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2021 Annual Report

Extraordinary Times

2021 continued to be extraordinary – not only because of the ongoing COVID-19 pandemic, opioid and drug poisoning crisis along with associated addictions and mental health concerns, but also due to the deterioration of trust and confidence in policing globally, the leverage that influencers and inciters had on their social media followers, and the impact that mass gatherings had on communities (to name just a few). We also saw changes in the types of crimes being reported in our community, such as an increase in cyber-related crimes, hate related crimes and incidents, and the increased use and seizure of guns related to crimes being committed.

Strategic Plan Priorities

The Kingston Police 2019-2022 Strategic Plan sets out five key priorities. These priorities speak to areas where special attention, resources and effort are needed over the next four years. This is over and above the great work done by all of our members 24/7, 365 days a year.

Design New Ways to Deal with Challenging Social Trends

Develop alternative response model for Priority 3 & Priority 4 calls for service

In the fall of 2021, Kingston Police worked with Addictions Mental Health KFL&A to develop a Memorandum of Understanding (MOU) that allows for diversion of low-risk calls for service, involving individuals in a mental health crisis, to the on-call Crisis Team. This will allow for an appropriate response from our partner agency where public safety is not an issue, diverting the number of mental health calls for service away from front line response and increasing the capacity of uniformed patrol for proactive work. Training on the MOU has been completed for our members, and the program was implemented in early 2022.

Expand availability of Mobile Crisis Rapid Response Team

The Mobile Crisis Rapid Response Team (MCRRT) and Crisis Outreach and Support Team (COAST) model, which partners police with addiction and mental health workers to better serve individuals experiencing mental health and addictions crisis in the city of Kingston, was launched in October 2019. This partnership was made possible by a three-year Community Safety and Policing Grant (Local Priorities) from April 2019 to March 31, 2022. This grant provided \$712,936 per year for three years, for a total of \$2,138,808. This service was initially available to our community for a maximum of 16 hours out of a 24-hour period, but I am pleased to say that since March 2021, it has expanded to a pilot project with 20-hour availability. The expansion is a result of temporary funding made available by Addictions Mental Health Services KFL&A through Ontario Health Covid funding. This was based on data indicating increased call volumes

for persons in crisis that go beyond the initial 16 hours of service. While this funding ended March 31, 2022, Kingston Police has applied for additional funding to make the pilot project permanent through a grant beginning April 1, 2022.

Since the implementation of the MCRRT and COAST models, we have seen an 8% reduction in apprehension rates, from 46% in 2019 down to 38% in 2021. In terms of hospital wait times for our officers, it has been reduced from over 2 hours in 2019 to an average of 1 hour in 2021. This is a valuable program and has been identified as a need through our Community Safety and Well-being Plan.

Opioid and drug-poisoning epidemic

Kingston Police recognizes that the issue of substance use and addiction is a public health matter, and therefore supports a collaborative, four-pillar approach to address it: prevention/education, harm reduction, treatment, and enforcement. In terms of enforcement our Drug Unit, in conjunction with Street Crime, focuses on individuals and organized crime groups that traffic and illegally manufacture and import drugs into our community (including fentanyl and crystal meth). During 2021 the drug enforcement unit made 146 arrests and laid 500 charges, with \$1.8 million (street value) of drugs seized; \$296,030 in cash seized; and \$240,000 in vehicles seized, for a total value of nearly \$2.4 million. With an increased focus on investigations into drug trafficking, total value of assets seized in 2021 exceeded that of 2020 by 81%. In one particularly successful investigation, seized goods valued approximately \$600,000.

Since 2019, our officers carry Naloxone and have administered it on numerous occasions with successful results.

In terms of training, we educated our members in the fall on trauma-informed care and adverse childhood experiences, to bring an understanding to the complex social issues of mental health and addictions through a public health lens. This will continue to be expanded on in 2022.

Community Safety and Well-Being

Members of our Community Oriented Response and Engagement (CORE) Unit have created a Kingston Police protocol with the Integrated Care Hub (ICH) that sets out objectives and outcomes including:

- Creating a positive working relationship between members of the Kingston Police and the ICH
- A mutual understanding of each organization's duties and responsibilities
- Acknowledgment that the ICH is a regulated health care facility and as such, Kingston Police recognizes the privacy concerns that surround this designation
- Standardized procedures for each partner

Sgt. Clement Nesanayagam actively participated in the city led Community Liaison Committee, directed specifically to the community surrounding the ICH as well as the clients and staff at the ICH. The goal is to decrease stigma, problem-solve community concerns, and coexist as neighbours. Kingston Police is committed to increasing police presence in the neighbourhood through our CORE Unit, as well as utilizing the Mounted Unit to build bridges with the most vulnerable members of our community, in addition to front-line responding to calls for service.

The municipality was tasked with completing their Community Safety & Well-Being Plan by July 1, 2021, with myself and Board representative Jeff McLaren participating on the Advisory Committee. This plan was adopted by City Council in June 2021 and contained eight key recommendations for action, which included enhanced 24/7 community-based addiction and mental health services, training and education across the service system on trauma-informed care including awareness of adverse childhood experiences. The Advisory Committee continued with the implementation plan starting Fall 2021.

Youth safety initiative

The Crime Prevention Unit filled a vacancy in the Community Programs Office (CPO) with an emphasis on mental health and addictions, youth/police partnerships and homelessness.

Our Youth Officer has increased engagement with the youth population through the Youth Shelter and continues to work with Youth Diversion. The partnership with Youth Diversion also includes the Intersections Program, which is an evidence-informed, early intervention program for children and youth who are at-risk of becoming justice or child-welfare involved, and provides supports to their families as needed. A new initiative began in September 2020 where Intersections staff are embedded within Kingston Police, working with our CORE Unit, in order to increase referrals to the program. Between September 2020 and March 2021, 128 referrals were made, and data analysis from April to September 2021 indicates that the number of police interventions have decreased by 50% (from 61 to 31), thereby diverting calls for service away from police response and into the Intersections program. In addition 85 front line officers have been trained in Intersections referrals.

School Resource Officers continue their partnerships with the school boards at the elementary and secondary levels, and participated in an increased number of Threat Assessment meetings in 2021, as well as calls for service, compared to past years.

Implement a New Evidence-Informed Policing and Staffing Model

Patrol zone realignment

In 2021 Kingston Police introduced a new front-line staffing schedule based on collaboration with consultants from Strategic Direction and an inclusive working committee. An assessment of this new schedule occurred in October 2021, with additional meetings to discuss and research zone realignments. The results of this will flow into 2022.

Technology based training

As part of evidence informed policing, we have trained members of our Property Crime Unit in technology-based courses as investigative tools. In 2021 the following courses have been completed:

- Digital Technologies Investigator
- Social Media Intelligence
- Internet As A Research Tool
- Open Source Intelligence

Strategic traffic enforcement

The Kingston Police pursue strategic traffic enforcement through Collision Reporting and Occurrence Management System (CROMS) analytics, as well as collaboration with the City of Kingston Vision Zero Plan.

The Traffic Unit worked collaboratively with the City with respect to their Red Light Camera Program to identify top intersections for camera placement, using data from the Collision Reporting Centre. This program was launched in March 2022.

Our traffic unit is part of the community Fatal Collision Review Committee organized with the Regional Coroner's Office and the City to make infrastructure recommendations as a result of debriefings involving fatal collisions.

Traffic enforcement members receive continued advanced training in motor vehicle accident reconstruction, and remotely piloted aircraft systems (also known as RPAS or drones) training. They also receive Total Station GPS data pole training, which assists in mapping of evidence at accident scenes, such as motorcycle collisions, pedestrian collisions, and commercial motor vehicle inspections.

We also participate in the annual CACP and OACP traffic initiatives – in 2021 it was Operation Impact (held October 7-10, 2021), which was an education and enforcement campaign focusing on impaired, aggressive, and distracted driving; and the OACP Road Safety Week - It's Not Worth The Risk (held May 18-24, 2021), which addressed the same themes.

Recruit, Retain, and Develop the Best Policing Team Possible

Positive psychology

Our leadership training includes a number of new initiatives, including an online certificate course for our supervisors from Laurier University on Positive Psychology. In March 2021, 18 supervisors ranging in rank from Sergeant to Staff Sergeant, were enrolled and completed the program in November 2021. This course included a capstone project, which has the potential to be rolled out within our organization. Member feedback overwhelmingly recommended continuation of this certification training.

New promotional process

The new Promotional Policy was developed by a committee involving representation across the organization, including the Association Executive, with competencies built into performance evaluations and succession planning. The policy was also reviewed through an Equity Diversity and Inclusion, Human Rights and legal lens. The policy has been completed and the process was rolled out in the fall of 2021.

Peer support training

Peer support training was provided in the spring of 2021 by Wounded Warriors Canada, called Before Occupational Stress. In September 2021 we hosted the Wounded Warriors Train-the-Trainer course on Trauma Resiliency – which was opened up to 2 members of our Peer support team, local fire departments, local policing partners, paramedics and to members of the Integrated Care Hub. This has allowed for in-house training for all our members in trauma resiliency.

Cultural competency and implicit bias training

Beginning March 2021, all members received Cultural Competency Training (A Toolkit To Support Respectful Workplaces and Services to the Public). To date, this has been completed by 224 members.

Recruit mentorship program

In terms of the development of a recruit mentorship program, Sgt. Trevor Bethune, has designed a Recruit Operational Readiness Training Program, which focuses on resilience skills development as members become exposed to the variety of calls for service on the road. This has been built into the training with coach officers for all new recruits.

In-house training

Sgt. Bethune has developed an Investigative Detention Workshop for frontline patrol members, which was delivered several times in the spring of 2021. A Statement Admissibility workshop was delivered in the fall. This will be a regular occurrence and proactive strategy to provide extra support and learning opportunities for all patrol, with emphasis on junior officers.

Eight members have received the Train-The-Trainer program to be able to deliver the in-house Ontario Police College Criminal Investigation Techniques course.

Training was provided to update, inform and create dialogue with members on our Equity, Diversity, Inclusion and Indigenization Strategic Plan, as well as the Reassurance Program for hate incidents reported to police.

Safeguard Our Reputation and Invest in Relationships

Pursue collaborative relationships with community and provincial partners

In 2021, members of Kingston Police partnered with the provincial Hate Crime Extremism Investigative Team, which enhanced our capacity to investigate hate crimes, and strengthened our partnership with other members of the Team, which includes 16 police services.

Identified members of the Kingston Police have received specialized training on hate crimes and related issues. Cst. McMillan initiated the Reassurance Program, which was developed to ensure that the members of our community who are victimized by hate motivated crimes and incidents receive the necessary supports, safety planning, and education as required as part of our service delivery and will include services provided by our community partners. This is in addition to any ongoing criminal investigation that is occurring. This position also includes a recruitment outreach component to attract more young people of diverse backgrounds to the policing vocation.

Since November 1, 2020, Kingston Police have seconded one of our members to the OPP Joint Forces Human Trafficking Team for the East Region. The Team's goal is to identify, investigate, and disrupt human trafficking and child exploitation organizations

operating in Ontario, and address the threat of organized crime. We have already had a success story, in which our officer played an integral role in locating a male who was wanted on multiple warrants pertaining to human trafficking. Currently there are 25 Human Trafficking cases before the courts in the East Region. This crime is very much under reported to police, and our School Resource Officers as well as members of Street Crime, have received additional training to educate children from grades seven and on, (as well as those who are not in the education system but are part of the shelter system), on how to protect themselves from becoming victimized.

Equity, Diversity, Inclusion and Indigenization Strategic Plan

In January 2021, Kingston Police partnered with Dr. Anita Jack-Davies and relied on her expertise as a cross-cultural expert and founder of Mosaic Cross-Cultural Solutions, to support us with our strategic planning on Equity, Diversity, Inclusion and Indigenization (EDII). This began with a review of specific policies and procedures through an EDI, Human Rights and legal lens. In the spring of 2021, Dr. Jack-Davies led preliminary consultations with members of Kingston's Black community. These consultations provided our leadership team with invaluable information, which we used as a guiding point in the creation of a new partnership with Kingston Community Health Centres (KCHC). This partnership was publically launched in June 2021 with a goal to host a series of community consultations to help Kingston Police learn more about Kingston residents through a dialogue focussed on building and mending relationships. Ultimately, this partnership will inform the creation of the Community Inclusion Council, a new advisory body to the Chief and Police Services Board that will bring together community members and the Kingston Police. Plans are under way for the Council to be created in 2022.

Cst. McMillan developed an EDII page on the Kingston Police website which outlines the work we are doing in the community, as well as listing resources that are available.

The next steps include the development of an EDII internal working group/committee, made up of a cross section of members of the Kingston Police, to bring matters of importance to the attention of the senior leadership team. This is part of Cst. McMillan's fall training session.

Improve internal communications

As part of the improvement of internal communications, our 2021 budget included funding for Office 365 licences. A component of Office 365 includes an Intranet as part of our internal communications. An RFP was issued earlier this year for the licences which are now in place. We have an agreed upon statement of work with the vendor with the expertise to provide assistance to implement this project.

Build Capacity for High Performance in a Changing World

Spectra Plasmonics

Kingston Police, KCHC and the City have partnered with start-up company Spectra Plasmonics, to help develop drug-detection technology that can identify the type of drug and cutting agents in a particular sample; and to initiate a pilot project in our community to help prevent overdoses and deaths.

Peer Support App

On July 16, 2021 our Peer Support Team launched a new application called Kingston Police Peer Connect, which gives members and their families' access to our peer support team as well as access to health and wellness articles, resources, self-assessment tools and events. This application has been actively used by our members, which includes referrals to peer supporters as well as to Wounded Warrior programming.

Vesta Community

In March of 2021 Vesta Community, in partnership with Kingston Police and Sexual Assault Centre Kingston, officially launched its online tool for anonymous recording and reporting of sexual assault incidents. Through this system, survivors can document their story, in their own words, at their own pace. Once complete, they can choose what happens next. They can submit a report anonymously, connect to counselling, report to police or save it for later – the choice is theirs. To date, eight reports have been shared with Kingston Police for investigation.

529 Garage

In September 2021, Kingston Police and the City partnered to offer 529 Garage to the Kingston Community to help reduce bicycle theft. This application is currently being utilized by police services across Ontario. The application works to alert other Kingston bicyclists any time a bicycle is stolen or goes missing. Once the user determines their bike is missing, they activate an alert notification to 529 Garage, which sends out a broadcast to all users in the area to be on the lookout for the stolen bicycle. Additionally, it would redirect users to the Kingston Police online reporting site so that they can complete a report, in order to legally claim their bike if recovered. In terms of Kingston statistics: in 2021 there were 395 bicycles reported stolen, 362 in 2020, and 401 combined for 2018 and 2019.

Police Statistics

The priorities identified in the strategic plan speak to areas where special attention, resources, and effort are needed over the next three to five years. This is over and above all of the activities, investigations and enforcement that is being done by our members on a daily basis. I will highlight some of the following statistics:

Incident Type	2016	2017	2018	2019	2020	2021	% over prior year
Crimes Against Persons	1,020	1,351	1,362	1,471	1,551	1,720	10.90
Crimes Against Property	5,120	5,229	5,757	5,981	5,634	5,593	-0.73
Other <i>Criminal Code</i> Offences	1,034	1,185	1,195	1,424	1,182	1,185	0.25
Drug Offences	139	133	94	89	104	122	17.31
Traffic <i>Criminal Code</i> Offences	138	124	120	109	124	135	8.87
Sex Offences	107	159	223	179	147	156	6.12
Assaults	488	618	536	662	687	667	-2.91
Robbery	28	33	37	31	47	49	4.26
Criminal Harassment	151	91	137	150	138	174	26.09
Harassing Phone Calls	130	230	240	264	284	369	29.93
Threats	96	174	161	153	204	254	24.51
Break and Enter	573	485	652	544	732	703	-3.96
Theft of Vehicles	85	95	130	162	154	178	15.58
Other Thefts	3,120	3,198	3,390	3,422	2,911	2,772	-4.77
Fraud	496	628	656	889	790	876	10.89
Mischief	798	764	871	893	978	1,000	2.25
Calls for Service	39,521	42,820	46,917	47,519	46,720	48,893	4.65

9-1-1 Calls

In 2021, members in our communications center answered a total of 59,137 9-1-1 calls for service, as compared to 55,323 in 2020.

Calls For Service

In 2021, our officers responded to 48,893 calls for service and this increases to 53,559 when you add in the online reports. Our front line were dispatched to 29,302 calls for service in 2021 as compared to 28,076 calls for service in 2020.

Online Reporting CAD

The number of online reports has increased by 11% in 2021 over 2020 (4,211 filed in 2020 versus 4,666 filed in 2021). This increase is likely due to continuing to encourage online reporting as a result of the COVID-19 pandemic, and expanding the categories available to report online.

Motor Vehicle Collisions

There were 2,295 motor vehicle collisions (MVCs) reported in 2021 (1,318 self-reported to the Collision Reporting Centre and 977 officer investigated), compared to 2,287 in 2020 (1,275 self-reported and 1,012 officer investigated).

Our Accident Reconstructionists in the Traffic Unit, who responds to MVCs where there is death or serious injury, responded to nine accidents in 2020. In 2021, they responded to 19 accidents, with five being fatalities.

Internet Child Exploitation Unit (ICE)

Kingston Police are part of the Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet – A United Team Approach. As this is a provincial strategy, the reporting is compiled in line with the Province's fiscal year (April 1 to March 31). To that end, in the 2021-22 fiscal year, the ICE Unit arrested 22 individuals (1 of whom was a repeat offender), laid 117 Criminal Code charges, sent 58 Jurisdiction Requests to Internet service providers, served 9 Production Orders, executed 15 search warrants and filed 15 reports to a Justice, and seized 149 devices for forensic analysis. We are grateful for the provincial funding to support and enhance our ability to respond to – and proactively investigate – these crimes against some of our most vulnerable members of our community.

Use of Force

A review of the Use of Force Statistics for the year 2021 indicated that members of the Kingston Police submitted 110 reports (71 individual reports and 39 team reports) for use of force in 91 separate incidents (multiple members responded to some incidents). In the more than 29,000 calls for service responded to by our front-line officers, use of force is utilized in 0.13% of the interactions. In 2020, 68 reports (64 individual reports and 4 team reports) were submitted in 43 separate incidents.

Staffing Levels

As of October 21, 2021, we had an authorized strength of 201 sworn officers, plus an additional 10 that were hired in 2020 to backfill for long term absences, for a total of 211. At the time, there were also 61 full-time civilian employees and 28 part-time

employees, for a total complement of 300 members. Due to long-term absences (parental leave, suspended with pay, WSIB, etc.), there were 11 officers (5.2%), and 2 (3.3%) civilian members away from work. This left 200 sworn and 59 civilian members actively at work.

2021 statistics for sworn members indicate a split of 80% male and 20% female, 4% visible minority, and 1% Indigenous. Among our civilian members, 43% are male, 57% female, and 9% visible minority. There is a vast array of languages known across our service, such as Serbian, Spanish, Portuguese, Mandarin, German, Hindi, American Sign Language, Greek, Polish, and Gujarati.