

To The Toronto Police Services Board,

We can't pride ourselves on diversity and inclusion without the actions to support it. I want our taxes to be considered for programs and policies that uplift and strengthen neighbourhoods and do not divide them.

The priorities of the Toronto Police need to shift, we need to disrupt the current system and be **bold enough to make changes that build a healthier and more stable community**. We must change how we are treating underprivileged communities, BIPOC, LGBTQ and other non-white normative groups.

Toronto needs to focus on building these communities with education, access to healthcare, access to clean food and mental health support.

Furthermore, the Police dept is not preparing its officers well and is continuing to build off of a broken historical system. The current system is no longer acceptable and must change. Here are some ideas to consider:

- Non violent (and no guns available) responses to wellness checks
- Guns are not required in all situations - employ mental health support teams vs more officers without training.
- Consider meditation and mental health support for officers and criminals. Check out AdvancePeace.org and learn more about what they have done in Seattle to combat incarceration rates.
- PTSD support, bias and allyship training should be mandatory for all officers to avoid assumptions and violent unnecessary actions - these officers are not properly prepared.
- Diverse recruitment policies should be in place to ensure a mixture BIPOC, gender and LGBTQ leadership and engagement. You must be inclusive leaders to change your behaviour.
- SIU should maintain a level of independence when exploring or evaluating police brutality investigations. Transparency and public information should be made easily available to our community and former police officers should not solely compromise investigators.
- Community programming to build relationships with BIPOC and the LGBTQ community - walking in a parade and taking a knee is not building a relationship. Educate yourselves, be part of building those communities up and support their love for this city.
- Officers should be made fully accountable to the law if they are using brute force where it is not necessary; harsher punishment will help keep some of the behaviour in check. When officers feel they can get away with murder and do; none of us are safe.

The safest communities in this world do not have more police, they have more resources and social programming. We have to prepare changes that will uplift our great city and continue to welcome and support diversity and safety for all.

Break the system, build a new one and be bold enough to do it now!

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Proud Torontonian