



CSU Annual Report for 2020

Item 5

March 24, 2021

Tenant Services Committee

Report: TSC:2021-22

To: Tenant Services Committee (“TSC”)

From: Senior Director, Community Safety Unit

Date: March 12, 2021

PURPOSE:

The purpose of this report is to provide the TSC with the Community Safety Unit’s (“CSU”) 2020 Annual Report.

RECOMMENDATIONS:

It is recommended that the TSC receive this report for information.

REASONS FOR RECOMMENDATIONS:

At its February 3, 2020 meeting, the TSC directed Management to provide an annual CSU report to the TSC that expands on information reported to the Toronto Police Services Board of Directors annually at the end of Q1, and provides an overview of average CSU daily activities.

This report also addresses questions raised by TSC members in previously held board and committee meetings.

BACKGROUND:

SPECIAL CONSTABLE PROGRAM

Relationship between TPS and CSU

Toronto Community Housing's ("TCHC") Special Constable Program was established in March 2000 when TCHC, with Board approval, entered into an agreement with the Toronto Police Services Board ("TPSB") for the appointment of Special Constables. The Ministry of Community Safety & Correctional Services ("MCSCS") and the Ministry of the Attorney General ("MAG") approved the request of the former Metro Toronto Housing Authority ("MTHA") to have its officers appointed by TPSB as Special Constables.

The Agreement between the TPSB and TCHC authorized Special Constables who are appointed to exercise the powers of a police officer under specific situations and pieces of legislation. The terms of the Agreement specify that TCHC meet requirements in relation to the operation of the special constable program, including:

- Appointment and identification of Special Constables and qualifications for appointment;
- Training;
- Powers, duties and responsibilities;
- Limitations & requirements for equipment, uniforms, vehicles;
- Exchange of information;
- Transportation of persons to be detained in custody;
- Property;
- Reporting requirements;
- Accountability; and
- Investigation of complaints.

The Special Constable agreement between TCHC and the TPSB has created a strong partnership reaching back over many years. This relationship has supported communication and co-operation between organizations. As a result of the enhanced training, legal status, and access to information available to Special Constables, they have been able to support TPS and TCHC residents in hundreds of investigations.

Last year, TCHC Special Constables conducted investigations for theft, mischief, assaults, and other less serious violent matters. In instances

involving major crimes, they have been the first officers on scene, assisting with primary assessments, notifications, scene protection, crowd control, witness canvassing, evidence security, and prisoner transports.

The combination of a Special Constable's community knowledge and the TPS Officer's skills, knowledge and authority have proven to be mutually supportive, allowing incidents and problems to be resolved professionally in a safe and timely manner.

Objectives and Benefits of the Special Constable Program

Having Special Constables allows TCHC to move well-trained and qualified officers into situations that are particularly unique to TCHC communities. A specific focus for Special Constables is *Trespass to Property Act* ("TPA") violations, *Liquor Licence Act* ("LLA") violations, and the utilization of Peace Officer on an as needed basis.

The Objectives of the Program are to:

- Improve residents' feelings of safety and security;
- Reduce the level of crime/antisocial behavior in TCHC communities;
- Ensure officers are able to spend more time in TCHC communities;
- Enhance law enforcement activities as required;
- Strengthen relationships between the CSU and the Toronto Police Service (TPS); and
- Improve officer safety.

RECRUITMENT OF SPECIAL CONSTABLES

CSU has been actively recruiting candidates for Special Constable positions over the last year. Since October 2018, CSU participated in ten career fairs that cater to a wide variety of audiences including students and seasoned officers looking for a career in security and law enforcement.

When CSU participates in any career fair we make sure that our officers who attend represent the cultural and gender diversity that, as an organization, we are striving to achieve. In order to ensure that our recruitment efforts are reaching a diverse audience, we have also targeted recruitments at job fairs with the Association of Black Law Enforcers and the Ahmadiyya Muslim Youth Association. At these job fairs, we have engaged with over 1,500 potential candidates.

CSU is always looking for ways to reach a wider audience with our recruitment efforts and to increase interest in a career in law enforcement amongst visible minorities. Each year, CSU hires interns who reside in TCHC communities. These individuals bring a deep understanding of their communities, which helps build relationships and obtain a better understanding of the needs of the communities. In addition, CSU is further exploring opportunities to work under the new Community Safety and Support Pillar to engage community partners to help attract an even more diverse applicant pool.

In 2018 into 2019, CSU had an aggressive recruiting strategy in place with Human Resources and Strategic Communications. The campaign included “a day in a life of a Special Constable” video, posters, job fairs, and more. The goal was to hire approximately 100 Special Constables. Pertinent to COVID-19 considerations, we held virtual sessions at colleges and upon request (see below).

Virtual Recruitment Sessions

Justice Career Speaker Event	March 31, 2020
CSU Career Presentation	October 5, 2020
CSU Career Presentation x 2	October 16, 2020

With the challenges created with COVID-19 since March 2020, we have continued virtually and:

- Maintained a hiring ‘pool’ of qualified candidates;
- Continued active recruiting and posting of positions;
- Leveraged social media;
- Promoted opportunities at TCHC community engagement events as appropriate;
- Consistently gave recruitment presentations at community colleges;
- Participated annually in job fairs both sector and diversity related including:
 - Association of Black Law Enforcers (“A.B.L.E.”)
 - Ahmadiyya Muslim Youth Association (one event prior to COVID-19)
 - CANASA
 - Blue Line Expo (and published article submissions)
 - Security Canada

CSU DEPLOYMENT MODEL

Deployment Model (Pre 2000)

CSU began as a 'Community Guardian' that became security for MTHA in 1990 and consisted of mostly ex-police or ex-military. At the time, there was more of an enforcement focus. In 1990, some security became internalized and then in 1996 the balance was internalized.

In 1999-2000, City Home and Metro Toronto Housing Corporation Limited ("MTHCL") integrated, forming Toronto Housing Corporation ("THC"). In 2002 Toronto Community Housing Corporation was created and amalgamation took place with THC and MTHA.

At that time, CSU resources went from 164 to 100 as part of a reorganization/restructuring. CSU frontline staff became Community Patrol Officers (provincial enforcement authorities) and Special Constables (additional delegated police authorities). They moved to a mobile car response deployment divided into shifts.

Current Deployment Model

In 2017, CSU management implemented the recommendations from a TCHC corporate review and the Mayor's Task Force report, and then redeployed resources to be better aligned with TCHC communities and increase the focus on high-needs areas. This included successful pilots leading to the Violence Reduction Program ("VRP") model.

Zone officers were specifically aligned with community addresses to develop a more intimate understanding of their communities, build relationships, problem solve and create successes. This continues under the TCHC Community Safety & Support Pillar. Alignment with the Hubs by zone and personally issued smartphones to officers will further connect the officers directly with tenants in their communities in 2021.

There are approximately 50 to 60 Special Constables in a 24-hour period (not including Supervisors/Staff Sergeants), with 17 patrols zones and eight VRP communities.

CONFRONTING ANTI-BLACK RACISM ("CABR")

As an organization, TCHC has failed to address the realities of anti-Black racism and to respond to the realities of anti-Black racism in its communities

and across the organization. In 2020, the CABR team consulted with over 600 employees and tenants at TCHC who shared their experiences and insights.

The strategy contains specific references to opportunities for the CSU to contribute to proactively tackling anti-Black racism and dismantling policies, systems and procedures that reinforce it.

In 2020, CSU staff participated in CABR specific training and CABR strategy consultation sessions. The CSU plays a critical role in ensuring the safety of TCHC communities and our tenants. We recognize in the strategy that the blurred lines between Toronto Police Service (“TPS”) and CSU provide an entryway for the relationship between the police and CSU to overlap. The recommendations in the strategy provide opportunities for CSU to strengthen its relationships with Black tenants.

TRAINING OF SPECIAL CONSTABLES

All CSU employees take part in extensive diversity and mental health training when they are first hired and on an ongoing basis throughout their career at TCHC. New hires to CSU go through 39.5 hours of training on diversity and mental health. We work with several external organizations to develop and provide comprehensive training including the Canadian Police Knowledge Network, the Control Institute, and the Canadian Centre for Diversity and Inclusion (“CCDI”). Training for existing employees varies from year to year as new curriculum is developed and new training needs are identified.

Diversity Topics	Mental Health Topics
<input type="checkbox"/> racially biased policing; <input type="checkbox"/> implicit and explicit bias; <input type="checkbox"/> diversity and inclusion fundamentals and unconscious bias; and <input type="checkbox"/> LGBT issues.	<input type="checkbox"/> mental health act; <input type="checkbox"/> dealing with people in crisis; <input type="checkbox"/> communication skills and de-escalation*; <input type="checkbox"/> officer safety and excited delirium; <input type="checkbox"/> crisis intervention and de-escalation; <input type="checkbox"/> critical incident stress management; <input type="checkbox"/> recognition of emotionally disturbed persons; <input type="checkbox"/> suicide awareness and prevention for supervisors.

**Verbal and non-verbal strategies intended to reduce the intensity of a conflict or crises encountered by the police, with the intent of gaining compliance without the application of force, or if force is necessary, reducing the amount of force required.*

In addition to the standard training identified above we also make opportunities available and encourage CSU employees to attend conferences to further their knowledge in the following areas: embracing change in diversity, equity, inclusion and accessibility.

To further enhance our employee training we are looking at ways to incorporate tenant experiences and expertise, and to introduce training for peer to peer support. When tenants have presented to recruits and officers, CSU found it to be very well received and beneficial.

IMPLICATIONS AND RISKS:

The CSU Annual Report provides a statistical overview of CSU activities and summarizes the work done by CSU in 2020.

ATTACHMENT:

1. 2020 CSU Annual Report
2. Response to Additional Information Requested at January 25, 2021 TSC Meeting

SIGNATURE:

“William Anderson”

William Anderson
Senior Director, Community Safety Unit

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2020 CSU ANNUAL REPORT

This report highlights the Community Safety Unit’s (“CSU”) operations of 2020. This annual report will mainly highlight the front-line work of the Special Constables and Community Safety Advisors. This report does not have an intensive focus on the work of our Parking Enforcement Officers, Dispatchers or other support staff, but recognizes the importance of their contributions to the success of serving our tenants, staff and communities.

CSU DAILY ACTIVITIES

Special Constables

The average daily activities of a Special Constable are: Community Patrols, calls for service, directed patrols, attending Violence Reduction Program (“VRP”) sites, and completing and submitting reports.

There were 118K calls for service in 2020, of which 50K were on-site generated service requests. Of the remaining 68K calls for service, 49K were dispatched to an officer.

Service calls vary in nature and are rated as priority 1 to 3 and dispatched in that manner.

a. Priority One calls include all events where immediate Toronto Police Service (“TPS”), Emergency Medical Service, and Toronto Fire Services (“TFS”) attendance is required.

b. Priority Two calls include all events that are not urgent in nature, but require the attendance of a Special Constable and potentially TPS.

c. Priority Three calls include all events that require the attendance of a Special Constable, but not TPS.

Community Safety Advisors

The average daily activities of Community Safety Advisors include reviewing incident reports, creating directed patrols, attending weekly TPS Divisional Crime Management meetings, liaising daily with Community Services Coordinators (“CSC”) to provide supports for vulnerable tenants, and liaising daily with building Superintendents.

VIOLENCE REDUCTION PROGRAM

In 2018, TCHC partnered with TPS and the City of Toronto (“City”) on the implementation of the City’s Gun Violence Reduction Strategy.

This strategy resulted in 11 TCHC priority communities benefiting from the deployment of enhanced CSU resources that have been successful in disrupting and deterring anti-social and violent activity on TCHC property.

To support TCHC’s Violence Reduction Program (“VRP”), the CSU adapted a new deployment model dividing officers into four, 12 hour platoons with various groups dedicated to 10 priority communities.

TCHC Hotspots

TCHC Hotspots is a strategy that involves focusing resources and activities to those places where anti-social and/or criminal behaviour is most concentrated. Focusing our resources and activities in hot spots aims to prevent and/or discontinue anti-social behaviour and crime in these specific areas.

TCHC’s Community Safety Unit joined the collective efforts of all three levels of government, community partners and law enforcement agencies to reduce gun violence in the city of Toronto.

Table 1: Violence Reduction Program Statistics

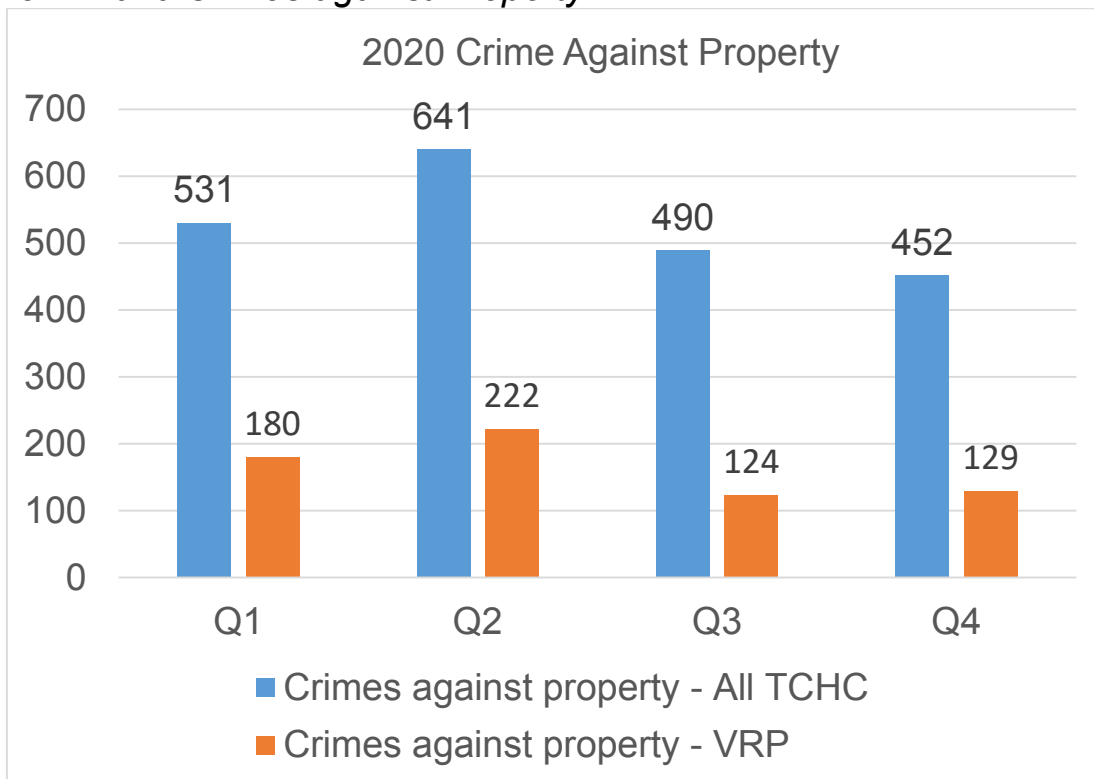
Community	Start of VRP			Phase 1			Phase 2		
	April 1 2019 – Sept 4 2019			Sept 5 2020 – Jan 26 2020			Jan 27 2020 – Feb 28 2021		
	Assist Resident Check Welfare	Self-Initiated Patrols	Incident Requiring Response	Assist Resident Check Welfare	Self-Initiated Patrols	Incident Requiring Response	Assist Resident Check Welfare	Self-Initiated Patrols	Incident Requiring Response
Bleecker/200 Wellesley	17.8	94.3	138.9	212.5	562.5	75.0	173.4	817.0	72.2
Dan Harrison/William Dennison	322.3	648.4	629.9	183.3	756.3	101.4	81.2	723.1	51.1
Edgeley Village	0.6	58.6	13.4	1.4	52.1	6.9	2.8	327.8	6.0
Flemingdon Park/Glenyan Manor	1.9	33.1	11.5	3.5	59.7	11.1	17.0	29.3	13.5
Islington/St. Andrews	1.3	24.8	1.9	0.7	6.9	4.9	2.0	6.8	1.0
Jane/Falstaff	3.2	186.0	64.3	26.4	376.4	36.1	40.6	389.0	29.8
Lawrence	2.5	280.9	126.8	129.2	658.3	56.3	117.8	850.4	24.6
Lawrence Heights	1.9	92.4	20.4	1.4	73.6	16.7	5.8	535.8	16.5
Moss Park	7.0	233.1	182.8	18.1	127.1	47.2	133.3	719.0	47.4
Regent Park/Gerrard River	12.7	225.5	85.4	15.3	112.5	37.5	106.8	618.5	41.1
Victoria Park/Chester Le Blvd	0.0	136.9	7.0	0.0	103.5	2.8	1.3	131.1	7.3
TOTAL (per 100 days)	371.3	2,014.0	1,282.2	591.7	2,888.9	395.8	682.0	5,147.9	310.5

DEALING WITH CRIME ON TCHC PROPERTY

Crimes against Property

Crimes against property include: arson, break and enter, mischief, theft, unlawfully in dwelling, etc. As shown in Figure 1 we saw a decrease in Crime against property after the 2nd quarter for all TCHC property which includes VRP sites.

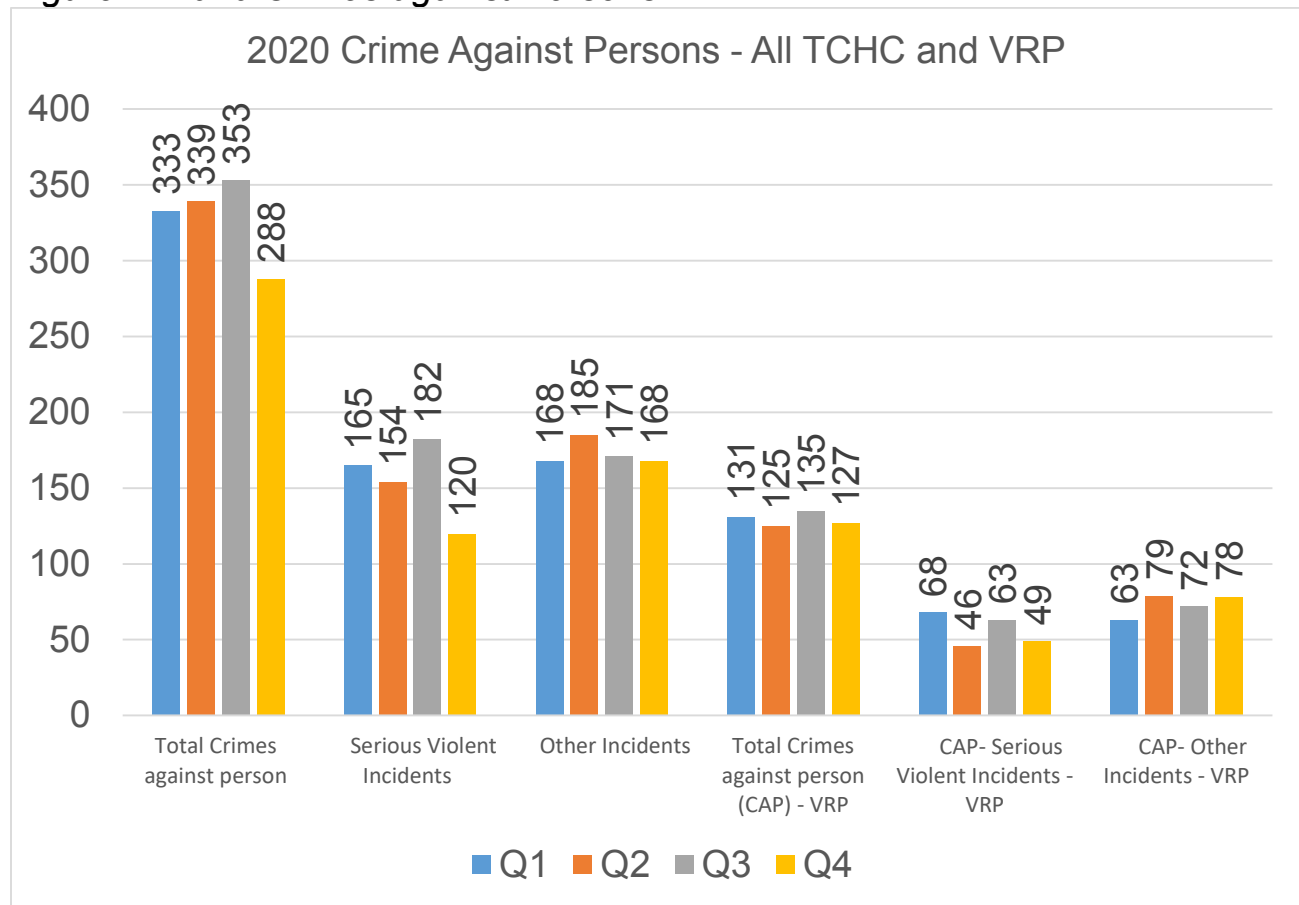
Figure 1: 2020 Crimes against Property



Crimes against Persons

Crimes against persons include: assault, sexual assault, attempted homicide, discharge firearm, homicide, manslaughter, robbery, criminal harassment, indecent exposure, threatening, etc. As shown in Figure 2, there was a decrease in crimes against persons in the last quarter of 2020 on all TCHC property including VRP Communities.

Figure 2: 2020 Crimes against Persons



Shootings and Homicides

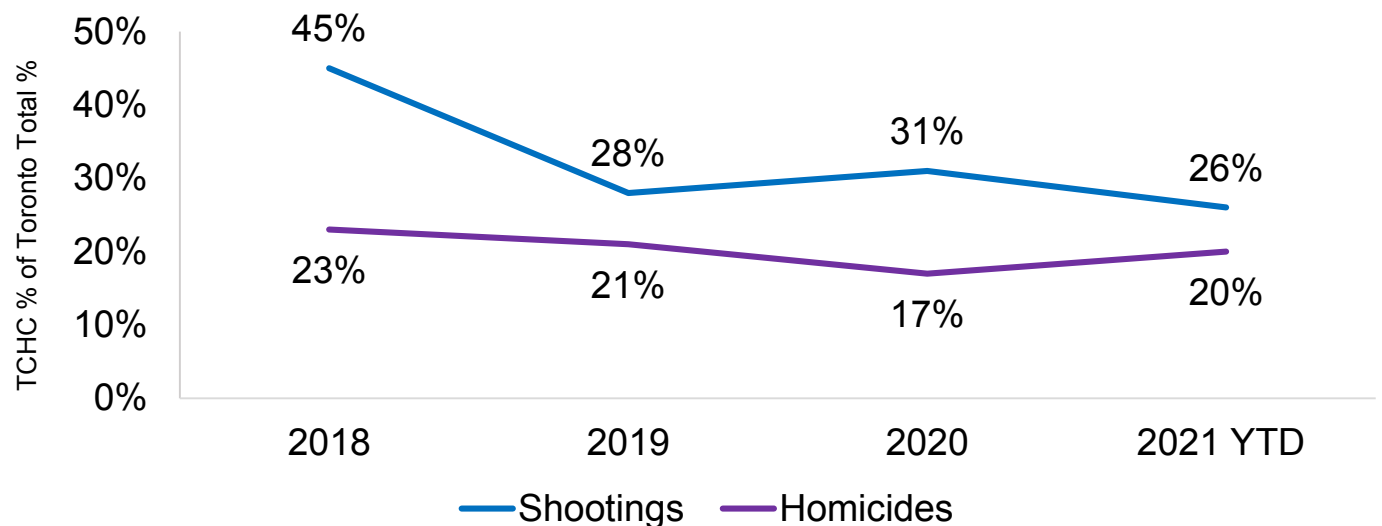
Shootings in TCHC communities have decreased as a city-wide percentage from 2018 levels (45.3% in 2018, down to 31.0% in 2020).

Shootings	2017	2018	2019	2020
TCHC Total	113	146	138	143
TPS Total	299	322	492	462
TCHC as % of TPS Reported Events	37.79%	45.34%	28.05%	30.95%

Homicides in TCHC communities have decreased as a city-wide percentage from 2018 levels (22.6% in 2018, down to 16.9% in 2020).

Homicides	2017	2018	2019	2020
TCHC Total	14	19	16	12
TPS Total	47	84	75	71
TCHC as % of TPS Reported Events	29.79%	22.62%	21.33%	16.90%

Figure 3: TCHC Shootings & Homicides and % of Toronto Total



Arrests Made

The TCHC approach to community safety has, for many years, emphasized the importance of a comprehensive, integrated community development approach to community safety.

- CSU is not an “arrest oriented” unit. Special Constables are first and foremost ambassadors of TCHC whose approach is centered on a holistic community development and engagement minded lens that primarily leverages education, enhanced training, collaboration, service and prevention as its cornerstones.
- Enforcement is but one of many necessary components where other measures and actions have not been successful or would not be in keeping with public interest.
- Special Constables are expected to use their assessment skills and discretionary ability to deal effectively and efficiently with safety issues, without having to arrest if the public interest can be served through an alternate approach.

- One of the objectives of the Special Constable program is to enhance enforcement where other alternatives are not appropriate.

TCHC staff and tenants have understood for many years that increased enforcement can be achieved through measures other than arrests and charges, such as effective education and communication of expectations of acceptable behaviour, strong management action in response to wrongdoing, and tougher eviction policies for those involved in criminal behaviour.

Further to the above, Figure 4 shows the volume of arrests made by Special Constables on either tenants or non-tenants of TCHC in 2020.

Figure 5 shows the volume of *Trespass to Property Act* incidents on TCHC property. Figures 6 show the volume of fire related service calls.

Figure 4: Arrests by Special Constables

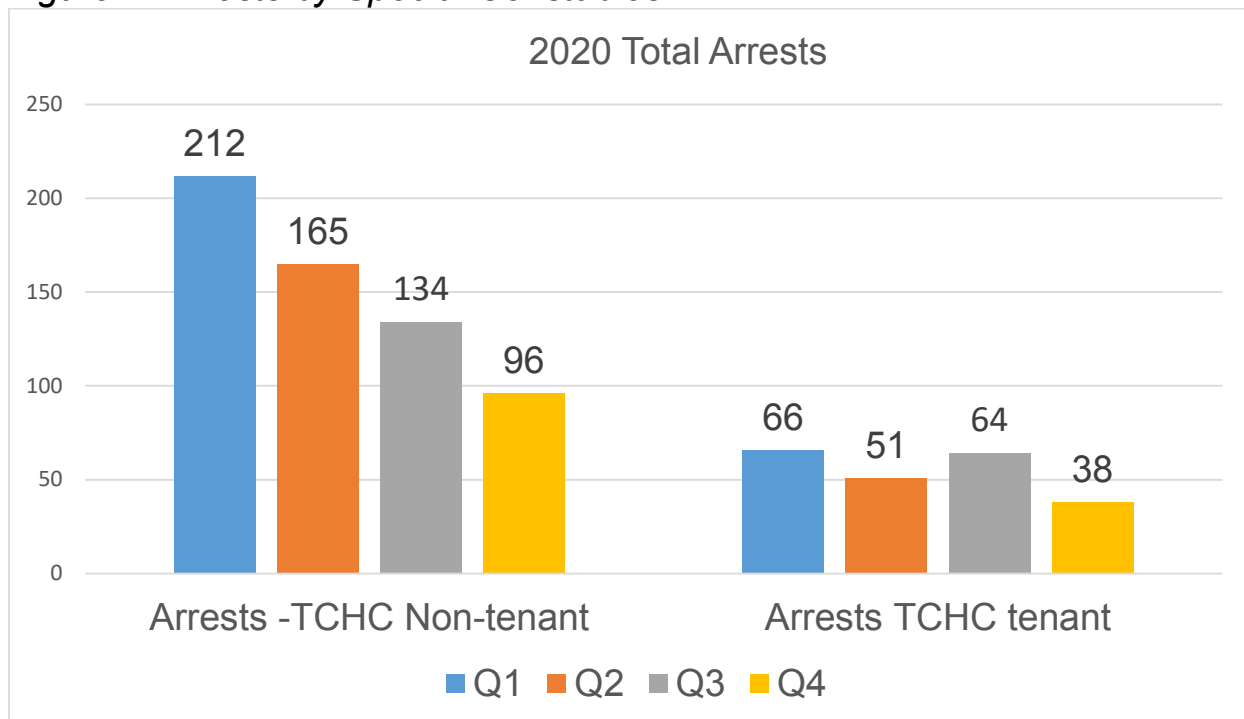


Figure 5: Trespass to Property Act Incidents on TCHC Property

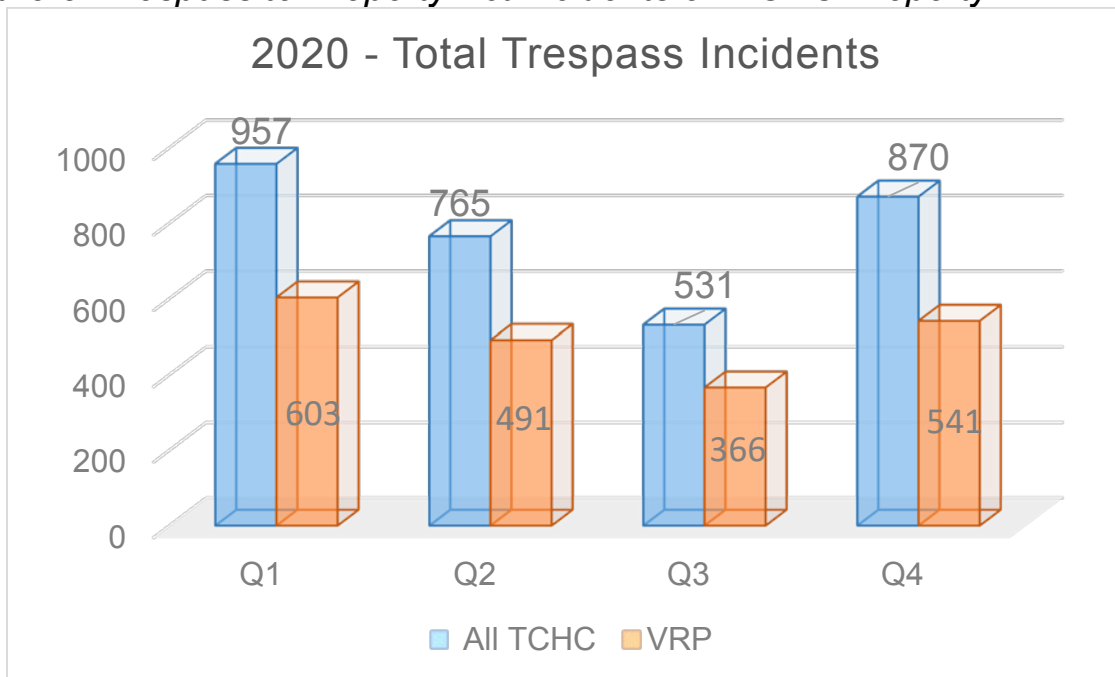
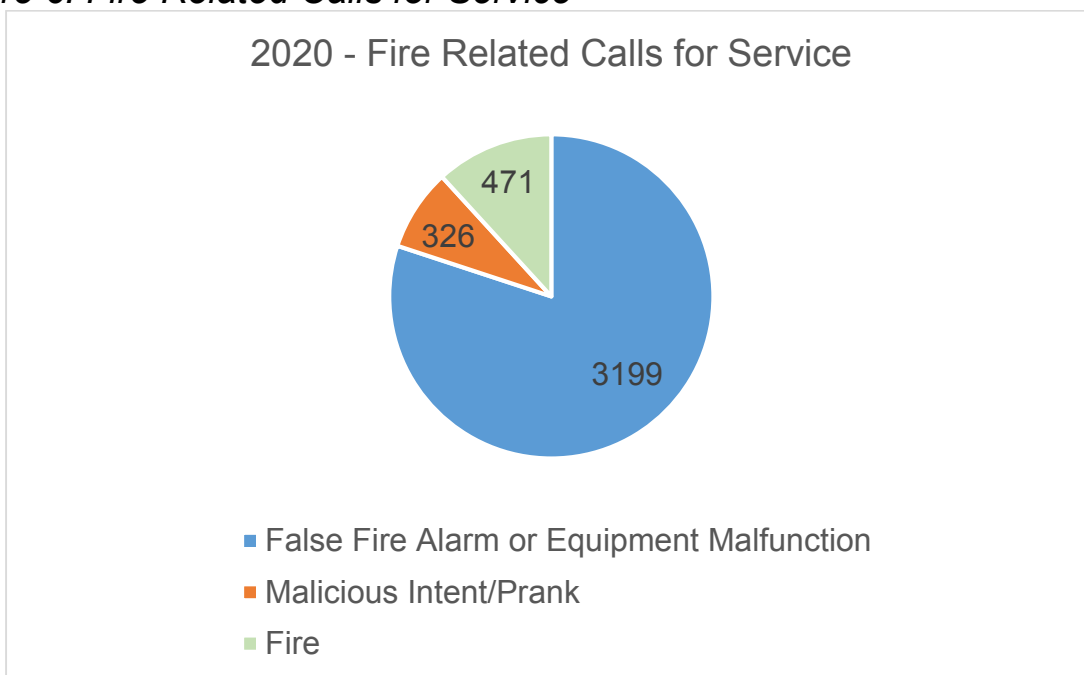


Figure 6: Fire Related Calls for Service



Evictions Related to Crime

In August 2011, Toronto Community Housing adopted a Policy on Evictions for Cause. The purpose is to guide decision-making and set procedural standards for staff as they manage situations where individual behaviours impact others in the community and could lead to eviction for cause under the *Residential Tenancies Act, 2006* (“RTA”).

Applications to terminate a tenancy are pursued at the discretion of the Regional General Manager or Contract Property Managers as informed by legal advice. The Regional General Manager or Contract Property Manager will consider whether staff have appropriately and thoroughly applied and carried out other Toronto Community Housing policies and procedures that would remediate the issue while maintaining community safety.

TENANCY MANAGEMENT

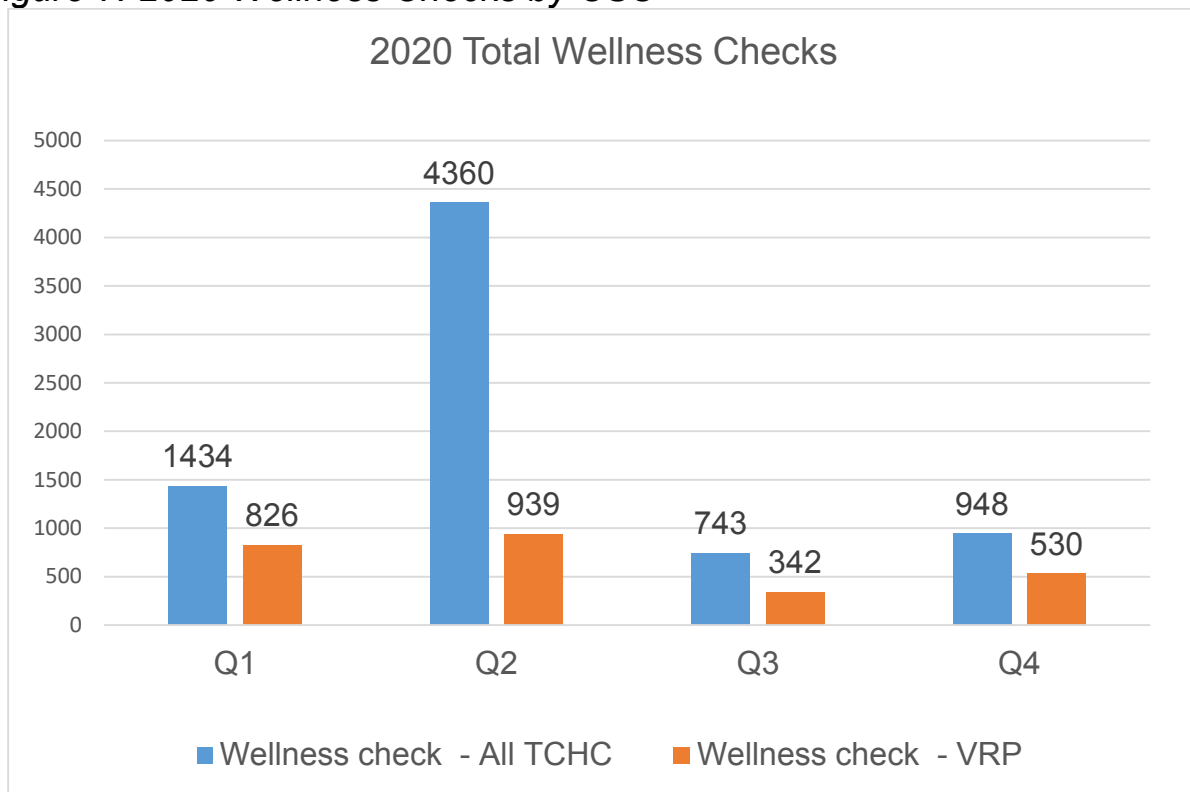
When it comes to tenancy management, CSU plays a significant role in disseminating information regarding tenancy management issues to General Managers or Contract Property Managers to be better equipped to manage tenancies.

CSU also liaises with tenant facing Operations staff, informing of tenancy issues identified by the CSU where tenants require services related to vulnerability or mental health. Appendix A shows the CSU tenancy management reporting workflow.

Wellness Checks

When a tenant visit is made due to vulnerability, for example to check on their welfare or checking on their needs after a critical incident, it is referred to as a wellness check. Figure 7 shows wellness check activity by CSU for 2020.

Figure 7: 2020 Wellness Checks by CSU



CSU was limited in conducting proactive work and welfare checks, however we increased our response to COVID-19 specific checks in support of TCHC's COVID management strategy.

CSU has a Referral Process in conjunction with the Community Safety & Support Pillar to identify and make recommendations for supports to CSCs, for both internal and external supports. Appendix B provides the Vulnerable Tenancy Management Support workflow.

Following any critical incident that occurs, the CSU process includes immediate notification to the City's Community Crisis Response Program ("CCRP") through the on-duty Staff Sergeant/ Manager 24/7.

Naloxone Administered

Opioid-related deaths have been on the rise in the City of Toronto. Naloxone is a life-saving medication that can be used to temporarily counteract an opioid overdose and prevent an overdose death, providing life-saving assistance while waiting for medical personnel to attend.

In 2020, the use of Naloxone nasal spray was introduced in the CSU with TPS approval. Training of designated CSU employees began in May 2020, with Naloxone spray kits being deployed as of June 2020. Each Naloxone nasal spray kit contains two doses of Naloxone nasal spray (4mg/0.1ml). Naloxone was administered by CSU a total of nine times from June to December.

2020 Engagement Activities

Along with the various engagement carried out by Special Constables day-to-day, Community Safety Advisors (“CSA”) facilitate community safety promotion awareness and outreach to residents. This is done through training sessions, workshops, community meetings and other engagements activities. CSAs establish effective working relationships with community groups to promote safety and develop effective partnerships with community stakeholders, residents and TCHC staff, and co-ordinate community safety engagement initiatives within their assigned portfolio.

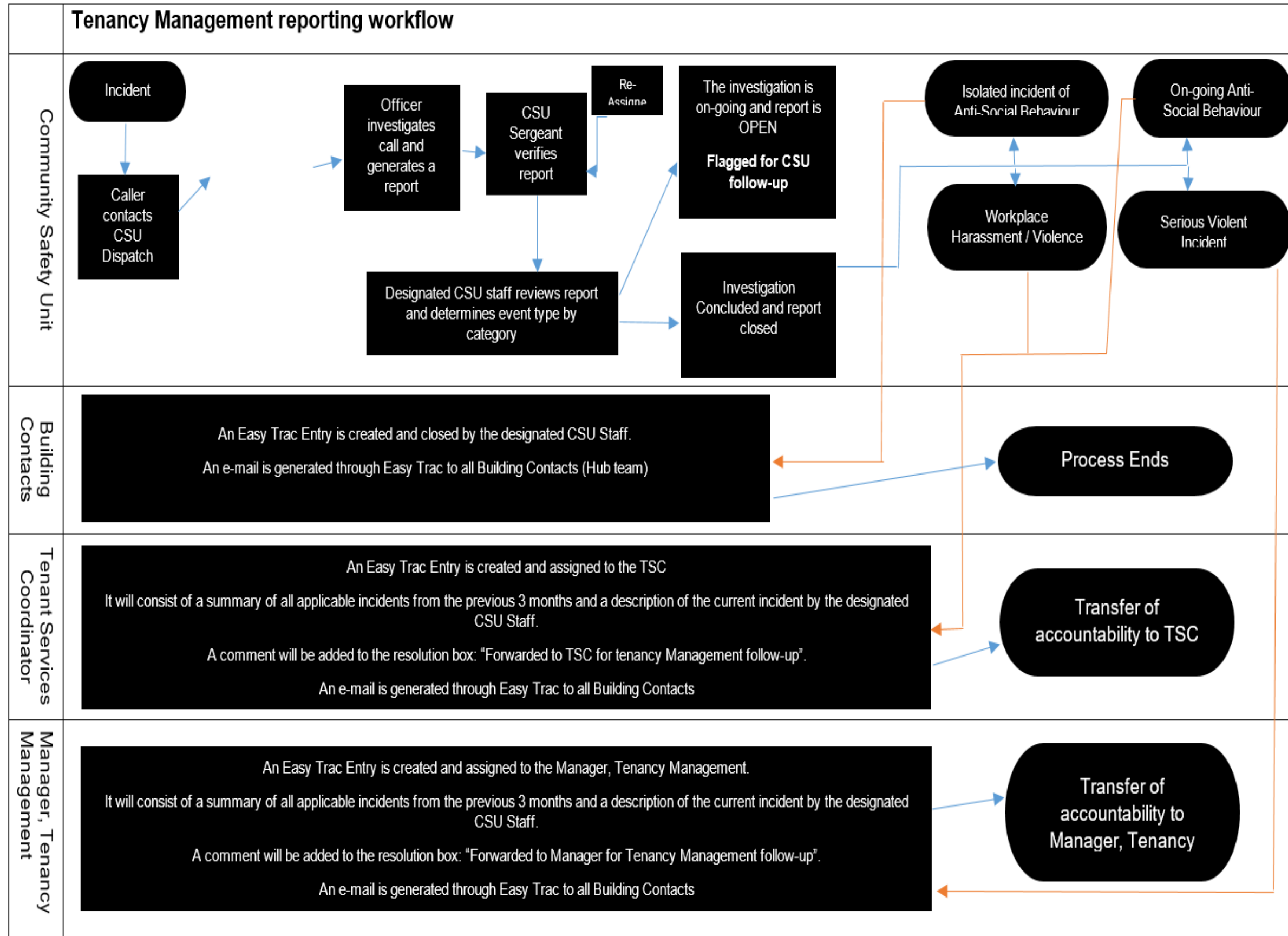
Some of the many engagement activities that the CSAs held in 2020 with COVID-19 measures in place include, but are not limited to:

2020 Engagement Activities	Description
“37 Kids” and “Revite Nerds”	<ul style="list-style-type: none"> -Summer safety planning and presentations -Emergency response for active shooter/extreme weather while in the community -Multiple sessions held with participants, leaders and staff
Youth only community safety walk	<ul style="list-style-type: none"> -Highlight the loss of walkways and pedestrian movement due to construction footprint -Advocate for TCHC to recognize youth input and how the revitalization is impacting their sense of safety -Seek expert advice from Crime Prevention through Environmental Design (“CPTED”) Ontario on concerns raised by youth
Halloween - Lawrence Heights	Halloween outdoor event for Lawrence Heights
Christmas Comes Early”	<ul style="list-style-type: none"> -1000 winter coats and 500 sweaters/tops given out with food and personal care products -Distributed throughout the City.

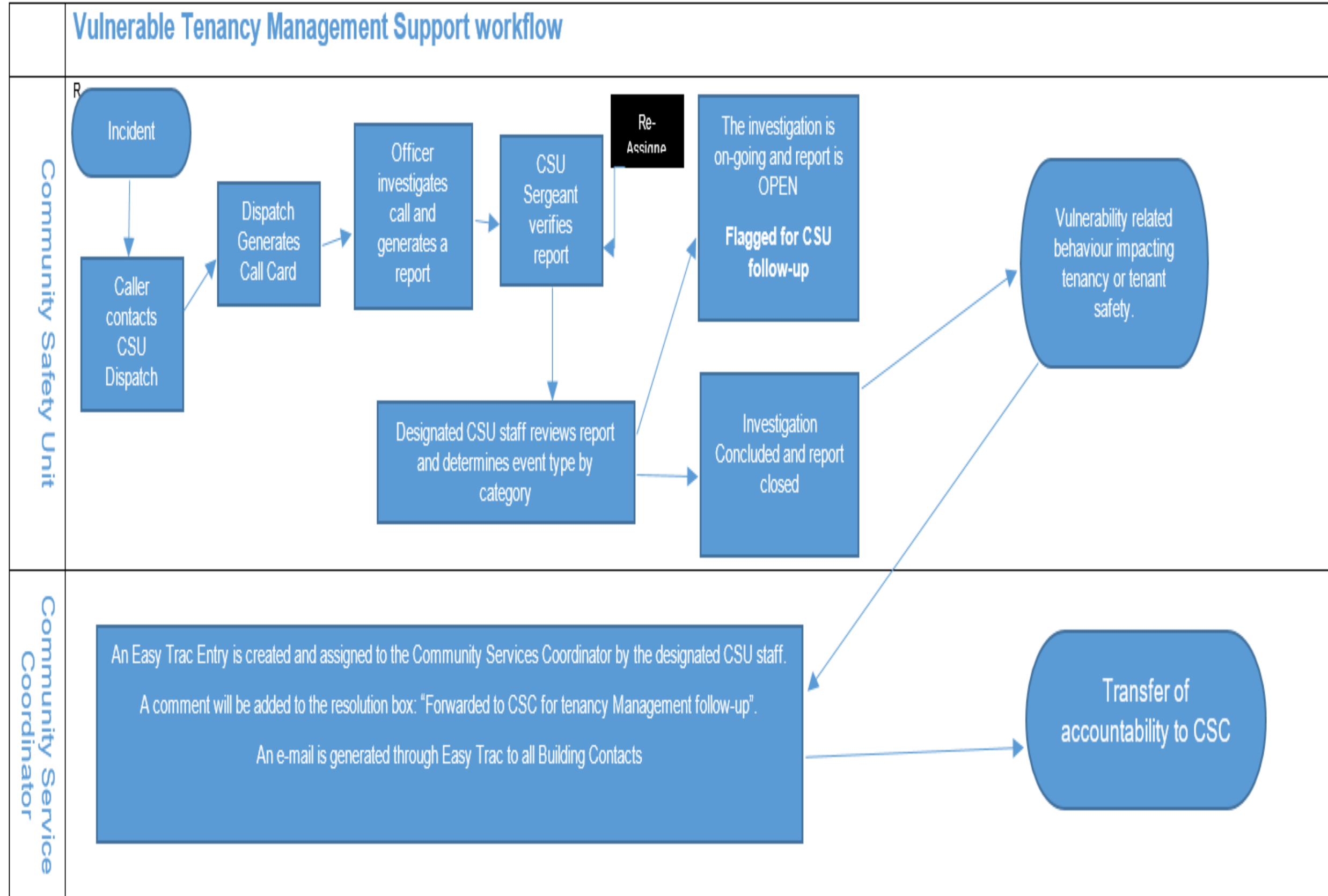
2020 Engagement Activities	Description
Calvin Klein clothing	CSU secured 6000 pieces of Calvin Klein clothing to be distributed to tenants in need
Turkey giveaway	Grandravine - 250 Firgrove - 175 2195 Jane - 75 Driftwood - 75 Shoreham - 75
Lasagna Ddinner	Lasagna dinner for vulnerable tenants at 4301 Kingston Road

The 2020 CSU annual report highlighted the Community Safety Unit's activity, mainly the work of the front line Special Constables and Community Safety Advisors. It provided a high-level overview of the VRP program, crime on TCHC properties and the reactive and proactive work we do in the wellness checks and tenant engagement work.

Appendix A: Tenancy Management Reporting Workflow



Appendix B: Vulnerable Tenancy Management Support Workflow



ATTACHMENT #2: Response to Additional Information Requested at January 25, 2021 TSC Meeting

CSU SPECIAL CONSTABLES

Relationship of CSU Special Constables to CSU Senior Director and General Managers

Figure 1 below illustrates the reporting relationship of CSU Special Constables to the CSU Senior Director.

Figure 1: Special Constables Reporting Relationship

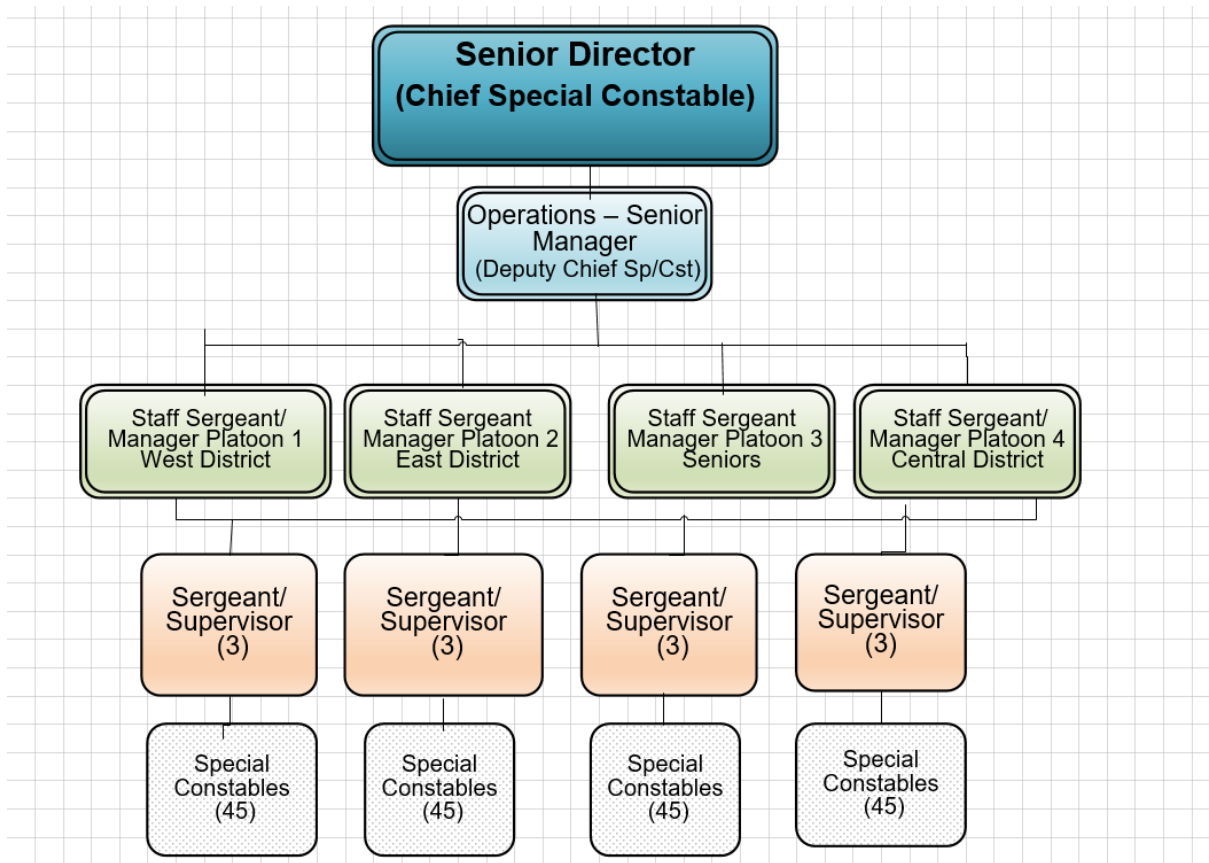


Table 1 below illustrates the Special Constables’ relationship to the area General Managers under the new regional service delivery model. The four Staff Sergeants represent Manager presence on each shift of a rotating 24/7 shift schedule. The districts are aligned to Regions for Tenancy

Management and officers are deployed to align with Tenant Service Hubs and high-needs communities.

Table 1: Regional Alignment of Special Constables

CSU	Aligned with	Operations Counterpart
Platoon 1 Staff Sergeant/Manager	West Region	West GM/AGM
Platoon 2 Staff Sergeant/Manager	East Region	East GM/AGM
Platoon 4 Staff Sergeant/Manager	Central Region	Central GM/AGM
Platoon 3 Staff Sergeant/Manager	Seniors Portfolio	Seniors General Manager
Shift Sergeants by Region – West/Central/East	Community Hubs by Region/District	Community Safety & Support Managers
Patrol Special Constables	Each officer will be assigned Community Hubs (avg. 3)	Community Hub Team
Community Safety Advisors	Each CSA will be assigned Community Hubs	Hub Team – Community Safety Supervisor & Community Services Coordinators (“CSC”)

The CSU Staff Sergeant/Manager liaises with the Regional General Manager. The regions and districts have the same geographical boundaries.

Special Constables Demographics

In a TCHC survey conducted in August 2020, 128 sworn CSU Special Constables completed a survey (70% response rate) to collect a variety of information.

Gender Identification

CSU staff were asked what their gender identity is, which is presented in Table 2.

Table 2: Special Constables' Gender Identification

	Percentage
Male	78.89%
Female	11.11%
Trans Male	0%
Trans Female	0%
<u>Genderqueer/Gender Non-Conforming/Gender Variant</u>	4.44%
Two-Spirited	1.11%
Other (not listed).	4.44%
Prefer not to answer	0%

Ethnic & Cultural Heritage

CSU staff were also asked to indicate which of the following best represents their ethnic or cultural heritage, they selected all that apply. Table 3 shows the results.

Table 3: Ethnic & Cultural Heritage

	Percentage
Black	19.15%
Indigenous	1.06%
Caucasian/White	46.81%
East/South East Asian/Pacific Islander	10.64%
Latin/Hispanic	1.06%
Middle Eastern/Northern African	3.19%
Non-Canadian Indigenous	0.00%
South Asian	4.26%
Mixed race of multiracial	3.19%
Other	0.00%
Prefer not to answer	10.64%

Former Police Officers

CSU does not track hiring by former occupation, but a general review shows that of the 58 Management and Management Exempt staff, 16 were previously employed as police in Ontario or elsewhere in the world. Of the 16, seven are not directly involved in patrol and of the seven, three are not in a Special Constable role.

Many original (pre-2000) frontline Special Constables who were with MTHC as guards apparently had policing or military backgrounds from abroad, but specifics are not known.

Level of Diversity

Table 4 below shows the current level of diversity found amongst CSU employees. CSU staff diversity, based on 2019 data, keeps pace with the diversity of Toronto's population and more work is being done to make CSU truly representative of the TCHC tenant population.

Table 4: CSU Staff Diversity

	CSU employees	TCHC tenant population ¹	City of Toronto population ²	Ontario police officers ³
Visible Minority	47.4%	63.4%	51%	10.7%
First Nations ⁴	1.0%	1.6%	1.3%	N/A
European Descent	52.6%	33.5%	49%	89.3%

1 The TCHC Tenant population data comes from the 2018 Tenant Experience Survey and is based on tenants self-reporting. The number of visible and non-visible minority populations does not add up to 100% due to 3% of tenants responding as other or don't know.

2 Statistics Canada, 2016 Census of Population

3 Statistics Canada, Police resources in Canada, 2017 using information from the 2016 Census of Population and 2011 National Household Survey.

4 This includes individuals who identify themselves as First Nations-status, First Nations non-status, Metis, Inuit or Indigenous.