search is represented in search type counts.

As of April 2024, all persons are held in custody at Central Division or Courts facilities. Therefore, the number of searches at North and South divisions have decreased (see Table 3).

Table 3: Search of Person by Location

Location	2023	2024	
	Frequency (%)	Frequency (%)	
Central	3514 (83%)	4058 (95%)	
North	223 (5%)	8 (< 1%)	
South	221 (5%)	13 (< 1%)	
Courts	274 (6%)	166 (4%)	
Other	9 (< 1%)	2 (< 1%)	
Unknown	2 (< 1%)	5 (< 1%)	
Total	4243	4252	

Repeated Contacts

In 2024, 602 individuals were taken into custody more than once. We refer to these individuals as having "repeated contacts" within Search of Persons data. These 602 individuals were involved in a total of 1519 searches, accounting for about 36% of all searches in custody (this is a jump from last year, where repeated contacts made up 27% of all searches; see Table 4).

Of the strip searches conducted in 2024, 45% (245 of 544 total Strip Searches across Level 1 and Level 2) involved individuals with repeat contacts (including previous strip searches). Again, this is an increase from 2023, where repeated contacts made up 35% of all Strip Searches. Repeated contacts were more likely to receive a Strip Search Level 2 compared to non-repeat contacts.

Table 4: Frequency of search types for repeated contacts, 2024

	Frequency (%)	Percentage of Total Search Type*		
Unknown*				
Frisk	7 (< 1%)	4%		
Intake	1255 (83%)	37%		
Strip Search	48 (3%)	38%		
Level 1				
Strip Search	197 (13%)	47%		
Level 2				
Total	1519	36%		

^{*}Calculated by dividing the number of searches for each search type conducted on repeat contacts by the total number of searches for that search type.

Person Characteristics

In accordance with procedure 2024-008-LE, Ontario's Anti-Racism Act (2017), the Data Standards for the Identification and Monitoring of Systemic Racism (Data Standards, 2018), and Waterloo Regional Police Service's (WRPS) Race-Based Data Collection Strategy (RBDCS), person characteristics (age, gender, perceived race) have been examined the purpose of identifying, monitoring, and addressing systemic bias.

Minimum requirements under the Data Standards specify the use of local resident population benchmarks to identify disproportionate impacts across public sector organizations. A resident population benchmark represents the cumulative impacts of various systems, institutions, and societal dynamics that contribute to the over-representation of specific groups in particular outcomes. While policing contributes to this number, it is not the sole driver of observed disproportions (Foster & Jacobs, 2023). Disproportion analysis asks the question: "Is there equal representation of individuals within police data based on what would be expected from local resident population demographics?"

The answer to this question is: No. When benchmarked against resident population demographics police interactions disproportionately overrepresent people based on race, gender, and age. This has been repeatedly documented across the policing sector and WRPS is no exception.

A major limitation to resident population benchmarking is that this comparison provides little insight into the disparities that occur at decision making points within a police interaction that may drive observed disproportions. In order to better uncover and understand the police-specific drivers of disproportionate representation, WRPS's racebased analytic framework has been extended to focus on enforcement-action benchmarking.

WRPS's enforcement-action benchmarking strategy will use police service incident benchmarks and enforcement-action benchmarks (where available) to drill into the system-level factors (police practices, policies and procedures) that may contribute to disparate outcomes. By examining multiple contextual pieces, we are able to ask: "Given similar circumstances, do we see similar outcomes for racialized individuals and White individuals"? This is achieved by comparing the proportion of individuals within groups to an appropriate reference group within similar police-relevant contexts. An analytic framework that prioritizes enforcement-action benchmarking analyses is better positioned to identify police-specific drivers underlying representation for the purpose of informing solutions that are designed to reduce systemic inequities (Foster & Jacobs, 2023). WRPS' analytic strategy aligns with a Human Rights approach and is supported by the RBDCS academic partners (Dr. Lorne Foster and Dr. Les Jacobs).

Foster, L. & Jacobs, L. (2023). A guide for creating benchmarks for racial disparities: What should be considered in benchmarks at a medium/advanced level. February, unpublished. Lamberth, J. (1996). *A report to the ACLU*. New York: America Civil Liberties Union.

When interpreting benchmark ratios, values greater than 1 indicate overrepresentation. A cut-off of \geq 1.5 was selected to identify concerning overrepresentation, (Lamberth, 1996; Police Foundation, 2003; Withrow et al., 2008).

Age

Table 5 depicts the frequency of searches conducted separated by age. For 121 Searches, there was no age or birth information, so those were removed from the analysis. The 178 searches conducted on Young Persons, where perceived race data was captured, are presented in Table 9.

When comparing to the local resident population, we see that individuals aged 18-44 were overrepresented in Searches (ratios range from 1.92 to 2.14). Additionally, individuals aged 12-17, and individuals older than 55, were underrepresented in Searches as compared to the local resident population (ratios all below 0.51).

Enforcement Action Benchmarking. Searches were not equally distributed across the age groups, X^2 (6) = 2479.4, p < .001. Equal representation across ages would be reflected by having around 14% of Searches (~590 Searches) for each age group. Instead, 25-44 year-olds were overrepresented.

Table 5: Searches Conducted Separated by Age.

	Age						Total	
	12-17*	18-24	25-34	35-44	45-54	55-64	65+	
Frequency	228	571	1360	1157	533	215	67	4131
Percentage	6%	14%	33%	28%	13%	5%	1%	100%
Population	12%	7.3%	15.4%	13.6%	12.6%	12.4%	15.6%	
Disproportion ratio	0.50	1.92	2.14	2.06	1.03	0.40	0.06	

^{*}Statistics Canada age categories range 10-19 therefore population for 12-17-year-olds is likely to be overestimated and for 18-24 is likely to be underestimated.

Gender

Gender identity was collected through self-report for all Searches of Persons. Self-reported gender was missing for 102 cases. Ten searches were conducted on transgender or intersex individuals (0.2% of all searches conducted).

Of the remaining 4,141 searches conducted in 2024, 3,393 (82%) were on men and 748 (18%) were on women (Table 6). When compared to the local resident population,

Police Foundation (2003). *A multijurisdictional assessment of traffic enforcement data collection in Kanas.* Washington, DC: Author.

Withrow, B. L., Dailey, J. D., & Jackson, H. (2008). The utility of an internal benchmarking strategy in racial profiling surveillance. *Justice Research and Policy*, *10*(2), 19-47.

males were overrepresented in Searches of Persons in custody (ratio = 1.64), while females were not (ratio = 0.36).

Using our enforcement-action benchmarking strategy, we compared the proportion of women to men at each of the search levels, only one ratio exceeded the critical cut-off. In 2023, Strip Search Level 2 were more frequently conducted on women as compared to men (benchmark ratio = 2.75). In 2024, the only ratio that exceeded the critical cut-off was Frisk searches (benchmark ratio = 1.60), where women were overrepresented, although this represents 6 searches. Women were overrepresented in Strip Search Level 1, but not above the critical cut-off.

Table 6: Type of Search by Gender

		Female			Male		
Type of Search	Count (C _F)	% Females (% _F)	% Total (% _{FT})	Count (C _M)	% Males (%м)	% Total (%мт)	Benchmark Ratio (%F / %M)
Unknown				1	< 1%	< 1%	
Frisk	6	0.8%		16	0.5%		1.60
Intake	625	83.6%		2951	87.0%		0.96
Strip Search Level 1	26	3.5%		100	2.9%		1.21
Strip Search Level 2	91	9.6%		325	12.2%		0.79
Total	748	100%	18.1%	3393	100%	79.5%	
Population			50.2%			49.8%	
Disproportion			0.41			1.60	

Race

Perceived race was indicated by the member completing the search, as outlined by the Data Standards. In 90 searches, perceived race data was not provided and these were removed from relevant analyses. In 2024, searches were most frequently conducted on individuals perceived to be White (67%, Table 7a). When comparing to the local resident population, Black (ratio = 2.98) and Middle Eastern (ratio = 2.67) individuals were overrepresented as compared to the local resident population.

Table 7a. Frequency of Type of Search by Perceived Race

Type of Search	Black	East/Southeast Asian	Indigenous	Latino	Middle Eastern	South Asian	White
Frisk	2	1		1	5		14
Intake	511	165	35	113	319	115	2326
Strip Search Level 1	18	3	2	1	5	5	92
Strip Search Level 2	39	14	1	4	17	11	332
Total	570 (14%)	183 (4%)	38 (1%)	119 (3%)	346 (8%)	131 (3%)	2764 (67%)
Population	4.7%	6.8%	1.7%	2.2%	3.0%	9.7%	72.0%
Disproportion Ratio	2.98	0.59	0.59	1.36	2.67	0.31	0.93

Enforcement-action benchmarking is one tool to better understand the potential drivers of observed disproportion. Due to issues related to small numbers, this analysis focuses on Black and Middle Eastern individuals, as compared to White individuals for each type of search (Table 7b and Table 7c). Benchmark ratios indicate that Middle Eastern individuals are overrepresented in Frisk searches, as compared to White individuals (ratio = 2.85). Strip Search Level 2 were more likely to be conducted on White individuals.

Table 7b. Percentages for Type of Search by Selected Perceived Race Categories

	Bla	ck	Middle E	astern	White		
Type of Search	% Black (%в)	% Total (%вт)	% Middle Eastern (%ме)	% Total (%мет)	% White (%w)	% Total (%wт)	
Frisk	0.3%	< 0.1%	1.4%	0.1%	0.5%	0.3%	
Intake	89.6%	12.3%	92.2%	7.7%	84.2%	56.0%	
Strip Search Level 1	3.2%	0.4%	1.4%	0.1%	3.3%	2.2%	
Strip Search Level 2	6.8%	1.0%	4.9%	0.4%	12.0%	8.0%	
Total	100%	13.7%	100%	8.3%	100%	66.5%	

Table 7c. Benchmark Ratios for Type of Search by Selected Perceived Race Categories

	Black (%B / %w)	Middle Eastern (%мЕ / %w)
Type of Search		
Frisk	0.69	2.85
Intake	1.07	1.10
Strip Search Level 1	0.95	0.43
Strip Search Level 2	0.56	0.41

Intersectional Analysis

Table 8 presents the intersection of gender and perceived race by search type. In 2024, consistent with 2023, around 44% of all searches conducted were intake searches performed on White males.

Enforcement-action benchmarking revealed overrepresentation. Within searches conducted on males, we see that Middle Eastern individuals are overrepresented in Frisk searches (ratio = 2.12). Within searches conducted on females, we see that Middle Eastern women are overrepresented in Frisk searches (ratio = 8.03), and Indigenous women are overrepresented in Strip Search Level 1 (ratio = 2.13). The latter two ratios should be interpreted with caution, as they only represent two and one searches respectively.

Table 8. Frequency of Type of Search by Perceived Race and Gender

Type of Search	Black	East/South- east Asian	Indigenous	Latino	Middle Eastern	South Asian	White	Total
Female						_		
Frisk					2 (5.7%)		4 (0.7%)	6
Intake	66 (90.4%)	25 (89.3%)	10 (83.3%)	17 (89.5%)	31 (88.6%)	16 (84.2%)	460 (81.9%)	625
Strip Search Level 1	1 (1.4%)	1 (3.6%)	1 (8.3%)			1 (5.3%)	22 (3.9%)	26
Strip Search Level 2	6 (8.2%)	2 (7.1%)	1 (8.3%)	2 (10.5%)	2 (5.7%)	2 (10.5%)	76 (13.5%)	91
Total	73	28	12	19	35	19	562	748
Male								
Frisk	1	4			_			
	(0.2%)	1 (0.6%)		1 (1%)	3 (1%)		10 (0.5%)	16
Intake		=	24 (96%)	· -	_	99 (88.4%)		16 2950
	(0.2%)	(0.6%) 140		(1%) 96	(1%) 288		(0.5%) 1860	
Intake Strip Search	(0.2%) 443 (89.7%)	(0.6%) 140 (90.3%) 2	(96%) 1	(1%) 96 (96%)	(1%) 288 (92.6%) 5	(88.4%)	(0.5%) 1860 (85.8%) 70	2950

Note: 102 searches were missing gender information and are not included in the table. As a result, the totals for each race group will not match Table 7a. Percentages calculated within race and gender. Some percentages may not add to 100% due to rounding error.

Table 9 presents the racial composition of Young Persons in all searches conducted in 2024 (178). Black and Middle Eastern Young Persons were overrepresented and proportionally contributed to more searches for the racialized group as compared to Young White persons.

Table 9. Frequency of Type of Search involving Young Persons, by Perceived Race

	Υ	oung Person	ıs		Adults		
Type of Search	Count (C _Y)	% Young Persons (% _Y)	% Within Race Group (%YR)	Count (C _A)	% Adults (% _A)	% Within Race Group (%AR)	Disparity (%YR / %YR- White)
Black	53	30%	12%	385	12%	88%	3.00
East/Southeast Asian	4	2%	2%	158	5%	98%	0.5
Indigenous	0	0		30	1%	100%	
Latino				98	3%	100%	
Middle Eastern	22	12%	7%	272	9%	93%	1.75
South Asian	2	1%	2%	115	4%	98%	0.25
White	97	55%	4%	2088	66%	96%	
Total	178	100%	5%	3146	100%	95%	

Note: There were 121 searches without age information and 90 searches without perceived race data. As such, the sums for each age and race group will not match Table 5 or Table 7a, respectively. Percentages within race group were calculated based on data in this table, not table 7a.

Repeated Contacts by Perceived Race

Enforcement action benchmarking revealed overrepresentation for persons with repeat contact (Table 4 and 10). Note that a single individual could be perceived as belonging different racialized groups (e.g., an individual with 5 recontacts was perceived as East/Southeast Asian twice and South Asian three times), making it possible that the same individual may be counted multiple times in the table (e.g., once under East/Southeast Asian with two searches, once under South Asian with three searches). As such, the numbers will sum to greater than 602. Repeat contact individuals perceived as Indigenous were overrepresented (ratio = 1.71).

Table 10. Repeate	ed Contacts by	Perceived	Race Group

	# of Searches with Repeated Contacts	# of Repeated Contacts (individuals)	# of Individuals Total	% Repeated Contact Individuals*	Benchmark Ratio
Black	217	94	442	21.2%	1.02
East/Southeast Asian	44	31	167	18.6%	0.90
Indigenous	15	11	31	35.4%	1.71
Latino	32	20	104	19.2%	0.93
Middle Eastern	118	61	293	20.8%	1.00
South Asian	40	35	125	28%	1.35
White	1046	440	2129	20.7%	

^{*} Calculated by dividing the number of repeated contacts (individuals) by the number of individuals total within each race group.

Summary & Future Directions

In summary the number of arrests and Searches of Persons in custody remained relatively stable from 2023 to 2024. Intake searches remain the most common search type used. Dangerous items were returned in 4% of the searches conducted in 2024, most frequently drugs/drug paraphernalia.

Disaggregate analysis by search type revealed the following:

- White individuals were overrepresented in Strip Search Level 2
- Middle Eastern men and women were overrepresented in Frisk Searches
- Black and Middle Eastern Young Persons were overrepresented and proportionately accounted for more searches within the racial category, in comparison to White Young Persons
- Roughly one third of all searches involved individuals repeatedly in police custody. Indigenous individuals were overrepresented within this group

The Service-wide expansion of the Niche RMS Custody Module in 2024 has led to greater consistency in the information collected related to searches of persons in custody, resulting in improved data quality and analytic capabilities. In 2025 WRPS anticipates a phased introduction of a Body Scanner to replace Strip Searches, where appropriate. Under the RIDBCS, the integration of the Body Scanner into Search of Persons processes will be reviewed to ensure equitable application of this tool.

Quantitative data is but one indicator of a fuller picture. Under the framework of the RIBDCS, community and Service members will be brought together to improve our understanding of the impacts of Search of Persons, with the goal of identifying potential recommended practice and targeting problem areas, where they exist. WRPS will continue to work towards better identifying and addressing the systemic issues that drive patterns in police data.

Strategic Business Plan

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

Our Connections

Attachments

WRPS Search of Persons in Custody – 2024 Annual Presentation.

Prepared By

Dr. Hasan Siddiqui, Data Analyst, EDI, Strategic Services Branch

Dr. Amanda Williams, Manager, Strategic Services Branch

Approved By

Mark Crowell, Chief of Police

SEARCH OF PERSONS IN CUSTODY, 2024 ANNUAL REPORT

Police Services Board Meeting March 19th, 2025



Search of Persons in Custody

Upon entering a WRPS custodial facility, as authorized by the law and not contrary to the Charter, a member shall conduct a search of the person in the least intrusive manner possible while providing for the discovery of evidence, identification of the arrested person, tools to escape custody and anything that could cause injury.

Frisk

- Patting down
- Empty Pockets
- Undergarments not exposed

Intake

- Controlled environment
- Undergarments not exposed

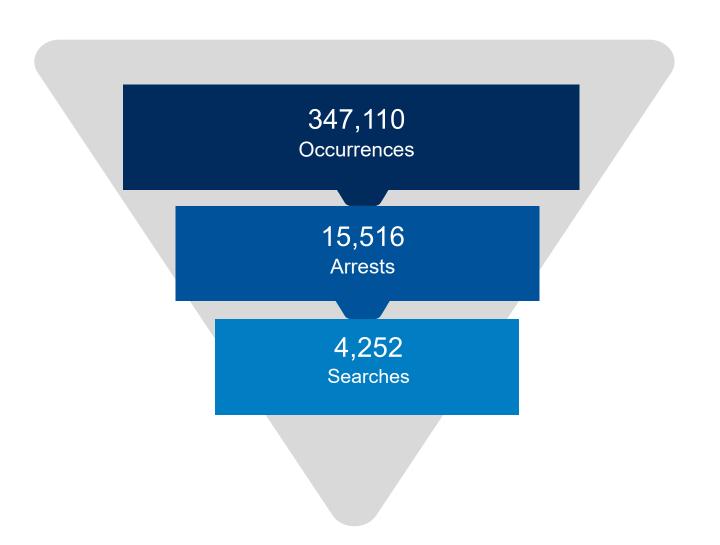
Strip Search Level 1

- Controlled environment
- Remove clothing down to undergarments

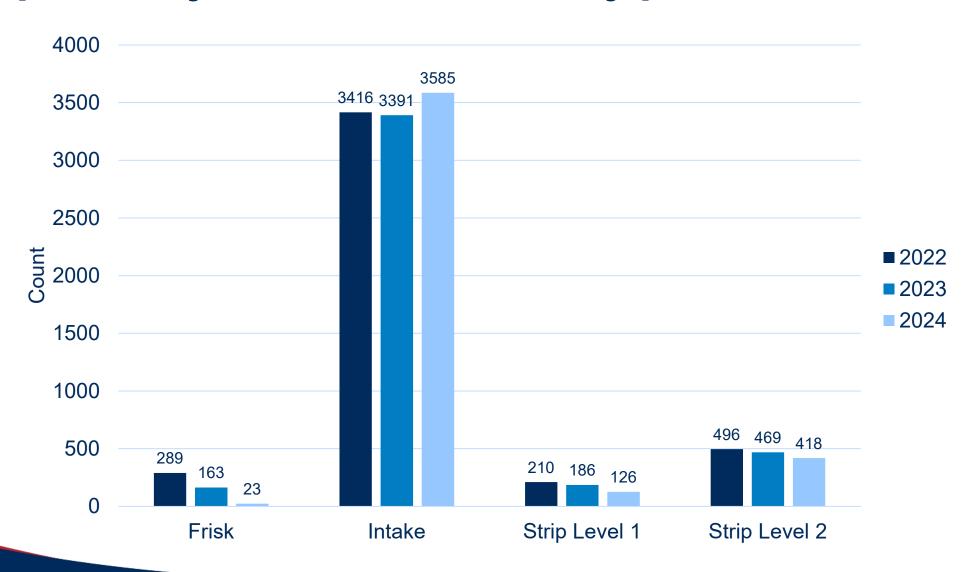
Strip Search Level 2

- Controlled environments
- Remove clothing including undergarments

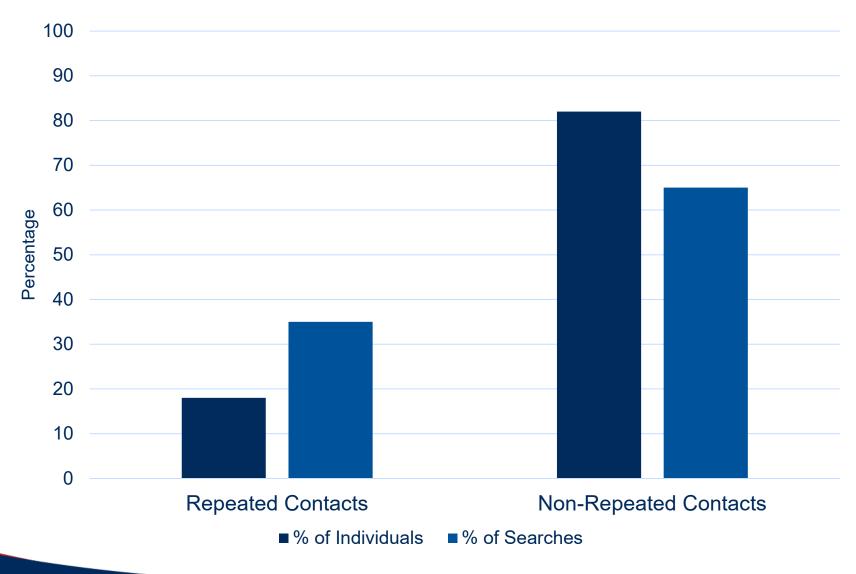
Search of Persons in Custody, 2024



Frequency of Search Types

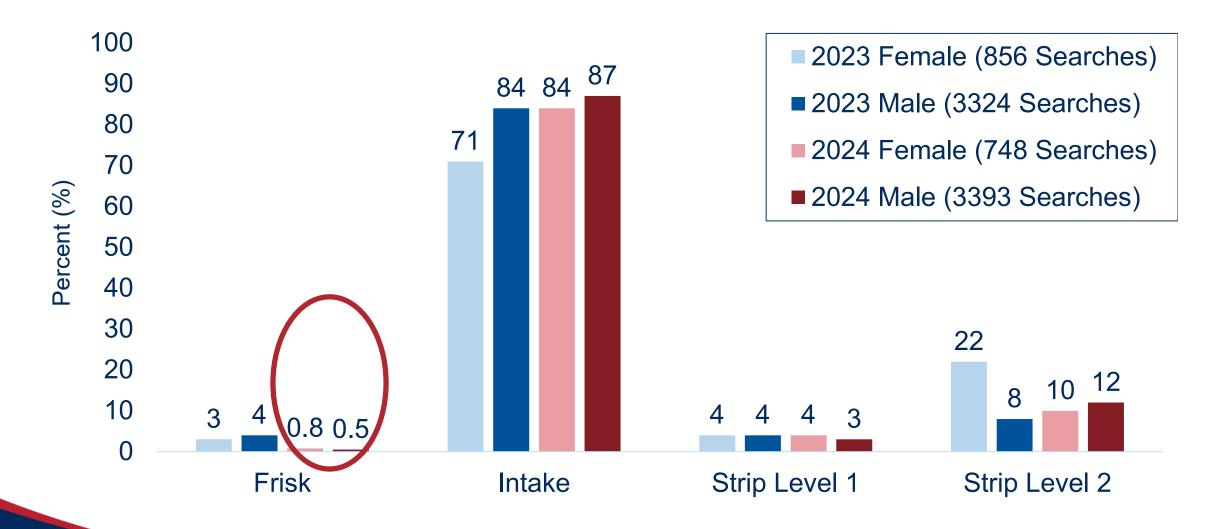


Repeated Contacts

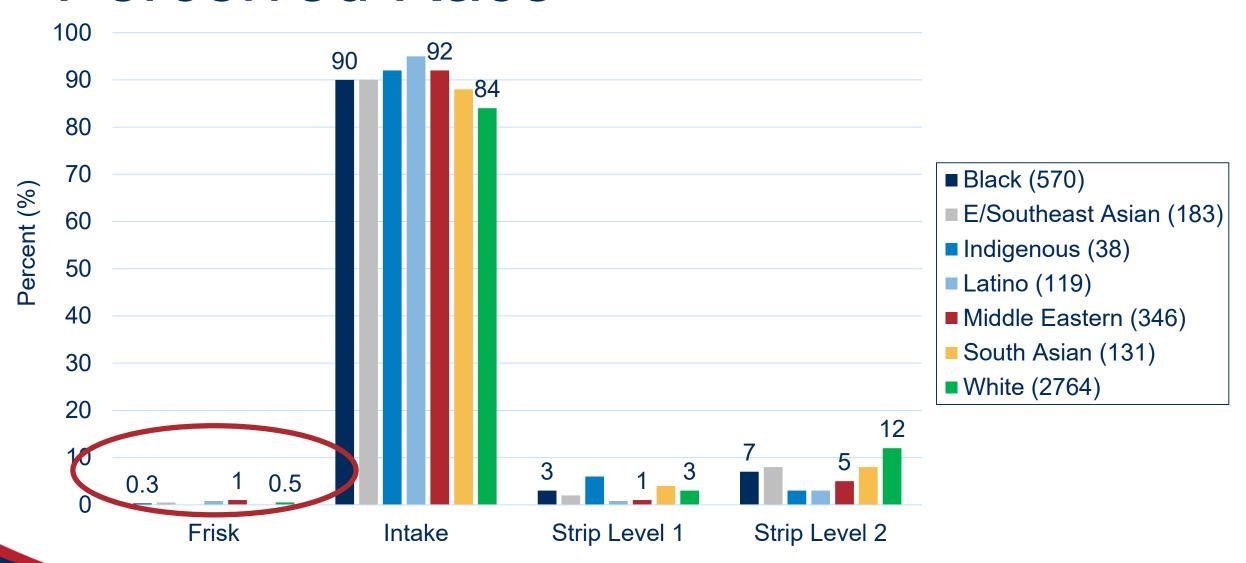


Within the Police Service Internal Race-Based Data: Institutional Officer and Cultural Bias A Tool for **Practices** Understanding Drivers Person's Social and Choices Demographic and Actions of Disparity **Factors** Disparity does not always equal discrimination External Within the Community

Gender



Perceived Race



Future Directions

 In 2024, all Search of Persons in Custody were recorded on the Niche Custody Module

Phased introduction of the Body Scanner

Community Council

THANK YOU



Innovation and Modernization Unit Update

TO:The Waterloo Regional Police Service Board

FROM: Innovation and Modernization Unit **DATE:** 03/19/2025

Recommendation

For information only.

Summary

In order to keep the Board apprised of technological solutions implemented by the Waterloo Regional Police Service (WRPS), this report is prepared annually. This report highlights some of the projects completed by the Innovation and Modernization Unit (IMU) over the last year.

The IMU is a small project-based team led by an Inspector and consisting of a Sergeant, a Project Coordinator and a Project Analyst. The IMU has a mandate to leverage new technology or practices to improve performance and efficiency for the betterment of our members and the community we serve.

Report

The following are examples of projects completed by the IMU over the last year:

Body Worn Cameras deployed to Central Division

The concept of the IMU formed out the Modernization Project which began as a pilot project examining the use of Body Worn Cameras (BWCs), In-Car Cameras and the Digital Evidence Management System (DEMS) at WRPS. The eventual implementation of this technology included a multi-year phased approach. In January 2025, the IMU team completed the last phase of implementation by delivering training to Central Division members and deploying BWCs. All frontline WRPS members are now equipped with BWCs.

Automated Licence Plate Reader (ALPR) Internal Hotlist

As a reminder, the ALPR system is integrated into a police vehicle's in-car camera system. The ALPR recognizes licence plates and compares plates it reads against a number of hotlists. If the plate is on the list, the ALPR notifies the officer so an action can be taken. A daily hotlist is provided to the WRPS that includes plates associated to stolen vehicles and suspended drivers (as just a couple of examples).

In 2024, the IMU team implemented a workflow creating an internal hotlist for the ALPR system. In addition to the plates provided by CPIC and the MTO, officers are able to

manually enter plates in certain circumstances. The allowed circumstances are in accordance with the guidance provided by the Information and Privacy Commissioner.

Manually adding plates to the internal hotlist assists members in solving open and active criminal investigations as well as to find vehicles associated to Amber Alerts or missing persons.

Axon Capture

Axon Capture is a mobile application installed on officers' work issued mobile devices. The application allows members to efficiently and securely take photographs, audio statements and video statements using their mobile device. The evidence is then seamlessly uploaded to the WRPS DEMS environment. In early 2025, a pilot project examining Axon Capture was completed and the application was rolled out Service-wide. The use of tools like this are part of a Mobile Officer Program that allows officers to have access to all of the information and electronic tools they need wherever they are without the need to return to a police Division. The efficiencies found allow officers to spend more time in the community rather than completing administrative work at the Division.

Draft One

In the fall of 2024, the IMU team began a proof of concept study of a new Axon solution called Draft One. Draft One leverages generative AI and BWC audio in order to produce draft reports for police officers. In a test environment, the team had the solution create draft reports from BWC footage. The team then evaluated the reports in order to assess the quality.

At the end of the study, the team determined that, although it has great potential, the solution was not the right fit for WRPS at this time. The team will continue to be vigilant in the pursuit of new technologies that will improve performance and efficiency.

eNotes

Throughout 2024, the IMU team has been exploring an enotes solution to replace the Service's paper notebooks. Police officers use a paper notebook to keep handwritten notes of their observations, location, activities and actions throughout their tour of duty. These paper notebooks have numerous limitations around searchability, legibility, disclosure, storage, etc. Transitioning to an electronic notebook solution will result in numerous efficiencies.

The IMU team met with members across the Service in order to identify requirements for an enotes solution. An RFP process has been completed and a vendor has been selected. The IMU team is currently in the initial stages of working with the vendor to implement a pilot in 2025.

Al Steering Committee

The IMU Inspector chairs the Service's AI Steering Committee. Recognizing the need to continually improve by using new technological solutions and identifying the rapid progression of Artificial Intelligence based technology, WRPS formed an AI Steering Committee in order to remain agile in its ability to leverage this technology while remaining

compliant with privacy legislation as well as being committed to delivering professional, accountable and ethical services.

The committee is made up of members from across the Service that bring a broad range of experience and expertise. The committee meets to discuss potential implementation of technologies that include AI features and provides recommendations to the Executive Leadership Team regarding implementation.

The committee examines new technology and weighs the advantages of the technology against the potential risks. Some considerations include alignment with the Service's strategic vision; investigative, operational or administrative value; responsible collection and use of personal data; lawful use and Service liability; technological limitations; and, ethical use of the technology through a diversity lens.

Strategic Business Plan

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

Our Resources
☐ Provide safe, accessible, and welcoming facilities
⊠ Embrace modernization
□ Be future-ready
Attachments
2025-068 Innovation and Modernization Unit
Prepared By
Mike Kent, Inspector, Innovation and Modernization Unit
Approved By

Mark Crowell, Chief of Police

Innovation & Modernization Unit

March 19, 2025

Presented by:

Insp. Mike Kent



Body Worn Camera

- The Board authorized permanent Body Worn Camera deployment in December 2022 with a phased approach
- Central deployment completed in January 2025
- All frontline members are now equipped with BWCs (433 cameras assigned)





ALPR Internal Hotlist

- There are currently 137 vehicles equipped with ALPR technology
- WRPS has implemented an 'internal hotlist'
- Investigators can now add vehicles associated to their investigations to an internal hotlist when certain conditions are met
- Powerful tool for Amber Alerts, missing persons and other investigations

Axon Capture

- Mobile application on officer's phones
- Allows officers to seamlessly take photographs, audio or video statements with their Service issued device
- Creates greater efficiencies and better data security
- Completed pilot and deployed across the Service



Axon Draft One

- Draft One is a tool that leverages Generative AI to write a draft of an occurrence report for officers
- Proof of Concept study undertaken by IMU team
- Findings were that the solution was not the right fit for WRPS at this time

eNotes

- Officers use paper notebooks to record their observations, location, activities and actions
- The IMU team is exploring transitioning to an electronic notebook
- An RFP process has been completed and a pilot is planned for this year





AI Steering Committee

- The IMU Inspector chairs the Service's AI Steering Committee
- The committee examines new technology that incorporates AI, weighs advantages against risk and then makes recommendations to ELT regarding implementation
- The committee is made up of representatives that bring a cross section of expertise from across the Service

Thank You

Questions?





Community Safety & Wellbeing: Annual Hate-Motivated Crime Report

TO:The Waterloo Regional Police Service Board

FROM:
Community Safety
Partnerships
Equity, Diversity &
Inclusion

DATE: 03/19/2025

Recommendation

For information only.

Summary

This report provides information on the frequency of hate-motivated crimes reported by Waterloo Regional Police Services (WRPS) in 2024. Included in the report is information on how WRPS responds to hate-motivated crimes, specifically with a focus on trauma-informed victim support and crime prevention. Addressing hate has been declared a priority by the WRPS and the Region of Waterloo as part of the Community Safety & Wellbeing Plan.

The data for this report includes Suspected and Confirmed hate-motivated crimes reported to WRPS in 2024¹. Data from previous years has been included for comparison. Data was extracted on March 6th, 2025. Any hate-motivated crimes processed after that date will not be included in this report.

Report

The data in this report reflects only those criminal offenses that have been reported to the Waterloo Regional Police Service or otherwise discovered by an officer.

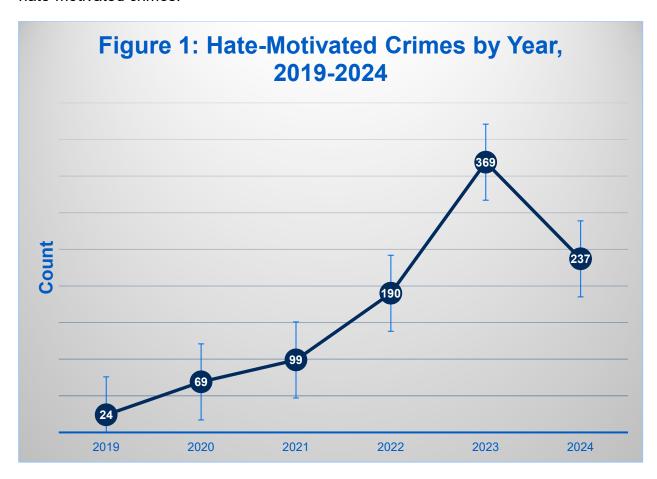
What is a hate crime?

Hate crime refers specifically to a criminal offense designated in the Criminal Code of Canada (e.g., Public Incitement of Hatred). Separately, there are *hate-motivated incidents* and *hate-motivated crimes*. A hate-motivated incident refers to an incident where an individual has demonstrated hateful behavior toward someone else on the basis of their identity, but without breaking any laws (e.g., using a racial slur). Police-reported crime motivated by hate (hate-motivated crime) refers to a criminal offense that includes a hate motivation (e.g., someone spray-paints graffiti of a swastika on private property).

¹ This report summarizes all confirmed and suspected hate motivated crime reported to WRPS. Rates may differ from national-level statistics because Statistics Canada reports only the most serious violations on a criminal occurrence.

Hate-Motivated Crime in Waterloo Region

There were 237 police-reported hate-motivated crimes in 2024, a 36% decrease from 2023 (369 police-reported hate-motivated crime; see Figure 1). This is the first observed year-on-year decrease in police-reported hate-motivated crimes since at least 2019. It is important to note that this is also the lowest observed year-on-year percent change in hate-motivated crime in our Region since at least 2019. While the number of police reported hate motivated crimes in 2024 decreased as compared to 2023, we have seen an on-average increase of approximately 43 hate-motivated crimes per year since 2019. It will be important to continue monitoring the number of hate-motivated crimes per year to assess whether the decrease from 2023 to 2024 is indicative of a new trend of decreasing hate-motivated crimes.



In 2024, the majority of hate-motivated crimes were violent offences (51%; see Figure 2). This is in contrast to 2023, where the majority of hate-motivated crimes were non-violent (see Table 1). Of the 237 hate-motivated crimes in 2024, approximately 39% (92) were Mischief calls, which includes offensive graffiti. The next most common incident type was level 1 Assault (18%; 43 calls).

The decrease in Mischief related crimes (-54) accounts for 41% of the overall decrease in hate-motivated crimes from 2023 to 2024.

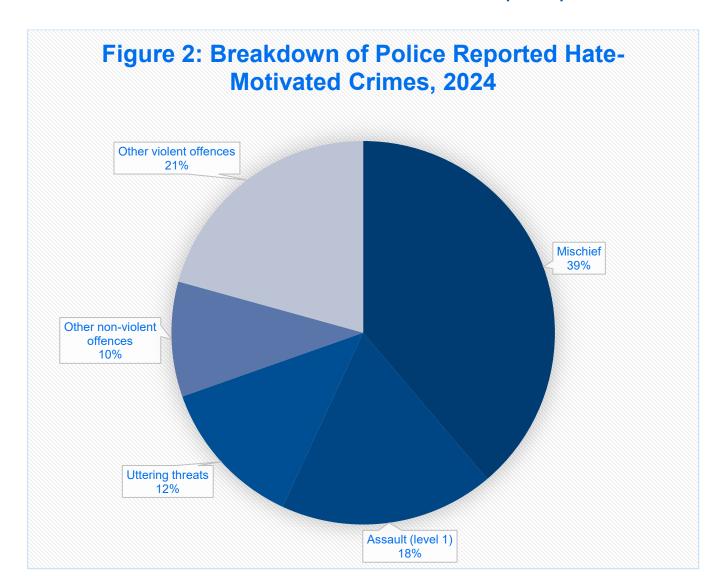


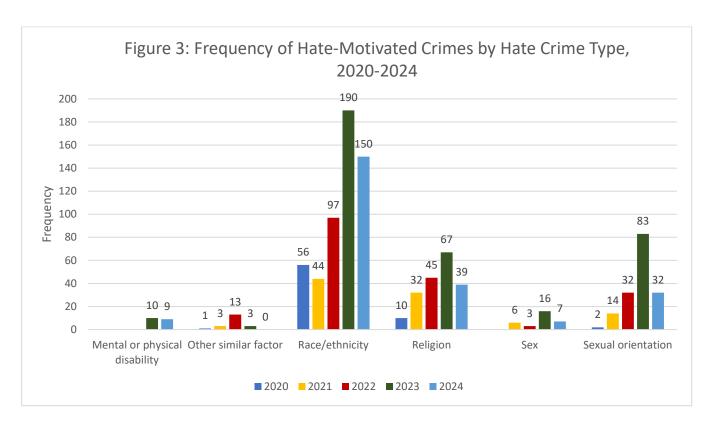
Table 1. Comparison of 2023 and 2024 Offences Represented in Hate-Motivated Crime.

Type of Offence	2023	2024
Violent Offences		
Assault Level 1	44 (12%)	43 (18%)
Uttering Threats	34 (9%)	30 (12%)
Other Violent Offences	78 (21%)	49 (21%)
Total Violent Offences	156 (42%)	122 (51%)
Non-Violent Offences		
Mischief	146 (40%)	92 (39%)
Other Non-Violent Offences	67 (18%)	23 (10%)
Total Non-Violent Offences	213 (58%)	115 (49%)

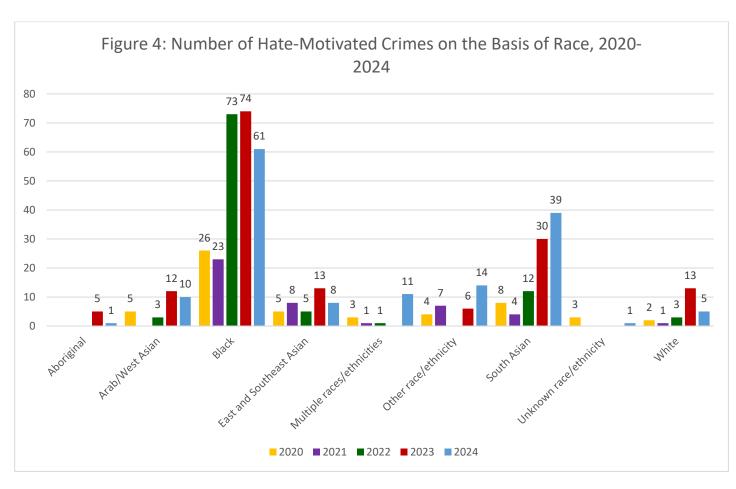
Hate-Motivated Crimes by Impacted Groups

When a hate-motivated crime is being coded for the Uniform Crime Reporting (UCR)² Survey, information on the affected group is provided. Hate-motivated crimes are organized first by which protected ground they relate to (e.g., race, religion, sexual orientation) and then further by which specific group they target (e.g., Black, South Asian, etc.). Hate-motivated crimes in Waterloo Region are most frequently race-motivated (Figure 3). In 2024, the second-most common hate crime type was Religion, followed by Sexual orientation, which is consistent with all previous years except 2023. In Figure 3, "Other similar factor" includes hate-motivated crime related to an identity not otherwise listed, including occupation.

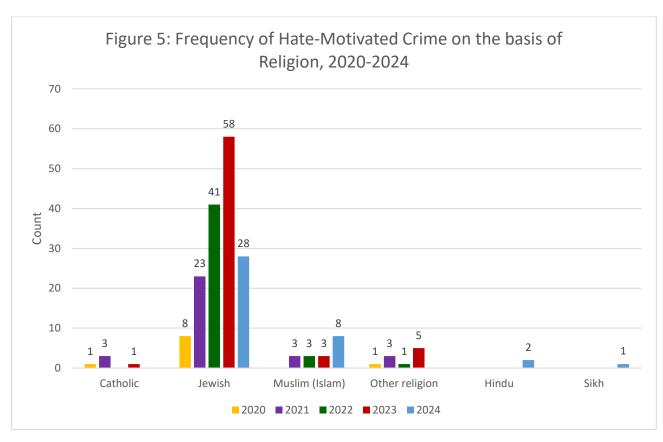
² The Uniform Crime Reporting (UCR) Survey measures the incidence of crime in Canada. The information is provided by police services to the Canadian Centre for Justice and Community Safety Statistics (CCJCSS) division of Statistics Canada.



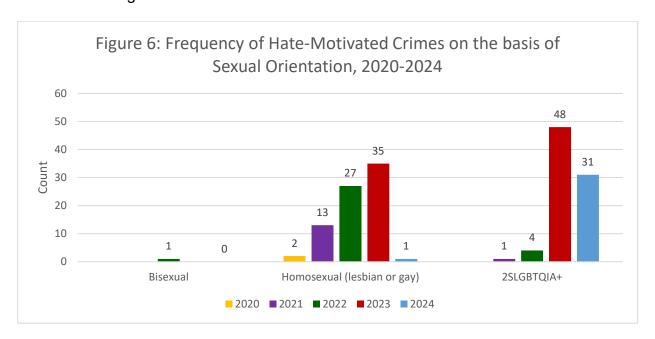
From 2020 to 2024, there were 537 hate-motivated crimes on the basis of race, 150 of which occurred in 2024 (40 fewer than 2023; a 21% decrease). Across all five years, these hate-motivated crimes most often targeted Black individuals (see Figure 4). There was a spike in hate-motivated crimes towards South Asian individuals in 2023, and a further increase observed in 2024 (39 in 2024 vs 30 in 2023; a 30% increase). In the figure below, "other race/ethnicity" refers to incidents targeting specific nationalities, while "Unknown race/ethnicity" refers to incidents where hate-motivated crimes may have targeted a variety of race-groups (e.g., "White power" graffiti).



From 2020 to 2024, there were 193 hate-motivated crimes targeting religious groups (39 in 2024 vs. 67 in 2023; a 42% decrease). The vast majority of police-reported hate-motivated crimes targeting religious groups affected Jewish individuals (28 in 2024 vs 58 in 2023, a 51% decrease; see Figure 5). Muslims were the second most targeted religious group (8 incidents in 2024 vs. 3 in 2023; a 167% increase).



From 2020 to 2024, there were 163 hate-motivated crimes targeting individuals based on their sexual orientation, 32 of which occurred in 2024 (vs. 83 in 2023; a 61% decrease). The majority of hate-motivated crimes on the basis of sexual orientation targeted the 2SLGTBQIA+ community generally; this is most commonly represented by the taking down of Pride flags.



Summary

There were 237 police-reported hate-motivated crimes in 2024. This is the first year-on-year decrease in hate-motivated crimes since at least 2019. However, despite this, the number of hate-motivated crimes has on average increased by approximately 43 hate-motivated crimes per year since 2019. Due partly to a decrease in mischief crimes, we see a slight increase in the percent representation of violent offences in hate-motivated crimes increased from 2023 to 2024.

As reported by WRPS:

- Hate-motivated crimes most frequently target race groups, specifically Black, followed by South Asian individuals.
- Hate-motivated crimes based on religious groups most frequently targeted Jewish individuals.
- Hate-motivated crimes based on sexual orientation most frequently targeted the 2SLGBTQIA+ community in general.

Hate motivated crimes reported to CCJCSS through UCR continues to be the single source of information used to document the magnitude of hate at a national, provincial, and local level. Such criminal incidents are under-reported to the police, preventing both the documentation of hate, as well as preventing holding perpetrators accountable for this unacceptable behaviour. WRPS will continue to expand efforts that encourage reporting hate-motivated crime and incidents to the police in order to ensure this information is not lost, and that people's experiences of hate are not made invisible.

WRPS Response to Hate-Motivated Crimes

When hate comes to the attention of WRPS – as an incident or criminal offence – procedure mandates that both the Hate Crime Unit and the Equity, Diversity & Inclusion (EDI) Unit are notified. The tandem notification ensures the highest visibility of every incident – regardless of severity – to monitor trends, and ensure the victim's experience is validated. This involves collaboration with Victim Services and community partners to ensure that effective trauma-informed support is provided to all victims of hate. Along with a focus on victim support, WRPS is dedicated to holding individuals committing hatemotivated crimes accountable and preventing further hate-motivated crime. To this end, WRPS is a member of the Hate Crime & Extremism Investigative Team (HCEIT). HCEIT is a network of 21 police services responsible for intelligence gathering and specialized support on investigations into hate-motivated crimes. HCEIT is centralized at WRPS. Additionally, WRPS' EDI Unit hosts bi-weekly virtual meetings with community providing updates on recent hate-motivated crimes to keep impacted groups informed.

This year WRPS will be hosting its first Hate Crime Conference on April 14th to 16th 2025. Speakers from both the policing and academic spheres will present on best practices in responding to hate. The first two days will allow registered Police Services with the opportunity engage in knowledge sharing about best practice to a unified response to

hate. The third day will be community-focused, under the Community Safety and Wellbeing framework and share WRPS' response to hate.

Waterloo Region Response to Hate

In 2023, Combatting Hate was identified as a regional priority under the Community Safety and Wellbeing Plan. The hate crime data provided in this report will be used to support the initiatives developed by the Combatting Hate action table.

In 2024, WRPS was awarded the Ministry of the Solicitor General Proceeds of Crime Grant to collaborate on a community project to combat hate in our Region. The intended outcome is to establish a hate education app, providing a community resource that provides definitions about hate, as well as raise awareness of community-specific supports. The project is community led, with intentional outreach to the most affected communities. The App has been embedded within the Community Safety & Wellbeing Plan to assure the impact and sustainability of this resource.

Strategic Business Plan

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

Our Connections

- □ Communicate and engage

Attachments

Presentation: Annual Hate-Motivated Crime Report. 2024 Police-reported Hate-Motivated Crime Infographic.

Prepared By

Aaron Mathias, Inspector, Community Safety Partnerships Geraldine Stafford, Manager, Equity, Diversity & Inclusion Dr. Hasan Siddiqui, Data Analyst, EDI, Strategic Services Branch

Approved By

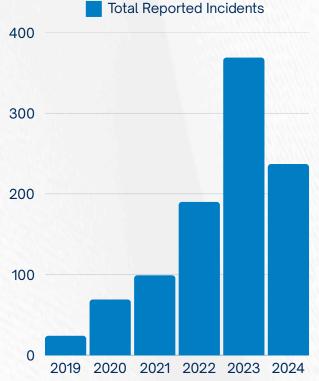
Mark Crowell, Chief of Police

POLICE REPORTED HATE-MOTIVATED CRIME

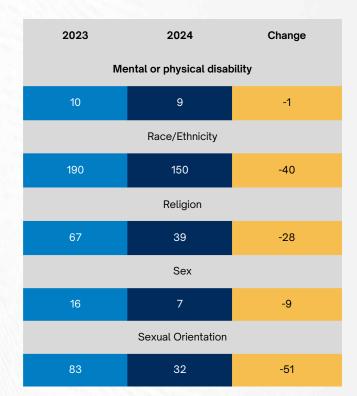
This data reflects criminal offences that have been reported to the Waterloo Regional Police Services.

HATE-MOTIVATED CRIME BY YEAR

Despite an annual decrease in 2024, hatemotivated crimes have on-average increased year-over-year for the last 5 years.

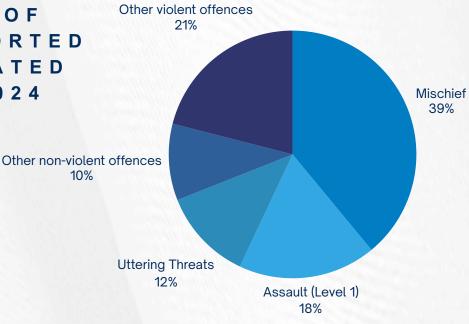


FREQUENCY OF HATE-MOTIVATED CRIMES

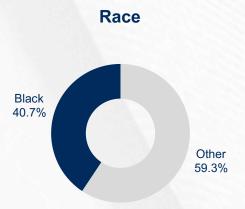


BREAKDOWN OF POLICE REPORTED HATE-MOTIVATED CRIMES IN 2024

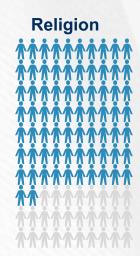
Roughly half of hatemotivated crimes were violent crimes/crimes against the person



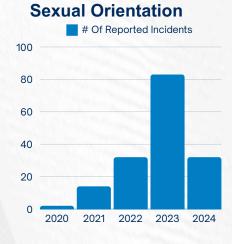
TRENDS BY PROTECTED GROUND



Black individuals were the most frequently targeted race in police reported hate-crime in 2024.



72% of police reported hatemotivated crime towards religious groups targeted Jewish individuals in 2024.



The largest decrease in policereported hate-motivated crimes were crimes targeting people on the basis of sexual orientation.

CLASSIFYING HATE

Hate-Motivated Incident

A hate-motivated incident is an incident where someone has demonstrated hateful behaviour toward someone else based on their identity but without breaking any laws.

Hate-Motivated Crime

A hate-motivated crime occurs when someone breaks a law, and their action was motivated by hate. For example, an assault motivated by hate. This infographic outlines these crimes.

Hate Crime

The term *hate crime* is often used to refer to hate-motivated crime or three specific hate related criminal offences listed in the Criminal Code of Canada, such as Public Incitement of Hatred.



Combatting Hate is a priority under the Community Safety and Wellbeing Plan. Our plan to address this issue brings together community leaders and systems leaders to raise awareness and create action to counter discrimination and harms caused by hate and hate-related crimes in Waterloo Region.





2024 Annual Hate Crime Report

March 19, 2025 PSB Report #2025-071

Presented by:
Geraldine Stafford
Manager
Equity, Diversity & Inclusion



Our Priorities

Addressing Mental Health Needs Together

Combating Hate

Creating Safe & Inclusive Spaces

Intimate Partner Violence & Gender Based Violence





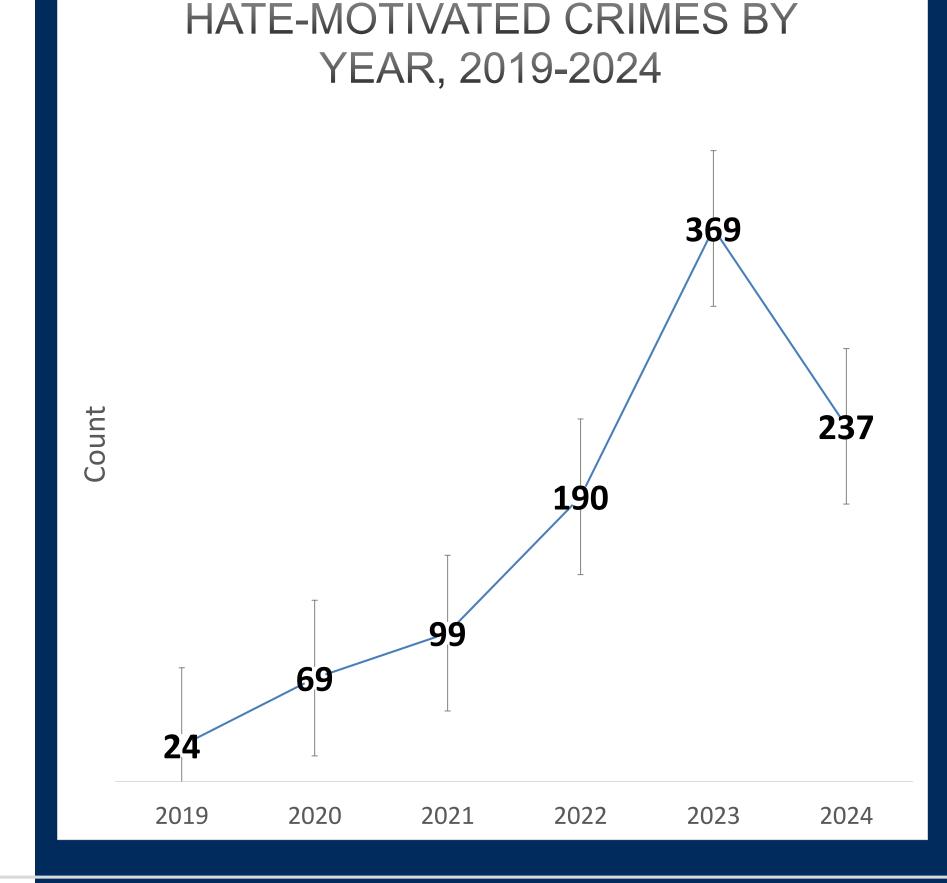
- Ol Incident Response
 Critical and non-critical response
- O2 Risk Intervention

 Mitigating situations of elevated risk
- Prevention
 Proactively reducing identified risks
- O4 Social Development
 Promoting and maintaining
 community safety and
 wellbeing



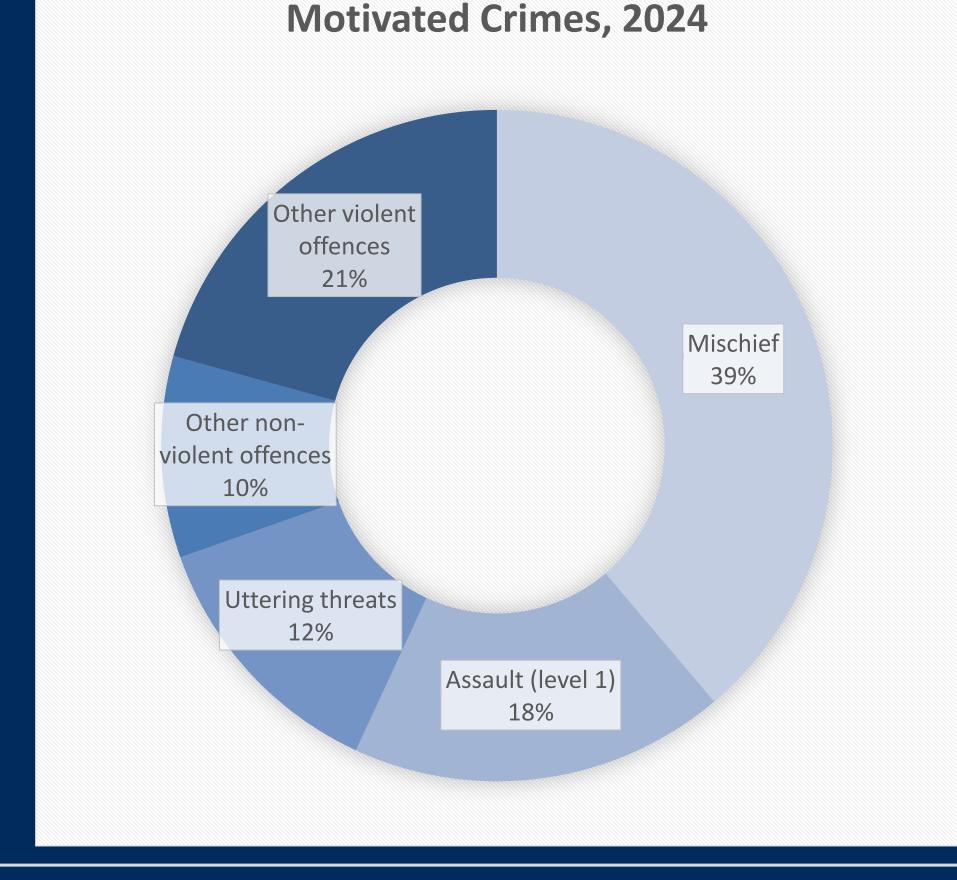
Year-over-Year Numbers

- Criminal offense which includes a hatemotivation
- 2024 was the first year-over-year decrease in the number of police-reported hate-motivated crimes
- However, dating back to 2019, we still see an on-average year-over-year increase of 43 hate-motivated crimes per year



Offence Types

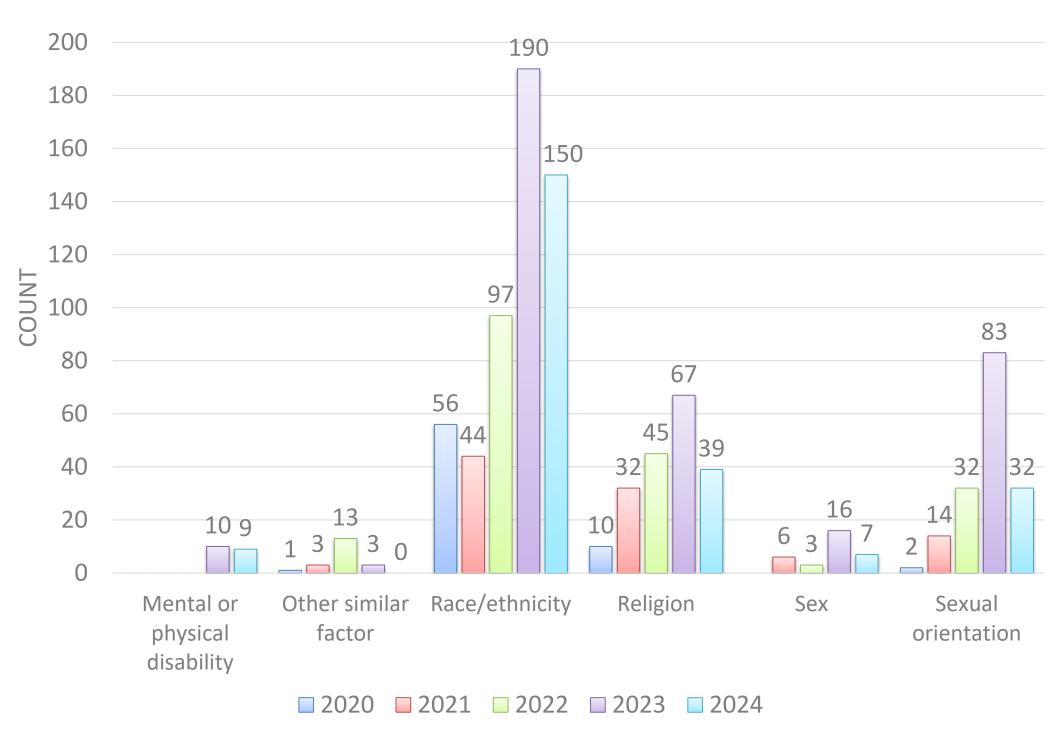
- 51% of police reported hate-motivated crimes were violent
 - 39% Mischief
 - 21% 'Other' violent offences
 - 18% Level 1 Assault
 - 12% Uttering Threats
 - 10% 'Other' non-violent offences
- From 2023, we have seen an increase in the representation of violent offences within hate-motivated crimes



Breakdown of Police Reported Hate-

Frequency By Hate Crime Type

- 2024 saw decreases in hate-motivated crimes for all protected grounds
- As in all previous years, hate-motivated crimes most often targeted individuals on the basis of race
- In 2024, this was followed by religion and then sexual orientation



Frequency within Hate Crime Types

Religion

72% of hate motivated crimes towards religious groups targeted Jewish individuals

Race

41% of hate motivated crimes targeting Black individuals

Sexual Orientation

97% involved general hate targeting the 2SLGBTQIA+ community

WRPS Response to Hate

Investigative

- Frontline Patrol
- Investigative Services
- Hate Crime Extremism
 Investigative Team (HCEIT)

Vis ib ility

- Equity Diversity & Inclusion Team delivers community messaging, victim support, and statistics
- VSWR provides direct and ongoing referrals and trauma-informed support

Innovative

- Recipient of the 2023
 Frontline Policing Grant
- Leverage technology to centralize hate reporting internally and the Region
- Embedded within the CSWP to maximize impact





HATE CRIME

April 16, 2025 8:00 a.m. to 4:00 p.m.

Space is limited. Register early!





Expert-Led Sessions

Sessions feature industry leaders, including hate crime investigators. researchers specializing in extremism and hate crimes.



Evidence-based Practices

Participate in insightful discussions, case studies. and facilitated panels.

DoubleTree by Hilton Hotel 30 Fairway Road South, Kitchener

For more info, contact: EDI@wrps.onca

















WRPS' first Annual Hate Crime Conference

- From April 14th to 16th of this year, WRPS will be hosting its inaugural Hate Crime Conference
- The first two days will be designed for Police Services, with the final day focusing on community

Register Here!



Thank You

Questions?

