

Action Plan

De-fund, Disarm and Disband the Police

Municipal Socialist Alliance

The Process of Defunding

Immediate hiring freeze

Hiring freeze for Toronto Police Service until the 50% budget reduction target has been met. The freeze will explicitly cover the following areas:

- No new external hiring for any positions of any kind.
- No net new positions at the constable rank or any back-fill of vacated (temporarily or permanently) constable positions unless by return of a constable from a temporary acting assignment, return from leave or as transfer of a constable from a different division within the Toronto Police Services.
- Back-fill of vacated uniformed positions at the detective/sergeant or higher level is permitted but only as promotion for an existing active uniformed officer at an equivalent or lower rank.
- No net new non-uniformed positions are to be created or filled. Vacated positions can be filled either by transfer of an existing uniformed or non-uniformed permanent employee or by a temporary contract employee as required.

Reduction on Approved Budget

Target a 50% reduction in the total Toronto Police Services Budget of 2020 approved Budget by no later than 2025. This budget reduction will represent a savings in total City of Toronto budget of approximately \$538 Million per year by 2025 with these funds being redirected to alternate services as detailed below.

The reduction will be achieved incrementally with consultation from the Toronto City Council, Toronto Police Services, Ontario Ministry of the Community Safety and Correctional Services, Community Groups, and the general public. A list of proposed opportunities for achieving these savings are below:

- An end to any and all police action against houseless peoples including but not limited to forced relocation, removal of personal property or shelters permanent or temporary or incarceration on the basis of being houseless.

- An end to police resources for the investigation and / or prosecution of non-violent drug offences.
- An end to racial profiling, random police stop without warrant or just cause and police patrols unless explicitly requested or required due to a report of criminal activity.
- Emergency police response should only be engaged when there is a report of an individual or group that present a credible threat of danger to themselves or others. The deployment of armed police officers to non-violent public disturbances or suspicious activity has been demonstrated to be the cause of violent escalation rather than mitigating it.
- The end of use of on duty police in defense of private property from theft, trespass, or damage. This does not preclude the use of police resources in the investigation of property crime; however, these should be exclusively investigative resources and / or arrest resources when there is credible evidence to support an arrest of a specific individual. It does not include emergency response to intervene in a non-violent property crime in progress or in defense of property at risk.
- Eliminate the use of TPS officers for use in enforcing road safety laws and rules.
- An immediate end to all paid overtime for all TPS employees until such time as the 50% budget reduction target has been met AND only to cover for unexpected staffing shortages against the approved staffing levels. This includes but is not limited to overtime for the purposes of Police Paid Duty, Court Duty and any duties that require a police officer but are currently not included in the day-to-day responsibilities of a police officer. These activities when required should be planned and staffed for accordingly until such time as the TPS staffing has been reduced to within the 50% reduced budget level AND overtime is more cost effective than additional paid permanent employees. The immediate elimination of these costs will aid in accelerating the implementation of budget reductions while reducing the level of Layoffs and Redundancies within TPS.
- Increase revenue per hour of paid duty to cover not only the salary cost of the time duty time but also the equivalent costs in police recruitment, training, uniforms, equipment, benefits, vacations, pensions sick leave, HR and other administrative support services, Management Salary, and benefits that all support the maintenance of a trained and effective Police force. If the use of highly trained and well-equipped officers is deemed as being of benefit to businesses then the full cost of their use should be paid by those businesses.

- Elimination of all police ‘education’ programs with funds being redirected to equivalent programs that are developed by and for communities with specific attention and emphasis on the needs of a particular community.
- The proposed reduction and redeployment of police resources will represent (over time) a significant reduction in the total volume of Uniformed Police Constables. With this reduction in total police constables there will also be a reduction in the requirement for HR, Training, Management, administrative staffing, and other operational expenses that help support these uniformed officers. As these other operating expenses reduce, they should be redirected to support of mental health, crisis, drug treatment and houselessness services.
- The elimination/reduction of police patrol and response services will significantly reduce the requirement for police capital assets including police vehicle fleets, police buildings and offices etc. Wherever possible and practical, these assets should be repurposed to support the enhancement of mental health, crisis, drug treatment and houselessness services. Such as use of vehicles for response services or detainment facilities and offices into treatment centers and or shelters (after significant retrofitting) where it is cost effective to do so. If not practical or cost effective to repurpose these resources or infrastructure the sale of these capital assets should be redirected to cover costs of acquisition of resources for other services and / or to cover the one time cost of redundancy packages to accelerate the implementation of budget reductions. Any sale of capital assets should not be counted as a budgetary reduction against operating expenses.

Reallocation of Police Resources

The movement to defund the police is not intended to be a net reduction in municipal operating budget but rather a shift in spending from police and crime prosecution to services that can prevent the root causes of crime and better serve the needs of the community. Below is an outline of the proposed enhancement to Toronto City Programs that will be funded through the reduction in Police Budgets:

- Improvements in access to affordable and supportive housing through a combination of initiatives including increased publicly owned co-operative housing.

- Enhanced drug and addiction treatment services. Including drug treatment experts as first responders on drug related emergency calls instead of police, needle exchange sites and confidential access to drug testing resources.
- Utilization of social work / mental health experts on first response calls instead of police officers where there is not a credible threat of deadly force. These responders will be specifically trained in de-escalation techniques and will have a mandate of assisting persons in crisis in accessing voluntary services. Police, as enforcers of the law, prioritize the assessment of potential criminal activity and detainment for questioning over public assistance and treatment. This will lead to improved outcomes of non-violent calls.
- Improved support for community groups to engage their own communities in making neighborhoods safer. This includes support for unarmed democratic community-controlled policing groups and community education campaigns that do not have police presence or 'crime prevention' subtext.
- Increase in and improvement of Bicycle lanes and free and improved public transit to decrease traffic and increase road safety and reduce the requirement for traffic law enforcement.
- Creation of unarmed civilian traffic enforcement department outside of TPS for the monitoring of road safety laws.

Disarm, Disband and Community Amalgamation

Disarm & Disband the Police

We recommend the following changes in police policy and procedure to enhance safety and accountability within the community. Disarmament of all police officers when on duty except under the following circumstances:

- If part of a specific highly trained unit who specifically deal with firearm related crimes. Even these officers should secure their firearms when not actively engaged in policing activities that puts them at high probability of being involved in armed situation.

- If responding to a situation where an individual or individuals have been positively identified as being armed AND where they represent an immediate threat to the public
- If engaged in exercising a warrant for the arrest of an individual for whom it has been positively identified as likely to be armed and dangerous. Such a designation for the suspect should be designated in the warrant such that the need for armed officers for arrest is required.
- As required during training or evaluation in controlled environment under supervision from a designated trainer.
- All police officers should be required to undergo training related to equity & diversity, ethics, de-escalation, and cultural sensitivity on an annual basis. The training should be written and conducted by experts in the respective fields from outside the TPS. Successful completion of the training, including testing on understanding, should be a requirement of employment for all police officers.
- A Police Officer Review and Investigation body should be established and overseen by the public. This body must not include any people who have been employed by any police agency in the past or present and should be ineligible to be employed by the TPS at any time following service on the body. They will be responsible for review of any complaints against police officers by the public, fellow officers or any incident involving the use of a firearm or other item intended to immobilize or otherwise disable a suspect or attacker.
- Every reasonable effort; through negotiation with the CANADIAN OFFICE & PROFESSIONAL EMPLOYEES UNION, LOCAL 343, should be made to amend section 4.06 of the Toronto Police Services Collective agreement paragraph 3 to the following “The Employer’s use of surveillance cameras to monitor the work of employees, will be limited strictly within the confines of Article 4.06 below. No information obtained through the use of this equipment shall be used against employees unless such information constitutes evidence of alleged criminal acts, contains evidence pertinent to an investigation of a public complaint of; police harassment, hate speech (including but not limited to racism, homophobia, transphobia or gender discrimination), excessive use of force, brutality, sexual assault or any other form of abuse of police authority, and or contains video or audio of any use of a firearm, taser, pepper spray or any other weapon except when directly permitted for the purposes of training under supervision.” As officers of the law TPS should be more, not less, accountable for their actions when dealing with the public. Given their position of power they should be subject to increased scrutiny and surveillance over and above that of regular citizens.

Community Amalgamation

The community amalgamation involves un-militarization of police and reintegration into civilized units. With adequate consultation from local community leaders, police would be abolished gradually as community independence and sustainability fill the space.