

## 2000 ENVIRONMENTAL SCAN: HIGHLIGHTS

### I. DEMOGRAPHIC & SOCIAL TRENDS:

- According to projections based on Statistics Canada census data, the population of Toronto increased 11.1% between 1990 and 1999, from 2,290,753 to 2,544,292.
- The total population of the GTA reached 4,628,883 in 1996. It has been projected that the population of the GTA will reach between 5.5 and 7.7 million by 2021, with most of the growth in the outer regions.
- With regard to changes in divisional population, while 42 Division showed the largest increase in actual numbers, 52 Division showed the largest proportional increase between 1990 and 1999.
- While in 1990, most of the population of Toronto was between 20 and 40 years of age, projections show that by 2011, the greatest proportion of the population will be over 50 years of age.
- Although the population is ageing, the 'baby-boom echo' is also evident: in 1999, about one-quarter of the population was 19 years of age or younger; in 2011, this proportion will be between 10 and 30 years of age.
- According to 1996 census data, East York had the largest proportion of those 65 years of age and older (15.4%), while Scarborough had the largest proportion of those 14 years of age and younger (19.8%).
- Census data from 1996 showed that almost two-thirds (65.9%) of the visible minority population in the Toronto Census Metropolitan Area lived within Toronto itself. Visible minorities represented just over one-third (37.3%) of Toronto's population. Scarborough had the highest concentration of visible minorities in Canada, with over half of that city's population (51.9%) belonging to a visible minority group.
- Use of the AT&T Language Line increased about 19% between 1993 and 1999, when it was accessed over 2,600 times. Service was provided in 49 languages other than English in 1999, and in each year since 1993, the most frequently provided language was Chinese.
- The number of newcomers to Toronto in 1999 was only 3.6% greater than the number in 1990, increasing from roughly 65,000 to 67,000. The greatest number of newcomers in each year have come from Asia, followed by Europe. Newcomers from Asia accounted for 53.4% of newcomers in 1990, increasing to 65.3% in 1999.

- Of the newcomers during the 1990s, an increasing proportion were children or youth, 18 years of age or younger. In 1990, 25.6% of all immigrants and refugees were young people; in 1999, this proportion increased to 28.1%.
- While over half of all newcomers to Toronto throughout the 1990s were able to speak English, the proportion was lower in 1999 (55.8%) than in any year but 1990 (52.0%). Those 18 years of age and younger were less likely in each year to be able to speak English and/or French than were those 19 years of age and older; the proportion of younger newcomers able to speak either or both of the official languages decreased between 1990 and 1999 (34.4% to 30.1%).
- About two-thirds of Toronto households are family households. Of the roughly one-third of these households in Toronto that are single parent families, most are mother-led: in 1996, 86% of one-parent families were led by mothers. The number of one-parent families in Toronto increased by roughly 70% between 1990 and 1996.
- In 1999, the Mayor's Homelessness Action Task Force found that the fastest growing groups of hostel users were youth under 18 and families with children. It also found that there were 5,300 children living in hostels in 1996, and that while 30% to 35% of homeless people were living with mental illness, the estimate was much higher for some groups – it was estimated that 75% of homeless single women had mental illnesses.

## **II. CRIME TRENDS:**

- Official crime statistics denote only those crimes that are reported to and detected by the police. While they represent the most systematically collected crime information, they should not be construed to include all criminal occurrences. They must be supplemented by information from victimisation studies in order to reveal actual crime trends.
- The change in number of crimes recorded may be due to a number of factors, including actual changes in the number of criminal occurrences, changes in enforcement policies/practices, and changes in recording practices, as well as changes in the public's willingness to report crime.
- The level of crime should not be considered the sole factor for determining police resource requirements. Other factors that should be taken into account include the impact of legislative changes/requirements on policing, changes in the way police service is delivered, and changes in public expectations of police service.
- In 1999, a total of 196,881 non-traffic Criminal Code offences occurred in Toronto, representing a 6.8% decrease from 1998; this is the seventh consecutive annual drop.

- The 9.7% decrease in property crimes, which constituted most (53%) of the non-traffic Criminal Code offences, was the main cause of the overall decrease. Major types of violent crimes, with the exception of sexual assault, also decreased.
- Crimes that affect the quality of life most, such as break-and-enter (B&E), motor vehicle theft, and disorderly crimes, all showed decreases. In 1999, B&Es dropped 13.2%, vehicle theft dropped 3.3%, and mischief dropped 12.4%. These decreases are the continuation of the trend of decline in recent years.
- Over the past 10 years, crime overall has decreased 18.9%, with a 23.7% drop for property crimes and a 5.7% increase for violent crime. Crime has consistently decreased since 1993, which is consistent with the national crime trend as well as findings from victimisation surveys.
- In 1999, a total of 77.4 non-traffic Criminal Code offences occurred for every 1,000 population, of which 13 were violent crimes and 41.3 were property crimes. These decreases brought the overall crime rate to the lowest level seen since the mid-1970s. Compared with 1990, the 1999 rate was a 27% drop for the overall crime rate, a 5% drop for the violent crime rate, and a 31% drop for the property crime rate.
- The proportion of crimes involving strangers slightly decreased for both sexual and non-sexual offences in 1999. Compared with 1990, the 1999 proportion decreased for non-sexual assault, but increased slightly for sexual assault.
- Despite some fluctuations, the proportion of both sexual and non-sexual assaults involving spouses showed a trend of decrease beginning 1993/94. The proportion of cases involving other family members, however, increased in 1999.
- Robberies involving the use of firearms and weapons in general decreased steadily over the past five years, both in number and in proportion. Similar decreases were observed for assaults. While the proportion of victims injured in robberies remained relatively unchanged, the proportion of victims injured in assaults decreased steadily.
- There is indication that the drug problem in Toronto has increased. Drug offences and arrests increased for the second year and findings from Addiction Research Foundation studies revealed a higher proportion of students using drugs.
- The number of persons arrested continued to decrease. The overall arrest rate of 22.1 persons per 1,000 population in 1999 was a 28.3% decrease from the 1990 rate. Arrest statistics revealed that younger persons (12-17 and 18-24 years of age) continued to have the highest arrest rates, particularly males. While the proportion of females in the total arrest population remained low, there was indication that their arrest rate for violent crimes increased, particularly among the older age groups.
- When examined relative to 17 Canadian cities of 'comparable' population size, in 1998, the crime rate in Toronto ranked below middle (eleventh) in total non-traffic

Criminal Code offences, seventh in violent crimes, and fourteenth in property crimes. Between 1989 and 1998, of the 16 cities which had a decrease in the overall crime rate, Toronto had the third largest drop, with the third and seventh largest drops for the property and violent crime rates, respectively. For the same period, Toronto had also the smallest increase in the per capita policing cost among the 16 cities that had an increase.

### III. YOUTH CRIME:

- To put the problem of youth crime in perspective, three issues must be noted. First, a very small proportion of youths are involved in criminal activity, and even fewer are involved in violent crimes. Second, youth crime statistics reflect the number of youths arrested for criminal offences, not the actual level of crime involving youth offenders. Third, it is believed that only a small portion of youth crime is actually reported to police.
- In March 1999, new legislation, *Youth Criminal Justice Act*, was introduced to remedy the perceived deficiencies of the current legislation to deal with young offenders and promote the prevention of youth crime.
- National crime statistics for 1998 showed that the youth charge rate – the number of youths charged per 1,000 youths – decreased 11% between 1988 and 1998, dropping to the lowest level in ten years. The rate of youth violent crime, however, increased 77% between 1988 and 1998. Youths accounted for about 22% of all persons charged with a criminal offence in 1998.
- In 1999, alternative measures programs were used in almost 33,000 youth cases in Canada, not including British Columbia. Community service and an apology to the victim accounted for 40% of all alternative measures imposed. Nine in ten youths successfully completed all agreed measures.
- In Toronto, between 1990 and 1999, the number of young persons (aged 12 to 17 years) charged for all types of Criminal Code offences decreased 11.2%, compared to a 25.9% drop for adults during this same period. The number of young persons charged for violent crimes increased 35%, compared to a 6.6% decrease for adults.
- About 16.6% of the persons arrested/charged for Criminal Code offences in 1999 were young persons; this proportion was an increase over the 14.2% in 1990. As a percentage of the total number of persons charged, youths accounted for an increased proportion of violent crimes and a decreased proportion of property crimes.
- Although the overall charge rate for youths has steadily decreased since 1992, youths are still 2.1 times more likely to be arrested for a Criminal Code offence than adults, but less likely to be arrested than young adults aged 18-24 years. Youths are also 2.1

times more likely than adults to be charged with a violent offence and 2.6 times more likely to be charged with a property offence. Of every five young persons charged, four were males and one was female.

- The rate of youths charged with all Criminal Code offences decreased over the past ten years, from 58.1 per 1,000 in 1990 to 43.1 in 1999. With regard to type of Criminal Code offence, the rate of youths charged with property crimes decreased by almost half, dropping from 31.3 in 1990 to 15.8 in 1999; however, the rate of youths charged with violent crime increased slightly from 12.3 in 1990 to 13.9 in 1999.
- Although the involvement of females in violent crime remains low compared to males, there was an increase in female youths involved in violent crimes. In 1999, the number of female youths charged for violent crimes increased about 26% over 1990, compared to a 37.3% increase for male youths.
- Although there has been a definite downward trend in total crimes occurring on school property since 1990, there has been a steady increase in the number of violent crimes. As a proportion of all incidents, violent crime has increased from 19% in 1990 to 35% in 1999.
- Researchers have found a strong relationship between crime and gang membership, based on the disproportionate number of crimes committed by individuals while in the gang, as compared to before and after gang membership, and the on-going influence after separating from the gang. Critical elements in addressing youth gangs, according to law enforcement agencies and researchers, are to curtail membership in the first instance and increase reporting of youth gang criminal activities.
- Youth gangs have been resident in Toronto for more than ten years. Toronto Police Service Intelligence officers estimate that there are between 60 and 80 youth gangs, with between 10 and 100 members. While active recruiting is directed at high school students, some recruiting is done at the middle school level.
- A Toronto Star survey on the impact of youth gangs on Toronto area students found that over half of all students said there were gangs in their school and one in ten said they belonged to a gang.
- In 1999, a total of 419 youths were charged with drug-related offences, an increase of almost 65% from the 256 drug-related charges in 1990. This increase is largely attributable to males who were, on average, 5 to 10 times more likely to be charged with drug-related offences over the past ten years than were females.

#### IV. VICTIMISATION & GROUPS AT SPECIAL RISK:

- Toronto Police Service victimisation data indicate that the number of victims of selected crimes of violence (assault, sexual assault, homicide, robbery) increased by 6.3% from 1990 to 1999, from 30,130 to 32,041 victims. The number of reported victimisations decreased slightly (2.7%) between 1998 and 1999.
- The number of reported victimisations for the selected violent crimes increased more for men (9.6%) and than for women (2.9%) between 1990 and 1999.
- While the rate of victimisation by these selected crimes of violence increased slightly for men (14.0 in 1990 to 14.4 in 1999), the rate for women actually decreased slightly (12.3 in 1990 to 11.9 in 1999).
- Since 1990, the victims of assault have accounted for the greatest proportion of victims of the selected crimes of violence, followed by victims of robbery.
- From 1990 to 1999, those in the 20 to 29 years of age group had the highest victimisation rate each year.
- Those aged 10 to 19 and 20 to 29 years were most likely to be the victims of assault and robbery, while those under age 10 and those 65 years and older were least likely to be victims of these crimes. With regard to sexual assault, while young people 10 to 19 years were most likely to be victims, those under 10 years of age were almost as likely as 20 to 29 year olds to be victims; young children under 10 years were actually more likely than 20 to 29 year olds to be victimised by sexual assault in the early 1990s.
- The number of family violence occurrences reported by the Service decreased by 22.2% between 1992 and 1999, but increased slightly (3.2%) between 1998 and 1999.
- Spousal violence (including common-law and ex-spouses) accounts for a large proportion of all family violence occurrences. The number of domestic or spousal violence occurrences reported by the Toronto Police Service decreased 2.3% between 1990 and 1999; the 1999 number represented a very slight (1.9%) increase over the number reported in 1998. The proportion of domestic/spousal violence occurrences where weapons were used increased over the ten-year period, from 43.6% in 1990 to 52.6% in 1999.
- Total criminal harassment (stalking) incidents reported to the Toronto Police Service increased by 2.2% between 1994 and 1999, from 1,177 to 1,203 incidents. Most stalking victims were women and they were most likely to be stalked by ex-boyfriends.
- In Toronto in 1999, young people 19 years of age and under represented 24.2% of all physical assault victims, 58.5% of all sexual assault victims, and 30.7% of all robbery victims. The proportion of young people who were robbery victims in 1999 was a

significant increase from 1990. In 1990, the proportions were: 21.6% for physical assault, 63.0% for sexual assault, and 18.0% for robbery.

- In 1999, those between 10 and 19 years of age were far more likely than those in any other age group to be victims of swarming, with robbery and assaults being the most likely violent crimes involved.
- In Toronto, the number of suspected child abuse offences reported to the police increased 4.1% between 1998 and 1999, and has increased 26.3% between 1993 and 1999.
- The rate of victimisation of those 65 years and older, while increasing very slightly between 1990 and 1999, remained relatively low in Toronto over the past 10 years (around 2 per 1,000 population).
- Looking at particular service industry occupations, in 1999, 4.5% of assault victims were Toronto Police Service officers, 2.7% were security guards, 0.9% were taxi drivers, and 0.8% were Toronto Transit Commission employees. With regard to robbery, 2.5% of victims were taxi drivers and 1.0% were delivery persons.
- In 1999, a total of 292 hate crimes were reported, representing a 88.4% increase from the number of such crimes reported in 1993 and a 28.1% increase over 1998. As in previous years, the most commonly reported motivation for hate crimes in 1999 was race.
- Requests to the Victim Services Program for support, information, and intervention increased by 11.8% in 1999 over 1998, and by 77.0% over 1992. Over 80% of the requests each year were handled by telephone.

#### **V. CALLS FOR SERVICE:**

- Compared with 1990, the total number of calls received by the Communications Centre in 1999 decreased by 26.1%.
- The number of emergency calls in 1999 was a 31.1% drop from 1990, but a 5.7% increase over 1998.
- Non-emergency calls continued to decrease, with a 1.5 % drop in 1999 and a 20.2% drop over ten years ago.
- Over the past ten years, the proportion of emergency calls has decreased from 54.3% in 1990 to 50.7% in 1999, while that for non-emergency calls increased from 45.7% to 49.3%.

- Compared with 1990, the number of dispatched calls in 1999 dropped by 27%. In 1999, dispatched calls constituted 45% of the total calls received, which was about the same as in 1990.

## **VI. TRAFFIC:**

- In 1999, the number of collisions increased to 89,494, a 9.4% increase over 1998, and a 36% increase over 1990.
- In 1999, the number of persons killed in collisions increased to 91 from 88 in 1998, a 3.4% increase.
- In 1999, the CRCs processed a total of 71,646 collisions, accounting for 80% of the total number of collisions reported that year. In 1998, the number of collisions reported to the CRCs was 64,263 collisions accounting for 82% of the total. The proportion of total collisions processed by the CRCs has remained steady over the last four years but as the number of total collisions rise each year, the number of collisions the CRCs handle also rises.
- The number of senior citizens injured and killed in traffic-related collisions may continue to increase as the general population of the Toronto area ages.
- The Toronto Police Service has been proactively addressing aggressive drivers and programs will continue to be implemented to educate the public and support traffic safety.
- Congested roadways contribute to more traffic collisions and increased response time for emergency vehicles. This trend will continue as the population grows in Toronto and in the GTA.

## **VII. POLICE RESOURCES:**

- In 1999, the total strength of the Service, 6,943 members, reflects an increase of more than 3% from 1998.<sup>1</sup> However, the current total strength remains almost 7% lower than in 1990 and approximately equal to the level reported almost two decades ago.

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<sup>1</sup> Total Service Strength does not include part-time, temporary or parking enforcement members. These strength figures reflect total uniform and civilian strength as defined and reported by the Service's Human Resources Unit. Uniform strength includes police officers and cadets-in-training. Civilian strength includes all permanent, full-time civilian members with the exception of cadets-in-training and parking enforcement personnel. Since in previous Scans, all civilian members and cadets-in-training were included in the civilian strength, changes to previously reported figures have been made where necessary.

- The 1999 year end uniform strength of 5,183 officers, including cadets-in-training, was 120 officers short of the Uniform Establishment of 5,303 officers.
- Over the past decade, the number of police officers per 100,000 population in Toronto has decreased steadily from 238 officers in 1990 to 212 officers in 1999 – the cumulative effect of a 3% increase in population and an 8% decrease in uniform strength.
- In 1999, the number of non-traffic Criminal Code offences reported per constable was 49.9 offences – a decrease of 12.6% from 1990 and approximately equal to levels reported in the mid-1980s.
- An analysis of age characteristics over the past decade, clearly illustrates the ageing of the uniform workforce. Ten years ago, about one in three police officers was over 40 years of age and about one in four was less than 30 years old; currently, more than half of all officers are over 40 years old and only one in eight officers is less than 30 years old.
- In 1999, about half of the uniform members had more than 20 years service, as compared to less than one-quarter with more than 20 years service in 1990.
- Since 1990, a total of 1,977 officers have separated from this Service – 1,279 retirements and 698 resignations.
- The *Human Resource Strategy – 2000 to 2004* reports that more than 1,500 officers, almost one in three, will be eligible to retire without penalty by December 31, 2001. While it is not expected that all eligible officers will retire, the Service could experience an unprecedented level of retirements over the next few years.
- A total of 84 officers resigned in 1999; more than 60% of these officers resigned to join other police services.
- During 1999, about 83% of the uniform strength was assigned to positions in front-line units, slightly less than the 85% average uniform deployment to these units over the past decade.
- Over the past ten years, the Sergeant:Constable ratio decreased from 1:8.1 to 1:9.3 in 1997 and then increased to 1:9 in 1999; the on-going Constable to Sergeant promotional processes, when completed, will shift this ratio further downward.
- The Toronto Police Service does not currently reflect the community it serves, however, the representation is closer than it has been in the past. Gains in community representation are largely due to the composition of the civilian component of the Service, recent uniform hiring, and a high number of uniform retirements.

- The composition of cadet-in-training and constable ranks reflects the achievements of the equal opportunity and employment equity entry-level recruiting strategies of the past decade. Given the current Service structure and processes, representation in the higher ranks will be accomplished over time, as constables gain the required competencies for promotion.
- The presence of women in policing, at all ranks, has been widely reviewed in the past two years. The general finding is that while males continue to dominate police services, the gender gap has narrowed slightly. The representation of women in top level policing positions, however, falls far short of the national representation in executive positions.

#### **VIII. PUBLIC PERCEPTIONS & PARTICIPATION:**

- A poll conducted by Pollara in December 1999, commissioned by the Toronto Police Service, found that nine in ten Toronto residents felt safe in their neighbourhood and 94% said they felt safe alone in their homes after dark. However, one in three residents said they did not walk alone in their neighbourhoods after dark.
- Although the Toronto Police Service/Pollara survey targeted an equal mix of 'high' and 'low' crime neighbourhoods, 90% of all respondents felt that their neighbourhoods had a low or average level of crime.
- The majority of respondents (61%) in the Toronto Police Service/Pollara survey said that, when considering only their own neighbourhood, the level of crime had remained about the same over the past five years; 14% of the respondents said that crime had decreased in their neighbourhood.
- The Toronto Police Service/Pollara survey found that about seven in ten Toronto residents were satisfied with the delivery of police service to their neighbourhood; only 6% of respondents indicated that they were unsatisfied.
- About seven in ten Toronto citizens also said that, in general, over the past year, relations between the police and people in their neighbourhoods were excellent or good; only 3% said the relationship was poor.
- According to a recent Angus Reid poll, 85% of citizens said they are satisfied with the performance of the police, however 62% said they now have a less favourable opinion of the Toronto Police Force because of the Police Association's fundraiser 'Operation True Blue'.
- In the Service's 1999 Annual Report, the Community Policing Support unit reported that more than half a million people participated in more than 6,800 Community Relations/Crime Prevention presentations and initiatives.

- Volunteers, supervised by a Service member, are being deployed to numerous community-based initiatives – crime prevention initiatives, assisting at community and Service events, and membership on Community Police Liaison Committees (CPLCs): 227 Auxiliary officers, 19 youths, and 200 adult volunteers are deployed across the city.
- Although the Service targets an Auxiliary strength of about 10% of the current uniform strength, the actual strength is only 227 Auxiliary officers. Regardless, their contribution in visible presence and hours worked (43,893 in 1999) is significant.
- The total of 629 complaints against the police reported in 1999 was only slightly higher (1.5%) than the 619 complaints reported in 1998. Public complaints in 1998 and 1999 reflect the lowest number complaints ever recorded and about half the number of complaints reported in 1992.
- A high level of public confidence in the complaints process is critical. However, the Toronto Police Service/Pollara survey found that of those who had experience with the complaints process, only half were satisfied with the process and even fewer were satisfied with the outcome.

#### **IX. URBAN TRENDS:**

- The Toronto Real Estate Board reports that the Greater Toronto Area (GTA) resale home market closed out 1999 as the busiest year on record.
- Within Toronto, a strong demand for rental units will continue, with little prospect of new rental construction since the construction costs require the developer to charge rents that people cannot afford to pay.
- The current condominium surge is stronger than it was in the 1980s, when it was fuelled by speculative buyers hoping for a quick “flip” of their units.
- A large number of people move into and out of Toronto. Young families tend to move out to buy homes in the outer GTA regions, while many immigrants and young migrants, mostly renters, move in.
- Shrinking public budgets highlight the dilemma of defining when public police should be used as opposed to private police/security, thereby making it all the more vital that public and private sectors work together to explore the possibility of future partnerships.
- Toronto Transit Commission (TTC) related crimes reported to the police increased by 15% in 1998 over 1997. Overall since 1990, the crime reported to the police increased by 7.8%. In 1998, there were 8.2 TTC-related crimes reported to the police per 1,000

riders, compared to 7.3 per 1,000 riders in 1997. This can be compared to the peak of 9.0 crimes per 1,000 riders seen in 1993.

- Tourism resulted in municipal taxes in the amount of \$0.37 billion in 1998, \$0.34 billion in 1997 and 1996, and \$0.32 billion in 1995.
- The total amount of tourist expenditures during 1998 was \$5.34 billion, an increase of 7.7% from 1997, and continuing the increase seen since the mid-1990s.
- Since 1991, there has been a 95% increase from 797 in 1991 to 1554 in 1999, in events involving hazardous materials, including natural gas leaks, explosions, gasoline spills, and chemical hazards.

#### **X. LEGISLATIVE IMPACTS:**

- The *DNA Identification Act* establishes a national DNA data bank to help law enforcement agencies identify persons alleged to have committed designated offences. Designated offences will include piracy, hijacking, kidnapping, murder, sexual assault, robbery, criminal negligence, arson and assault.
- Bill 31, the Ontario *Sex Offender Registry* legislation, when implemented, will require police services in Ontario to record, update, and validate the accuracy of the information reported under this law so that the whereabouts of sex offenders residing in Ontario can always be traced. Police services will also be responsible for enforcement of non-compliance when sex offenders fail to register as required by the law.
- Bill 22, the law on police pursuits, in addition to imposing stiffer penalties for motorists fleeing from the police, also holds the police accountable for the decision to initiate, continue, or terminate the pursuit of fleeing motorists in the interest of public safety. Complementing Bill 22, federal Bill C-202, 'an Act to amend the Criminal Code (flight)' criminalizes the behaviour of those persons who cause police to engage in a pursuit.
- The *Safe Streets Act* provides police with the power to address issues of aggressive solicitation in public areas and thus enhance the perception of public safety.

#### **XI. TECHNOLOGY & POLICING:**

- Crime continues to thrive on the Internet, as access to the Internet continues to rise at an exponential rate. It has been estimated by Internet Fraud Watch, an organisation operated by the National Consumers League, that Internet-related complaints increased by 600% over the previous year.

- Another problem facing the Internet involves hackers. The style of attack has recently moved towards a collaborative effort by groups of hackers rather than lone individuals. The most recent instance of this has been in Denial of Service (DoS) attacks. Officials can currently do little to stop them.
- The ease of posting and accessing information on the Internet has also facilitated other forms of crime, hate crime, for example. Efforts have been underway for many years in a number of countries to provide web pages that help educate people on racism and focus on the elimination of hate crime.
- Police services world-wide continue to enhance existing methods of fighting crime through the use of more sophisticated computer technology and by adopting similar standards. For example, in conjunction with Interpol, the FBI is bringing on line its Integrated Automated Fingerprint Identification System (IAFIS).
- The Toronto Police Service is continuing with the installation of mobile workstations in patrol cars. These 'ruggedized' computers will be capable of direct data entry for occurrences and provide access to information to the officer that is normally available only upon a return to the station.
- The objective of the Integrated Justice System initiative is to enhance information sharing and linkages between the stakeholders of the criminal justice system in Ontario. The building block approach has been adopted to expand information sharing by phases.
- 'Less-lethal' weapons continue to be developed as an alternative to firearms and other levels of force. The amount of research and development going into these less-lethal weapons illustrates the effort being put into the search for an alternative to deadly force.

## **XII. ORGANISATIONAL ISSUES:**

- In January 2000, the Toronto Police Service submitted a 2000 Operating Budget request of \$542.1 million – an increase of 3.7% from the 1999 budget. With the exception of a net increase of 81 police officers as was directed by City Council, and a small number of new initiatives, including legislated requirements, the Service's 2000 Operating Budget request reflects 1999 budget levels.
- Ontario Regulation 3/99 of the *Police Services Act: Adequacy and Effectiveness of Police Services*, has had, and will continue to have, a significant effect on many areas of the Toronto Police Service, including the planning, measurement, and priority setting processes, as well as training and delivery of policing services.

- The Service's Training and Education unit is in the process of developing a comprehensive, integrated, systematic learning system, and has incorporated field needs, Service priorities, legal requirements, and community needs into the design of training programs.
- There is an ongoing initiative to address the various issues of staff deployment in a comprehensive way. The goal is to design a deployment model that addresses demand, an optimised supply of services to meet the demands, implementation of the optimal solution, and a assessment of the desirability of the optimal solution.
- The Service is currently in the process of re-aligning divisional policing boundaries to provide a more equitable distribution of workload demands. As a result of much public consultation on the proposed boundaries, the Boundary Committee has recommended that changes to divisional boundaries be phased in over the next three to ten years, and that they be tied to the Service's long term Facilities Plan.