



**PUBLIC MEETING  
NEW BUSINESS**

**Wednesday, March 4, 2026, at 9:00AM**

**Livestreaming at**

**[https://youtube.com/live/A\\_4j7eNoXE0?feature=share](https://youtube.com/live/A_4j7eNoXE0?feature=share)**

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10. March 3, 2026, from Myron Demkiw, Chief of Police

**Re: Update on “Project South” and the Toronto Police Service’s  
Organizational Response**

Next Meeting

**Regular Board Meeting**

April 13, 2026

Hybrid Board Meeting – at Police Headquarters, 40 College Street or virtually via WebEx

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**Members of the Toronto Police Service Board**

Shelley Carroll, Chair  
Amber Morley, Member & Deputy Mayor  
Lily Cheng, Member & Councillor  
Nick Migliore, Member

Chris Brillinger, Vice-Chair  
Lisa Kostakis, Member  
Ann Morgan, Member



## PUBLIC REPORT

**March 3, 2026**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** Update on “Project South” and the Toronto Police Service’s Organizational Response

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation:**

This report recommends that the Toronto Police Service Board (Board) receive this report for information purposes.

**Financial Implications:**

There are no financial implications arising from the recommendation contained in this report.

### Summary

This report provides the Board with an update following York Regional Police Service’s “Project South”; which uncovered serious allegations of criminal corruption by current and former members of the Toronto Police Service (Service). This report outlines the actions already implemented, as well as those underway, to address identified risks, strengthen accountability, and reinforce public trust and confidence in the Service.

### Discussion

#### Background

Project South resulted in the arrest of seven current Service members and one former member. The circumstances associated with the allegations highlighted systemic risk areas related to supervision, vetting, access to information systems, evidence

management, and member wellness. They also reinforced the importance and value of strong leadership, effective oversight, and a culture that actively supports ethical decision-making and accountability.

In response, the Service has initiated a coordinated and multi-layered approach that includes:

- Immediate leadership and supervisory interventions;
- Independent external oversight and inspections;
- Strengthened internal accountability and anti-corruption capacity; and
- Longer-term cultural and leadership alignment initiatives

These actions are intended to ensure both immediate responsiveness in the wake of the allegations stemming from Project South, while also enhancing long-term organizational reform and resilience.

### **Actions Implemented to Date**

#### **Immediate leadership and supervisory interventions**

On February 5, 2026, immediately following the public press conference held by York Regional Police, Chief Myron Demkiw met with all Senior Officers, sworn and civilian to clearly articulate expectations, reinforce standards of conduct, and outline the organization's path forward.

The Chief, Deputy Chief Lauren Pogue and Chief Superintendent Brett Nicol attended 12 Division to engage directly with members and to provide visible leadership presence and support.

Wellness resources were deployed at 12 Division to provide timely support and to respond to members' needs.

Supervision at 12 Division was strengthened with the addition of four Staff Sergeants as well as additional high-performing Sergeants currently on the eligibility list for promotion to the rank of Staff Sergeant.

Service-wide engagement sessions with Staff Sergeants are being scheduled to reinforce supervisory expectations, clarify accountability structures, and support consistent application of professional standards.

#### **Independent External Oversight and Inspection**

Recognizing the importance of transparency and independent oversight, a formal letter was jointly issued by Chief Demkiw, and Board Chair, Shelley Carroll, to Ontario's Inspector General of Policing, requesting a thematic inspection focused on five defined areas of concern:

1. Supervision and span of control;
2. Screening and vetting, both at recruitment and on an ongoing basis

3. Access to police databases and information systems, including permissions, controls, and clearances;
4. Evidence and property management practices; and
5. Substance abuse and fitness for duty.

The Service is also fully supporting the investigation being conducted by the Law Enforcement Complaints Agency (LECA) which, pursuant to the Community Safety and Policing Act, was notified by the Service and has assumed responsibility for investigating the non-criminal conduct matters arising from Project South

### **Actions Underway**

#### **Strengthened Internal Accountability and Anti-Corruption Capacity**

Capacity within Professional Standards is being enhanced to support a proactive and preventative oversight model.

Actions include:

- Establishment of a dedicated Inspection Team to ensure compliance with Service procedures, processes, and practices and to better identify and address risks.
- Expansion and transition of the current Investigative Support Unit to the newly formed Anti-Corruption Enforcement Team, reinforcing and enhancing specialized investigative capacity while ensuring our members and communities understand the important work being done by the Service to prevent, detect, and address corruption.

These enhancements strengthen preventative controls and align internal oversight efforts with external inspection processes.

### **Chief Demkiw's Corporate Projects**

To ensure a coordinated and sustained response, Chief Demkiw has initiated two complementary corporate projects that commence in Q1 of 2026 and will operate for a minimum of two years.

The projects are designed to operate synergistically and in tandem and have been named:

- 1) Chief's Anti-Corruption Project
- 2) "One TPS" Project

#### **Chief's Anti-Corruption Project**

The Chief's Anti-Corruption Project will strengthen oversight, accountability, and professional standards.

This project's structure will include the following:

Executive Sponsor: Chief of Police

## Co-Chairs:

- Chief Superintendent Shannon Dawson, Professionalism and Accountability
- Executive Advisor and Manager Aly Virji, Strategic Planning and Governance

## Purpose and Rationale

The Chief's Anti-Corruption Project strengthens the Service's capacity to prevent, detect, and respond to potential corruption through coordinated system-level safeguards.

Its five work streams mirror the thematic inspection areas requested of the Inspector General. While the Inspector General establishes the mandate and structure of the inspection process, the Service has commenced aligned internal work concurrently to reinforce safeguards without delay.

## Work Streams

1. Supervision and Span of Control
  - Focusing on how members of the Service are supervised and effectiveness of that supervision.
2. Screening and Vetting
  - Focusing on screening and vetting at the time of hiring and on an ongoing basis to ensure that members of the Service continue to meet the high standards expected.
3. Access to Police Databases and Information Systems
  - Focusing on ensuring that clear permissions, controls, and safeguards are in place to protect sensitive information and prevent unauthorized access or misuse.
4. Evidence and Property Management
  - Focusing on ensuring that the Service has the required procedures, processes, and practices in place to ensure the integrity of evidence handling and that they are being adhered to by all members.
5. Substance Abuse se and Fitness for Duty
  - Focusing on ensuring that wellness supports are accessible to members, while also ensuring that members can start and complete every shift without putting themselves or others at risk.

## **“One TPS” Project**

Executive Sponsor: Chief of Police

## Co-Chairs:

- Chief Superintendent Brett Nicol, West Field Command
- Inspector Tiffany Castell, Office of the Chief

## Purpose and Rationale

The “One TPS” Project reinforces the professional culture that underpins ethical behaviour, accountability, and public trust. It builds upon the positive aspects of the Service’s culture — teamwork, professionalism, pride in service, and dedication to duty — while ensuring that expectations are clearly understood and consistently reinforced.

“One TPS” underscores the understanding that accountability strengthens policing and that ethical standards are upheld collectively across all ranks and roles.

## Work Streams

The “One TPS” Project is organized into five interconnected work streams:

1. Shared Purpose
  - Focusing on a clear and unified understanding of our mission, responsibilities and commitment to public trust.
2. Member Engagement
  - Focusing on expanding structured opportunities for dialogue, feedback, and communication across the organization.
3. Core Values
  - Focusing on upholding standards of conduct that guide decisions and anchor professional accountability.
4. Leadership Alignment
  - Focusing on strengthening stewardship of professional standards across all levels of the Service through leadership practice.
5. Culture Initiatives
  - Focusing on advancing initiatives that support professionalism, pride in service, and continuous strengthening of positive organizational culture.

## **Structure of Both Projects**

### Dedicated full-time Project Teams

These projects will last at least two years and will be staffed by small project teams made up of uniform and/or civilian members of the Service. The project teams will be dedicated to doing this work on a full-time basis for the duration of the project.

## Working Groups

Each of the respective work streams have their own working groups led by a senior officer, other than the Project Co-chairs.

## Creation of Project Champion Teams for Each Project

The Co-Chairs of each project, with support of their full-time project teams, will seek applications from members from across the Service who are interested in working on the Project Champion Team for each of these projects.

The Project Champion Team will be selected from the pool of members who have indicated an interest in this work and consideration will be given to all ranks and roles from various areas to ensure that diversity of thought and experience are available on each Project Champion Team.

The Project Champion Teams will consist of uniform and civilian Service members who help identify areas of the Service that we know will benefit from improvements, based on what was learned during Project South. The Project Champion Teams will also make suggestions and support the implementation of changes related to procedures, processes, and practices to ensure improvements are realized in a manner that is both meaningful and measurable.

The leadership of the Toronto Police Association (TPA) and the Senior Officers' Organization (SOO) have been briefed on the Chief's Projects and invited to participate on the Project Champion Teams and the associated working groups.

## **Conclusion**

This report provides the Board with an update on the Service's coordinated response following Project South, including actions implemented to strengthen supervision, oversight, professional standards, and organizational culture.

Through enhanced external inspection, strengthened internal accountability mechanisms, and the launch of two complimentary corporate projects—the Chief's Anti-Corruption Project and the "One TPS" Project—the Service is taking both immediate and sustained action to address identified risk areas and reinforce public confidence.

The Service remains committed to transparent governance, independent oversight, and continuous organizational improvement. Further updates will be provided to the Board as this work progresses.

Chief Superintendent Dawson, Professionalism and Accountability will be in attendance to answer any questions the Board may have regarding this report.

Respectfully Submitted,

Myron Demkiw, M.O.M  
Chief of Police