



**The Corporation of the Town of LaSalle
Police Services Board Public Meeting
Agenda**

Monday, October 18, 2021, 5:00 PM

Virtual Zoom Meeting

Secretary's Note: Board members will be participating electronically and will be counted towards quorum. The minutes will reflect this accordingly. A live recording of the electronic meeting can be viewed at the following link: <https://www.youtube.com/user/lasallepoliceservice>

	Pages
A. Opening Business	
1. Call to Order	
2. Disclosures of Pecuniary Interest and the General Nature Thereof	
3. Adoption of Minutes	3
RECOMMENDATION	
That the minutes of the LaSalle Police Services Board committee and public meetings held September 20, 2021 be adopted as presented.	
B. Presentations/Delegations	
C. Reports/Correspondence for Action	
1. OAPSB 2021 Labour Conference and Sponsorship Request	6
Recommendation	
That the memorandum from the Board Secretary dated October 12, 2021 regarding the 2021 Ontario Association of Police Services Boards (OAPSB) Labour Conference and Sponsorship Request be received; and, that the Board Secretary be advised by November 4, 2021 if any Board member wishes to attend the 2021 OAPSB Labour Conference virtually on November 18, 2021; and, that the correspondence from the OAPSB dated September 20, 2021 regarding the request to consider a sponsorship package for the 2021 OAPSB Labour Seminar be considered.	
D. Information Items to be Received	

- | | | |
|----|--|----|
| 1. | Special Investigations Unit 2020-2021 Annual Report | 14 |
| | <p>Recommendation
That the Special Investigations Unit 2020-2021 Annual Report be received for information.</p> | |
| 2. | Crime Stoppers Coordinator & Statistical Report (September 2021) | 46 |
| | <p>RECOMMENDATION
That the Windsor & Essex County Crime Stoppers Coordinator and Statistical report for the month of September 2021 be received for information.</p> | |
| 3. | LaSalle Police Service Statistics (September 2021) | 52 |
| | <p>RECOMMENDATION
That the memorandum from Chief Davies dated October 12, 2021 regarding the LaSalle Police Service Statistics for the month of September 2020/2021 be received for information.</p> | |
| 4. | LaSalle Police Service Financial Statements (September 2021) | 54 |
| | <p>RECOMMENDATION
That the memorandum from Chief Davies dated October 12, 2021 regarding the LaSalle Police Service Financial Statements for the period ending September 30, 2021 be received for information.</p> | |
| 5. | LaSalle Police Services Board Financial Statements and General Ledger Details (September 2021) | 57 |
| | <p>RECOMMENDATION
That the LaSalle Police Services Board Financial Statements and General Ledger details for the period ending September 30, 2021 be received for information.</p> | |

E. Questions/Statements by Board Members

F. Schedule of Upcoming Meetings/Events

- November 15, 2021 - LaSalle Police Services Board Committee and Public meetings
- November 18, 2021 - OAPSB Labour Seminar

G. Adjournment



The Corporation of the Town of LaSalle
Minutes of a Public Meeting of the Town of LaSalle Police Services Board

September 20, 2021, 5:00 p.m.
Virtual Zoom Meeting

Board Members Present: Mayor Marc Bondy, Deputy Mayor Crystal Meloche, Vicki Houston, Daniel Allen

Board Members Regrets: Marty Komsa

Administration Present: Chief of Police Duncan Davies, Acting Deputy Chief of Police Jason Woods, Tanya Mailloux

Secretary's Note: Chair, Mayor Bondy, Board members, and Administration participated in the meeting electronically via video conference technology.

A. Opening Business

1. Call to Order

Mayor Bondy presides as Chair and calls the meeting to order at 5:00 p.m.

2. Disclosures of Pecuniary Interest and the General Nature Thereof

There are no declarations of conflict of interest on the public agenda.

3. Adoption of Minutes

4443/21

Moved By: Deputy Mayor Meloche

Seconded By: D. Allen

That the minutes of the LaSalle Police Services Board committee and public meetings held June 21, 2021 and closed meeting held June 24, 2021 be adopted as presented.

Carried.

B. Presentations/Delegations

1. Swearing-In and Recognition Ceremony for Michael Foreman

The Board Secretary read Staff Sergeant Michael Foreman's biography then conducted the Oath of Office. Chief Davies presented Staff Sergeant Foreman with his badge and Staff Sergeant Foreman thanked everyone for the opportunity.

The Board takes a short recess at 5:06 p.m. in order to take pictures.

The Board resumes the public meeting at 5:11 p.m.

C. Reports/Correspondence for Action

1. LaSalle Police Service Revised Schedule of Fees

Board member V. Houston enters the meeting at 5:16 p.m. with no declarations of conflict of interest on the public agenda.

4444/21

Moved By: D. Allen

Seconded By: Deputy Mayor Meloche

That the memorandum and attachments from Chief Davies dated September 1, 2021 regarding the LaSalle Police Service Revised Schedule of Fees be received; and, that the attached revised schedule of fees be approved; and, an endorsement that by-laws #6489, #7347, and #7792 be repealed by Town Council; and, that either the Town of LaSalle by-law #8485 be amended to include a new Schedule G for fees charged by the LaSalle Police Service; or, that the new draft by-law, as attached to the Chief's report dated September 1, 2021 regarding the LaSalle Police Service Revised Schedule of Fees be endorsed by Town of LaSalle Council.

Carried.

D. Information Items to be Received

1. Crime Severity Index

4445/21

Moved By: D. Allen

Seconded By: Deputy Mayor Meloche

That the memorandum from Chief Davies dated July 27, 2021 regarding the Crime Severity Index be received for information.

Carried.

2. Sale of LaSalle Police Service Fleet Vehicles

4446/21

Moved By: Deputy Mayor Meloche

Seconded By: V. Houston

That the memorandum from Chief Davies dated September 1, 2021 regarding the sale of two used marked police vehicles be received for information.

Carried.

3. LaSalle Police Service Community Focus 2021 - January to June

4447/21

Moved By: Deputy Mayor Meloche

Seconded By: D. Allen

That the memorandum from Chief Davies dated September 5, 2021 regarding the LaSalle Police Service Community Liaison Officer's Community Focus from January 1, 2021 through June 30, 2021 be received for information.

Carried.

4. LaSalle Police Services Board 2021 Correspondence Summary Number 6

4448/21

Moved By: D. Allen

Seconded By: V. Houston

That the memorandum from the Board Secretary dated September 13, 2021 regarding the LaSalle Police Services Board 2021 Correspondence Summary Number 6 be received for information.

Carried.

5. Crime Stoppers Coordinator & Statistical Report (June, July, August 2021)

4449/21

Moved By: Deputy Mayor Meloche

Seconded By: D. Allen

That the Windsor & Essex County Crime Stoppers Coordinator and Statistical reports for the months of June, July and August 2021 be received for information.

Carried.

6. LaSalle Police Service 2nd Quarter Financial Report

4450/21

Moved By: Deputy Mayor Meloche

Seconded By: D. Allen

That the memorandum from Chief Davies dated September 5, 2021 regarding the LaSalle Police Service 2nd Quarter Financial Report be received for information.

Carried.

7. LaSalle Police Service Monthly Statistics (June, July, and August 2020/2021)

4451/21

Moved By: Deputy Mayor Meloche

Seconded By: D. Allen

That the memorandum from Chief Davies dated September 1, 2021 regarding the LaSalle Police Service Statistics for the months of June, July and August 2020/2021 be received for information.

Carried.

8. LaSalle Police Service Financial Statements (June, July and August 2021)

4452/21

Moved By: Deputy Mayor Meloche

Seconded By: D. Allen

That the memorandum from Chief Davies dated September 10, 2021 regarding the LaSalle Police Service Financial Statements for the periods ending June 30, July 31, and August 31, 2021 be received for information.

Carried.

9. LaSalle Police Services Board Financial Statements and General Ledger Details (June, July, August 2021)

4453/21

Moved By: D. Allen

Seconded By: V. Houston

That the LaSalle Police Services Board Financial Statements and General Ledger details for the periods ending June 30, July 31, and August 31, 2021 be received for information.

Carried.

E. Questions/Statements by Board Members

None.

F. Schedule of Upcoming Meetings/Events

- September 21, 2021 - Chief of Police Swearing-In, 4:30 p.m. live on the [Town of LaSalle Youtube channel](#)
- October 18, 2021 - LaSalle Police Services Board Committee and Public meetings:
 - 4:30 p.m. Committee, 5:00 p.m. Public

G. Adjournment

The meeting is adjourned at the call of the Chair at 5:27 p.m.

Chair: Mayor Marc Bondy

Recording Secretary: Tanya Mailloux



LaSalle Police Services Board Public Memorandum

To: LaSalle Police Services Board

From: T. Mailloux, Board Secretary

Date: October 12, 2021

Subject: 2021 OAPSB Labour Conference and Sponsorship Request

Recommendation:

That the memorandum from the Board Secretary dated October 12, 2021 regarding the 2021 Ontario Association of Police Services Boards (OAPSB) Labour Conference and Sponsorship Request be received; and

That the Board Secretary be advised by November 4, 2021 if any Board member wishes to attend the 2021 OAPSB Labour Conference virtually on November 18, 2021; and

That the correspondence from the OAPSB dated September 20, 2021 regarding the request to consider a sponsorship package for the 2021 OAPSB Labour Seminar be considered.

Background:

2021 OAPSB Labour Conference

Registration is now open for the upcoming 2021 OAPSB Labour Conference hosted by the OAPSB to be held November 18, 2021 from 9:30 a.m. to 4:00 p.m. virtually. Funds have been budgeted for this conference for one member of the Board to attend. Full conference registration is \$249 plus HST. A copy of the draft program is attached for Board member information.

Please advise the Board Secretary if you wish to attend.

2021 OAPSB Labour Conference - Sponsorship Request

Attached is an email dated September 20, 2021 from the OAPSB regarding a sponsorship opportunity for the 2021 OAPSB Labour Conference.

The OAPSB is hosting the event and is asking all Boards to consider a member sponsorship in support of this conference to help defer some of the conference costs. Member sponsorship opportunities, including costs and benefits, are provided in the attached email.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Mailloux". The signature is written in a cursive, flowing style.

Tanya Mailloux, Secretary
LaSalle Police Services Board

Attachments



ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS

2021 LABOUR Conference *Program*

November 18th, 2021
9:30 AM – 4:00 PM

Virtual

Presented By:



The 2021 Labour Conference is designed for members only including:

- Both Section 31 and Section 10 police services board members and staff
- HR & Labour relations staff
- Bargaining staff and advisors

The 2021 event will be presented virtually on November 18, 2021, from 9:30am – 4:00pm.

The 2021 Labour Conference Objectives are:

- Updates on the Labour relations landscape across Ontario
- Learn about police executive contracts
- Discuss employer challenges with WSIB
- CSPA Update
- Learn about Inclusion, Diversity and Cultural Consideration

Thursday November 18, 2021

9:00 am	<p>Welcome & Opening Address (OPP Boards Only)</p> <p>Patrick Weaver, Chair OAPSB Bruce Chapman, Interim Executive Director OAPSB</p>
9:05 am	<p>OPP Boards - Update on OPP Detachment Boards <i>Ministry of SOLGEN</i></p>
9:50 am	<p>BiO Break & Welcome to Municipal Boards (OPP and Municipal Boards)</p> <p>Bruce Chapman, Interim Executive Director OAPSB</p>
10:00 am	<p>Co-Creating Change: Inclusion, Diversity, Cultural (Panel) (OPP and Municipal Boards)</p> <p>Jacqueline Edwards, President, Association of Black Law Enforcers Serving with Pride OWLE WE in Policing</p>
11:10 am	<p>The Ontario Human Rights Commission work with Peel Regional Police and the Police Service Board & the MOU: (OPP and Municipal Boards)</p> <p>Deputy Chief Anthony Odoardi, Peel Regional Police Services Ahmed Attia, Board Chair, Peel Regional Police Services Board</p>
12:00 pm	<p>Community Safety and Policing Act, 2019 (CSPA) (OPP and Municipal Boards)</p> <p>Minister Jones, SOLGEN</p>
12:30 pm	Bio/Lunch Break
1:00 pm	WSIB Update

	<i>(OPP and Municipal Boards)</i> <i>WSIB (Speakers TBC)</i>
1:30 pm	Legal Considerations / Labour Issues <i>(OPP and Municipal Boards)</i> Ian Johnstone, Partner, Johnstone & Cowling LLP
2:00 pm	BIO Break Departure of OPP Boards
2:15 pm	Municipal Board Update on Community Safety and Policing Act, 2019 (CSPA) Ministry of the SOLGEN <i>(Municipal Boards)</i>
3:00 pm	Around the Province (Section 31) <i>(Municipal Boards by board by Zone)</i>
3:30 pm	OMERS update <i>(Municipal Boards)</i> Blake Hutchinson, CEO OMERS George Cooke & Monty Baker, OAPSB rep OMERS Administration Corporation Frank Ramagano & Fred Biro, OAPSB rep OMERS Sponsors Corporation
4:00 pm	Conclusion and final Remarks Patrick Weaver, Chair OAPSB Bruce Chapman, Interim Executive Director OAPSB

Note: This program is subject to change without notice.

Tanya Mailloux

From: Holly Doty <oapsb@oapsb.ca>
Sent: Monday, September 20, 2021 8:00 AM
To: Holly Doty
Subject: PSB Members - Request for Sponsorship (2021 Labour Conference)
Attachments: Labour Member Partner Package - 20201docx.pdf

Good Morning PSB Members!

The Ontario Association of Police Service Boards' **2021 Labour Conference is being held November 18, 2021** using a virtual seminar format.

Each year our seminar features engaging speakers addressing topical subjects relating to labour and the CSPA. The program is shaping up to be really good this year – but we need your help!

Each year we rely on participation and sponsorship to help make the conference successful. We ask that your board (and zone) consider sponsoring the seminar.

More information available here: <https://oapsb.ca/events/2021-oapsb-labour-conference/>

Gold - \$2,000 plus

- Feature as Gold Sponsor on one session
- Recognition in the conference program
- Recognition on the OAPSB website

Silver - \$1,000 to \$2,000

- Featured as Silver Sponsor on all event materials
- Recognition in the conference program
- Recognition on the OAPSB website

Bronze – Up to \$999

- Recognition in the conference program
- Recognition on the OAPSB website

Added benefits: Funding received for OAPSB events is used to:

- Minimize costs to members to attend the seminar
- Offset the expenses related to delivering the virtual event and training
- Purchase of virtual technology
- Support the marketing and outreach required to inform and communicate with members
- Provide your organization recognition on our website, eblasts and at the virtual event.
- Deliver upgrades to our education & training to membership

Please contact Holly Doty at oapsb@oapsb.ca or 1-800-831-7727 to take advantage of one or more of these unique sponsorship opportunities listed below.

Respectfully,

Holly Doty, CMP
Ontario Association of Police Services Boards
180 Simcoe St, London, ON N6B 1H9
T: 1-800-831-7727 | C: 519.636.7707
oapsb@oapsb.ca

CAUTION: This email originated from outside of the organization. Please verify that the sender's name matches the e-mail address in the From: field. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Special Investigations Unit

Annual Report

2020-2021



www.siu.on.ca

TABLE OF CONTENTS

A MESSAGE FROM THE SIU DIRECTOR	4
NEW LEGISLATION: <i>SPECIAL INVESTIGATIONS UNIT ACT, 2019</i>	6
EXPANDED MANDATE	6
OFF-DUTY OFFICERS	6
STATUS OF CASES	6
DIRECTOR'S REPORTS	7
DUTY TO COMPLY	7
THE UNIT: WHAT WE DO.....	7
SIU VISION, MISSION AND VALUES.....	8
THE PANDEMIC: COVID – 19 IMPACT ON BUSINESS	9
SIU PREPAREDNESS.....	9
COMMUNICATIONS	9
THE MEDIA.....	9
NEWS RELEASES.....	10
INFORMATION RELEASE IN CASES INVOLVING ALLEGATIONS OF SEXUAL ASSAULT.....	11
OUTREACH PROGRAM	11
OUTREACH HIGHLIGHTS	11
SIU DIRECTOR APPEARS BEFORE WASHINGTON STATE, HOUSE PUBLIC SAFETY COMMITTEE	11
CHINESE & SOUTHEAST ASIAN LEGAL CLINIC TRAINING SESSION	12
NEW SIU BROCHURE.....	12
OUTREACH BY THE NUMBERS	12
SIU DIRECTOR'S RESOURCE COMMITTEE (DRC).....	13
AFFECTED PERSONS PROGRAM.....	13
AFFECTED PERSONS PROGRAM STATISTICS	14
Case Type and Court Support Program Case Breakdown.....	14
DATA COLLECTION	14
TRAINING.....	15
FIRST NATIONS, INUIT AND MÉTIS LIAISON PROGRAM (FNIMLP)	16
STATISTICS	18
NUMBER OF OCCURRENCES BY TYPE: 2020-21	18
CASE CLOSURES.....	19
INVESTIGATIVE RESPONSE	20

2020-21 SIU ANNUAL REPORT

INFORMATION ABOUT COMPLAINANTS	21
CASES AT A GLANCE	22
Charge: 20-OCI-116	22
Charge: 20-OSA-211	22
Closure Memo: 20-OCI-279.....	23
Closure Memo: 20-OCD-190	23
Non-Charge: 20-PFD-078.....	24
2020-21 FINANCIALS	25
SIU ORGANIZATION CHART	26
APPENDIX:.....	28
2020-21 SIU CENTRAL REGION CASE BREAKDOWN BY COUNTY, POLICE SERVICE AND POPULATION	28
2020-21 SIU TORONTO AND EASTER REGION CASE BREAKDOWN BY COUNTY, POLICE SERVICE AND POPULATION	29
2020-21 SIU NORTHERN REGION CASE BREAKDOWN BY COUNTY, POLICE SERVICE AND POPULATION	30
2020-21 SIU WESTERN REGION CASE BREAKDOWN BY COUNTY, POLICE SERVICE AND POPULATION	31

Note: Reporting period has been changed from calendar year to fiscal year.

A MESSAGE FROM THE SIU DIRECTOR

It is my privilege to present the Annual Report of the Special Investigations Unit for 2020-2021.

The SIU is Ontario's oversight agency tasked with conducting investigations of the circumstances around serious injuries, allegations of sexual assault, firearm discharges, and deaths in cases involving the police.

Staffed with civilian investigators and completely separate from the province's police services, the SIU conducts independent investigations to determine whether there are grounds to charge a police officer in relation to the incident under review. Where such grounds exist, the SIU Director is compelled to charge the officer. Conversely, where the grounds do not exist, the SIU Director cannot lay charges, and instead issues a public report – the Director's Report - summarizing the investigation and their reasons for decision. The purpose giving rise to the SIU is clear – police accountability and public confidence in its policing services.

From the coming into force of new legislation governing the work of the SIU - to the heightened scrutiny of policing and policing oversight sparked by the death of George Floyd and the protest movement it spawned in the United States, Canada and elsewhere - and doing business under the COVID-19 pandemic - it has, to say the least, been an eventful year for the office. The pages that follow will provide the reader a sense of how the SIU responded to these and other challenges.

On December 1, 2020, for the first time since its inception in 1990, the SIU began operations under its own constituting legislation with the coming into force of the *Special Investigations Unit Act, 2019*. The Act promises to make for more effective and transparent investigations in a number of ways. There is now a duty on police services and officers to comply with all lawful SIU requests. A breach in the duty constitutes an offence with penalties consisting of a fine or imprisonment. Where possible, SIU investigations must also now be completed within 120 days. In addition, the legislation requires that the SIU publish on its website reports of all SIU investigations that have not resulted in criminal charges. I am pleased to report that the SIU has made a good start transitioning into this new legal framework.

The realities of dealing with a pandemic have meant some fundamental changes to the way we work. With few exceptions, and then only where necessary because of the nature of the investigation, witness interviews have been conducted over the phone or via video conferencing platforms. The support staff at the SIU have also had to adapt to working remotely from their homes, continuing to offer services in administration, victim services, training, information technology, law, communications and outreach. In all of this, the staff have risen to the occasion, keeping themselves safe while ensuring that the work of the SIU goes on. A special tip of the

hat to the Unit's forensic investigators who, unlike the rest of the team, have continued to regularly respond to scenes to gather and process vital physical evidence.

Events south of the border and incidents within Ontario have focused attention on systemic discrimination involving racialized communities, policing, and policing oversight. The SIU is committed to dealing these issues on all fronts. This includes a renewed effort in recruitment and hiring to ensure that the SIU reflects the diversity of the communities it serves. During the period of this report, the Unit made strides in this area by hiring a cohort of investigators without any policing backgrounds. It also involves training to address issues of cultural competency in our interactions with each other and the public, as well as anti-Black and anti-Indigenous racism. And, it requires an honest look at the numbers to gauge where we and other justice institutions are at in dealing with these questions. Toward this end, the SIU started collecting race-based data from affected persons in its investigations during the period of this Annual Report. The objective is to publish the data and have them evaluated by experts in the field.

Before closing, I would be remiss in not acknowledging the efforts made by members of the community, including the members of the SIU's Director's Resource Committee, to help the SIU with its mission by lending their advice, voicing their concerns, and pushing the Unit to do better. This office was borne of public activism for independent investigation of police and continues today at the service of all Ontarians.

Finally, my term as director of the SIU concludes at the end of 2021. In the circumstances, I would be remiss in not taking this opportunity to once again thank in these pages the people of the SIU for their inspiring efforts in the cause of police oversight.

Sincerely,

A handwritten signature in cursive script, reading "Joseph Martino".

Joseph Martino,

Director

NEW LEGISLATION: *SPECIAL INVESTIGATIONS UNIT ACT, 2019*

The SIU now has its own governing legislation after more than 30 years of operating under the *Police Services Act*. The new legislation – the *Special Investigations Unit Act, 2019* (the Act) - is based on recommendations from the Tulloch report released March 2017. The Honourable Michael Tulloch of the Ontario Court of Appeal produced the report having been appointed by the provincial government to review Ontario's policing oversight agencies.

The Act was passed into law in March 2019 and came into effect on December 1, 2020 (<https://www.ontario.ca/laws/statute/19s01>).

EXPANDED MANDATE

In addition to police officers, the SIU is now also mandated under the Act to investigate the conduct of special constables with the Niagara Parks Commission and peace officers of the Legislative Protective Services. Collectively, these persons are known as “officials” under the Act.

Moreover, the Act expands the SIU's jurisdiction by authorizing the investigation of incidents in which officials have discharged a firearm at a person. This is in addition to the SIU's historical mandate over incidents of death, serious injury and alleged sexual assault.

OFF-DUTY OFFICERS

With respect to the SIU's statutory jurisdiction, the former legislation did not differentiate between on-duty and off-duty police officers. That is, the SIU was statutorily authorized to investigate on-duty and off-duty police conduct.

Under the Act, the SIU is limited to investigating on-duty conduct, and can only investigate off-duty incidents in limited circumstances, such as cases in which an official was engaged in the investigation, pursuit, detention or arrest of a person or otherwise exercised the powers of a police officer, special constable or peace officer.

STATUS OF CASES

The Act requires the SIU to endeavour to complete its investigations within 120 days.

Where the SIU cannot conclude a case within the timeline, as can occur when the SIU must wait for the results of forensic testing or the completion of a post-mortem report, it must make a public statement respecting the status of the investigation every 30 days past the 120-day deadline.

This is accomplished through the Status of Cases chart posted on the Unit's website: https://www.siu.on.ca/en/case_status.php. In effect since 2017, the chart provides the public with updated information regarding the progress of all SIU ongoing cases, not just those exceeding 120 days.

DIRECTOR'S REPORTS

Though it had been posting Director's Reports on its website prior to the coming into effect of the Act in December 2020, the Act now requires that all such reports be published on the website.

A Director's Report sets out the course of the investigation, a summary of the evidence and the findings of fact by the Director, and the reasons for the Director's decision not to proceed with criminal charges. There are no Director's Reports in relation to cases resulting in criminal charges by the SIU. In those instances, charges are laid by the SIU and referred to the Crown's Office for prosecution, and a news release to that effect is issued.

SIU Director's Reports can be accessed via the following link:

<https://www.ontario.ca/page/special-investigations-unit-siu-directors-reports>.

DUTY TO COMPLY

The former "duty to cooperate" that bound police officers in relation to SIU requests is now a "duty to comply" under the Act. Unlike the duty to cooperate, an official who fails to comply is guilty of an offence and subject to imprisonment and/or fine upon conviction.

THE UNIT: WHAT WE DO

The SIU is an independent government agency that investigates the conduct of officials (police officers as well as special constables with the Niagara Parks Commission and peace officers with the Legislative Protective Service) that may have resulted in death, serious injury, sexual assault and/or the discharge of a firearm at a person. All investigations are conducted by SIU civilian investigators. Under the *Special Investigations Unit Act, 2019*, the Director of the SIU must:

- consider whether the official has committed a criminal offence in connection with the incident under investigation
- depending on the evidence, cause a criminal charge to be laid against the official where grounds exist for doing so, or close the file without any charges being laid; and
- publicly report the results of its investigations.

These incidents must be reported to the SIU by the organization which employs the involved official and may be reported by any other person or organization.

The Unit is independent of any police service and operates as an agency of the Ministry of the Attorney General.

SIU VISION, MISSION AND VALUES



SIU

Our Vision

The essence of the SIU is our conviction and belief in our role demonstrated by all.

- We are always striving for understanding of the SIU by community and law enforcement throughout Ontario;
- We strive for stability through shared leadership and individual empowerment in a continually changing environment;
- We believe in open, respectful communication in all directions to promote common understanding;
- We inspire excellence through teamwork;
- We invest where it matters: in our talent, tools and training;
- We are committed to be a great place to work.

Our Mission

- We are a skilled team of civilians dedicated to serving Ontario's diverse communities.
- We conduct thorough and unbiased investigations where someone is the subject of a firearm discharge, is seriously injured, alleges sexual assault, or dies during an encounter with law enforcement agencies, including police, the Legislative Protective Service and the Niagara Parks Commission.
- Our independence in seeking and assessing all the evidence ensures law enforcement accountability, inspiring the confidence of all in the work of SIU.

Our Values

- Integrity • Teamwork • Communication • Excellence
- Accountable • Unbiased • Dedicated

THE PANDEMIC: COVID – 19 IMPACT ON BUSINESS

SIU PREPAREDNESS

During the provincial stay-at-home orders and throughout the coronavirus pandemic, staff at the SIU continued to provide essential services, including rigorous investigations within its mandate, victim support services, community engagement via online platforms, and timely responses to media and public inquiries.

Working collaboratively with the organization's Joint Health and Safety Committee and following Ontario Public Service, ministry and public health recommendations and guidelines, the following measures were put in place:

- The SIU investigative staff were issued protective equipment and supplies such as personal hand sanitizers, protective eye wear, masks, gloves and shoe coverings;
- Switch to teleconference interviewing of witnesses in order to protect investigative staff and the public;
- All outreach activities and training sessions were delivered via telecommunication and online conferencing platforms;
- In-person work was limited to the bare essentials and staff were equipped to work remotely from home; and
- Increased frequency of communications with staff conveying public health information.

COMMUNICATIONS

THE MEDIA

Communication with the media is critical in fostering an SIU that is responsive, transparent and accountable to the public it serves. The SIU takes on cases at all hours of the day and night across the province. To the extent possible, SIU communications has made it a priority to answer media questions 24 hours a day, seven days a week.

Over the past year, SIU communications responded to inquiries from the media via phone, email, text, Twitter and in-person appearances. While the questions were many and varied, the media generally sought the following types of information:

- Updates on SIU cases;
- General statistics; and
- Backgrounder information to get a better understanding of SIU policies and procedures.

NEWS RELEASES

Public reporting is an important aspect of the organization's commitment to transparency and accountability. In delivering on this commitment, Director's Reports, which detail the course of the investigations, the relevant findings of fact, and the reasons for the Director's decision on whether criminal charges were warranted, are published on its website. Along with the published Director's Reports, the SIU issues news releases at various stages of an investigation for the public to easily access.

Over the 2020-21 fiscal year, the SIU issued 477 news releases, almost 60 more compared to the previous fiscal year including:

101 News releases were issued in the early stages of an investigation

The SIU is committed to issuing news releases at the beginning of investigations in cases where a death has occurred, a firearm has caused serious injury, there has been a major vehicle collision, or there is otherwise a significant public interest associated with an incident.

46 News releases were issued to update the status of various investigations

239 News releases were issued in cases where the evidence did not satisfy the SIU Director that there were reasonable grounds to lay charges

At the conclusion of an SIU investigation, if the evidence does not satisfy the Director that there are reasonable grounds to lay criminal charges, a Director's Report is produced and posted to the SIU's website. Each time a report is published, the SIU notifies the public of the report by issuing a news release.

75 News releases were issued for cases terminated by memo

In order to promote transparency in relation to investigations that are terminated because the mandate of the SIU is not engaged, including instances in which it is determined that no serious injury was sustained, the SIU issues a news release.

12 News releases were issued in cases where charges were laid

In the fiscal period, charges were laid in 12 cases, and a news release was issued each time.

4 News releases were issued for non-case-related reasons (e.g. noting the release of the annual report, announcing new legislation for the SIU, reporting the SIU's collection of race-based data, etc.).

INFORMATION RELEASE IN CASES INVOLVING ALLEGATIONS OF SEXUAL ASSAULT

In cases involving allegations of sexual assault, the SIU did not release details to the public which could potentially identify the individual alleging a sexual assault occurred or the officer who was the subject of the allegation. This was because the release of information related to investigations of sexual assault allegations is associated with a risk of further deterring what is already an under-reported crime and undermining the heightened privacy interests of the involved parties, most emphatically, the complainants.

OUTREACH PROGRAM

The SIU's Outreach Program seeks to maintain engagement with Ontario's diverse communities to increase public awareness and understanding of the role of the SIU, and to nurture relationships between the SIU and the communities it serves.

SIU outreach initiatives are geared to four broad groups: community members and organizations, the police community, media, and academia.

Outreach is conducted in various ways, including:

- Information/education sessions;
- Community events; and
- Consultations and issue-specific meetings.

OUTREACH HIGHLIGHTS

SIU DIRECTOR APPEARS BEFORE WASHINGTON STATE, HOUSE PUBLIC SAFETY COMMITTEE

On January 26, 2021, Director Martino addressed an online hearing of the State of Washington's House Public Safety Committee. The Committee had convened to consider a bill – HB 1267 – which would create an independent investigation office in connection with serious incidents involving the police.

HB 1267 was the result of the work of the Governor's task force, established last year to make recommendations for the independent investigation of police use of force. SIU staff worked closely with Washington State officials by providing information about SIU operations and administration, making appearances before the Governor's Task Force charged with making recommendations for a new model of oversight, and providing evidence at their House of Representative and Senate committee hearings about the bill.

On March 15, 2021, at the invitation of the Governor's Office, the SIU Director once again appeared before a Senate committee hearing to make brief remarks about the history, mandate and impact of the SIU.

CHINESE & SOUTHEAST ASIAN LEGAL CLINIC TRAINING SESSION

The SIU Director was invited to speak on the Changes to Police Oversight Legislation in Ontario. The virtual training session held on November 24 was hosted by the Chinese &

Southeast Asian Legal Clinic. Around 100 representatives from various legal clinics and community organizations attended the training.

NEW SIU BROCHURE

The SIU created a new information brochure which outlines the Unit's mandate, provides a general overview of the investigation process, and sets out additional services offered by the Unit.

The brochure is available in English and French, as well as 12 other languages: <https://www.siu.on.ca/en/brochures.php>

OUTREACH BY THE NUMBERS

Despite the Pandemic, the SIU continued its outreach efforts and delivered over 70 presentations to various organizations and community groups.

Of note, a significant number of presentations were delivered to law enforcement services to discuss the new legislation and its impact on SIU investigations.

The following chart sets out the number of presentations made to different types of audiences.

Outreach Presentations	2020										2021		
Organization	April	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
High Schools	COVID LOCKDOWN								1		6	7	14
Universities/Colleges								9	2	2		6	19
Community Groups					2		2	1	1		1	1	8
Law Enforcement*								2	21	2			25
Libraries							1						1
Others (Washington State, Law offices, legal aid, etc.)								2		1		1	4
Total					2		3	14	25	5	7	15	71

The provincial stay-at-home orders created an opportunity for the SIU outreach initiatives to be delivered online, enabling the SIU to connect with schools, community groups and police services across broader geographic areas within the province.

SIU DIRECTOR'S RESOURCE COMMITTEE (DRC)

The DRC is comprised of representatives from various community groups. It meets with the SIU Director and staff formally during the year and, more frequently, between meetings via email and telecommunications on issues as they arise.

The Committee has regularly provided valuable advice on all manner of SIU operations. For example, in the fiscal period, the Committee was consulted and provided feedback that informed the SIU's current framework for the collection and analysis of race-based data.

AFFECTED PERSONS PROGRAM

The Affected Persons Program (APP) is a crucial component of the SIU, providing support services to those negatively impacted by incidents investigated by the Unit. The APP aims to respond to the emotional and practical needs of complainants, their family members and witnesses by offering immediate crisis support, information, guidance, advocacy and referrals to community resources.

During the fiscal period, the SIU approved a pilot to expand the program with three new part-time APP coordinators in various geographic locations across the province. This project will allow the APP to have a greater reach throughout the North, East and West regions by offering support services in a timely and compassionate manner to affected persons in those areas

The Program also updated and implemented a new operations policy to support a more standardized approach to the internal referral processes for affected persons. The objective is to ensure that affected persons in all death and sexual assault investigations are offered support by the Affected Persons Program. The policy also mandates the in-person response of the APP coordinator to assist investigators with the delivery of next-of-kin death notifications within certain geographic parameters.

The SIU's Affected Persons Court Support Program continued to provide direct support services to SIU victims and witnesses throughout the court process, which is often difficult and confusing. Court support services are offered to all SIU victims and available to Crown witnesses when an investigation results in criminal charges.

The creation and maintenance of collaborative relationships with government and community partner agencies across the province continues to be a core value of the APP, which directly

contributes to the success of the Program. These efforts continued throughout 2020-2021, in coordination with the member agencies of the Victim Services Alliance of Ontario, Ontario Network of Victim Service Providers, the Victim Witness Assistance Program, and the Office of the Chief Coroner.

AFFECTED PERSONS PROGRAM STATISTICS

Case Type and Court Support Program Case Breakdown:

Case Type	Number of Cases	Number of Court Support Program Cases
Death	70	5
Injury	58	14
Sexual Assault	21	7
Total Cases	149	26

From April 1, 2020 to March 31, 2021, the APP supported 251 affected persons across 149 cases. Of the 149 cases, 26 cases required court support services. This represents a 64% increase in APP case involvement when compared to the previous 12-month reporting period.

Some cases were referred to the APP outside of the year they occurred and/or support was provided by APP staff beyond the year the investigation was launched.

DATA COLLECTION

On October 1, 2020, the Special Investigations Unit began collecting personal information from complainants and subject officials about their age, Indigenous identity, ethnic origin, race, religion and gender identity. This collection of personal information is part of the Ontario government's initiative to address systemic racism within the justice sector.

Race-based data collection, analysis and reporting is authorized under the *Anti-Racism Act, 2017*, which has the goal of tackling systemic racism and advancing racial equity.

The SIU's objectives when collecting race-based data are to:

- Identify and monitor potential racial disparity in access to the SIU's services and outcomes;
- Increase transparency and accountability through public reporting;
- Identify and remove barriers within the SIU; and
- Publish de-identified data for the purpose of informing the evaluation, management and improvement of policing in Ontario.

Public reporting of the analysis and de-identified data serves a dual role. First, it enhances transparency which keeps the SIU accountable and helps build public trust. Second, it recognizes that SIU data may be valuable when used to inform changes outside the SIU, especially in police services.

All participation is premised on voluntary and express consent. This means there is no legal obligation requiring complainants or subject officials to provide the SIU with this information.

Participation, or lack thereof, has no impact on the availability of the SIU's services or the outcomes of its investigations. Consent to the use of personal information for future analysis can also be withdrawn at any time.

TRAINING

The SIU is committed to timely and high-quality investigations by training its employees and keeping up to date on new developments in the areas of administration, management, criminal and evidence law, investigative best practices, and cultural competency.

The coronavirus pandemic drastically changed how the SIU conducted its training events. The Unit was unable to hold any in-person seminars – all sessions were held virtually.

SIU personnel participated in learning and development initiatives totaling approximately 2,700 hours in 2020-21, the majority (85%) of which was devoted to investigative and forensic training.

A considerable amount of time went to supporting the Unit's transition to operations under the new legislation – the *Special Investigations Unit Act, 2019*.

2020-21 SIU Training Hours Completed	Total Hours
Full-time Investigators (15)	234
As-needed Investigators (33)	1,858
Forensic Investigators (9)	225
Administrative Staff (11)	188
Management Staff (13)	210
Total SIU	2,715

Investigators were trained in the following areas during the past year:

- Drafting and reviewing search warrants
- Data collection
- Death investigation
- Electronic onboarding
- Firearms
- The work of the Joint Health and Safety Committee
- Indigenous criminal law post Gladue
- Sexual assault law

As part of the Unit's mandatory training for new investigative staff, the SIU tapped into the resources of the Canadian Police Knowledge Network (CPKN) and the following online courses:

- Arrest (Ontario Specific)
- Basic Investigative Skills
- Courtroom Testimony Skills
- General Investigative Training
- Introduction to Major Case Management
- Introduction to Trauma
- Investigative Detention
- Note Taking
- Search and Seizure
- Sexual Assault Investigations

To ensure a healthy working relationship within the Unit, as well as with the diverse population that the Unit serves, SIU staff participated in the following skills training over the past year:

- Cultivating A People First Culture
- Indigenous Canada (12-Module online program through the University of Alberta)
- Ontario Human Rights Commission – Call It Out: Racism, Racial Discrimination and Human Rights
- Ontario Public Service Day of Unity Against Racism
- Racial Trauma: Towards Understanding and Resilience
- Review of the Report of the National Inquiry on Missing and Murdered Indigenous Women and Girls
- The Black Ontario Public Service Employees Network (BOPSers) 16th Annual Black History Month Event
- Vicarious Trauma Awareness

Over the past year, Affected Persons Program staff participated in the following training initiatives through the Crisis and Trauma Resource Institute:

- Applied Suicide Prevention Skills
- Critical Incident Group Debriefing
- De-escalating Potentially Violent Situations
- Depression: Practical Intervention Strategies
- Grief Focused Counselling Skills
- Harm Reduction
- Managing Difficult Phone Calls
- Providing Support Remotely
- Strategies for Resolving the Impact of Post-Traumatic Stress

FIRST NATIONS, INUIT AND MÉTIS LIAISON PROGRAM (FNIMLP)

The SIU's First Nations, Inuit and Métis Liaison Program (FNIMLP) is geared to providing culturally sensitive guidance in the Unit's work involving First Nations, Inuit and Métis persons or communities.

Areas of focus include investigations, training, recruitment, policy development and reporting.

Members of the Program also serve an outreach and liaison function by developing and maintaining positive relationships with leaders and representatives of First Nations, Inuit and Métis organizations and communities.

On a bi-annual basis, the SIU reports-out to Provincial Territorial Organizations with respect to the work of the FNIMLP.

To better understand key issues confronting Indigenous communities, the FNIMLP committee members took special training, some of which included:

- A review of the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- Enrolment in the Indigenous Canada 12-module online course. Topics for the 12 lessons included the fur trade and other exchange relationships, land claims and environmental impacts, legal systems and rights, political conflicts and alliances, Indigenous political activism, and contemporary Indigenous life, art and its expressions.

STATISTICS

NUMBER OF OCCURRENCES BY TYPE: 2020-21

This chart breaks down the types of occurrences by cases in the past 5 fiscal years:

Types of Occurrences	2016-17	2017-18	2018 - 19	2019 - 20	2020-21
Firearm Injuries	6	5	12	15	12
Firearm Deaths	4	9	5	9	12
Firearm Discharge*	-	-	-	-	7
Custody Injuries	175	251	192	172	201
Custody Deaths	26	22	31	22	34
Vehicle Injuries	37	42	38	32	49
Vehicle Deaths	9	7	3	6	8
Sexual Assault Complaints	49	65	57	58	63
Other Deaths	1	9	17	5	3
Other Injuries	0	2	0	0	1
Totals	307	412	355	319	390

In 2020-21, **390 total cases** were opened for investigation, representing a 22% increase from the previous year's 319 cases.

Custody Injuries had the largest case increase of 29 from last fiscal, followed by Vehicle Injuries, increasing by 17 cases.

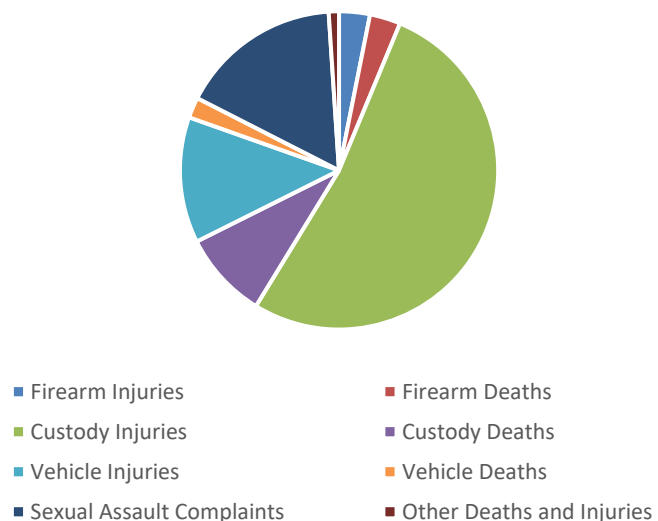
***Firearm Discharge** at Person is a new category of occurrences introduced on December 1, 2020. There were 7 total occurrences in the fiscal period.

201 custody injuries were reported to the SIU between April 2020 and March 2021, accounting for 52% of total occurrences.

The second highest number of cases was sexual assault complaints, 16% of the total occurrences.

Vehicle injuries was the third highest number of cases, 13% of the total occurrences.

Percentage of Occurrences by Type: 2020-21



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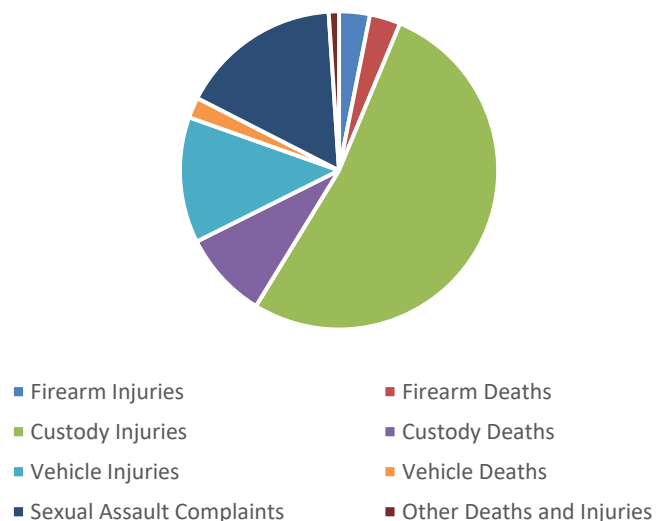
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INVESTIGATIVE RESPONSE

The SIU tracks the time it takes for investigators to respond to an incident, and the number of investigators deployed to the scene.

