

2020

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**Positive
Space**

Lesbian Gay Bisexual
Transgender Queer



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This report was prepared during the COVID-19 restrictions. For the safety of our staff, including our photographer, all photographs and some material in this report may appear in other annual reports or university of Toronto publications.

A Message from the Director

On behalf of the UTM Campus Police, I am pleased to present the 2020 UTM Campus Police Annual Report. Throughout the year we focused on proactively addressing safety and security issues on campus in partnership with the Office of High Risk and Emergency Preparedness, the Office of Student Affairs, Residence Housing and Student Life and various local agencies.

Like most agencies within our broader communities, these efforts have been impacted by the COVID-19 pandemic. Our front-line staff have continued to attend the campus daily in an effort to assist UTM in continuing in its academic mission, protect campus assets and ensure the continuity of research. They have done this despite the inherent risks associated with being in the midst of a pandemic while being in a career centered on working closely with people — and they have done so while remaining in high spirits and acting in a professional manner. I am extremely proud to be associated with this group.

Prior to the pandemic a significant amount of effort was put forth to establish community partnerships. These are instrumental in our ability to continue to provide quality service during these difficult times. We have not lost sight of our goal of being the best campus safety organization, providing the highest level of service. To that end, we have continued to provide topical training to meet the ever-increasing demands of our community, and we will continue to increase that training once opportunities become more readily available with the anticipated easing of COVID-19 restrictions.

Moving forward, we continue to work with the Ministry responsible for policing in Ontario, and with our other partners, in the effort to rebrand Ontario Special Constables not employed by police agencies. We will continue with these efforts. I commit to you that we will attempt to rebrand ourselves in a way that is sensitive to the wishes of the community and will assist us in removing barriers between us and some sections of our community.

Mission Statement

Purpose

The University of Toronto Mississauga Campus Police is dedicated to creating a safe, secure and equitable environment for students, staff, faculty and visitors.

Mandate

- To support the academic mission of the University, the Police work in partnership with our community;
- To protect persons and property by developing programs and conducting activities that promote safety and security;
- To prevent crime, maintain the peace, resolve conflicts and promote good order;
- To deliver non-discriminatory, inclusive programs to our diverse community;
- To remain accountable to our community;
- To provide referral to community services;
- To respond to emergencies and provide assistance to faculty, students, staff and visitors;
- To ensure University policies and regulations are followed; and
- To enforce the criminal code and selected provincial and municipal statutes as necessary.

Values

The University of Toronto Mississauga Campus Police Service is accountable to our community and guided by the following principles and values:

- respect for the dignity, privacy, worth and diversity of all persons;
- fair and impartial treatment of all individuals;
- a departmental philosophy that promotes safety and security as a responsibility of all members of the community: reliability, competence, accountability, teamwork and open communication; and
- an approach to campus policing that welcomes and encourages community involvement and promotes equity.

Management Team



From left: Manager of Physical Security Steve Rivera, Manager of Campus Police Mary Shaw, Director Rob Messacar, Administrative Assistant Megan Nesland.

Robert Messacar, Director of Campus Police

Robert is now in his 14th year with the University of Toronto Campus Police, after retiring from municipal policing in 2008. He utilizes a career of community policing to lead a team of dedicated professionals to ensure the safest environment possible for our community. Crime prevention and community engagement remain top priorities for his administration. Robert also has dual certification as a Certified Municipal Manager with a Level 3 designation as both a Police Professional and as a Security Specialist.

Mary Shaw, Manager of Campus Police

Mary brings a wealth of policing experience to her position, including that of a platoon commander and officer in charge of an investigative unit with the Toronto Police Service. Mary oversees the day-to-day activities of the campus police. Her duties include scheduling, approval of reports, time management of officers, training and mentoring. Community policing remains her focus here at UTM.

Steven Rivera, Manager of Physical Security

Steven oversees the physical security systems on campus. In his time with UTM, he has led the move to significantly upgrade our enterprise systems, enhancing our monitoring and security capabilities. He is a graduate of the John Jay College of Criminal Justice Security Management program from City University of New York and has recently obtained the ASIS International PSP (Physical Security Professional) designation.

Megan Nesland, Administrative Assistant

Megan is the first person most people meet in the Campus Police Office. She handles every visitor and challenge with grace and professionalism. She also helps coordinate and support a variety of activities, projects and development efforts.

Our Community



COVID-19 has affected everyone, including us. UTM Campus Police members have therefore taken on a leadership role, assisting and providing guidance with issues such as social distancing and wayfinding. We have also embedded senior members of our organization into leadership roles within the COVID-19 Vaccine Clinic currently being hosted on campus. Officers are stationed daily in the clinic, assisting in its operations.

Although the situation is currently too fluid to know precisely when our students will be able to return, we are taking a proactive approach to strengthen our ties with our community when they do return. We are also striving to enhance our partnerships with other units, such as the Peel Regional Police; the Office of Student Affairs and Residence; Student Life; the Sexual Violence Prevention and Support Centre; Equity, Diversity and Inclusion Office; and the Health and Counselling Centre.

We recognize that socialization is very important aspect of student life, but so is taking responsibility and following community expectations. Our COVID-19 Ambassadors have done a wonderful job in monitoring compliance of social distancing, wearing protective face coverings and other mandated restrictions. The decision was made at the beginning of this process that an educational, informative approach would be utilized. Our community has responded well to this, and I am happy to report our community's compliance has been near perfect.

Our Campus Policing Organization

As reflected on page 8 in the organizational chart, the department is composed of the Director, the Manager of Campus Police, the Manager of Physical Security, our Administrative Assistant, Corporals, Special Constables and Building Patrollers. Just recently we have added a Service Technician to assist with our physical security maintenance.

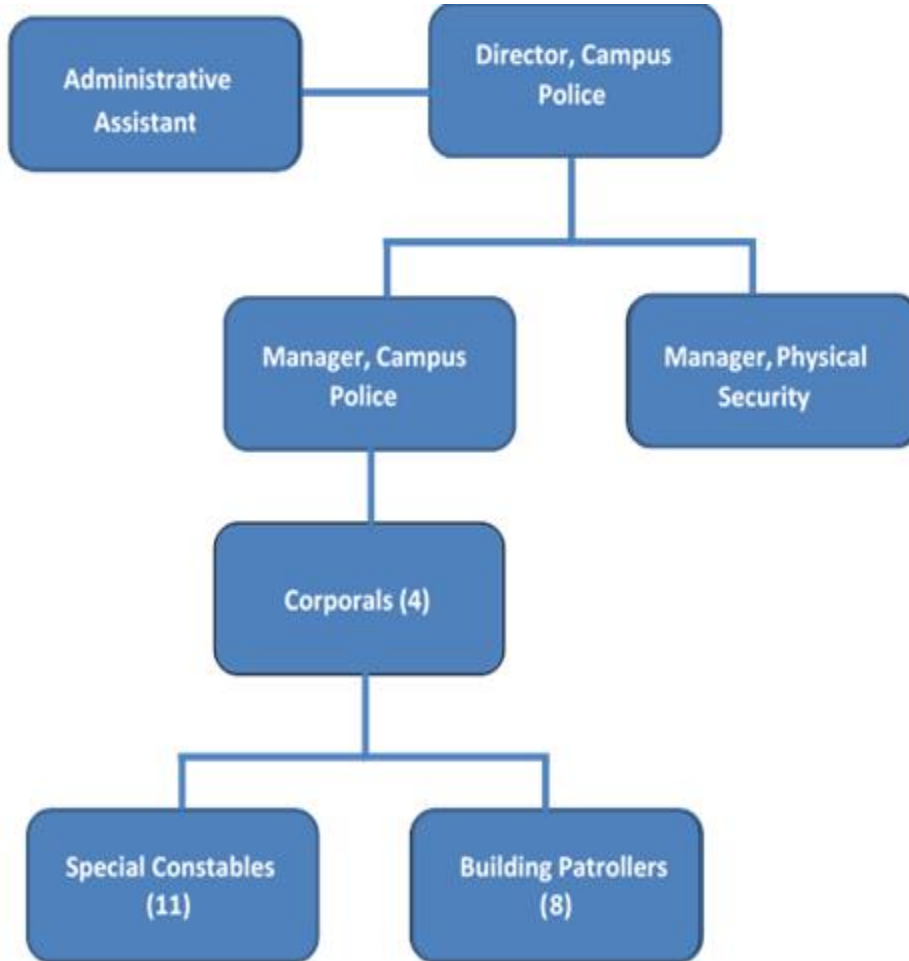
All Special Constables are approved as such by the Peel Regional Police Services Board. They have the powers of a peace officer while engaged in their duties at U of T Mississauga for the purposes of enforcing the Criminal Code and selected provincial and municipal statutes. The Building Patrollers are all licensed and uniformed security guards who play an integral part in supplementing the mandate of the Special Constables.

Over the past years, the campus police have been charged with modernizing our physical security. Upgrades to our CCTV system are ongoing, with approximately 500 CCTV cameras now on campus. Campus police have also recognized the need to protect the privacy of its students and have put stringent conditions on the use of CCTV recordings to ensure this. A perimeter security project is also ongoing to equip our major buildings with electronic access controls which will allow authorized community members easier after-hour access to campus buildings while enhancing the security of our buildings.

In 2020, we began a project to enhance our ability to provide reliable and effective lifesaving supports to anyone in our community who may require it. We therefore purchased a significant number of Automated External Defibrillators (AEDs). They are currently in the process of being installed and will be available in various locations, including anywhere on campus where there are doors for an elevator. The completion of this projection will make us a leader in the greater Toronto area in the deployment of AEDs.

We are continuing to work diligently with the Office of High Risk and Safety to update our Emergency Management Planning to ensure the minimization of harm and damage as well as business continuity in the event of a major event impacting the campus.

The UTM Campus Police believe that public safety is a shared commitment. Over the past several years, initiatives have resulted in steady decreases in the amount of undesirable activity taking place on campus despite the fact our community's population has continued to increase. This trend continued during 2020. Due to restrictions imposed by COVID-19, however, caution is urged if the criminal statistics for 2020 are being included in any process attempting to establish trends.



UTM Campus Police Organizational Structure

Operations

The Corporals, Special Constables and Building Patrollers, comprise the ‘front-line’ staff. Their duties and responsibilities include general patrol duties, traffic duties, responding to calls for service, dispatch and office duties, investigating occurrences, preparing reports and promoting as well as participating in community policing and crime prevention programs.

Corporals have the added responsibility of directing and instructing Special Constables and Building Patrollers, assisting in their training, allocating work assignments, assisting with and reviewing written reports. In the absence of a Corporal, the senior Special Constable on duty is delegated the duties of Acting Corporal.

Campus Police maintains its commitment to the continuous training of its officers, as well as Community Based Policing initiatives. These initiatives have seen some promising results, with significant reductions in some reported crime categories.

Community Policing

Most Community Policing initiatives have been postponed during the pandemic. I have included some examples of initiatives for which we are hopeful will be able to return soon:

Remembrance Day Service

Campus Police volunteers organize the Annual Remembrance Day Services. In 2020, this event was hosted virtually by UTM Vice-President and Principal Alexandra Gillespie.

Positive Treats for Positive Space

The Positive Space Campaign is organized by a committee of volunteers who work to create awareness of LGBTQ communities at the University of Toronto. The Positive Space Committee hosts events, conducts educational initiatives and shares information with all members of the campus community. UTM Campus Police founded, and takes part in, the Positive Treats for Positive Space campaign, where iced treats are provided to community members along with information regarding the campaign and resources available for LTGBQ members.

Fire Wardens

The Fire Warden Program is designed to support a building evacuation during a fire emergency when implemented by a coordinated effort between UTM Campus Police, Fire Wardens and staff. Co-ordination requires that every role be identified, positions assigned and response teams trained in accordance with the program. The Fire Wardens are all dedicated volunteers.

Orientation

Officers take part in the yearly orientation for new students, forging new friendships and offering safety information to incoming students. They also take part in a separate orientation for International Students, providing relative safety information.

Self-Defense Training

Officers ran a very successful Wen-Do training session in which participants received Co-Curricular Records for attending.

The United Way

Campus police assisted with the Lost and Found sale of unclaimed articles, with the proceeds donated to the United Way.

Statistical Overview

Incident Types *	2018	2019	2020	20 vs 19	Other Activity*	2018	2019	2020	20 vs 19
Break and enter	1	0	0	0	Arrest Warrants	0	0	0	0
Robbery	2	0	0	0	Alarms	177	324	132	-292
Theft Over \$5000	1	0	0	0	Fire Alarms	14	22	2	-20
Theft Under \$5000	49	41	34	-7	Assist other police	1	3	0	-3
Theft Bicycles	3	6	0	-6	Demonstrations/Protests	0	0	0	0
Possess stolen property	0	0	0	0	Suspicious Persons/Circumstances	41	31	22	-11
Disturb Peace	5	2	2	0	Trespasser Charged	7	8	1	-7
Indecent Acts	0	0	0	0	Trespasser Cautioned	26	23	16	-7
Mischief/Damage	4	10	5	-5	Medical Assistance	37	115	3	-112
Other Offences	09	16	6	-10	Insecure Premises	3	2	0	-2
Sexual Assaults	1	2	0	-2	Motor Vehicle Collision**	6	21	5	-16
Assault	4	2	1	-1	Mental Health Act	23	30	7	-23
Impaired Driving	0	0	0	0	Attempt Suicide	3	1	4	+3
Criminal Harassment	4	12	4	-8	Sudden Death	0	0	0	0
Threatening	3	1	6	+5	Fires	3	2	0	-2
Homophobic/Hate Crimes	0	1	0	-1					
Homicide	0	0	0	0					
Crime Occurrences	86	93	58	-35					

*These numbers reflect incidents reported to Campus Police, and may not include events that were reported to other agencies or university departments.

**Campus Police do not investigate motor vehicle collisions. Drivers are instead referred to the Mississauga Collision Reporting Centre.

Equipment Issued to Special Constables

- One wallet badge, appropriate wallet and Agency identification card
- Soft body armour with appropriate carriers
- One set of standard handcuffs with appropriate carrying case
- One expandable baton with appropriate carrying case
- One memo book
- Access to electronic Directives

Training and Recruitment

Effective training and recruitment practices are integral to ensuring that Campus Police fulfills its mandate while adhering to the principles that guide the delivery of that mandate.

Several outside agencies provided a variety of training to Campus Police. Peel Regional Police Service Training Bureau and the UTM Campus Police are now collaborating in training of their respective officers, with the Peel Police offering courses in a variety of subjects, including Use of Force, Advanced Patrol Training, Mental Health Awareness training, etc.

Other outside agencies, such as the Canadian Police Knowledge Network, the Ontario Police Video Training Alliance, the Ontario Association of College and University Security Agencies, the Royal Canadian Mounted Police and the Ontario Police College all contribute to the training of UTM Special Constables.

Course/Topic	Delivered By	Number Attended
Effective Leadership For Senior Managers	University of Toronto	1
Personal Protection Strategy	Canadian Police Knowledge Network	All

Note Taking	Canadian Police Knowledge Network	All
Report Writing	Canadian Police Knowledge Network	All
Suicide Awareness and Prevention	Canadian Police Knowledge Network	All
Recognition of Emotionally Disturbed Persons	Canadian Police Knowledge Network	All
First Aid and CPR	Peel Regional Police	All
Advanced Patrol Training	Canadian Police Knowledge Network	All
The Role of Perceived Personal Control In Assessing Risk	Canadian Association of Threat Assessment Professionals	1
Anti-Racism and Cultural Diversity	University of Toronto	All
Recruit Training	TNT Justice Consulting Group	1
Use of Force	Peel Regional Police Service	All
Occupational Health and Safety	Workers Health and Safety Centre	1

Our Community Policing Partnerships

Providing a safe environment for our students, staff and faculty is very much a community effort. To effect this the Campus Police has formed an array of community partnerships, both within and external to the University of Toronto. Some of these partnerships include:

Health and Counselling Centre

The Centre is committed to delivering professional mental and physical health services to a diverse student body. Young adulthood and university life are exciting stages of one's life but they can also be a highly stressful period. University students are subject to social, personal and academic demands that have the potential to negatively impact their mental wellbeing. The Centre also addresses the physical health of students with a full staff of nurses and doctors. Programs also include nutritional counselling, mindfulness meditation and personal counselling.

AccessAbility

The mission of AccessAbility Services is to ensure that all students with disabilities can freely and actively participate in all facets of University life; to provide and coordinate services and programs that enable students with disabilities to maximize their educational potential, and to increase awareness of inclusive values among all members of the University community.

The Sexual Violence Prevention and Support Centre

The Tri-Campus Sexual Violence Prevention & Support Centre is a key part of the University's Policy on Sexual Violence and Sexual Harassment, which covers all members of the U of T community. Centre staff are available to receive disclosures, take and provide options for formal reports to the University, and offer services and supports related to incidents of sexual violence. The Centre also offers training and education, and is the first point of contact for those who need accommodation.

Student Housing and Residence Life

The University of Toronto Mississauga Department of Student Housing and Residence Life advances the mission of the University by creating a holistic student experience that promotes academic and personal success. It provides facilities that are safe and secure as well as being a supportive community that values diversity, equity and inclusion. It offers innovative programs and services that enhance student learning and development.

Equity and Diversity Office

The Equity and Diversity Office (EDO) provides programs and services to faculty, staff and students at UTM. In cooperation with its campus partners, the EDO promotes an equitable and inclusive campus community, free from discrimination or harassment based on age, disability, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, gender expression, gender identity, sexual orientation, family status, marital status and/or record of offences.

Positive Space Committee

The University of Toronto Mississauga Campus Positive Space Campaign is a program that seeks to create and identify safer and more inclusive spaces for lesbian, gay, bisexual, transgender, transsexual, intersex, queer, questioning and two-spirit (LGBTTIQQ2S) students, staff, faculty, alumni and allies at the University of Toronto.

Positive Space challenges the patterns of silence that continue to marginalize LGBTQ+ students, staff and faculty — even in environments with anti-discriminatory and inclusive policies. The most visible symbol of this campaign is the inverted rainbow triangle sticker that you will see in many spaces around campus.

Erindale College Special Response Team (ECSpeRT)

ECSpeRT is a division of St. John Ambulance located at UTM. They are a team of volunteer Medical First Responders who provide first aid coverage to all students, staff and visitors of the UTM campus. ECSpeRT members also regularly assist with first aid duties of the Mississauga Division of St. John Ambulance.

Most of ECSpeRT's current members are undergraduate students at UTM. All active responders hold valid certifications in the First Aid CPR Level C/AED course as well as the Medical First Responder course from St. John Ambulance. All of their members participate in on-going first aid training every other week.

As indicated earlier, ECSpeRT and Campus Police entered into a partnership agreement. Campus police will be providing ESCpeRT with additional resources, such as AEDs, radios, cell phones, etc. Our partnership recognizes that this valuable organization services not only the student population, but also faculty, staff and other users of our campus. It is expected the additional resources will allow them to better enhance the service they are providing.

Campus Police also sponsor ESCpeRT volunteers in obtaining Co-Curricular Record credit for their contribution to our community.

Office of the Dean of Student Affairs

Knowledgeable, caring and highly skilled staff in Student Affairs departments actively support and promote holistic student learning and development. They work with individual students, student organizations and allow leaders, campus departments and community organizations to explore and develop opportunities to engage students, staff and faculty in active collaboration to enrich students' university experiences.