

FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

SPONSOR: Professor Sandy Welsh, Vice-Provost, Students
CONTACT INFO: Phone: 416-978-3870 / Email: vp.students@utoronto.ca

PRESENTER: See Sponsor

DATE: May 24, 2023 for May 31, 2023

AGENDA ITEM: 8 (a)

ITEM IDENTIFICATION:

Annual Report: Campus Safety, University of Toronto Mississauga

JURISDICTIONAL INFORMATION:

Section 5.6 of the University Affairs Board *Terms of Reference* states that “The Board receives annually, from the appropriate administrators, reports on services within its areas of responsibility, including but not limited to multi-campus services and offices, Campus Police, Human Resources and Equity, crisis response, and campus organizations”.

Section 5.9 of the UTM Campus Affairs Committee *Terms of Reference* states that “The Committee receives annually, from the appropriate administrators, reports on services within its areas of responsibility, including but not limited to campus police and campus organizations. These reports are submitted to the University Affairs Board for information”.

GOVERNANCE PATH:

1. UTM Campus Affairs Committee [For Information] (May 8, 2023)
2. **University Affairs Board [For Information] (May 31, 2023)**

PREVIOUS ACTION TAKEN:

The report is presented annually to the Board.

HIGHLIGHTS:

In 2022, as the University transitioned back to full operations, the UTM Campus Safety team continued to provide a safe and secure environment for the UTM campus

community. To that end, we have taken measures to adapt to the changing circumstances and address potential challenges that include:

- Increased patrols to maintain a visible presence on campus
- Safety education and awareness through campaigns, training sessions and community information sessions
- Collaboration with local authorities to enhance our ability to respond effectively to incidents on campus
- Enhanced security measures including CCTV cameras and access control systems

Some of the statistics quoted in this report reflect an increase that is consistent with the return to full operations as individuals return to campus.

FINANCIAL IMPLICATIONS:

There are no financial implications for the University's operating budget.

RECOMMENDATION:

The report is presented for information.

DOCUMENTATION PROVIDED:

Forward Together – UTM Campus Safety Report: 2022

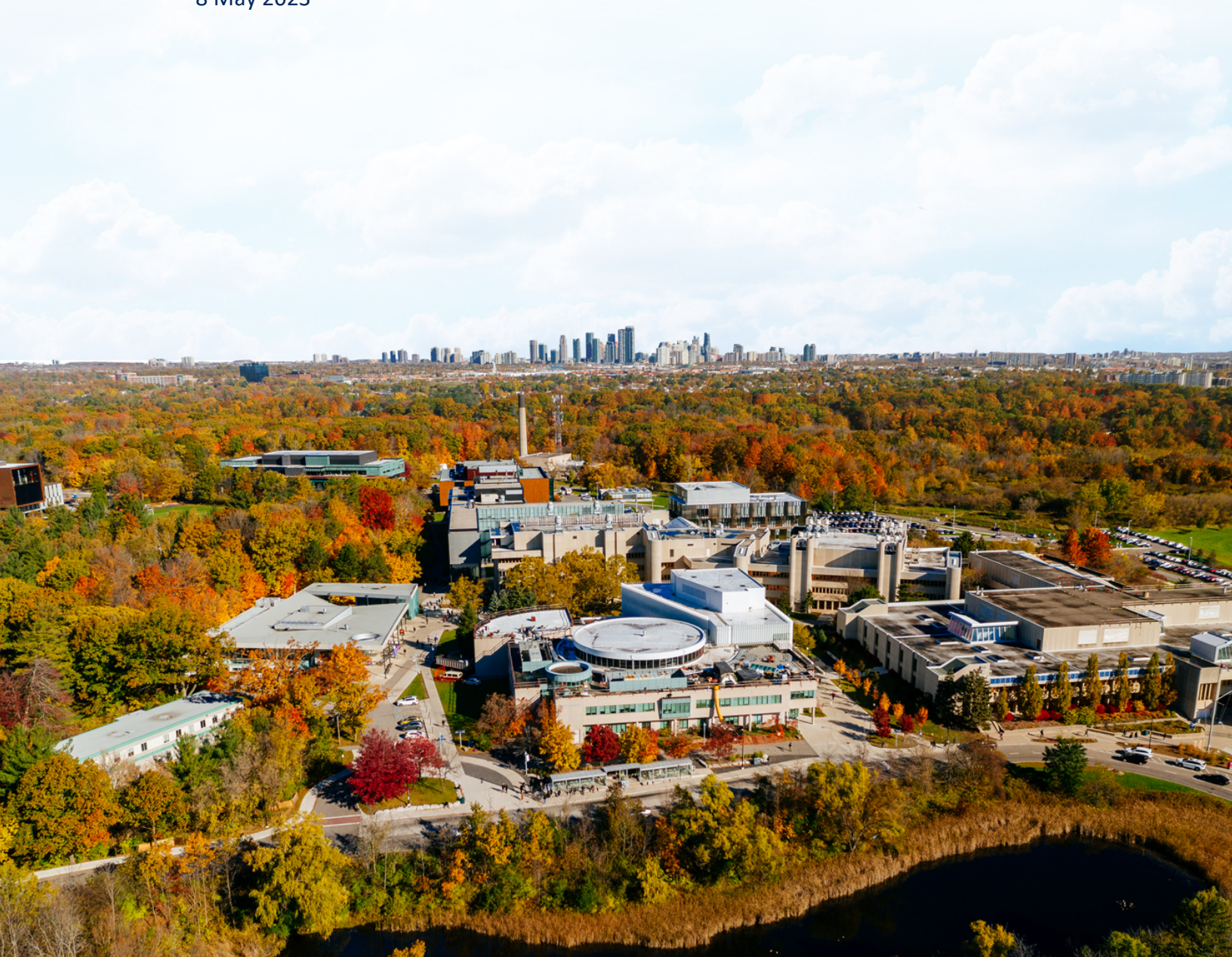


UNIVERSITY OF
TORONTO
MISSISSAUGA

Forward Together

UTM Campus Safety Report: 2022

UTM Campus Affairs Committee
8 May 2023





Message from the Director

On behalf of UTM's Campus Safety team, I am pleased to present our 2022 Campus Safety Report.

It reflects our team's central goal: to maintain a safe and secure campus for all students, staff, librarians, and faculty. The report shares safety statistics from the previous three years, alongside information about our team's continued training and community initiatives. It also highlights collaborations with partners across campus and beyond, including teams in Equity, Diversity, and Inclusion, Student Affairs and Services, and Safety and High Risk.

This work makes a difference. Over the past year we have strengthened campus safety, including by

- launching a Fraud Prevention Awareness campaign;
- promoting a new Campus Safety App;
- adding six new Special Constables to our team;
- increasing regular foot patrols and installing new security cameras; and
- developing new response plans, conducting regular safety audits, and providing safety training.

We have also deepened our collaboration with Peel Regional Police. This partnership has helped to share information openly, coordinate incident response effectively, and identify safety concerns quickly.

I am proud of the dedication our team continues to show; and I am confident that we will keep making progress to support the safety and security of this community, including as we implement recommendations of U of T's Committee on the Role of Campus Safety in Responding to Students in Mental Health Crises.

Our team believes that all members of UTM's campus community deserve a safe and welcoming environment at any time. Special Constables provide service and protection 24/7.

Sincerely,

Deborah Fritz
Director, Campus Safety
University of Toronto Mississauga

UTM Campus Safety: Mission Statement



Purpose

Campus Safety at the University of Toronto Mississauga is dedicated to creating a safe, secure, and equitable environment for students, staff, faculty, librarians, and visitors.

Mandate

To support the university's mission, UTM Campus Safety works in partnership with our community to

- protect people and property and promote safety and security;
- deliver non-discriminatory, inclusive programs to our diverse community;
- prevent crime, maintain the peace, resolve conflicts, and promote good order;
- remain accountable to our community;
- provide referral to community services;
- respond to emergencies and provide assistance to faculty, students, librarians, staff, and visitors;
- ensure university policies and regulations are followed;
- enforce the criminal code and select provincial and municipal statutes as necessary.

Values

UTM Campus Safety Service is guided by the following principles and values

- respect for the dignity, privacy, worth, and diversity of all persons;
- a commitment to fair and impartial treatment;
- safety and security as a responsibility of all members of the community;
- reliability, competence, accountability, teamwork, and open communication; and
- equity and community collaboration.

Campus Safety: People and Community

Our department brings together a Director, a Manager of Campus Safety, a Manager of Physical Security, a Staff Sergeant, and an Administrative Assistant, alongside Corporals, Special Constables, and Building Patrollers. In 2022-23, UTM Campus Safety added six new Special Constables to the team.

All Special Constables are approved by the Peel Regional Police Services Board. When on duty, they have the powers of a peace officer to enforce the Criminal Code and select provincial and municipal statutes. Our Building Patrollers are all licensed and uniformed security guards who play an integral part in complementing the Special Constables' mandate.

Special Constables and Building Patrollers, plus our Corporals, comprise front-line staff. They respond to calls for service, investigate safety-related incidents, and participate in community safety and crime prevention programs. They also prepare reports, maintain general patrols, run dispatch, support traffic management, and more.

Corporals have the added responsibility of directing Special Constables and Building Patrollers. That means allocating work assignments, supporting and reviewing written reports, and assisting in training. UTM Campus Safety is committed to the ongoing training of all our officers, as the charts below demonstrate. It continues to make a difference.

Over the past years, UTM campus safety has helped to modernize UTM's physical security. We have now installed more than 600 CCTV cameras on campus; and we continue to work on a perimeter security project to equip major buildings with electronic access controls. They allow authorized community members easier after-hour access while enhancing building security.

Our team makes an impact in other ways, too. In 2022, UTM Campus Safety continued to install Automated External Defibrillators (AEDs) across campus, including anywhere with doors for an elevator. The completion of this projection will make us a leader in the Greater Toronto Area in AED deployment.

We also hope to extend our leadership in collaborative practice. Our team works diligently with U of T's Office of Safety and High Risk to update our Emergency Management Plans. They help to mitigate harm and damage, and maintain business continuity in the unlikely case of a major event impacting the campus.

Here, and everywhere, UTM Campus Safety believes that public safety is a shared commitment. So, we continue to form robust community partnerships, both at U of T and beyond.

Community Safety Partnerships

UTM Campus Safety strengthens partnerships with the

Health and Counselling Centre (HCC)

HCC delivers professional mental and physical health services to a diverse student body. University students have social, personal and academic demands that can negatively impact their mental wellbeing. The Centre addresses the mental and physical health of students with a full staff of nurses and doctors. Programs also include nutritional and personal counselling as well as mindfulness meditation.

AccessAbility

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

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 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.

Equity, Diversity, and Inclusion Office (EDIO)

EDIO provides programs and services to faculty, staff, and students at UTM. In cooperation with its campus partners, the EDIO promotes an equitable and inclusive 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, or record of offences.

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. Campus Safety provides ECSpeRT with resources such as AEDs, radios, and cell phones. Campus Safety also sponsors ECSpeRT volunteers in obtaining Co-Curricular Record credit for their contribution to our community.

Positive Space Committee

UTM's 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, including Campus Safety.

Student Housing and Residence Life (SHRL)

SHRL at UTM creates a holistic student experience that promotes academic and personal success. It provides facilities that are safe and secure and a supportive community that values diversity, equity, and inclusion. It offers programs and services that enhance student learning and development.

Office of the Dean of Student Affairs

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



Campus Safety Training

Our team's training is designed to meet the needs of UTM's global community. So, in implementing directives from the Peel Regional Police Service and the Ministry of Community Safety, we work to promote a comprehensive understanding of people, cultures, and ways of being from around the world. We also remain attuned to changes in law, court decisions, and federal and provincial standards, such as the recent passing of Bill 68, the New Police Services Act.

It impacts the training of all Special Constables in Ontario, prescribing a focus on a series of topics, including Ethics and Leadership, Racial Profiling, Anti-Oppression-Micro Aggression and Diversity, Crime Scene Management, Community Based Policing, and Drug Investigations and Effects. All UTM Special Constables receive this training in our Orientation and Refresher course. UTM runs much of our safety training internally, drawing on outside supports as needed.

Mandatory Training

Course/Topic	Delivered By	Duration	Number Trained
Annual Use of Force	Campus Safety Instructors	8 hrs	15
Standard First Aid	Canadian Red Cross	16 hrs	8

Additional Training

Course / Topic	Delivered by	Duration	Number Trained
Autism Spectrum Disorder	Canadian Police Knowledge Network	1.5 hrs	4
Micro Aggression and Anti-Oppression Training	TNT Justice Consultants	8 hrs	14
Mental Health First Aid Standard	Canadian Mental Health Commission	9 hrs	4
Supervisor Coach Office Course	TNT Justice Consultants	32 hrs	3
Recognition of Emotionally Disturbed Persons	Canadian Police Knowledge Network	1.5 hrs	4
Scenario Based Mental Health and De-escalation Training	Canadian Police Knowledge Network	1.5 hrs	4
Special Constable Orientation	TNT Justice Consultants	200 hrs	4
Special Constable Refresher	TNT Justice Consultants	20 hrs	2

Overview: UTM Safety Statistics, Part 1

Incident Types	2019	2020	2021	2022	22 vs 21
Break and enter	0	0	0	2	2
Robbery	0	0	0	0	0
Theft Over \$5000	0	0	0	0	0
Theft Under \$5000	41	34	1	21	20
Theft Bicycles	6	0	1	1	0
Possess stolen property	0	0	0	0	0
Disturb Peace	2	2	2	1	-1
Indecent Acts	0	0	0	0	0
Mischief/Damage	10	5	13	7	-6
Other Offences	16	6	7	6	-1
Sexual Assaults	2	0	0	2	2
Assault	2	1	0	4	4
Impaired Driving	0	0	0	0	0
Criminal Harassment	12	4	0	13	13
Threatening	1	6	2	6	4
Homophobic	1	0	1	1	0
Homicide	0	0	0	0	0
Total	93	58	27	64	37

Overview: UTM Safety Statistics, Part 2

Other Activity	2019	2020	2021	2022	22 vs 21
Arrest Warrants	0	0	0	0	0
Alarms	324	132	119	136	17
Fire Alarms	22	2	16	17	1
Assist other police	3	0	16	12	-4
Demonstrations	0	0	0	1	1
Suspicious Persons/ Circumstances	31	22	16	34	18
Trespasser Charged	8	1	6	7	1
Trespasser Cautioned	23	16	0	3	3
Medical Assistance	115	3	43	62	19
Insecure Premises	2	0	5	2	-3
Motor Vehicle Collision	21	5	2	20	18
Mental Health Act	30	7	0	13	13
Attempt Suicide	1	4	0	7	7
Sudden Death	0	0	0	0	0
Fires	2	0	0	0	0
Total	582	192	223	314	91

Overview: UTM Safety Statistics, Part 3

Other Activity	2022
Student Code of Conduct	0
Noise Complaints	6
Wellbeing checks	31
Police Assistance	95
Police Information	82
Animals Injured	0
Bomb Threats	0
Missing Persons	0
Elevator Entrapment	6
Total	220

Staff Appointments: 1 January - 31 December 2022

Total Applications	New Appointments	Re-Appointments	Total Special Constables
6	6	0	15

Staff Transitions: 1 January - 31 December 2022

Terminations	Suspensions	Resignations	Retirements
4	0	0	1

Responding to Students in Mental Health Crises

Annual Progress Report on Institutional Commitments

In October 2022, the Vice-President, People Strategy, Equity & Culture and Vice-Provost, Students released an initial [Administrative Response](#) to the *Final Report of the Review Committee on the Role of Campus Safety (Special Constable Services) in Responding to Students in Mental Health Crises*. The Response identified five key areas to focus the University's efforts to address the recommendations, and affirmed the need for compassion, collaboration, and expertise in trauma-informed practices to develop solutions best suited to our diverse student population.

The following summary indicates commitments made collectively by Campus Safety teams under each key area. Going forward, progress will be shared in future Campus Safety Annual Reports and through the [People Strategy, Equity & Culture website](#).

i. Achieving Tri-Campus Consistency

- Established in tandem with the release of the Administrative Response, a tri-campus safety leadership table (chaired by the Vice-President, People Strategy, Equity & Culture and Acting Vice-President, People Strategy, Equity & Culture) has been meeting regularly to share information and collaborate on standard processes, including institutional responses to students in mental health crises.
- Meetings frequently include subject matter experts such as the inaugural Senior Executive Director, Student Mental Health Systems, Policy and Strategy to ensure that the perspectives of campus mental health experts are considered in the discussions.
- This tri-campus approach moves toward a shared set of standards that will develop consistent, responsive, and accountable practices across the University while still enabling local, tailored approaches that respond to unique student needs at each campus. Initiatives designed and implemented on one campus may inform models for similar initiatives on other campuses.

ii. Continuing to improve the breadth and depth of mandatory training for Campus Safety staff.

- Directors on all Campus Safety teams have committed to enriching tri-campus training initiatives and exploring, in consultation with mental health and student wellness partners, the development of a new framework that embeds more deeply both equity, diversity, and inclusion (EDI) and mental health considerations into this training.
- Each of the three Campus Safety teams now have a staff member dedicated to education and training initiatives.
- A Community Crisis Response Coordinator position, in place for some time at UTSC, is being integrated into the UTSG team, and UTM is working to similarly align its structure. As of June 2023, the UTSG Community Crisis Response Coordinator will begin providing biannual training.
- Equity offices are consulting with all Campus Safety teams on mandatory training.
- By December 2023, the UTSC Equity, Diversity & Inclusion Office will complete a review of Campus Safety training and share their findings with other Campus Safety Directors.
- Joint training sessions with student mental health teams—where not already in progress—will be initiated by late Spring 2023.

iii. Enhancing recruitment, hiring, onboarding, and retention strategies for Campus Safety staff.

- University HR will work with tri-campus Campus Safety Directors to review Campus Safety job descriptions for scope and accuracy. This practice will support both recruitment and retention efforts, ensuring alignment between performance expectations and the delivery of high-quality, compassionate service to our community.

- The inaugural Director and Special Advisor, High Risk and Divisional Support (OSHR) is developing a Critical Incident Response Team to service the tri-campus community. Upon request, this team will provide support, such as critical incident debriefing, to Campus Safety team members.
- Currently, UTSC's Community Crisis Response Coordinator participates in hiring panels, ensures interview questions are designed with an EDI lens, and supports the creation of hiring panels that reflect the diversity of their local communities. UTSG and UTM are working to align their practices with this UTSC model.

iv. Re-examining synergies between Campus Safety, student wellness services, and student groups in responding to students in mental health crises.

- Early work is underway to develop a new collaborative model for Campus Safety, student wellness services, and other internal and external stakeholders to support information-sharing and role clarification and explore how to better define the range of responses needed to support students in mental health crises.
- Current areas of focus and discussion include the following: reviewing protocols and procedures around conducting wellness checks; the collection of student information; the use of appropriate community supports and agencies; and voluntary or involuntary student transfers to hospital emergency care, ensuring the integration of trauma-informed practices and a "least restraint" approach to transfers.
- The UTSC Director and Community Crisis Response Coordinator developed a comprehensive student crisis response process map by consulting with key stakeholders about how students engage safety-related resources. This initiative serves as a model for other Campus Safety teams.

v. Strengthening communications between Campus Safety and the U of T community.

- The Division of People Strategy, Equity & Culture is collaborating with University of Toronto Communications and tri-campus Campus Safety staff on a communications plan that clarifies the roles and services of Campus Safety, how and when to access their assistance, and the functionality of the U of T Campus Safety.