



Guelph Police Services Board

PO Box 31038, Willow West Postal Outlet, Guelph, Ontario N1H 8K1
Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

Open Meeting Agenda

Thursday, April 21, 2022; 2:30 p.m.

Location: Electronic Meeting

[Click here to access meeting via YouTube](#)

Closed Session: 1:00 p.m.

Open Session: 2:30 p.m.

- | | | |
|-----|--|-------------|
| 1.0 | Welcome and Introductions | |
| 2.0 | Meeting Called to Order, Territorial Acknowledgment | |
| 3.0 | Declarations of Conflict or Pecuniary Interest under the Municipal Conflict of Interest Act | Information |
| 4.0 | Closed Session Resolutions (if any) | Decision |
| 5.0 | Presentations/Delegations | |
| | 5.1 Body Worn Camera Project: Jonathan Green, Manager, Information System Services and Alana Saulnier, PhD, Assistant Professor, Sociology Department, Surveillance Studies Centre Deputy Director, Queen's University | |
| 6.0 | Approval of Minutes of the Open Meeting, March 17, 2022 | Decision |
| 7.0 | Approval of Agenda | Decision |

PART 1 - CONSENT

Items on the Consent Agenda can be approved in one motion. Prior to the motion being voted on, a member of the Board may request that an item be moved to the Discussion Agenda.

		Decision
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- | | | |
|-----|---|-------------|
| 7.1 | Headquarters Renovation & Expansion Report | Information |
| 7.2 | 2021 Preliminary Year End Financial Variance Report | Decision |
| 7.3 | Professional Standards Q1 Report | Information |
| 7.4 | Human Resources Report – Member Appointments | Decision |

7.5	Community Account Funding Request - Ratification Of Motion from March 29, 2022	Decision
7.6	Board Correspondence Report	Information
7.7	Community Account Q1 Report	Information
7.8	Body Worn Camera Project – Final Report	Information
7.9	Budget Signing Authorities Report	Information

PART 2 – DISCUSSION

7.10	Human Resources Strategies Annual Report	Information
7.11	Chief’s Monthly Report	Information
7.12	New Business	
8.0	Information Items	
	<ul style="list-style-type: none">• Next Open Meeting: May 19, 2022, 2:30 p.m., via Teams meeting, Livestreamed on YouTube• Canadian Association of Police Governance (CAPG) Law of Policing Conference, Eastern Edition, May 4 and 5, 2022, Toronto• Ontario Association of Police Services Boards (OAPSB) Spring Conference (virtual), May 26 and 27, 2022• Canadian Association of Police Governance (CAPG) Virtual Annual General Meeting, September 1, 2022• Canadian Association of Police Governance (CAPG) 33rd Annual Conference, September 7-11, 2022, Saskatoon, SK	
9.0	Adjournment	Decision



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Open Meeting

Minutes – March 17, 2022

An Open meeting of the Guelph Police Services Board was held by teleconference call on March 17, 2022, pursuant to sections 11.4 and 20.7 of Guelph Police Services Board By-Law 136 (2009), commencing at 2:30 p.m.

Present: R. Carter, Chair
R. Curran, Member
P. McSherry, Member
C. Guthrie, Member
C. Billings, Member
L. LaCelle, Executive Assistant
G. Cobey, Chief of Police
D. Goetz, Deputy Chief of Police
L. Pelton, Finance Manager
J. Sidlofsky Stoffman, Legal Counsel

Guests: S/Sgt. J. Karavelus, Cst. D. Connelly

1.0 Welcome and Introductions

Chief Cobey invited everyone to take a moment to recognize that Monday, March 14, 2022, marked 9th anniversary of the in the line of duty death of Cst. Jennifer Kovach and her service to the community.

2.0 Meeting Called to Order and Territorial Acknowledgment

Chair Carter called the meeting to order at 2:30 by teleconference call between the attendees and gave Territorial Acknowledgement.

3.0 Declaration of Conflict or Pecuniary Interest

There were no declarations of conflict or pecuniary interest.

4.0 Closed Session Resolutions

Moved by R. Curran

Seconded by C. Guthrie

THAT the Guelph Police Services Board support the Canadian Arab Women's Association in the amount of \$600.00 with funds to be paid from the

Community Account.

AND THAT the Guelph Police Services Board support the Guelph Neighbourhood Support Coalition in the amount of \$3,000.00 with funds to be paid from the Community Account.

- Carried -

5.0 Presentations/Delegations

5.1 Investigative Services – Human Trafficking Presentation – S/Sgt. J. Keravelus and Cst. D. Connelly

Chief Cobey introduced S/Sgt. Jeimy Keravelus and Cst. Daniel Connelly to provide update on Human Trafficking.

S/Sgt. Keravelus thanked Board for opportunity to speak and provided an overview of what Human Trafficking is and how it is a crime that continues to grow.

What makes Human Trafficking challenging is the hidden nature of the offence. Other challenges include the lack of awareness, the movement of individuals from area to area, the reluctance by victims to report these incidents for fear of violence by the trafficker or their associates, or the fear of law enforcement from past experiences or the belief that the victim is doing something illegal.

To combat Human Trafficking, it is essential to increase awareness, allow for effective detection and prevention methods to take place, investigate and hold traffickers and their associates accountable, and most importantly, provide support to victims and survivors and help them recover and reintegrate into the community.

In the past, Human Trafficking was investigated by members of the Special Victims Unit. A grant from the Ministry of the Solicitor General in the Fall of 2019 allowed for the creation of a partnership between the Guelph Police Service, the Waterloo Regional Police Service, Victim Services Wellington, and Victim Services Waterloo Region. This partnership has been a strong one as it has allowed for the creation of a specialized unit with training to investigate these incidents, provided support to victims, provided shared resources in terms of staffing, training, and equipment, and allowed for a cross border response.

As one of the key principles of this partnership is to assist victims of Human Trafficking, the addition of a crises intervention counsellor allows for the provision of a victim centric approach whereby the counsellor works with investigators and is also utilized to provide resources for victims by assisting with basic needs and connecting them with other community service partners, and treatment and rehabilitation centres.

This partnership has been making a positive impact on both communities.

S/Sgt. Keravelus introduced Cst. Dan Connelly, a 13 year Member of the Service who as spent the last seven years conducting drug investigations.

Cst. Connelly discussed the day-to-day operations of the unit and highlighted the signs and behaviours of Human Trafficking.

C. Guthrie commented to thank everyone involved in the program, particularly knowing the emotional toll it must take on all those involved.

P. Mcsherry echoed the comments of C. Guthrie and asked how prevalent this issue is in Guelph. Cst. Connelly indicated that it is difficult to provide an exact number as this issue is typically under reported but could say that as it has been investigated more, there have been almost double the amount of charges and incidents.

Chair Carter thanked both S/Sgt. Keravelus and Cst. Connelly for joining the meeting and providing an informative presentation that helps everyone to understand the seriousness of this issue and the complications involved. Chair Carter wished the team the best of luck going forward with continuing work in this regard.

J. Keravelus and D. Connelly left the meeting at 2:55 p.m.

6.0 Approval of Minutes of the Open Meeting, February 17, 2022

Moved by C. Billings

Seconded by R. Curran

THAT the Guelph Police Services Board approve the Open Meeting minutes of February 17, 2022.

- Carried -

7.0 Approval of Agenda

Moved by C. Billings

Seconded by R. Curran

THAT the Guelph Police Services Board approve the Open Meeting agenda.

- Carried -

Part 1 – Consent Agenda

7.1 Headquarters Renovation & Expansion Report

That the report titled "Police Headquarters Renovation and Expansion Project," and dated March 8, 2022, be received for information.

7.2 Freedom of Information Requests Annual Report (2021)

That the report titled "2021 Access to Information Report," and dated March 17, 2022, be received for information.

7.3 Public Salary Disclosure Annual Report (2021)

That the report titled "Public Sector Salary Disclosure for 2021," and dated March 17, 2022, be received for information.

7.4 Professional Standards Annual Report (2021)

That the report titled "Professional Standards 2021 Year End Report," and dated March 17, 2022, be received for information.

7.5 Human Resources Report – Special Constable Appointment

That Gary Gibson be appointed as a Special Constable with the University of Guelph effective February 10, 2022.

7.6 Human Resources Report – Member Appointments

That Natalie Gresel be appointed as a temporary full-time member of this Service effective March 10, 2022.

7.7 Board Correspondence Report

That the report titled "Board Correspondence Report – Open Meeting – March 17, 2022," be received for information.

7.8 Major Case Management Annual Report

That the report titled "Professional Standards 2021 Year End Report," and dated March 17, 2022, be received for information.

7.9 Missing Persons Annual Report

That the report titled "Missing Persons Act, 2018 – Annual Report 2021," and dated March 9, 2022, be received for information.

Part 2 – Discussion Agenda**7.10 2019-2023 Strat Plan Priority Update**

It is important to note that as we work to ensure alignment with our Strategic Plan we are very mindful of the work being done in the

development of our Community Safety and Wellbeing Plan.

This collaborative work by the advisory group, plan support team and community partners, including our Service and our Board, informs the development of Service initiatives as well as our future Strategic Planning.

Community Policing

The Community Policing Committee established an overall goal: To increase police visibility in the community and strengthen relationships with community members and partner agencies.

Community Policing Committee:

This committee is now permanent, with the purpose of continually evaluating how our Service can have a positive impact within our community. The committee works closely with our Youth and Community Services Unit and works hard to develop relationships with community organizations / members.

Expansion of Community Resource Officers

Over the past year two CROs were deployed, 1 focusing on the downtown and 1 focusing on other neighborhoods. The CROs continue to build and foster relationships with community organizations, partner agencies, and neighbourhood groups. The intention is to growth the CRO program.

Pre-Charge Diversion Program

The Service has partnered with the John Howard Society and the Crown Attorney's Office to develop a pre-charge diversion program, focusing on restorative justice and using relationships with community organizations to address minor offences rather than using the criminal justice system for this purpose. The program helps youth and adult offenders access programs and resources **The program went live in January 2022.**

Full-time Media Position

At the end of 2020, Mr Scott Tracey became our first civilian Media Relations Coordinator. Scott has brought a wealth of Media and Police experience the unit as we seek to engage and inform our community.

Documentation of GPS Community Involvement

Despite COVID, the Service has continued to engage the community and participate in a number of community events, both virtually and in person. This includes the Special Olympics Torch Run, Kickz Soccer, the Dairy Queen ice cream ticket campaign, Tim Hortons Camp Day, and Cops and Kids Christmas.

In addition, members participated in numerous other events throughout the year. As part of the community policing priority, increased visibility of members in the community was set as a goal. The numbers below reflect our members' continued dedication to ensuring this goal is reached:

- 2019 – 107 events
- 2020 – 177 events
- 2021 – 266 events

Equity Diversity Inclusion Committee

- Our Equity Diversity and Inclusion Committee continues its work to developing new opportunities to engage and learn from our community members.
- Cultural Appreciation / Diversity Awareness program was expanded and includes the participation of leaders from our diverse community who deliver training and share their lived experiences to these new officers.
- Youth and Police Alliance Basketball – 8 week session at the West End Rec centre in collaboration with our local Ball 4 All program and the City of Guelph.
- GPS member representative on OACP Equity Diversity and Inclusion Committee,
- New GPS policy created for Internal Support Networks within our Service, This includes an announcement on International Womens Day, March 8th, of our new Women in Leadership Support Network, designed to support, mentor and empower those who identify as women within the GPS

Organizational Health and Service Effectiveness

Since the last Strategic Plan report, the following activities have occurred in support of this priority. Ms Tracey Dupuis, our first wellness

Coordinator, has continued to evolve and improve the wellness supports for our members and their families. This will remain an important area of focus.

- Increase in Critical Incident Stress Management (CISM) outreach by team members
- The wellness portion of the orientation program for new recruits has been further developed, and plans are in place to include a wellness orientation for civilian members
- Training was provided to Dispatchers / Communicators.
- A virtual conversation with IMPACT was held on Bell Let's Talk Day.
- Wellness initiatives undertaken during this time include a Sleep for Shift Work Education series, the GPS book club, and promotion of EFAP services and webinars to support members and their families.

Service Effectiveness

- Response Times have continued to improve for the 3rd year in a row / CSI Improvements
- Deployment of Body-Worn Cameras
 - By March/April body cameras will have been issued to all officers who will be wearing them.
 - Once onsite, the virtual reality training will allow officers to be immersed in realistic scenarios which include de-escalation and empathetic approaches to incidents.

Community Wellness

- **CMHA**
 - Continue to work towards 24/7 IMPACT response; including conversations with municipal, provincial, and federal representatives, CHMA, and community members.
 - IMPACT currently staffed with 7.5 members working at both GPS HQ and CMHA.
 - Live calls with police year over year have more than doubled (2021 – 762 versus 2019 – 370) with a hospital diversion rate of 74.3%.

- The mobile HealthIM application was updated to enhance support to both members of the community and health partners.
- The Downtown Liaison Officer and our CRO continue to strengthen relationships with partner agencies including CHC, BIA, Poverty Task Force, Wyndham House, Stepping Stone, Downtown Business.

Road Safety

- Newly Created S/Sgt Position to support our Traffic, TRU and Canine to support and align these units and optimize our ability to support Road Safety Initiatives.
- A number of RIDE checkpoints were conducted in 2021.
- The Traffic Unit continues to be active member of the Guelph Road Safety Coalition, which includes representation from the City of Guelph Traffic Engineering Department, the Ministry of Transportation, the University of Guelph, Wellington-Dufferin-Guelph Public Health, and the Guelph Junction Railway.
- The Unit is leveraging technology to increase operational effectiveness/efficiencies in relation to road safety. As we move forward, online reporting will be used to receive complaints, and internal IT systems used to disseminate information about traffic concerns to members for proactive enforcement.

Drugs and Property Crime

Property Crime

- As indicated in the presentations last month, our City continues to be impacted by a variety of property related crimes.
- We continue to work to develop both education / prevention / enforcement initiatives to support our community and reduce the impact of these offences.
- Break Enter Auto Theft Unit Highlights Since Board Presentation.
- 10 arrests
 - Three re Stolen Vehicles
 - Four re Break and Enters

- Three re Possess Stolen Property
- Three Search Warrants Executed at residences
 - Two stolen police badges recovered

Downtown

- Connor Vaivods, a police constable who was born and raised in Guelph, is our Downtown Liaison Officer position.
- Members of the Guelph Police worked collaboratively with the City of Guelph, downtown businesses, the Downtown Guelph Business Association, and other stakeholders
- The Guelph Police Service is continually re-assessing best practices for policing the unique downtown area of Guelph to best serve our vibrant community. In consultation with our Downtown Community, our DRO program continues to evolve. We are committed to supporting our Downtown community which includes all those who live, work and visit our downtown.

7.11 Calls for Service Annual Five Year Trends Report 2021

Chief Cobey provided highlights of the report, which summarized the types of calls received by the Service in terms of priority, neighbourhood, and response times.

Total calls for service were almost unchanged between 2020 and 2021 and the distribution for calls for service by neighbourhood was stable between 202 and 2021, likely due to the continuing Covid-19 pandemic driving down demand for policing services.

2021 calls by month were distributed similar to previous years, with a spike in October due primarily to accidental 911 calls/hang-ups; this increase is speculated to be the result of changes made in the function of wireless devices made by the producer of those devices.

Assist Other Service and Mentally Ill Person calls for service both rose in rank in the Service's Top Ten Calls for Service. The increase in these types of calls is likely due to the stresses caused by the Covid-19 pandemic.

Youth complaints increased by nearly 72% year to year, a change which may be again attributable to the Covid-19 pandemic.

Breach Judicial Order calls for service decreased by 34.2% in 2021, likely

due to a number of factors, including reduced calls for service during the pandemic, and the introduction of Bill C-75, which mandates the release of people as early as possible under the least onerous conditions.

Guelph's median Priority 1 response time was slightly faster in 2021 and the fastest it has been in the last five years.

7.12 Chief's Monthly Report

The Chief thanked S/Sgt. Keravelus and Cst. D. Connelly for their important presentation.

As we evolve towards a new and different normal, the Chief also wanted to highlight for the Board and thank Members for their hard work and dedication throughout the pandemic. There have been 145,000 calls for service throughout the pandemic, and it is important to say thank you to Members and the community. As a community, everyone has worked very hard and on behalf of Service, the Chief provided thanks to Members, the Board, the Mayor, Guelph City Council, and organizations during this unique time.

7.13 New Business – there was no new business reported.

8.0 Information Items

- Next Open Meeting: Thursday, April 21, 2022, 2:30 p.m. via Teams meeting, livestreamed on YouTube.

9.0 Adjournment

Moved by C. Guthrie

Seconded by R. Curran

THAT the Open meeting of the Guelph Police Services Board adjourn at 3:27 p.m.

- Carried -

R. Carter, Chair

L. LaCelle, Executive Assistant



GUELPH POLICE SERVICES BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: Tuesday, April 12, 2022

SUBJECT: Police Headquarters Renovation and Expansion Project

PREPARED BY: GPSHQ Renovation Liaison Derek McNeilly

APPROVED BY: Daryl Goetz, Deputy Chief

RECOMMENDATION:

For information only.

SUMMARY:

To provide the Board with an update on the Police Headquarters Renovation and Expansion Project.

STATUS REPORT FOR THE MONTH OF APRIL 2022:

Site meetings occur weekly with Perini Management Services Inc (PMSI), the architect CS&P, the CoG and GPS. These meetings provide updates and planning for next works to be completed for the project, as well as GPS planning for movement of GPS personnel and equipment within HQ and from our temporary off-site locations.

Some of the completed work at HQ for the past month includes the following:

- Completion of the pre-action sprinkler system on the 1st level
- Installation of custodial lockers
- Commencement of remedial welding for the S/W area
- Commencement of functional testing for the BAS (building automation system)

- Remaining cells completed with epoxy wall and floor painting
- Painting of ceilings and walls in stairwells
- Completion of remedial welding for N/W area
- Exterior cladding installation of low roof guard at exterior stair
- Sealing of ceiling fire spray in remaining storage areas on the 2nd level

For the month of April, we anticipate work in the following areas:

- Installation of roof safety railings and ladders
- Complete remedial welding for the S/W area
- Completion of the BAS

As the project draws to a close, we expect occupancies at the amended times noted below, based on the contractor's most recent instruction regarding their construction schedule.

- N/W addition - materials management storage, tactical areas, exterior lunchroom patio - (Pending final inspection and approval by the Engineer of Record (EOR), final occupancy for the N/W area is expected in the next few weeks)
- S/W addition – east section of garage, fleet office, data services, traffic office – (Perini's structural engineer is still in the midst of completing the remedial work required in these areas, in consultation with the EOR. Completion of the remedial work is still to be determined but it is hoped occupancy can occur early to the middle of May)
- Remaining sections on the 2nd level – lineup, report writing, offices for: patrol sergeants, IMPACT, VICTIM SERVICES, schools, CRO, HSRO, main washrooms, monitoring room (Finalization of the fire alarm was completed. The integration testing by the general contractor is involved. A company engaged by the GC has plans in hand and testing expected to occur the first week of May. When completed, occupancy by the CoG building department can occur. Anticipated occupancy is believed to be early May 2022)
- Remaining areas on the 1st level – property unit office/storage rooms, found/seized property lockers, gym storage rooms, gym breakout room, custodial locker room, remainder of cellblock – 10 cells in Block C (Anticipated occupancy is the same as the 2nd level, as noted above)

STEERING COMMITTEE:

The Steering Committee continues to meet every two weeks. With oversight by the CoG project manager, there continues to be coordination with GPS project staff, the architect, contractor and bonding company in order to bring the project to a close.

FINANCIAL REPORT:

The bonding company and PMSI continue to engage with the CoG continues to ensure all deficient items are being completed in order to arrive at the finalization of the project. Site meetings are conducted weekly with all stakeholders, including the GPS, as end-user of the facility.

CORPORATE STRATEGIC PLAN:

This project continues as it relates to objective eleven of the 2016 - 2018 Guelph Police Service Business Plan to successfully complete the renovation and expansion of the Guelph Police Service Headquarters building.

1. Complete the police headquarters renovation and expansion on time and on budget in partnership with the City of Guelph.
2. Ensure business continuity during the project, including having new procedures and practices in place for the completed headquarters building.
3. Develop a communications plan regarding the Guelph Police Service headquarters renovation targeting the public and Guelph Police Service members.

FINANCIAL IMPLICATIONS:

The CoG Project Team continues to assess the remaining work in order to bring the GPSHQ project to a conclusion. All liens have been removed from the project.

ATTACHMENTS: none



GUELPH POLICE SERVICES BOARD

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FINANCIAL SERVICES DIVISION

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: Thursday, April 21, 2022

SUBJECT: 2021 PRELIMINARY YEAR END FINANCIAL VARIANCE REPORT

PREPARED BY: Lisa Pelton, Manager & Lisa Rintoul, Analyst, Financial Services

APPROVED BY: Daryl Goetz, Deputy Chief of Police

RECOMMENDATION:

THAT the Guelph Police Services Board in accordance with the Year End Operating Surplus Allocation Policy (Appendix B) request that the 2021 year-end surplus be transferred to the Police Operating Contingency Reserve, in the estimated amount of \$1,575,830.

SUMMARY:

The purpose of this report is to share with the Guelph Police Services (GPS) Board the preliminary 2021 year-end operating and capital results. The final 2021 results will be presented at the Board meeting in July.

In addition, the City of Guelph monitors the quarterly operating and capital variance information and periodically requires variance explanations and year-end projections from the Guelph Police Service. This information has been shared with the City of Guelph's finance department.

As noted later in the report, the City of Guelph has a year-end surplus allocation policy, which requires the GPS Board to submit a request in writing to the City's Chief Financial Officer (CFO) to have the surplus allocated to support police operations. In consultation with City Finance staff, GPS staff are recommending that the 2021 year-end operating surplus be allocated to a Police Operating Contingency Reserve in order to:

- offset budget deficits arising from unforeseen events or extraordinary expenditures



- mitigate fluctuations in Provincial Grant Revenues required to support essential services
- fund one-time operating budget impacts that would otherwise cause a tax rate fluctuation

OPERATING VARIANCE REPORT:

The preliminary 2021 operating surplus for the Guelph Police Service is \$1,576K and represents a positive 3.1% variance to the full year operating budget. The Senior Leadership Team receives a high-level dashboard that focuses on measures that can have a significant impact on the Service's financial position. These measures and the Service's year-end position are discussed throughout the report. A detailed variance report is included as **Appendix A**.

As of December 31, 2021, all measures closed the year with a green status and signifies that the measure is within budget or a surplus has been realized.

Measure 1: Position Vacancy Target & FTE:

Measurement	Status
Position Vacancy Target	
FTE	

A position vacancy estimate of \$450K was included in the 2021 budget. The surplus from permanent position vacancies including benefits was \$2.067M. The savings were realized because of full time equivalents (FTE) being below the authorized strength throughout the year. As of December 2021, FTEs were below budget by 4.95 FTEs of which police FTEs were under complement by 1.0 FTE. The authorized strength for police is 222.5. Civilian FTEs were under complement by a total of 3.95 FTEs with vacancies or 1.7 FTE for Special Constables, 1.75 FTE in Communications/Data Services and 0.5 FTE in Research and Development.

Measure 2: Overtime

Measurement	Status
Overtime	

Paid overtime ended the year \$168K under budget. All areas recorded a decrease in overtime hours from 2020 levels with the exception of Projects, which experienced an increase of 1,616 hours. At December 31, 2021, banked and paid hours are down year over year by 9,481 straight time hours. A detailed overtime summary is presented later in this report.

Measure 3: Travel & Training

Measurement	Status
Travel and Training	

Travel and training had a surplus in 2021 of \$145K. The training surplus was \$77K mainly because of the cancellation and postponement of sessions due to Covid-19.

Measure 4: Operating Variance

Measurement	Status
Operating Variance	

Revenues were favourable overall by \$382K in 2021. Grant Revenues were higher than budget by \$69K mainly due to the Proceeds of Crime Grant for Software and the CSP Provincial Priorities coming in higher than budget. Product sales include capital sales of \$122K, which are offset by the internal charges line as a transfer to the capital reserve. External Recoveries include unbudgeted revenues, and also offset by the deficit below in Financial Expenses. User Fees and Service Charges were \$23.5K unfavourable mainly due to charges for false alarms falling under budget.

Compensation was \$1,639K favourable compared to budget. Total salaries and wages were \$1,569K favorable and employee benefits \$149K favourable while sick leave payouts exceeded budget by \$79K. Sick leave payments are fully funded from the Police Sick Leave reserve and recorded in internal recoveries.

Direct Operating Expenses were \$30.5K favourable compared to budget.

Total purchased goods were \$55K favourable at the end of the year, mainly due to:

- Administration and office expenses were under budget by \$32K.
- Personnel supplies recorded a surplus of \$50K, driven by uniform purchases under budget 56K.

Total purchased services ended the year with a surplus of \$69.5K, mainly due to:

- Travel and training surplus \$145K, resulting from the cancellation and postponement of sessions due to Covid-19.
- Professional services surplus \$92K, due to consulting and legal fees being well under budget.
- Deficits were recorded in repairs and maintenance (\$102K) and leases (\$64.5K). Main drivers were computer software maintenance expenses where budget is reflected in purchased goods (new account in 2021) and Lewis road rent (only four months' rent was budgeted for the facility).

Financial Expenses were \$94K unfavourable compared to budget, offset by surplus above in External Recoveries.

Internal charges/recoveries net to a \$475.5K deficit. Main factors for the unfavourable variance include:

- Internal charges include amounts for transfers to capital relating to sales (\$122K) and transfer to fund the sick bank (\$562K).
- Internal recoveries include a transfer from the compensation reserve of \$52K for the headquarters renovation.
- Savings were recognized in vehicle gasoline (\$63K). GPS predominately utilizes the City's Public Works department and the actuals are charged back to GPS.

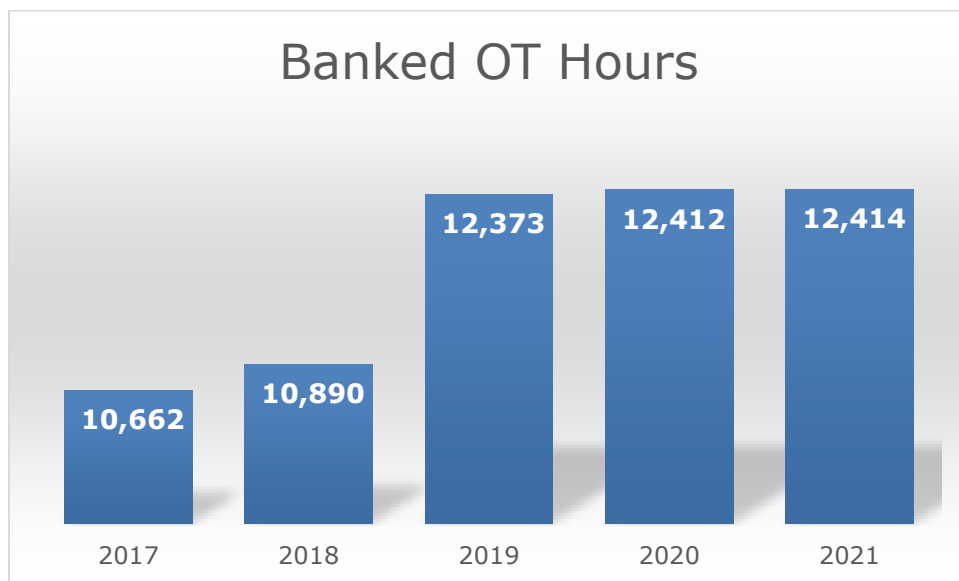
Overall results include costs incurred for Covid 19 in the amount of \$316K, of which \$64K were unbudgeted costs for supplies, equipment and overtime.

OVERTIME REPORT:

The preliminary 2021 operating results include \$1,316K of overtime costs incurred compared to a budget of \$1,003K, which resulted in a deficit of \$313K. Of the total actual overtime costs recorded, \$835K relates to paid overtime and \$480.5K relates to banked overtime.

Overtime costs include both overtime hours paid to members as well as any banked hours earned during the year. As per the collective agreement, members (with the exception of Police Inspectors) can bank up to 70 hours (GPA) and 80 hours (SOA Civilians) of overtime. The GPA now has the option of having their banked overtime paid out twice per year.

The overtime bank for members as at December 31, 2021 equaled 12,414 hours, which amounts to a \$628K liability for the service, reflecting a 2 hour and \$22K increase over the previous year.

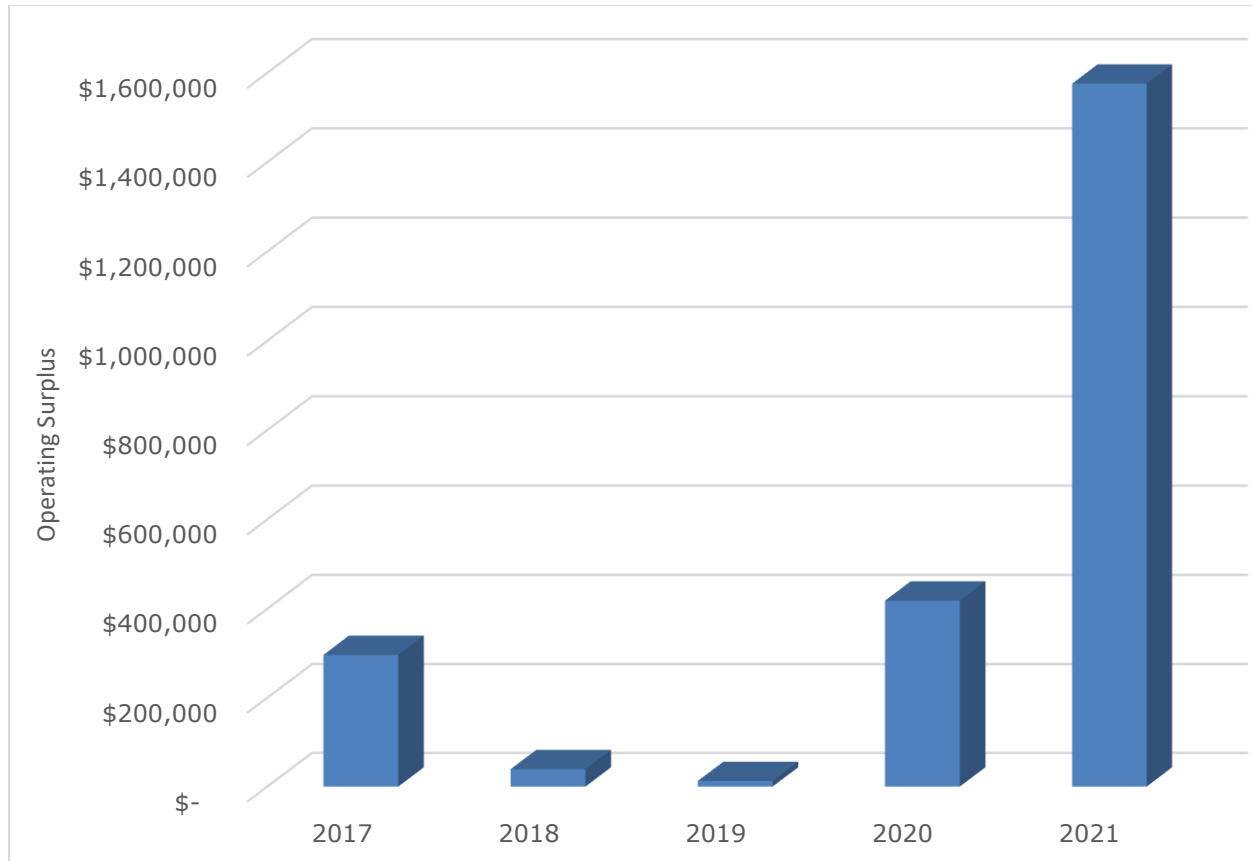


In 2021, total overtime hours paid and banked were 26,898 reflecting a decrease over the prior year of 9,481 hours or 26%. **Appendix C** compares the overtime to the previous year by type. Increases were realized in Projects, all other areas decreased.

Appendix D provides a five-year view of total paid and banked hours and wages for overtime.

Operating Surplus Historical Trending & 2021 Year End Allocation:

As demonstrated in the below chart, the GPS' operating surplus has been between 0.03% and 3.1% of the total operating budget for the previous 5 years with the lowest surplus being recorded in 2019 and the highest in 2021.

**Reserve Contributions:**

Within the operating results there are contributions made to both the police and city reserves annually. The following chart shows the past five years of contributions to the City and Police reserves made via the Police operating budget. It does not show what has been funded from these reserves nor is it intended to show the year-end balances of these reserves. Year end balances will be reported with the Audited Financial Statements in July. The Guelph Police Service receives funding from the police reserves to fund expenses such as sick leave payments, headquarters renovations and equipment lifecycle replacement capital projects. Due to the surplus in 2021 we were able to fully absorb expenses paid to WSIB, as well as fund the sick leave liability as at December 31, 2021.

City/Police	Description	2015	2016	2017	2018	2019	2020	2021
City-131	Benefit Stabilization Reserve	51,175	218,357	372,053	486,567	292,937	0	0
City-330	WSIB Reserve	-35,652	-103,670	-158,186	-447,007	-578,227	0	0
Police-101	Sick Leave Reserve	350,477	342,167	355,832	360,241	360,566	800,833	561,708
Police-115	Operating Contingency Reserve			150,000	39,000	0	417,996	1,575,830
Police-158	Capital Reserve						87,900	3,889,103

2021 Unaudited Surplus

A Police Operating Contingency Reserve was created in accordance with the City of Guelph's Council approved Reserve and Reserve Fund policy. The general purpose of a reserve of this nature is to provide for unexpected events or unplanned expenditures that are resulting in a budget shortfall and to provide funding for one-time expenditures that would otherwise cause tax rate fluctuations. Additionally, from a forward-looking perspective, operating contingency reserves will become more critical as the City moves towards a multi-year budget methodology in the years to come.

During the 2022 budget process it was recommended that the Police Contingency Reserve increase the target reserve balance of up to a maximum of 5% of Guelph Police Services' annual operating budget. In 2021, this would make the target reserve balance equal to \$2,571,453. As part of this report, GPS is recommending that the full 2021 year-end surplus be allocated to the Police Operating Contingency Reserve and should surpluses arise in future years, a recommendation would be made to continue contributing to this reserve until the target balance is met. GPS staff are recommending the following:

THAT the Guelph Police Services Board in accordance with the Year End Operating Surplus Allocation Policy (Appendix B) request that the 2021 year-end surplus be transferred to the Police Operating Contingency Reserve, in the estimated amount of \$1,575,830.

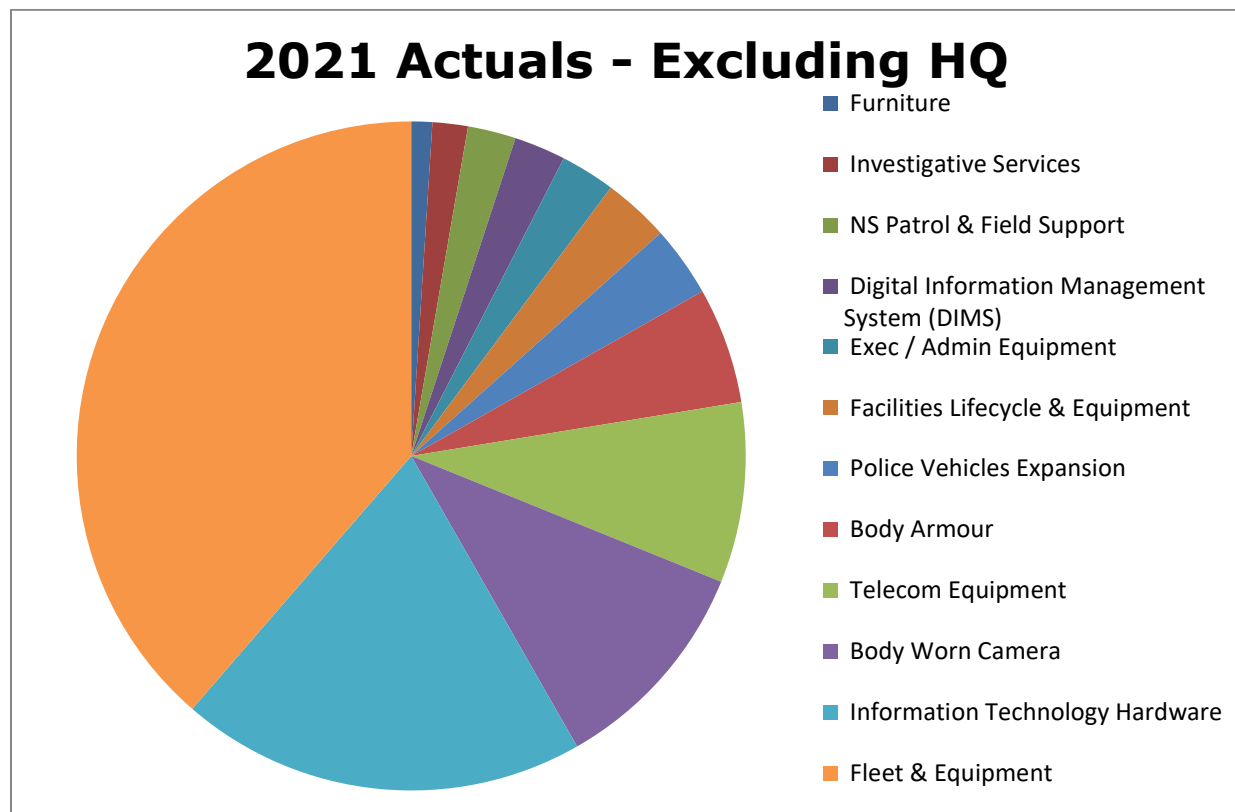
CAPITAL VARIANCE REPORT:

The preliminary capital status report as at December 31, 2021 and corresponding capital dashboard is presented for review (**Appendix E**). This report identifies the 2021 budget and the life to date surplus or deficit in each project. Please note that a previous year's surplus or deficit will contribute to the overall surplus or deficit at the end of December. Committed funds through issued purchase orders are not included as they were not received by year end.

A dashboard was developed that identifies the status of each capital project. A green status would mean that the capital spending is within budget or a surplus is expected. A yellow status would signify that a capital account is over budget with mitigation strategies in place to rectify the over spending. A red status signifies that a capital project is over budget and a mitigation strategy is being developed and implemented.

In 2021, \$1.9M was spent on capital expenditures. Approximately 30% of the spending was on the Headquarters renovation and expansion project. The next largest area of expenditure was Vehicle Replacement (27%) followed by Information Technology (14%).

The chart that follows show the distribution of spending for all GPS capital projects excluding the HQ project.



Lifecycle Replacement Projects:

The majority of the capital projects are for vehicle or equipment lifecycle replacements. All of the capital projects for lifecycle replacement have a green status and are in a surplus position.

Facilities Lifecycle and Equipment has a surplus of \$35K and includes costs to replace various pieces of equipment associated with the new building.

There was a prior year surplus in the Information Technology Hardware capital account which is contributing to the surplus of \$779K. The surplus will be spent to replace technology as we occupy new parts of the completed building. It will be used to cover overages associated with the Telecommunications Projects.

The Body Armour project ended the year with a small surplus of \$193. The Body Armour budget is established based on the body armour that expires within the calendar year. However, the budget can be impacted by a higher or lower than anticipated number of retirements, new hires or existing officers finding that their armour is no longer fitting properly.

Furniture procurement is being planned in conjunction with the Headquarters Renovation and Expansion project. Any non-essential furniture expenditures have been put on hold until the renovation is complete. The \$277K funds available in this account will be utilized for future furniture needs.

Neighbourhood Services Patrol and Field Support is in a surplus of \$129K. This project mainly includes equipment required by Tactical, Canine, Uniform and Traffic. Spending has been less than planned due to reduced storage until the HQ renovation is complete, as well as the extension of scheduled replacements.

Executive and Admin Equipment is in a surplus of \$292K. This project includes equipment from Property, Courts, Training and Wellness areas. Due to the delay in completion of the building some of the items budgeted in this account have been delayed.

Investigative Services Equipment is in a surplus of \$63K. This project includes all equipment in the Drug, ICE, Ident, Intel and Tech Crimes units. Once all planned purchases are made this account will remain within budget for the year.

Fleet and Equipment is in a surplus position of \$177K. This capital project includes life cycle replacement of current fleet vehicles and associated equipment to outfit the existing fleet. It also includes any other fleet equipment such as the E-Bikes. Any surplus will be utilized to keep the project within budget. Vehicles are forecasted to be replaced based upon standard lifecycles however, replacement only occurs after a review is completed to deem whether the vehicle is in good condition or whether we can utilize the vehicle longer.

Projects:

Police Vehicle Expansion Project is in a surplus of \$43K and is expected to be utilized as the new budgeted vehicles arrive.

The Body Worn Camera project has been combined with the Digital Information Management (DIMS) Project and a surplus of \$101K which will be utilized over the term of the contract.

The Police Telecommunications project is in a \$146K surplus position to be used in partnership with the City of Guelph (Guelph Fire) and PRIDE to purchase a new telecommunications system capable of supporting next generation 911 technology for the municipality.

Facilities:

The HQ Renovation project currently has a \$535K deficit. A separate Board report on the Headquarters renovation and expansion project provides more detailed financial information on this project.

STRATEGIC PLAN 2019 - 2023:

Priority 2: The need to review police resources and how they are deployed to better meet the needs of the community and members.

FINANCIAL IMPLICATIONS AND/OR RISKS:

Local Boards must request that any year-end surplus be allocated to their Contingency Reserve via a letter to the City's Chief Financial Officer. This request will be evaluated against all competing priorities. The risk associated with not increasing the Police Contingency Reserve to 5% of the budget, would have financial implications should unexpected increases arise related to contractual agreements, benefit and WSIB costs, legislative impacts, technology changes and decreases to future grant revenue.

ATTACHMENTS:

Appendix A: 2021 Operating Preliminary Variance Report

Appendix B: Year End Operating Surplus Allocation Policy

Appendix C: Overtime Analysis by Type

Appendix D: Overtime Analysis by Year

Appendix E: 2021 Capital Preliminary Variance Report

Appendix A

Police Operating Variance Report

As at December 31, 2021

(brackets indicate a favourable variance)



	Approved	YTD	YTD	YTD	YTD
	Final Budget	Actuals	Budgets	Variance	Variance %
Revenue					
User Fees & Service Charges	(603,700)	(580,125)	(603,700)	23,575	3.9%
Product Sales	(800)	(123,874)	(800)	(123,074)	(15,384.3%)
External Recoveries	(53,500)	(266,314)	(53,500)	(212,814)	(397.8%)
Grants	(2,260,000)	(2,329,468)	(2,260,000)	(69,468)	(3.1%)
Total Revenue	(2,918,000)	(3,299,781)	(2,918,000)	(381,781)	(13.1%)
Expense					
Salary & Wages					
Permanent Salaries	34,006,600	32,043,779	34,006,600	(1,962,821)	(5.8%)
Temporary Salaries	97,400	72,316	97,400	(25,084)	(25.8%)
Overtime	1,003,100	1,315,739	1,003,100	312,639	31.2%
Special Duty	105,200	211,093	105,200	105,893	100.7%
Total Salary & Wages	35,212,300	33,642,927	35,212,300	(1,569,373)	(4.5%)
Employee Benefits	11,024,800	10,875,663	11,024,800	(149,137)	(1.4%)
Other Compensation (Sick Leave Payout)	400,000	479,418	400,000	79,418	19.9%
Total Salary, Wage & Benefits	46,637,100	44,998,008	46,637,100	(1,639,092)	(3.5%)
Purchased Goods					
Administration & Office Expenses	77,000	45,272	77,000	(31,728)	(41.2%)
Fleet, Equipment & Vehicle	126,850	135,427	126,850	8,577	6.8%
Utilities & Taxes	287,500	305,836	287,500	18,336	6.4%
Operating	251,250	272,288	251,250	21,038	8.4%
Personnel Supplies	201,800	151,575	201,800	(50,225)	(24.9%)
Computer Software	482,200	460,794	482,200	(21,406)	(4.4%)
Total Purchased Goods	1,426,600	1,371,192	1,426,600	(55,408)	(3.9%)
Purchased Services					
Repairs & Maintenance	557,200	659,006	557,200	101,806	18.3%
Communications	530,400	532,626	530,400	2,226	0.4%
Training/Travel	637,400	492,291	637,400	(145,109)	(22.8%)
Professional Services	1,609,300	1,517,731	1,609,300	(91,569)	(5.7%)
Contracted Services	3,500	1,891	3,500	(1,609)	(46.0%)
Rental/Leases	86,400	150,932	86,400	64,532	74.7%
Permits/Approvals	0	220	0	220	0.0%
Total Purchased Services	3,424,200	3,354,697	3,424,200	(69,503)	(2.0%)
Financial Expenses	9,300	103,744	9,300	94,444	1,015.5%
Total Expense	51,497,200	49,827,641	51,497,200	(1,669,559)	(3.2%)
					0.0%
Internal Charges/Recoveries					
Internal Charges	3,299,850	3,855,437	3,299,850	555,587	16.8%
Internal Recoveries	(450,000)	(530,077)	(450,000)	(80,077)	(17.8%)
Total Internal Charges/Recoveries	2,849,850	3,325,360	2,849,850	475,510	16.7%
					0.0%
Net Budget	51,429,050	49,853,220	51,429,050	(1,575,830)	(3.1%)

CORPORATE POLICY AND PROCEDURE



POLICY	Year End Operating Surplus Allocation Policy
CATEGORY	Finance
AUTHORITY	Council
RELATED POLICES	General Operating & Capital Budget Policy Compensation Reserve Policy General Reserve and Reserve Fund Policy Budget Monitoring Policy
APPROVED BY	Council
EFFECTIVE DATE	April 28, 2014 (By-Law #19743)
REVISION DATE	As Required

1. POLICY STATEMENT

It is the policy of the City of Guelph to allocate any year-end operating surplus that may arise from the Tax Supported or Non-Tax Supported Budgets in a manner that is consistent with Council's view of long term financial sustainability and in line with best practice financial management.

2. PURPOSE OF POLICY

To set guidelines for the allocation of any year-end operating surplus for the Tax Supported, including City Departments, Local Boards and Shared Services provided by the County of Wellington and Non-Tax Supported budgets. This policy seeks to formalize past practices with respect to the approach taken by City staff in recommending the allocation of the prior year's surplus.

3. DEFINITIONS

Non-Tax Supported Budgets – a budget that is self-sustaining and does not require a transfer from property taxes to support its operations. The current City Non-Tax Supported budgets are Water Services, Wastewater Services, Court Services and Ontario Building Code Administration. This list is subject to change.

Tax Supported Budgets – a budget that is partially or wholly reliant on a transfer from property taxes to support its operations. The Tax Supported Budgets include the City's Local Boards (Police and Library) and Shared Services.

Year-end Operating Surplus – occurs when there is an excess of revenues over expenditures in a particular year. Year end surpluses generally arise from two circumstances – higher than budgeted revenues, including one-time only revenues and/or lower than budgeted expenditures.

4. PRINCIPLES

4.1 The allocation of a year-end corporate operating surplus can only be done as part of Council approving that year's financial statements. Specifically, commitments to allocate some or all of any year-end corporate operating surplus cannot be made by Council in advance of approving that year's financial statements.

4.2 The allocation of the year-end operating surplus for Tax-Supported and Non-Tax Supported Budgets will be consistent with Council directions and objectives.

4.3 Unstable or unpredictable tax levies can adversely affect residents and businesses within the City of Guelph. In order to maintain stable and predictable levies, the City will set reserve and reserve fund targets that build sufficient reserves and reserve funds to manage the impact of unusual or unplanned cost increases or revenue reductions over multiple budget cycles.

4.4 The year-end operating surplus for Tax-Supported and Non-Tax Supported Budgets represents one-time funding that cannot be relied on to recur on an on-going basis. Therefore, any year-end operating surplus should only be allocated to fund one-time, non-recurring expenditures (i.e. Capital, replenishment of reserves and reserve funds or allocations to reserves and reserve funds to achieve targeted levels).

4.5 The year-end operating surplus for Non-Tax Supported departments will only be allocated within those operations and respective reserves and reserve funds.

5. GUIDELINES

Primary Allocation Considerations

5.1 It is recommended that the primary objective when allocating surplus funds is to transfer to operating reserves, primarily the tax rate stabilization reserve, to smooth future volatility in operating costs and tax increases. This general guideline may be superseded by more immediate financial needs identified by the CFO, but should follow these general criteria:

- a) Any surplus related to an identifiable operating reserve (such as insurance, legal, salary gapping, etc) should be transferred back to this reserve provided the predetermined reserve target has not been reached. For example, if there was a surplus in insurance or legal costs, and an overall surplus in the tax supported budget, an amount equal to the identified surplus should be returned to the insurance or legal reserve respectively.
- b) Any identified surplus amount related to volatile price changes should be transferred to the operating contingency reserve to fund up to the reserve target level. The objective is to provide funding in strong years to cover fluctuations in weaker years.

- c) Any remaining surplus funds should be directed to the tax rate stabilization reserve or other operating reserves identified by staff as underfunded.

Secondary Allocation Considerations

5.2 Local Boards may request that any year-end operating surplus be allocated to their operations via a letter to the City's Chief Financial Officer. This request will be evaluated against all competing priorities.

5.3 The annual operating surplus resulting from Shared Services managed by the County of Wellington will be considered in combination with any surplus or deficit experienced by City Departments (including General Revenues and General Expenditures).

5.4 The annual operating surplus may be allocated to fund capital work where debt had previously been identified and approved as a funding source. This will reduce future debt servicing costs and/or create capacity within the City's self-imposed debt ratios to redirect to other priorities.

6. RESPONSIBILITIES

Chief Financial Officer

- Updates and administers this policy including making recommendations via the year end operating variance report regarding the allocation of any year end surplus that is consistent with the principles and guidelines included in this policy.

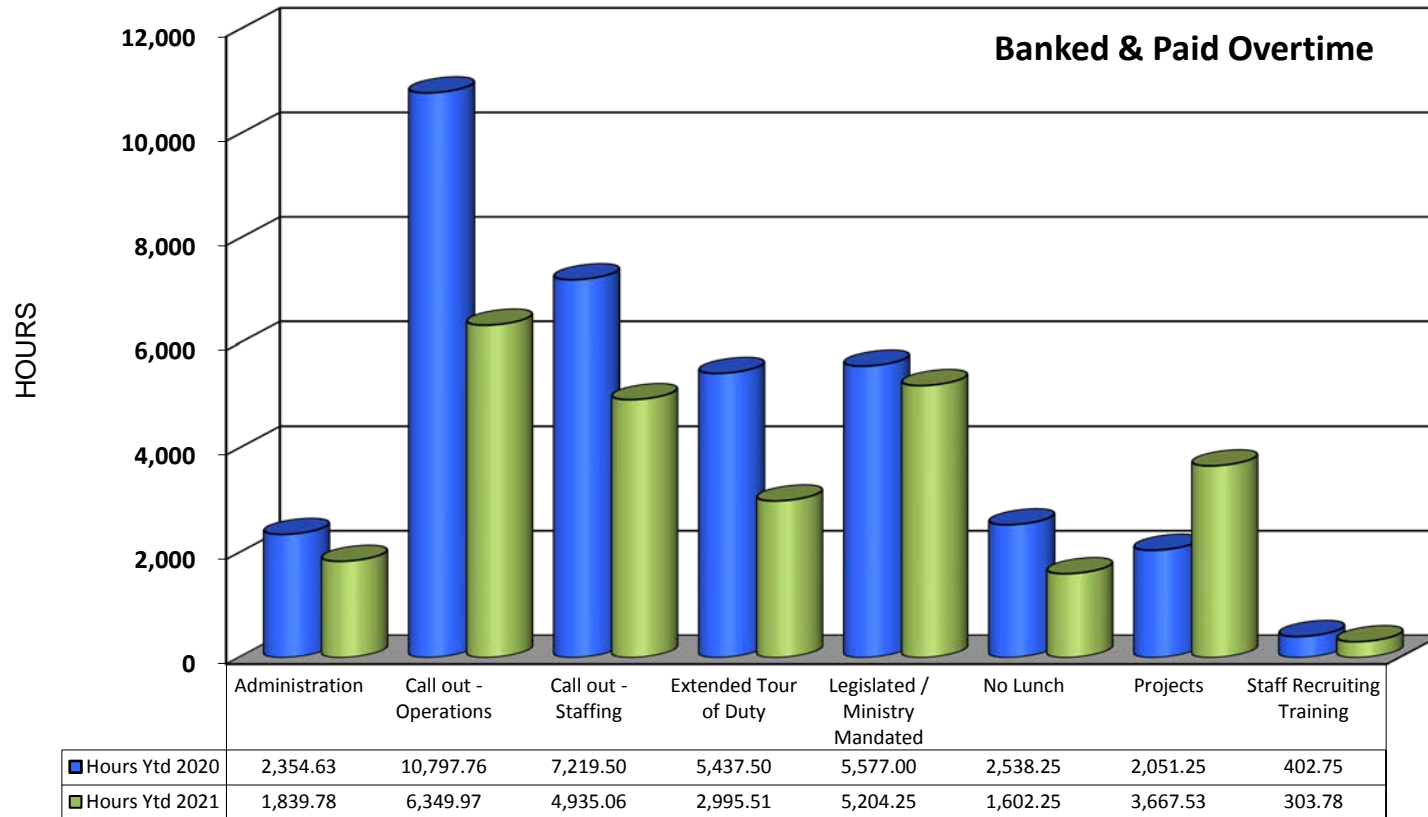
Chief Administrative Officer

- Monitors and ensures compliance with this policy in consultation with the City's Executive Team.

Appendix C

Guelph Police Service**Overtime Analysis by Type**

Pay Periods Ending December 19/20 & December 18/21

**Notes:**

Administration - Includes Materials Management, Data Services, Fleet & Facilities, Finance, Legal, HR, etc.

Call Out - Operations: includes Intelligence, Identification, Drugs, Investigation, Canine, Downtown, Pre-arranged etc. (with exception of call-mental health)

Call Out - Staff Issues: Court Services, Dispatch, Short Staff

Extended Tour of Duty - operational overtime extending a member's regular scheduled shift

Legislated/Ministry mandated - includes Statutory Holiday premium and Court Witness overtime which are uncontrollable expenses.

No Lunch - missed lunch hours @ straight time

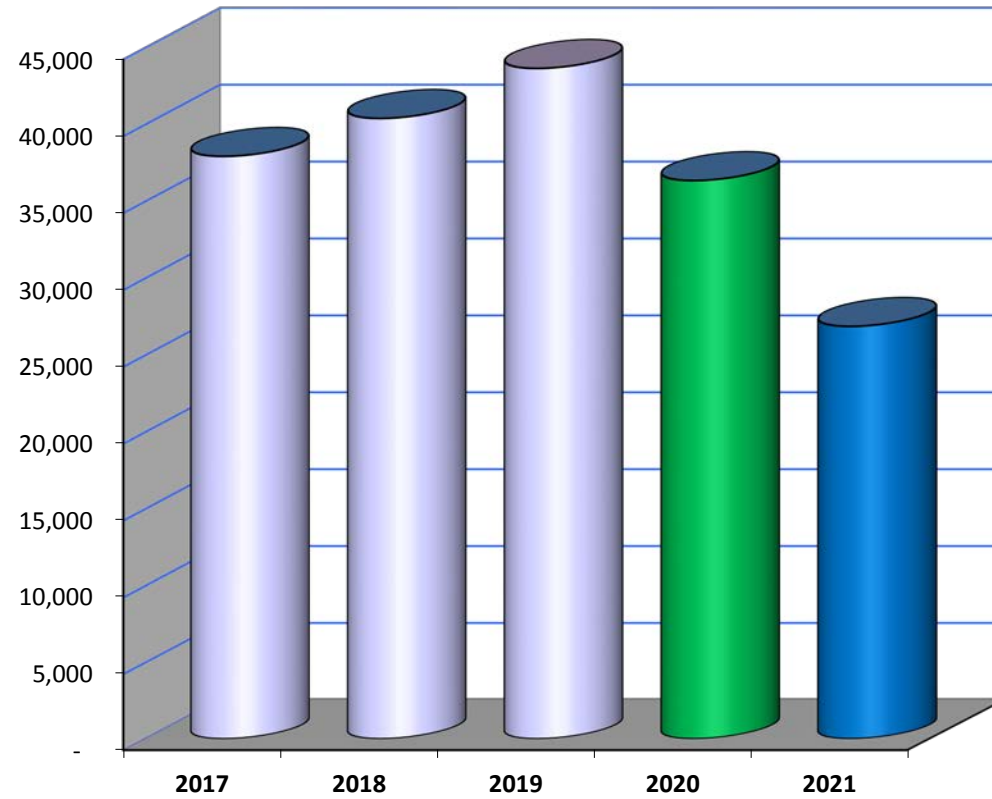
Projects - project generated overtime is entered project specific, for example, Project 'Grow' - special drug operation.

Staffing, Recruiting & Training - overtime generated due to processing potential recruits and/or civilian members and training of existing members.

Appendix D

Guelph Police Service**Overtime Analysis by Year**

Pay Periods Ending December 19/20 & December 18/21



	Year End Actual			Year to Date			
	2017	2018	2019	2020	2021	Change	% change
Total Paid OT Hours	24,292	28,155	30,596	24,913	16,933	(7,981)	-32%
Total Banked OT Hours	13,660	12,265	13,076	11,465	9,965	(1,500)	-13%
Total Overtime Hours	37,952	40,420	43,673	36,379	26,898	(9,481)	-26%
Total Actual Paid Cost \$	\$ 1,130,436	\$ 1,316,120	\$ 1,401,742	\$ 1,181,685	\$ 840,455	\$ (341,229)	-29%
Total Banked Cost \$	\$ 621,301	\$ 564,045	\$ 598,851	\$ 528,346	\$ 476,283	\$ (52,063)	-10%
Total Paid/Banked \$	\$ 1,751,737	\$ 1,880,165	\$ 2,000,593	\$ 1,710,031	\$ 1,316,738	\$ (393,293)	-39%

Appendix B: Capital Status Report

as at December 31, 2021

Project Description	Status	Total Approved	(Surplus)/Deficit
---------------------	--------	----------------	-------------------

Lifecycle Replacement Projects

Facilities Lifecycle & Equipment		\$63,400	(\$34,982)
Information Technology Hardware		\$1,046,900	(\$778,555)
Body Armour		\$76,900	(\$193)
Furniture		\$291,000	(\$277,143)
NS Patrol & Field Support		\$160,500	(\$128,682)
Exec / Admin Equipment		\$327,900	(\$291,750)
Investigative Services		\$86,400	(\$63,058)
Fleet & Equipment		\$705,600	(\$176,956)

Project Description	Status	Life to Date Budget	(Surplus)/Deficit
---------------------	--------	------------------------	-------------------

Projects

Police Vehicle Expansion		\$226,900	(\$43,030)
Body Worn Camera (DIMS)		\$280,000	(\$100,847)
Police Telecom Equip		\$265,700	(\$146,420)

Facilities

HQ Renovation		\$34,111,000	\$534,599
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GUELPH POLICE SERVICES BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: April 21, 2022

SUBJECT: PROFESSIONAL STANDARDS FIRST QUARTER REPORT 2022

PREPARED BY: Lester Tang, Sergeant, Professional Standards

APPROVED BY: Andrea Ninacs, Inspector, Executive Services
Daryl Goetz, Deputy Chief

RECOMMENDATION:

Information only.

SUMMARY:

The following statistics encompass complaints and investigations that have been undertaken during the period from January 1st to March 31st, 2022.

REPORT - FIRST QUARTER:

PUBLIC COMPLAINTS - O.I.P.R.D. UPDATE:

In the first quarter of 2022 the Guelph Police Service received **12** new public complaints through the Office of the Independent Police Review Director (O.I.P.R.D.). **6** complaints were screened-out and **6** were referred back to Professional Standards for investigation. **3** of these matters remain ongoing investigations and **3** matters were concluded this quarter. All public complaints from 2021 have been concluded.

S.I.U. UPDATE:

There have been **2** new Special Investigations Unit (S.I.U.) investigation initiated in the first quarter of 2022. **1** investigation was terminated after it was determined that there was the absence of a serious injury as defined within the mandate of the

S.I.U. **1** investigation remains ongoing. **3** investigations from 2021 were concluded this quarter with no reasonable grounds to proceed with criminal charges against the subject officials.

INTERNAL UPDATE:

There has been **1** Chief's complaint investigation initiated in the first quarter of 2022, and it has been concluded this quarter. **1** Chief's Complaint commenced in the first quarter of 2018 is at the hearing stage with the matter scheduled to reconvene for a continuation during the second quarter of 2022.

LOCAL INQUIRIES:

In the first quarter of 2022, the Guelph Police Service Professional Standards Branch received **9** Local Inquiries. These Local Inquiries are in addition to the public complaints received through the O.I.P.R.D. and may be resolved at an early juncture without the matter becoming a formal public complaint filed with the O.I.P.R.D.

REQUEST FOR REVIEW:

There were **0** requests to review incidents investigated by Professional Standards received in this quarter.

FINANCIAL IMPLICATIONS:

At the present time, the costs are contained within the 2022 Guelph Police operating budget.



GUELPH POLICE SERVICES BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: Thursday, April 21, 2022

SUBJECT: Special Constable Appointment - Approval

PREPARED BY: Jaclyn Millson, Human Resources Advisor
Kelley McKeown, HR and Occupational Health, Safety & Wellness Manager

APPROVED BY: Daryl Goetz, Deputy Chief

RECOMMENDATION:

THAT the Guelph Police Services Board review and approve the Special Constable appointment of Trent Snyder of the University of Guelph pursuant to section 53 of the Police Services Act.

SUMMARY:

A proposal for staff appointments is presented to the Guelph Police Services Board for review and approval.

REPORT:

The Ministry of Community Safety and Correctional Services has received the application for the appointment of Trent Snyder as a Special Constable with the University of Guelph.

The candidate has successfully completed all required training for the position and meets the professional qualifications required for the position of Special Constable. The candidate has successfully passed the security screening and a thorough background investigation. The Ministry has approved the above noted application contingent on the Board's approval.

Based on all of the information we have; the above candidate is recommended to be appointed as a Special Constable as set out in the approved application.

MOVED THAT:

- Trent Snyder be appointed as a Special Constable with the University of Guelph effective March 08, 2022.

CORPORATE BUSINESS PLAN:

Police Services Act 4. (1) Every municipality to which this subsection applies shall provide adequate and effective police services in accordance with its needs. 1997, c. 8, s. 3.

FINANCIAL IMPLICATIONS:

The compensation and benefit costs associated with the appointment of the University of Guelph Special Constable will be covered by the University of Guelph.

ATTACHMENTS:

Nil.



GUELPH POLICE SERVICES BOARD

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CHAIR'S OFFICE, GUELPH POLICE SERVICES BOARD

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: Thursday, April 21, 2022

SUBJECT: RATIFICATION OF ELECTRONIC MOTION

PREPARED BY: Leslie LaCelle, Executive Assistant

APPROVED BY: Robert Carter, Chair

RECOMMENDATION:

That the Guelph Police Services board ratify a motion that was voted upon electronically pursuant to Section 20.6 of By-Law 136 (2009) as set out in this report.

REPORT:

By-Law 136 (2009) makes provision for the Board to proceed with an action between scheduled Board meetings due to urgency, and when it is impractical to call a special meeting, the Chair can authorize the Executive Assistant to conduct a vote electronically by email. Section 20.6 (k) states that the Motion, regardless of the outcome of the email vote, will be brought forward at the next meeting of the Board for ratification. At that time, the motion will be formally moved and seconded.

On March 29, 2022, the following motion was approved electronically with respect to a Community Account funding request from the Children's Foundation of Guelph and Wellington.

Moved by R. Curran

Seconded by P. McSherry

THAT the Guelph Police Services Board support the Children's Foundation of Guelph and Wellington in the amount of \$2,500.00 to be paid from the Community Account.

- CARRIED -



Guelph Police Services Board

Open Meeting – April 21, 2022 **Board Correspondence Report**

Incoming Correspondence

March 28, 2022

- Correspondence from the Hon. David Lametti, Minister of Justice and Attorney General of Canada, in response to letter sent by Board re: Bail reform (attached).

Outgoing Correspondence

March 22, 2022

- Congratulatory letters to new hires N. Gresel and G. Gibson.

From: [Ministerial Correspondence Unit - Mailout](#)
To: [board](#); [board](#)
Subject: Correspondence from the Minister of Justice and Attorney General of Canada
Date: March 28, 2022 11:48:33 AM

ATTENTION: This email originated from a sender outside the Guelph Police Service. Please avoid clicking links or opening attachments from external senders unless you are certain it is safe to do so. Information System and Microsoft will never ask for your account information via email.

Dear Mr. Carter:

Thank you for your correspondence, sent on behalf of the Guelph Police Services Board, concerning *An Act to amend the Criminal Code, the Youth Criminal Justice Act and other Acts and to make consequential amendments to other Acts* (former Bill C-75). Please excuse the delay in responding.

At the outset, I would like to thank the Board members for their service and dedication to ensuring that your community remains a safe place for all residents.

As you may be aware, former Bill C-75, which came fully into force on December 18, 2019, responded to the Supreme Court of Canada's (SCC) *Jordan* decision regarding undue delays in our criminal justice system. It also addressed the over-representation of Indigenous people and vulnerable populations in the criminal justice system, including those with mental health and addiction issues.

This legislation introduced reforms to modernize and streamline the bail regime in the *Criminal Code*. Consistent with SCC decisions and the *Canadian Charter of Rights and Freedoms*, these reforms clarified that an accused person should not be denied bail without just cause and that any conditions placed on their release must be reasonable. More recently, in its *Zora* decision, the SCC held that bail conditions should only be imposed in a minimal, clear, and necessary way that is in line with the risk of the situation.

It is important to note that the amendments in former Bill C-75 did not change the requirement that accused persons be detained where there is just cause to do so. Furthermore, no changes were made to the statutory criteria for what amounts to just cause to detain an accused person pending trial, which include preventing flight, protecting the public (including victims), and maintaining confidence in the administration of justice.

The law is clear that neither police officers nor judges should release accused persons if they feel that doing so would endanger members of the public. The *Criminal Code* prohibits a police officer from releasing an accused where the officer believes, on reasonable grounds, that there is a need to ensure the safety and security of any victim of or witness to an offence. Similarly, when accused are brought before a judge or justice of the peace for bail, the decision maker must detain the accused where it is necessary for the protection or safety and security of victims and witnesses.

Additionally, the Act made a number of amendments to the *Criminal Code* to increase protections for victims of intimate partner violence. The changes include requiring a judge to consider at bail whether the accused is charged with an offence that involves intimate partner violence, and creating a reverse onus at bail where the accused has a prior conviction for an offence involving violence against an intimate partner.

In Canada, each level of government has autonomy to act within its jurisdiction. The administration of justice, which includes how bail proceedings are conducted and the types of conditions imposed in such cases, falls to the provinces and territories. The Honourable Doug Downey, Attorney General of Ontario, is responsible for the administration of justice in your province. I note that you have also addressed your correspondence to Minister Downey, who is the appropriate authority in this regard.

I am confident that our existing laws surrounding bail provide the necessary framework to protect the

public. Please be assured that the federal government is monitoring the effects of this legislation to ensure that the reforms are achieving their intended objectives. Given the shared responsibility for the criminal justice system, departmental officials will continue to collaborate with their provincial and territorial counterparts on these reforms.

I am committed to ensuring that we have a fair, relevant, and accessible justice system, in addition to a bail system that responds to the values, needs, and expectations of Canadians.

Thank you again for writing.

Sincerely,

The Honourable David Lametti, P.C., Q.C., M.P.
(he/him)
Minister of Justice and Attorney General of Canada



GUELPH POLICE SERVICES BOARD

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CHAIR'S OFFICE, GUELPH POLICE SERVICES BOARD

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: Thursday, April 21, 2022

**SUBJECT: COMMUNITY ACCOUNT QUARTERLY REPORT
(January 1 to March 31, 2022)**

PREPARED BY: Leslie LaCelle, Executive Assistant

APPROVED BY: Robert Carter, Chair

RECOMMENDATION:

For information only.

REPORT:

As of March 31, 2022, the Community Account balance was \$54,863.30. During the first quarter of 2022, there were the following Community Account transactions:

Receipts:

Interest \$1.42

Disbursements:

Community and/or police groups: \$6,100.00²

² Groups receiving funds:

Canadian Arab Women Association (\$600.00)

Guelph Neighbourhood Support Coalition (\$3,000.00)

Children's Foundation of Guelph and Wellington (\$2,500.00)

Investments:

A GIC was purchased in the amount of \$10,000 in the third quarter of 2021, and will mature in July, 2022.

ATTACHMENTS:

Nil



GUELPH POLICE SERVICES BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: April 13, 2022

SUBJECT: Body Worn Camera Project – Final Report

PREPARED BY: Jonathan Green, Manager of Information Systems Services

APPROVED BY: Daryl Goetz, Deputy Chief of Police

RECOMMENDATION:

For information only.

SUMMARY:

In 2019, the Guelph Police Service entered into an agreement with Dr. Alana Saulnier of Lakehead University to study the internal/external perceptions and implementation of Body Worn Cameras for the Guelph Police Service. In September of 2021, after several research initiatives were undertaken including: a yearlong operational pilot project, numerous internal/external surveys, and mining of data from calls for service, the information gathering efforts were concluded. Dr. Saulnier and her research team were then able to reconcile that data and present it to the Guelph Police Service Senior Leadership Team.

REPORT:

Dr. Saulnier's complete report and finding are submitted as an attachment to this document.

CORPORATE BUSINESS PLAN: N/A

FINANCIAL IMPLICATIONS: N/A

ATTACHMENTS: N/A

Evaluation of the Guelph Police Service's Body Worn Cameras Pilot Project

September 2021

Alana Saulnier, PhD

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Executive Summary

BWC Use, Police Accountability, and Public Trust in Police

The studies discussed in Chapter 1 focus on public perceptions of BWCs and the effects of BWCs on police-community relations. Specifically, these studies connect to the Service's goals of leveraging BWCs to maintain transparency to ensure trust between our community, internal colleagues, and partner agencies, as well as enhancing accountability for both members of the Service and members of the community served by the Service.

Traffic Stops Experiment

- Most participants (84%) supported police adoption of BWCs.
- Most participants (72%) supported increasing the police budget to pay for BWCs, and most participants (62%) were willing to increase their taxes to support police adoption of BWCs.
- BWC use did not affect public perceptions of the procedural justness of the encounter or satisfaction with the encounter's outcome or treatment during the encounter, but BWC use was associated with greater perceptions of police legitimacy in general as well as reported willingness to cooperate with police.

Media Experiment

- Most participants (77%) supported police adoption of BWCs.
- Most participants (73%) supported increasing the police budget to pay for BWCs, and most participants (82%) were willing to increase their taxes to support police adoption of BWCs.
- Persons with higher pre-existing trust in police reported more positive evaluations of specific encounters with police, perceptions of police in general, and willingness to cooperate with police.
- When people have low pre-existing trust in police and are exposed to positive BWC videos, their evaluations of specific encounters with police and willingness to cooperate with police are both improved (becoming more similar to persons with high pre-existing trust in police).

Vulnerable Victims Survey

- Most participants (87%) supported police adoption of BWCs.
- Survivors' expected advantages of BWCs included the collection of better evidence (e.g., greater context), enhanced police accountability, and protection for officers and citizens. Participants expressed particularly strong agreement with the ideas that BWC use would improve the documentation of sexual assault and IPV (i.e., accuracy of police reporting and the creation of better evidence) as well as police treatment of victims (i.e., by not only improving the treatment of victims by police but also holding police responsible for their actions).

- Survivors' concerns associated with BWCs included improper use by officers (e.g., improper deactivation, "losing" cameras) and/or footage being taken out of context, and barriers to survivors' willingness to report abuse to police (e.g., fear of reaction being captured, concerns about who has access, and concerns about retaliation). The potential harms that the greatest number of participants expressed concern with related to the ability of abusers to leverage BWCs to their advantage (i.e., altering their behaviour and using the footage against victims) and the possibility that the footage might be made publicly available.
- Most participants agreed that police should have to tell victims if they are wearing a BWC, that victims should be able to request that the camera only record audio and not video, that police should have to ask victims for permission before recording, and that victims should be able to request that the camera be turned off completely.
- Participants also expressed strong agreement that officers should communicate who has access to the footage, how victims can access the footage, how long the footage will be stored, and where the footage will be stored.

BWC Use and Service Functions

The studies discussed in Chapter 2 focus on the impacts of BWCs on Service personnel and outputs. Specifically, these studies connect to the Service's goals of leveraging BWCs to enhance accountability for members of the Service; providing information as to the effectiveness of Service procedures; and, providing accurate and improved quality of evidence collection for investigative, judicial, and oversight processes.

Member Survey

- Both civilian and sworn members' responses indicate overall satisfaction with the GPS's rationales for BWC adoption.
- Both civilian and sworn members expressed considerable support for BWC adoption in both the pre- and post-tests, with 85.1% of civilian and 77.1% of sworn members in the pre-test, and 92.7% of civilian and 78.4% of sworn members in the post-test, indicating that they either somewhat favoured or strongly favoured police use of BWCs.
 - Collectively, civilian and sworn members' post-test support for BWCs was significantly greater than pre-test support for BWCs.
- In both the pre- and post-test, support for BWCs was linked to two key attitudes: how useful BWCs might be as a policing tool and the extent to which BWCs were perceived as an invasive monitoring tool.
 - In the pre-test, these two variables account for 21.9% of the variance in support for BWCs.
 - In the post-test, these two variables account for 18.6% of the variance in support for BWCs.
- Civilian and sworn members tended to...
 - Not be concerned that BWCs would impact their workload;
 - Be somewhat concerned about the impact of BWCs on officer discretion;
 - Believe that BWCs will improve public opinions that officers are held accountable for their actions;

- Believe that BWCs will contribute to holding officers appropriately accountable;
- Believe that BWCs will improve policing;
- Believe that BWCs will be a useful tool for police;
- Not believe that the GPS will use BWCs to reward officers;
- Not express concerns that the GPS will use BWCs to find reasons to discipline officers; and,
- Not to perceive BWCs as a particularly invasive monitoring tool.

Effects of BWCs on Service Outputs

- Across 4,234 calls for service (CFS) during BWC shifts, officers activated BWCs in 58% ($n = 2471$) of calls.
 - Officer generated CFS were significantly more likely to lead to BWC activation.
 - Traffic stops were significantly more likely to lead to BWC activation.
- BWC *assignment* was largely not associated with significant effects – meaning that whether officers were assigned to use or not use BWCs during a given shift, BWC assignment had no effect on...
 - The odds of an officer engaging in proactive (i.e., officer generated) CFS;
 - The odds of an officer conducting a traffic stop;
 - The clearance time of CFS overall or in any of the subsets assessed (i.e., traffic, impaired driving, intimate partner disputes, mentally ill persons, or report generating CFS);
 - The odds of a report being generated for a CFS;
 - The odds of a CFS resulting in a mental health apprehension;
 - The total number of criminal charges issued during a CFS;
 - The total number of tickets issued during a CFS (working with overall CFS as well as traffic stops as a subset of CFS) as well as the odds that a CFS would generate a ticket; or,
 - The odds of a traffic ticket receiving a roadside ticket reduction.
- However, BWC assignment was associated with some small significant effects, specifically...
 - A small decrease in the odds of overall CFS generating a criminal charge (though the odds of some specific CFS types generating a criminal charge was not affected by BWC assignment or activation – i.e., intimate partner violence and impaired driving); and,
 - A small decrease in the odds of overall CFS generating a report (though the odds of some specific CFS types generating a report were not affected by BWC assignment or activation – i.e., traffic stops and calls involving persons experiencing a mental health issue).
- Alternatively, BWC *activation* was significantly associated with a number of effects – meaning that when officers were assigned to use a BWC during a given shift, activating the BWC had the following effects...
 - An increase of approximately 14 minutes clearance time of CFS overall and of 9 minutes clearance time of traffic stop CFS;

- A moderate increase in the odds that a CFS would generate a report (for overall CFS);
- A very small increase in the total criminal charges laid during a CFS (i.e., 0.08 charges per CFS – well under one whole charge);
- A small increase in the odds of a CFS generating a criminal charge;
- A very small increase in the total number of tickets laid during CFS overall (i.e., 0.11 tickets per CFS – well under one whole ticket) as well as traffic stops (i.e., 0.13 tickets per CFS) specifically;
- A moderate increase in the odds that CFS overall, as well as traffic stops specifically, would generate a ticket.
- However, BWC activation had no effect on...
 - The clearance time of most CFS subsets (impaired driving, intimate partner disputes, mentally ill persons, or report generating CFS);
 - The odds that CFS pertaining to traffic stops or mentally ill persons would generate a report;
 - The odds of a CFS resulting in a mental health apprehension; or,
 - The odds of a traffic ticket receiving a roadside ticket reduction.

Preamble

The objective of this evaluation is to provide the Guelph Police Service (GPS) with information regarding the outcomes associated with the Service's decision to pilot body-worn cameras (BWCs). The rationales that GPS provided for adopting BWCs served as a guide for the outcomes assessed in the evaluation. Specifically, the GPS BWC procedure identifies the following rationales for adopting BWCs:

- providing accurate and improved quality of evidence collection for investigative, judicial and oversight processes;
- maintaining transparency to ensure trust between our community, internal colleagues and partner agencies;
- enhancing accountability for both members of the Service and members of the community served by the Service; and
- providing information as to the effectiveness of Service procedures and training.

Working from these identified areas of interest, this evaluation documents varied outcomes related to these rationales for BWC adoption. Specifically, public and GPS members' perceptions of BWCs as well as the effects of BWC adoption on public and GPS member perceptions are assessed through four distinct studies (associated with the *trust* and *accountability* rationales). In addition, the effects of BWC adoption on Service outputs such as call for service completion time and reports prepared are determined during a 10-month experiment (associated with the *effectiveness* rationale).

The evaluation works with data shared by the Service as well as data collected independent from the Service to provide assessments of the extent to which BWC use contributed to the achievement of the goals sought. The chapters in this report are organized around these rationales.

Acknowledgments

This project would not have been possible to complete without the guidance, commitment, and flexibility of the GPS's BWC project management team, consisting of: Jonathan Green, Jessica Abra, Dustan Howe, Scott Green, Joanne Bunnaman, and Scott Grover.

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Finally, special thanks is extended to Daniel Innis, who was critical to facilitating access to high quality data documenting GPS's calls for service activities and outcomes.

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Chapter 1: BWC Use, Police Accountability, and Public Trust in Police

Executive Summary

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Vulnerable Victims Survey

- Most participants (87%) supported police adoption of BWCs.
- Survivors' expected advantages of BWCs included the collection of better evidence (e.g., greater context, better for court), enhanced police accountability, and protection for officers and citizens. Participants expressed particularly strong agreement with the ideas that BWC use would improve the documentation of sexual assault and IPV (i.e., accuracy of police reporting and the creation of better evidence) as well as police treatment of victims (i.e., by not only improving the treatment of victims by police but also holding police responsible for their actions).

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- Most participants agreed that police should have to tell victims if they are wearing a BWC, that victims should be able to request that the camera only record audio and not video, that police should have to ask victims for permission before recording, and that victims should be able to request that the camera be turned off completely.
- Participants also expressed strong agreement that officers should communicate who has access to the footage, how victims can access the footage, how long the footage will be stored, and where the footage will be stored.

Literature Review

Following several high-profile police-involved deaths, such as those of Michael Brown, Eric Garner, Breonna Taylor, and George Floyd, there have been persistent public demands for police accountability that have served as a catalyst for widespread body-worn camera (BWC) adoption (Coleman, 2020; White et al., 2017). In line with this public demand, a central focus in the BWC literature has been how members of the public perceive BWCs and the effects of BWCs on public perceptions and behaviours. Investigating public perceptions is important to policing because the police serve the public, and policing is made easier when police-community relations are strong. With the increasing adoption of BWCs across Canada (and around the world), it is more important than ever to define public sentiments toward and expectations of BWCs, as well as to determine whether the devices have an impact on police-community relations.

A literature search conducted through an online search platform (i.e., Google Scholar) and the reference lists of existing literature indicated that a minimum of 44 studies released between 2007 and 2021 have examined public perceptions of BWCs. For a summary table of the existing public perceptions literature, see Appendix A. The methods used in this body of literature are fairly heterogenous. Researchers have used experiments (e.g., Bromberg et al., 2018), general public / student / detainee surveys (e.g., Clare et al., 2019; Crow et al., 2017; Lawrence et al., 2018), quasi-experiments (e.g., Demir, 2019; Ellis et al., 2015), interviews or focus groups (e.g., Kerrison et al., 2018; Northeastern University, 2018; Toronto Police Service [TPS], 2016), and randomized control trials (e.g., Boivin et al., 2017; Hamm et al., 2019; Saulnier, Lahay, et al., 2020; Saulnier, Sanders, et al., 2020).

Public Support for BWCs

Many studies have focused on general public perceptions of BWCs through public opinion polls. These are studies where participants do not need to have interacted with an officer wearing a BWC. Typically, these studies demonstrate that the general public is highly supportive of police adoption of BWCs (e.g., Kopp & Gardiner, 2021; Miethe et al., 2019; Mitchell, 2019). Several factors have been forwarded as to why the public supports the adoption of BWCs, including increased accountability and transparency, improved evidence collection, and improved officer behaviour, among others.

Within the general public perceptions studies, reasons for public support have included increased feelings of safety (e.g., Clare et al., 2019; ODS Consulting, 2011; Plumlee, 2018), enhanced officer accountability and behaviour (e.g., Clare et al., 2019; Crow et al., 2017; Lawrence et al., 2018), improved citizen behaviour (e.g., Plumlee, 2018), more accurate and efficient evidence collection (e.g., Crow et al., 2017; Grossmith et al., 2015; Miethe et al., 2019), an improved relationship between the police and the community (e.g., Lawrence et al., 2018; Northeastern University, 2018), enhanced transparency (e.g., Miethe et al., 2019; Mitchell, 2019; TPS, 2016), and increased training capabilities (e.g., Northeastern University, 2018; Paulsen, 2016). Some studies have reported that members of the public are not concerned about their privacy in relation to BWCs (e.g., Clare et al., 2019; Crow et al., 2017; Grossmith et al., 2015) nor their effect on police-community relations (e.g., Grossmith et al., 2015). However, other studies have

highlighted privacy concerns (e.g., Edmonton Police Service [EPS], 2015; Miethe et al., 2019; Northeastern University, 2018) and concerns about the amount of resources required to adopt BWCs (e.g., Northeastern University, 2018; TPS, 2016).

Exploring the nuances of distributions in support for BWCs, some studies have shown that non-White respondents are less supportive of BWCs than White respondents (e.g., Crow et al., 2017; Lawrence et al., 2018; Miethe et al., 2019; Sousa et al., 2018), but other studies have specifically demonstrated strong support for BWC adoption among Black participants (e.g., Graham et al., 2019; Kerrison et al., 2018). Younger respondents have been found to be more pessimistic about BWCs than older respondents, and individuals who are more concerned about crime have also been found to be less supportive of BWCs (e.g., Crow et al., 2017). Conversely, some researchers have found that younger respondents are more optimistic about the ability of BWCs to improve police-community relations, trust, and relationships between police and minority communities than older respondents; however, younger respondents were more skeptical of the ability of BWCs to improve transparency than older respondents (see Sousa et al., 2018). People who have interacted with officers were found to be more supportive of BWCs, while those who have expressed privacy concerns were less supportive (Crow et al., 2017). Finally, some researchers have reported that variables such as sex, education, geography, and income do not significantly affect public perceptions of BWCs (e.g., Miethe et al., 2019; Sousa et al., 2018). Similarly, Kopp and Gardiner (2021) found that gender, age, and education did not have a significant effect on support, but that race had a significant effect on support until perceived benefits and concerns were analyzed, at which point race became non-significant. In other words, perceived benefits and concerns associated with BWCs were the strongest predictors of support for BWCs. As such, nuanced understandings of predictors of support for BWCs are not yet firm, particularly in terms of race and age.

Victims' Support for BWCs. Studies involving specific sub-populations, such as victims, are much more limited than those exploring general public perceptions. It is necessary to understand the potentially more nuanced attitudes of victims, particularly given provincial and federal government commitments to attend to the needs of victims. Three studies have empirically examined victims' perceptions of BWCs (Goodall, 2007; Saulnier, Sanders, et al., 2020; TPS, 2016). Goodall (2007) assessed victims' perceptions of BWCs in the United Kingdom. They reported that victims were supportive of police use of BWCs, although their findings were based on a sample which consisted of primarily men and they did not report details pertaining to the victimization nor the crime type. Furthermore, the results of this study were based on a small sample ($n = 36$) and should be interpreted cautiously. TPS (2016) used structured telephone interviews before and after BWC adoption to capture the perspectives of victims of assault and / or robbery using probability-based sampling and generated substantial sample sizes (respectively, $n = 427$ and $n = 426$). They found that participants were as comfortable or more comfortable interacting with an officer wearing a BWC in the pre-test, and that participants were supportive of police use of BWCs. In the post-test, participants who interacted with an officer wearing a BWC reported that the BWC made them feel more comfortable than if the officer had not been wearing a BWC.

While some scholars and advocates have begun to draw attention to the need for victim-sensitive BWC policies, only one study has explicitly collected data from victims who may be particularly

vulnerable to harms associated with BWC use (i.e., survivors of sexual assault and / or intimate partner violence; Saulnier, Sanders, et al., 2020). Saulnier, Sanders, et al. (2020) conducted 33 in-depth interviews with these particularly “vulnerable victims” (Adams & Mastracci, 2017). Similar to the positive appraisals provided by victims in Goodall’s (2007) and TPS’s (2016) studies, findings demonstrated that most respondents ($n = 26$) supported police use of BWCs. Victims identified several advantages and disadvantages associated with police use of BWCs. Among the advantages were increased police accountability; enhanced evidence production; increased procedural convenience for victims; and, encouragement of vulnerable victims to report offences. Disadvantages that were identified mostly surrounded producing evidence that could be used against the victim; privacy invasion; decreased victim comfort and disclosure; concerns with how the presentation of victim trauma might be interpreted; increased revictimization; diminished victim control; and, data security concerns.

While the existing studies on victims’ perceptions of BWCs provide a strong foundation, there is a need for more research in this area. The exploratory work presented above helps to direct our attention and indicates that survivors may be supportive of BWCs; however, we now need to see whether these sentiments extend to other survivors that have yet to be given a voice in this body of literature.

Effects of BWCs on Public Perceptions and Behaviour

A limited number of studies have empirically examined the actual effects of BWC use on public perceptions using experimental or quasi-experimental designs. Most of these studies have suggested that public perceptions of police are more positive when BWCs are used. For example, perceptions of procedural justice (e.g., Ariel et al., 2020; Demir, 2019; Demir et al., 2020) and satisfaction (Ariel et al., 2020; McClure et al., 2017) have been found to be greater when a BWC is used compared to not used. Improvement in public perceptions of treatment when a BWC is used was echoed in a rigorous Canadian field experiment (Saulnier, Lahay, et al., 2020; Saulnier, Sanders, et al., 2020). Saulnier, Sanders, et al. (2020) reported that citizens who interacted with an officer wearing a BWC (versus those not wearing a BWC) had more positive perceptions of: officer procedural fairness, police performance in general, and confidence in police. While most experiments have demonstrated desirable outcomes on public perceptions associated with BWC use, a study by the Police Executive Research Forum (PERF, 2017) found no significant differences between experimental and control groups in terms of public perceptions of satisfaction, professionalism, and legitimacy (despite hypothesizing that they would find improvements in public perceptions).

As BWCs become increasingly prevalent, it is not just interactions with officers wearing BWCs that may affect police-community relations, but also the viewing of BWC video (e.g., through social media, the news) that could have an effect. Some studies have assessed public perceptions of an event after being exposed to it through various mediums (e.g., BWC footage, an audio recording, or a transcript). These studies have concluded that BWC footage can have a negative effect on the interpretation of an event (Culhane et al., 2016; McCamman & Culhane, 2017). Similarly, Saulnier, Burke, et al. (2020) found that mock jurors’ perceptions were altered with the introduction of BWC footage in cases involving controversial use of force. Jurors who were exposed to BWC footage reported more negative attitudes towards the officer and were more

sympathetic to the recipient of the force than jurors who had the same information presented to them through verbal testimony or a transcript of the video's audio. Finally, in a study conducted by Mohler et al. (2021), it was reported that viewing negative police BWC footage significantly reduced public perceptions of police legitimacy; however, it was also discovered that viewing *positive* police BWC footage significantly increased public perceptions of police legitimacy. As such, this study suggests that services can leverage positive videos to produce positive effects, but more evidence is needed to confirm this effect.

Study 1: Public Support for BWCs and Effects of BWCs on Public Perceptions of Encounters with Police Following Traffic Stops

Study Objective and Research Questions

This study used an experimental design in which officers were randomly assigned to use (or not use) BWCs on a shift-by-shift basis to assess the effects of police use of BWCs on public perceptions of police following police-community interactions in the form of traffic stops. Central research questions associated with this portion of the research included:

- 1) Does the sample favour or oppose GPS adopting BWCs?
- 2) Does officer use of a BWC affect public perceptions of specific encounters with GPS officers?
- 3) Does officer use of a BWC affect public perceptions of police more broadly?
- 4) Does officer use of a BWC affect reported willingness to cooperate with police?

Method

The GPS selected 23 officers to participate in the BWC pilot project. These officers came from varied areas of frontline service work, with the entirety of the Traffic Unit (9 officers), the entirety of the H.E.A.T.¹ Unit (6 officers), and officers from varied platoons who expressed an interest in participating in the pilot (11 officers). After being trained to use BWCs, a BWC use schedule (prepared by the research team) was instituted that randomly assigned BWC use to all pilot officers on a shift-by-shift basis.

During all shifts, officers conducted “business as usual” traffic stops with two exceptions: (1) during BWC shifts they wore a BWC and declared its presence to the motorist at the beginning of the traffic stop, and (2) at the end of all traffic stops (regardless of whether they were wearing a BWC or not) the officer handed the community member a contact card (business card size) that invited the community member to take an online survey about this interaction using an anonymous link.

Two unique sets of cards were prepared for officers to distribute: one set was for BWC (experimental) shifts and the other set was for no BWC (control) shifts. This procedure allowed us to keep track of whether community members who completed the survey interacted with an

¹ HEAT is an acronym for High Enforcement Action Team. This unit investigates high crime areas, laying charges when appropriate, works with the community to identify solutions to problems, and assists patrol with more complex investigations.

officer wearing a BWC. These two distinct sets of cards were easily distinguishable for officers, with the labels BWC (for experimental shifts) and NBWC (for control shifts) printed clearly on the cards. The total number of cards provided to individual officers were tracked, allowing for a response rate to be determined by comparing the number of cards distributed to motorists by an officer to the number of surveys completed (officers were instructed that it was important that cards not be lost).

To not impede the flow of officers' work, officers were asked to provide a brief recruitment script, which provided some key details of the research, while the link on the contact card directed the prospective participant to more details about the study. For participants who elected to complete the survey via the contact card link, they were directed to an online survey (see Appendix B). All participants were presented the same set of survey items, focused on their attitudes toward BWCs, their interaction with the officer, attitudes toward police in general, and demographic information. The survey being used was adapted from the survey used in the Durham Regional Police Service's BWC pilot (Saulnier, Sanders, et al., 2020), which, in turn, was adapted from a survey prepared for the Queensland Community Engagement Trial² (Mazerolle et al., 2012).

Results

Response Rate and Sample Characteristics. Officers distributed 1,347 invitations to participate in the experiment following a traffic stop between September 01, 2020 and April 30, 2021 (700 when wearing a BWC and 647 when not wearing a BWC). Although 138 participants initiated the survey (producing a response rate of approximately 10%),³ data from 7 participants were discarded due to their surveys having large amounts of missing data (greater than 70%). The final sample consisted of 131 respondents.

The demographic distribution of the sample is provided in Table 1, followed by an overview of the full sample's experiences during the traffic stop in Table 2, and attitudes towards BWCs for the full sample and subsets based on racial minority status in Tables 3 and 4, respectively.

² An Australian study exploring how officer use of scripts that emphasize "procedurally just" treatment (i.e., respect, neutrality, trust, voice) during traffic stops affects public perceptions of police and their interactions with officers.

³ Response rates are important to consider when reflecting on response bias and finding generalizability. A response rate of around 10% is typical for research conducted in this way. For instance, the Police Executive Research Forum (PERF, 2017) reported making 5,197 calls to prospective participants, which yielded 502 completed surveys (a response rate of 9.66%). Comparing the sample demographics to population demographics is another way to reflect on the representativeness of the sample relative to the population.

Table 1

Demographics

Gender	76 participants (58%) identified as a man, 47 participants (36%) identified as a woman, and 2 participants (2%) identified as other. ⁴
Race / Ethnicity	Most participants identified as White (73%; $n = 96$), followed by those who identified as Asian (10%; $n = 13$), Middle Eastern (4%; $n = 5$), other (3%; $n = 4$), Black (2%; $n = 3$), Indigenous (2%; $n = 2$), and mixed race (2%; $n = 2$).
Age	The average age of the sample was 35.31 ($SD = 14.53$).

The sample's demographics demonstrate that most respondents to this survey were White men with an average age of roughly 35.

The sample's reported experiences during the traffic stop are presented in Table 2.

Table 2

Traffic Stop Experience

Ticket	Most participants indicated that they were given at least one ticket (76%; $n = 100$). The remainder indicated that they did not receive a ticket (24%; $n = 31$).
Time	Most participants indicated that they believed that their traffic stop was less than 15 minutes (79%; $n = 103$), while some indicated that their traffic stop was between 15 and 30 minutes (19%; $n = 25$). Two participants indicated that their traffic stop was more than 30 minutes (2%).
Infraction	Most participants reported that they were stopped for speeding (79%; $n = 103$). Others indicated that they were stopped for disobeying a road sign and/or not stopping when they were supposed to (4%; $n = 5$), not having a valid permit (2%; $n = 2$), driving carelessly (2%; $n = 2$), or for some other reason (15%; $n = 19$) such as headlight or license plate issues.
Location	Most participants indicated that they were stopped by an officer in south Guelph (37%; $n = 49$), followed by north Guelph (19%; $n = 25$), east Guelph (16%; $n = 21$), west Guelph (16%; $n = 21$), downtown Guelph (5%; $n = 7$), or in some other location (6%; $n = 8$).

In sum, most participants indicated that they were stopped for speeding, that the traffic stop took less than 15 minutes, and resulted in at least one ticket.

The full sample's sentiments towards police use of BWCs are presented in Table 3.

⁴ Note that 6 persons (roughly 4% of the sample) did not provide a response to this question. All counts that do not total 131 and all percentages that do not total 100 can be attributed to missing data.

Table 3

Full Sample's Sentiments towards BWCs

Support for Use	Most participants supported police adoption of BWCs (84%; $n = 110$ – either indicating that they favoured (29%; $n = 38$) or strongly favoured (55%; $n = 72$) BWC use), but some participants opposed BWCs (4%; $n = 4$ – either indicating that they opposed (2%; $n = 2$) or strongly opposed (2%; $n = 2$) BWC use). The remaining participants neither supported or opposed BWCs (12%; $n = 15$).
Support for Budget Increase	Most participants supported increasing the police budget to pay for BWCs (72%; $n = 94$), but some participants did not support a budget increase (25%; $n = 33$).
Support for Tax Increase	Most participants were willing to increase their taxes to support police adoption of BWCs (62%; $n = 81$), though a substantial portion of participants were not willing to support any increase in their taxes for BWCs (34%; $n = 45$). Of those who were willing to have their taxes increased, preferences were indicated for an annual increase of: \$5 (37%; $n = 48$), \$25 (17%; $n = 22$), or \$50 (8%; $n = 11$).

These same attitudes are presented in Table 4 across two subsets of participants: those who identified as a racial minority (i.e., all respondents who did not identify as White) and those who did not identify as a racial minority (i.e., all respondents who identified as White).

Table 4

Sample Subsets Sentiments towards BWCs

Racial minority (n = 29)	White (n = 96)
Most participants supported police adoption of BWCs (83%; $n = 24$ – either indicating that they favoured (14%; $n = 4$) or strongly favoured (69%; $n = 20$) BWC use), but one participant opposed BWCs (3%; $n = 1$ – indicating that they strongly opposed BWC use). Some participants neither supported or opposed BWCs (14%; $n = 4$).	Most participants supported police adoption of BWCs (85%; $n = 82$ – either indicating that they favoured (33%; $n = 32$) or strongly favoured (52%; $n = 50$) BWC use), but some participants opposed BWCs (3%; $n = 3$ – either indicating that they opposed (2%; $n = 2$) or strongly opposed (1%; $n = 1$) BWC use). Some participants neither supported or opposed BWCs (12%; $n = 11$).
Expressed as an average between 0 (strongly opposed) and 4 (strongly favour), participants who identified as racial minorities had an average of 3.44 ($SD = 0.99$), indicative of strong support for BWC adoption.	Participants who did not identify as racial minorities had an average of 3.33 ($SD = 0.84$), indicative of strong support for BWC adoption.
Most participants supported increasing the police budget to pay for BWCs (76%; $n = 22$), but some participants did not support a budget increase (24%; $n = 7$).	Most participants supported increasing the police budget to pay for BWCs (72%; $n = 69$), but some participants did not support a budget increase (27%; $n = 26$).
Most participants were willing to increase their taxes to support police adoption of BWCs (59%; $n = 17$), though some participants were not willing to support any tax increase for BWCs (38%; $n = 11$). Of those who were willing to have their taxes increased, preferences were indicated for an annual increase of: \$5 (38%; $n = 11$), \$25 (14%; $n = 4$), or \$50 (7%; $n = 2$).	Most participants were willing to increase their taxes to support police adoption of BWCs (64%; $n = 61$), though some participants were not willing to support any tax increase for BWCs (35%; $n = 34$). Of those who were willing to have their taxes increased, preferences were indicated for an annual increase of: \$5 (37%; $n = 35$), \$25 (18%; $n = 17$), or \$50 (9%; $n = 9$).

Both subsets of the full sample provided similar responses to questions regarding BWC attitudes.⁵

When summarizing the attitudes of the full sample, most participants not only supported police adoption of BWCs but also support increasing the Guelph Police Service's budget to pay for

⁵ While both subsets of the sample were distributed similarly across these measures of BWC support, the values were not exactly the same. Despite observing these slight differences, it is not justifiable to conduct analyses that explore whether these two groups are significantly different from each other given the sample size and difference in the means and standard deviations between both groups. Using BWC support as a specific example, the achieved power to detect statistically significant differences in this case is .15 (calculated using G*Power). An ideal baseline for achieved power would be .95, which would require 3,418 participants (using the roughly 3:1 ratio produced in the actual sample) to detect a difference between the two groups that is of a "small effect size" ($d = .13$).

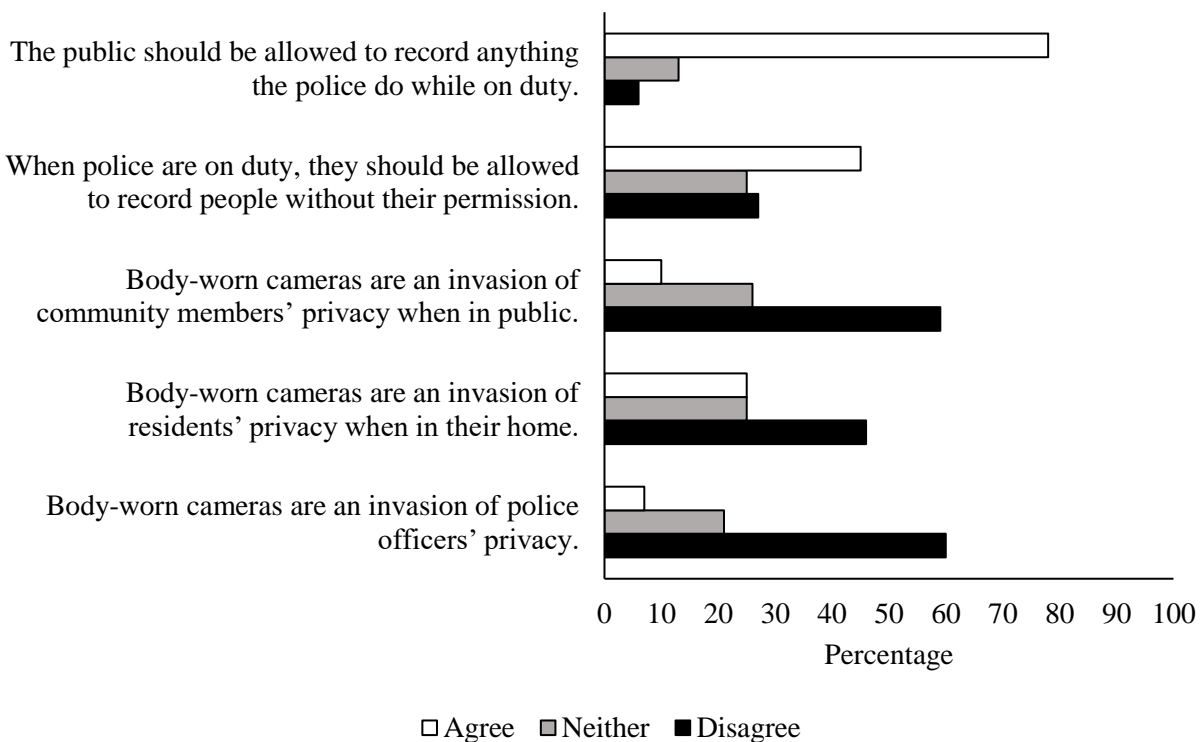
BWCs if necessary, even if such an increase would mean increasing their own taxes (though most participants were not willing to support more than a \$5 increase to their annual taxes).

Participants were also asked to provide a written explanation as to why they supported or opposed BWCs. All responses were coded for all themes conveyed in the response. Of 131 respondents, 18 (14%) did not respond to this question. Themes characterizing perceived advantages of BWCs included the collection of better evidence (e.g., increased context/greater accuracy) (49%; $n = 64$), increased officer/citizen accountability (23%; $n = 30$), protection for officers and citizens (16%; $n = 21$), and improved officer/citizen behaviour (7%; $n = 9$). Themes characterizing concerns associated with BWCs included speculations about improper (de)activation (5%; $n = 6$), cost (3%; $n = 4$), improper disclosure of footage (3%; $n = 4$), and privacy implications (2%; $n = 2$).

More specific public attitudes about video recording were also collected and are presented in Figure 1. Collectively, these questions communicate public expectations regarding the public recording police and the public being recorded by police. Most participants agreed that the public should be allowed to record anything the police do while on duty and that on-duty police officers should be allowed to record members of the public without their permission. Regarding BWC use more specifically, most participants did *not* agree that BWCs pose substantial privacy issues, including being either an invasion of community members' or police officers' privacy.

Figure 1

Public Perceptions of Recording Practices



Effect of BWC Use on Public Attitudes and Behaviours. Following providing this information, participants were asked questions about the interaction with the officer during the traffic stop as well as their perceptions of police more generally. We are interested in testing whether officer use of a BWC (used versus not used) affected these evaluations. However, while BWC use may affect public perceptions by “civilizing” both/either officer and subject behaviour, it is important to recognize that subject awareness of BWC presence may also impact participants’ evaluations.

To assess the alignment between BWC use and participant awareness of BWC use, participants were asked “Was the officer you talked to using a body-worn camera?” with the response options of: “Yes,” “No,” and “I can’t remember.”

Of the 131 completed surveys, 69 (53%) were completed by persons who had an interaction with an officer wearing a BWC, while 62 (47%) were completed by persons who had an interaction with an officer who was not wearing a BWC (see Table 5). Of the 69 participants in the experimental (BWC) condition, 62 (90%) correctly indicated that the officer was wearing a BWC, but of the 62 participants in the control (no BWC) condition, only 16 (26%) correctly indicated that the officer was not wearing a BWC, with most ($n = 39$; 63%) indicating that they could not remember.

Table 5

Manipulation Check

Was the officer using a BWC?	Control (No BWC)	Experimental (BWC)	Total
Yes	11% ($n = 7$)	90% ($n = 62$)	53% ($n = 69$)
No	26% ($n = 16$)	0% ($n = 0$)	12% ($n = 16$)
I can’t remember	63% ($n = 39$)	10% ($n = 7$)	35% ($n = 46$)
Total	47% ($n = 62$)	53% ($n = 69$)	$N = 131$

Most participants in the experimental condition correctly recalled the presence of the BWC and no respondents were incorrect. Conversely, most participants in the control condition could not recall whether a BWC was present. As such, when aware of a BWC, the presence of the device is an aspect of the interaction that is quite salient for participants, while the absence of a BWC is, understandably, less noticeable.

It would be ideal to assess whether BWC use and accuracy of BWC recollection interacted to affect the outcomes measured here but the sample size was not sufficiently large to support such analyses. Instead, we assessed only the relationship between BWC use (used versus not used) and the outcomes measured, but we recognize that there are varied possible explanations for why BWC use may affect these outcomes, which includes the potential impact of subject awareness of BWC use. It is important to note that even these simplified analyses would have benefited

from a larger sample size,⁶ with the sample not being large enough to detect smaller effect sizes that have been found in similar BWC research (e.g., Saulnier, Lahay et al. 2020). However, it is also worth noting that smaller effect sizes are indicative of a lesser change in the outcome of interest than larger effect sizes. As such, the failure to detect effects of a small size is not highly concerning for the purposes of this evaluation.

Linear regressions were used to assess the effects of BWC use on the dependent variables. The results of these analyses (described more fully in the subsections that follow) indicate a consistent pattern of effects whereby perceptions of the specific encounter were not affected, yet perceptions and behaviours related to policing in general were improved:

- BWC use did not affect public perceptions of the procedural justness of the encounter or satisfaction with the encounter's outcome or treatment during the encounter.
- However, BWC use was associated with *greater* perceptions of police legitimacy more generally as well as reported willingness to cooperate with police.
- In addition, participant self-evaluations of politeness were *reduced* when a BWC was *used* compared to when a BWC was not used.

Perceptions of the Traffic Stop.

Procedural Justice. People who interacted with an officer wearing a BWC and people who interacted with an officer not wearing a BWC reported statistically equivalent perceptions of procedural justice.⁷

In other words, BWC use did not affect participants' perceptions of the procedural justice (e.g., respect, fairness, voice) of the interaction.

Treatment Satisfaction. People who interacted with an officer wearing a BWC and people who interacted with an officer not wearing a BWC reported statistically equivalent perceptions of treatment satisfaction.⁸

BWC use did not affect participants' satisfaction with how they were treated during the interaction.

Outcome Satisfaction. People who interacted with an officer wearing a BWC and people who interacted with an officer not wearing a BWC reported statistically equivalent perceptions of outcome satisfaction.⁹

BWC use did not affect participants' satisfaction with the outcome of their interaction.

Citizen Politeness. People who interacted with an officer wearing a BWC rated themselves as less polite towards the officer than people who interacted with an officer not

⁶ The sample was adequately powered to detect medium size effects (power achieved = .99), but underpowered to detect small size effects (power achieved = .36).

⁷ $F(1, 126) = .013, p = .910, \text{adjusted } R^2 = .000$

⁸ $F(1, 128) = 1.414, p = .237, \text{adjusted } R^2 = .003$

⁹ $F(1, 129) = 1.227, p = .270, \text{adjusted } R^2 = .002$

wearing a BWC.¹⁰ Participants were asked how strongly they agreed (or disagreed) with the question “Would you say that you acted politely to the officer?” Responses were coded along a five-point scale (0 = strongly disagree, 4 = strongly agree) with higher numbers equating to greater perceptions of politeness. The combined sample reported high levels of politeness ($M = 3.54$, $SD = 0.89$), but participants who interacted with an officer not wearing a BWC reported greater perceptions of personal politeness ($M = 3.70$, $SD = 0.53$) than participants who interacted with an officer wearing a BWC ($M = 3.39$, $SD = 1.10$).¹¹

BWC use decreased peoples’ perceptions of their own politeness during the interaction. The finding runs counter to expectations that BWCs will produce a “civilizing effect” on subject (and officer) behaviour, but does not actually demonstrate information about the objective quality of participant politeness. Instead, the finding pertains to subjective self-evaluations. It may be the case that people more critically evaluate their own behaviour when they think there is a recording of their behaviour.

Perceptions of Police in General.

Police Legitimacy. People who interacted with an officer wearing a BWC reported greater perceptions of police legitimacy than people who interacted with an officer not wearing a BWC.¹²

As such, while BWC use did not affect people’s perceptions of their specific encounter with an officer, BWC use was associated with an increase in people’s perceptions of police legitimacy in general.

Willingness to Cooperate. People who interacted with an officer wearing a BWC reported greater willingness to cooperate with police than people who interacted with an officer not wearing a BWC.¹³

Again, suggesting that while BWC use did not affect people’s perceptions of their specific encounter with an officer, BWC use was associated with an increase in positive attitudes / behaviours towards police in general – in this case, in terms of increased willingness to cooperate with police.

Study 2: Public Support for BWCs and Effects of Viewing Positive BWC Videos on Public Perceptions of Police

Study Objective and Research Questions

This study used a public opinion survey and experimental design to assess public support for the adoption of BWCs by the GPS and the effect of viewing positive BWC footage on public

¹⁰ $F(1, 126) = 4.181$, $p < .05$, adjusted $R^2 = .024$

¹¹ $\beta = -.317$, $p < .05$

¹² $F(1, 125) = 5.505$, $p < .05$, adjusted $R^2 = .035$, $\beta = .351$, $p < .05$

¹³ $F(1, 125) = 7.978$, $p < .05$, adjusted $R^2 = .052$, $\beta = .449$, $p < .01$

evaluations of police. Central research questions associated with this portion of the research included:

- 1) Is the Guelph community supportive of the Guelph Police Service adopting body-worn cameras?
- 2) Does viewing short positive body-worn camera videos of police-community interactions improve evaluations of police?

Method

Participants were recruited from Guelph and surrounding area communities using an online survey administration platform – Qualtrics.¹⁴ Qualtrics was provided with population parameters from the Guelph community¹⁵ to guide the production of a sample that mirrored these qualities (i.e., a roughly even split of men and women, median age of 38, median household income of \$77,000 per year, and approximately 17% racial / ethnic minorities with the remainder identifying as White).

Participants were recruited through online advertising by Qualtrics to complete the survey in exchange for a small amount of monetary compensation. Upon agreeing to participate, respondents were first asked to complete a set of survey items pertaining to their demographics,¹⁶ general trust in police, and support (or opposition) for police adoption of BWCs (see Appendix C).

After completing this initial survey, participants were randomly assigned to either view four short BWC videos that depicted positive officer performances (i.e., train track rescue of person in a wheelchair,¹⁷ flood rescue of an elderly person,¹⁸ rescue of a toddler accidentally locked in a hot car,¹⁹ issuing a warning rather than a citation to a youth with a fake ID²⁰) or to not view any videos.

All participants were then asked to read a short story describing a traffic stop in which they were asked to imagine themselves as the driver. The short story described the driver engaging in some minor speeding, being pulled over by an officer, having a polite exchange with the officer, and the officer releasing the driver with a warning rather than a ticket (see Appendix D). All participants were then asked to respond to survey items focused on evaluating the interaction presented in the story as well as general perceptions of police legitimacy and willingness to engage with police (see Appendix C).

¹⁴ <https://www.qualtrics.com/research-services/online-sample/>

¹⁵ <https://townfolio.co/on/guelph/demographics>

¹⁶ Participants were required to provide the first three digits of their postal code as part of a screening process. Only respondents who provided a partial postal code that was from Guelph or nearby surrounding communities were allowed to proceed with the survey.

¹⁷ <https://youtu.be/Vstuw3vS8j0>

¹⁸ <https://youtu.be/iKSBUdwtFBk>

¹⁹ <https://youtu.be/X8OpMW-7aCA>

²⁰ <https://youtu.be/Ns6zy5NuQxg>

Results

Sample Characteristics. The full sample consisted of 407 respondents. The demographic distribution of the total sample and the subset of Guelph residents is provided in Table 6, followed by the full and Guelph samples' attitudes toward BWCs in Tables 7 and 8. The high level of consistency between the full sample and the Guelph subset provides a justification for only focusing on the full sample in the experimental analyses that follow.

Table 6

Demographics

Full sample (<i>N</i> = 407)	Guelph sample (<i>n</i> = 247)
Most participants reported residing in Guelph (61%; <i>n</i> = 247), followed by Kitchener (21%; <i>n</i> = 86), Waterloo (10%; <i>n</i> = 39), Cambridge (6%; <i>n</i> = 26), Acton (1%; <i>n</i> = 3), Elmira (1%; <i>n</i> = 3), Fergus (1%; <i>n</i> = 2), and Greater Wellington County (1%; <i>n</i> = 1).	247 respondents indicated (and provided a validated postal code) that they were Guelph residents.
208 participants (51%) identified as women, 196 participants (48%) identified as men, and three participants (1%) identified as other.	116 participants (47%) identified as women, 130 participants (53%) identified as men, and one participant (1%) identified as other.
Most participants identified as White (80%; <i>n</i> = 324), followed by those who identified as Black (5%; <i>n</i> = 22) or East/Southeast Asian (5%; <i>n</i> = 22), South/Southwest Asian (3%; <i>n</i> = 13), Latin/Hispanic (3%; <i>n</i> = 10), West Central/Middle Eastern (2%; <i>n</i> = 8), Mixed Race (1%; <i>n</i> = 5), Indigenous (1%; <i>n</i> = 2), and Other (1%; <i>n</i> = 1).	Most participants identified as White (81%; <i>n</i> = 199), followed by those who identified as Black (7%; <i>n</i> = 17), East/Southeast Asian (3%; <i>n</i> = 8) or Latin/Hispanic (3%; <i>n</i> = 8), South/Southwest Asian (2%; <i>n</i> = 6), West Central/Middle Eastern (2%; <i>n</i> = 5), Mixed Race (1%; <i>n</i> = 2), Indigenous (1%; <i>n</i> = 1), and Other (1%; <i>n</i> = 1).
The average age of the sample was 41.94 (<i>SD</i> = 12.74).	The average age of the sample was 39.02 (<i>SD</i> = 9.70).
The median household income before taxes was \$85,000.	The median household income before taxes was \$90,000.

The full sample's demographics demonstrate that most respondents are White and reside in Guelph. The sample is roughly evenly composed of men and women, with an average age of roughly 42 and a median household income of \$85,000 (meaning that half the sample lives in households with an annual income of greater than \$85,000 per year, and half the sample lives in households with an annual income of less than \$85,000 per year).

The subset of respondents who reside in Guelph are similar to the full sample demographically. Specifically, again the majority of the sample is White, and the sample is roughly evenly composed of men and women, with an average age of roughly 39 and a median household income of \$90,000.

The sample's sentiments toward police use of BWCs are presented in Table 7, again broken down by the total sample and the subset of Guelph residents.

Table 7

Support for BWCs

Full sample (N = 407)	Guelph sample (n = 247)
<p>Most participants supported police adoption of BWCs (77%; $n = 314$ – either indicating that they favoured (46%; $n = 186$) or strongly favoured (31%; $n = 128$) BWC use). Some participants indicated that they did not support or oppose police use of BWCs (16%; $n = 66$), and some participants opposed police adoption of BWCs (7%; $n = 27$ – either indicating that they opposed (5%; $n = 19$) or strongly opposed (2%; $n = 8$) BWC use). When looking exclusively at participants who identified as racial minorities ($n = 83$), most supported police adoption of BWCs (76%; $n = 63$ – either indicating that they favoured (42%; $n = 35$) or strongly favoured (34%; $n = 28$) BWC use), though some participants indicated that they did not support or oppose police use of BWCs (15%; $n = 12$), and some participants opposed police adoption of BWCs (9%; $n = 9$ – either indicating that they opposed (8%; $n = 7$) or strongly opposed (1%; $n = 1$) BWC use).</p>	<p>Most participants supported police adoption of BWCs (74%; $n = 182$ – either indicating that they favoured (48%; $n = 118$) or strongly favoured (26%; $n = 64$) BWC use). Some participants indicated that they did not support or oppose police use of BWCs (19%; $n = 47$), and some participants opposed police adoption of BWCs (7%; $n = 18$ – either indicating that they opposed (5%; $n = 13$) or strongly opposed (2%; $n = 5$) BWC use). When looking exclusively at participants who identified as racial minorities ($n = 48$), most supported police adoption of BWCs (73%; $n = 35$ – either indicating that they favoured (54%; $n = 26$) or strongly favoured (19%; $n = 9$) BWC use), though some participants indicated that they did not support or oppose police use of BWCs (17%; $n = 8$), and some participants opposed police adoption of BWCs (10%; $n = 5$ – with all indicating that they opposed BWC use and none indicating that they strongly opposed BWC use).</p>

Both the full sample and the subset of Guelph residents reported high levels of support for police adoption of BWCs.

The sample's attitudes related to police budgets and paying for BWCs are presented in Table 8, again broken down by the total sample and the subset of Guelph residents.

Table 8

Attitudes Related to Police Budget and Paying for BWCs

Full sample (N = 407)	Guelph sample (n = 247)
Most respondents believed the current GPS budget is appropriate (53%; <i>n</i> = 214) or that the budget should be increased (34%; <i>n</i> = 138). A minority of participants believed the budget should be decreased (14%; <i>n</i> = 55).	Most respondents believed the current GPS budget is appropriate (46%; <i>n</i> = 114) or that the budget should be increased (43%; <i>n</i> = 106). A minority of participants believed the budget should be decreased (11%; <i>n</i> = 27).
When looking exclusively at participants who identified as racial minorities (<i>n</i> = 83), most respondents believed the current GPS budget is appropriate (48%; <i>n</i> = 40) or that the budget should be increased (34%; <i>n</i> = 28), while fewer believed the budget should be decreased (18%; <i>n</i> = 15).	When looking exclusively at participants who identified as racial minorities (<i>n</i> = 48), most respondents believed the current GPS budget is appropriate (40%; <i>n</i> = 19) or that the budget should be increased (48%; <i>n</i> = 23), while fewer believed the budget should be decreased (13%; <i>n</i> = 6).
Most participants supported increasing the police budget to pay for BWCs (73%; <i>n</i> = 295), but some participants did not support a budget increase (28%; <i>n</i> = 112).	Most participants supported increasing the police budget to pay for BWCs (74%; <i>n</i> = 182), but some participants did not support a budget increase (26%; <i>n</i> = 65).
When looking exclusively at participants who identified as racial minorities (<i>n</i> = 83), most participants supported increasing the police budget to pay for BWCs (63%; <i>n</i> = 52), but some participants did not support a budget increase (37%; <i>n</i> = 31).	When looking exclusively at participants who identified as racial minorities (<i>n</i> = 48), most participants supported increasing the police budget to pay for BWCs (54%; <i>n</i> = 26), but some participants did not support a budget increase (46%; <i>n</i> = 22).
Most participants were willing to see their taxes increased to support police adoption of BWCs (82%; <i>n</i> = 332), though some participants were not willing to support any increase in their taxes for BWCs (18%; <i>n</i> = 75). Of those who were willing to see their taxes increased, preferences were indicated for annual increases of: less than \$5 (11%; <i>n</i> = 43), \$5 (26%; <i>n</i> = 106), \$25 (28%; <i>n</i> = 114), \$50 (11%; <i>n</i> = 44), and more than \$50 (6%; <i>n</i> = 25).	Most participants were willing to see their taxes increased to support police adoption of BWCs (83%; <i>n</i> = 204), though some participants were not willing to support any increase in their taxes for BWCs (17%; <i>n</i> = 43). Of those who were willing to see their taxes increased, preferences were indicated for annual increases of: less than \$5 (5%; <i>n</i> = 11), \$5 (24%; <i>n</i> = 59), \$25 (35%; <i>n</i> = 87), \$50 (11%; <i>n</i> = 26), and more than \$50 (9%; <i>n</i> = 21).
When looking exclusively at participants who identified as racial minorities (<i>n</i> = 83), most participants were willing to see their taxes increased to support police adoption of BWCs (85%; <i>n</i> = 71), though some participants were	When looking exclusively at participants who identified as racial minorities (<i>n</i> = 48), most participants were willing to see their taxes increased to support police adoption of BWCs (85%; <i>n</i> = 41), though some participants were

not willing to support any increase in their taxes for BWCs (15%; $n = 12$). Of those who were willing to see their taxes increased, preferences were indicated for annual increases of: less than \$5 (10%; $n = 8$), \$5 (27%; $n = 22$), \$25 (33%; $n = 27$), and \$50 (17%; $n = 15$), with no participants being willing to pay more than \$50 (0%; $n = 0$).	not willing to support any increase in their taxes for BWCs (15%; $n = 7$). Of those who were willing to see their taxes increased, preferences were indicated for annual increases of: less than \$5 (6%; $n = 3$), \$5 (19%; $n = 9$), \$25 (46%; $n = 22$), and \$50 (15%; $n = 7$), with no participants being willing to pay more than \$50 (0%; $n = 0$).
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Responses from both the full sample and the subset of Guelph residents similarly indicate that most respondents believe that the police budget does not need to be decreased, that they would support increasing the police budget to facilitate BWC adoption, and that they would be personally willing to support an increase in their annual taxes to help fund the adoption of BWCs by their local police.

Effect of Pre-existing Trust in Police and Exposure to Positive BWC Videos on Public Attitudes and Behaviours. In addition to providing the demographic details and attitudes described above, participants were asked a series of questions about their trust in police. Trust in police was moderate among the full sample ($M = 2.52$; $SD = 0.63$ – measured on a five-point scale on which “1” indicates low trust in police and “5” indicates high trust in police).

Hierarchical regressions were used to assess the individual and simultaneous effects of viewing positive BWC videos and level of pre-existing trust in police. The results of these analyses (described more fully in terms of technical details in the subsections that follow) indicate a consistent pattern of effects whereby:

- *Higher* pre-existing trust in police predicts more positive evaluations of specific encounters with police, perceptions of police in general, and willingness to cooperate with police.
- When people have *low* pre-existing trust in police and are *exposed to positive BWC* videos, their evaluations of specific encounters with police and willingness to cooperate with police are both improved (becoming more similar to persons with high pre-existing trust in police). Importantly, this finding suggests that police services can leverage positive BWC videos to *moderate* the negative effect that low pre-existing trust in police has on police-community relations.

Respect. In the final step of a hierarchical regression²¹ that simultaneously considers the individual effects of trust in police and viewing positive BWC videos, as well as the combined (interaction) effect of these two variables, on perceptions of the respectfulness of the officer in the story, we see that:

People who reported greater trust in police perceived the officer as more respectful.²²

²¹ $F(3, 403) = 12.618, p < .001$, adjusted $R^2 = .079$

²² ($\beta = .376, p < .001$)

Viewing positive BWC footage did not affect evaluations of officer respect on its own.²³

There was a significant interaction effect²⁴ between trust in police and viewing positive BWC footage, in which follow-up analyses demonstrate that pre-existing trust in police predicts whether the officer was perceived as respectful among participants who did not²⁵ view BWC videos as well as participants who did view²⁶ BWC videos (with greater pre-existing trust in police being associated with greater perceptions of respectfulness in both cases), but that the effect of pre-existing trust was much greater among people who did *not* view the videos – meaning that the powerful influence of (negative) pre-existing trust in police on perceptions of officer respectfulness is reduced by exposure to positive BWC footage and prompts perceptions of officer respectfulness among persons with low pre-existing trust in police to become more similar to persons with high pre-existing trust in police (see Figure 2).

Procedural Fairness of Encounter. In the final step of a hierarchical regression²⁷ that simultaneously considers the individual effects of trust in police and viewing positive BWC videos, as well as the combined (interaction) effect of these two variables, on perceptions of the procedural fairness of the officer in the story (i.e., the overall treatment by the officer in regard to professionalism and promoting a balanced dialogue with the motorist), we see that:

People who reported greater trust in police perceived the encounter as more procedurally fair.²⁸

Viewing positive BWC footage did not affect evaluations of procedural fairness on its own.²⁹

There was a significant interaction effect³⁰ between trust in police and viewing positive BWC footage, in which follow-up analyses demonstrate that pre-existing trust in police predicts whether the encounter was perceived as procedurally fair among participants who did not³¹ view BWC videos as well as participants who did view³² BWC videos (with greater pre-existing trust in police being associated with greater perceptions of procedural fairness in both cases), but that the effect of pre-existing trust was much greater among people who did *not* view the videos. As with the previous “respect” variable, this finding means that the powerful influence of (negative) pre-existing trust in police on perceptions of the procedural fairness of an encounter is reduced by exposure to positive BWC footage and prompts perceptions of procedural fairness among persons

²³ ($\beta = .042, p = .381$)

²⁴ ($\beta = -.142, p < .05$)

²⁵ $F(1, 202) = 27.933, p < .001$, adjusted $R^2 = .117$

²⁶ $F(1, 201) = 8.186, p < .01$, adjusted $R^2 = .034$

²⁷ $F(3, 403) = 20.053, p < .001$, adjusted $R^2 = .123$

²⁸ ($\beta = .450, p < .001$)

²⁹ ($\beta = .077, p = .100$)

³⁰ ($\beta = -.166, p < .05$)

³¹ $F(1, 202) = 40.490, p < .001$, adjusted $R^2 = .163$

³² $F(1, 201) = 13.507, p < .001$, adjusted $R^2 = .058$

with low pre-existing trust in police to become more similar to persons with high pre-existing trust in police (see Figure 2).

Willingness to Cooperate. In the final step of a hierarchical regression³³ that simultaneously considers the individual effects of trust in police and viewing positive BWC videos, as well as the combined (interaction) effect of these two variables, on participants' reported willingness to cooperate with police, we see that:

People who reported greater trust in police also report greater willingness to cooperate with police.³⁴

People who viewed positive BWC footage also report greater willingness to cooperate with police.³⁵

There was a significant interaction effect³⁶ between trust in police and viewing positive BWC footage, in which follow-up analyses demonstrate that pre-existing trust in police predicts willingness to cooperate with police among both participants who did not³⁷ view BWC videos and participants who did view³⁸ BWC videos (with greater pre-existing trust in police being associated with greater willingness to cooperate with police in both cases), but, yet again, that the effect of pre-existing trust was much greater among people who did *not* view the videos. As with “respect” and “procedural fairness,” this finding means that the powerful influence of (negative) pre-existing trust in police on willingness to cooperate with police is reduced by exposure to positive BWC footage and prompts reported willingness to cooperate among persons with low pre-existing trust in police to become more similar to persons with high pre-existing trust in police (see Figure 2).

³³ $F(3, 403) = 53.980, p < .001$, adjusted $R^2 = .281$

³⁴ $(\beta = .701, p < .001)$

³⁵ $(\beta = .104, p < .05)$

³⁶ $(\beta = -.303, p < .001)$

³⁷ $F(1, 202) = 103.796, p < .001$, adjusted $R^2 = .336$

³⁸ $F(1, 201) = 32.565, p < .001$, adjusted $R^2 = .135$

Figure 2

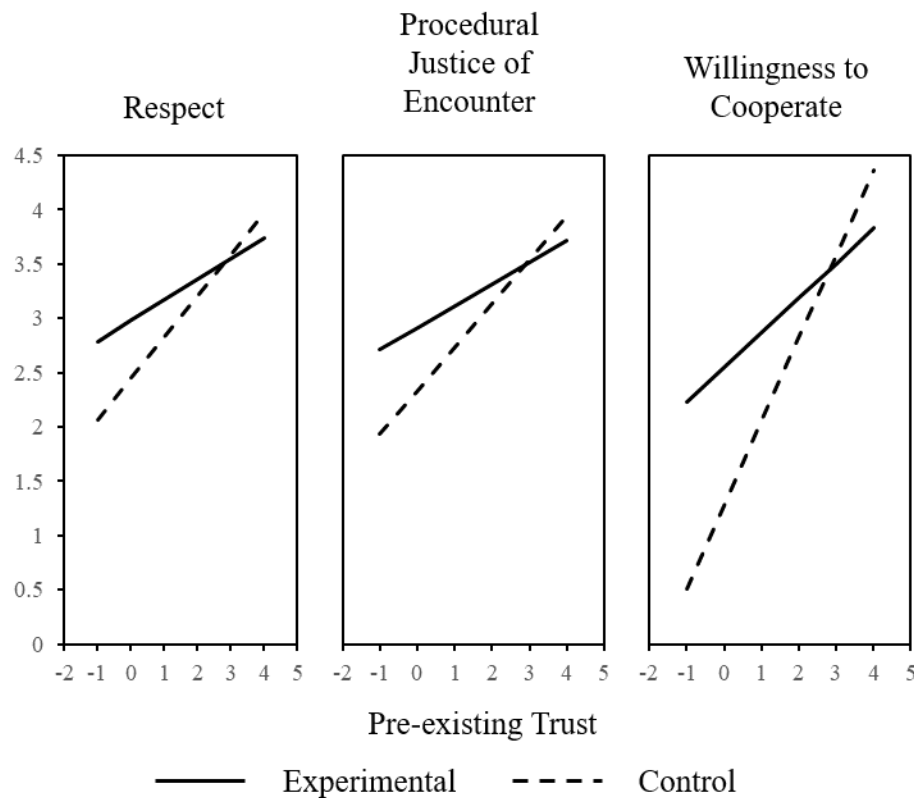
Interaction Plots

Figure 2 illustrates that when participants have low existing trust in police, viewing positive BWC videos improves reported perceptions of police (i.e., respect, procedural justice, willingness to cooperate). Specifically, although the pattern of the lines presented in Figure 2 is the same for both the experimental and control groups, the impact of existing trust is less substantial when participants were exposed to positive BWC videos. For instance, persons with low existing trust in police who did not see the positive BWC videos (i.e., the control group) report being quite unwilling to cooperate with police compared to persons with higher existing trust in police who did not see the positive videos (as demonstrated by the dotted line in the third graph). However, when participants were shown positive BWC videos (i.e., the experimental group), participants with low existing trust in police report much greater willingness to cooperate with police (as demonstrated by the solid line in the third graph) – becoming more similar to participants with high existing trust in police who were not exposed to positive BWC videos.

Legitimacy. Although a hierarchical regression that simultaneously considers the individual effects of trust in police and viewing positive BWC videos, as well as the combined (interaction) effect of these two variables, on participants' perceptions of police legitimacy in general was conducted, the final model did not improve on the first³⁹ model (indicating that there

³⁹ $F(2, 404) = 374.671, p < .001$, adjusted $R^2 = .648$

was not an interaction effect between trust in police and viewing positive BWC videos on police legitimacy). In the first model, we see that:

People who reported greater trust in police also report greater perceptions of police legitimacy.⁴⁰

Viewing positive BWC footage did not affect evaluations of police legitimacy on its own.⁴¹

Study 3: Vulnerable Victims' Perceptions of Police Use of BWCs

Study Objective and Research Questions

This study used a public opinion survey to gather quantitative and qualitative data from survivors of sexual assault and / or intimate partner violence (IPV) (collectively referred to as “vulnerable victims;” Adams & Mastracci, 2017) to further an evidence-base necessary for the development of victim sensitive BWC policy. Central research questions associated with this portion of the research included:

- 1) What concerns do victims have with BWCs?
- 2) What policies governing BWC use might assist in addressing these concerns?

Method

Participants were recruited through an advertisement that was circulated on social media and by partner agencies, including Victim Services Wellington, the Ontario Network of Victim Service Providers, and other victim services agencies.

The recruitment advertisement contained a link to access an online survey hosted by Qualtrics. To participate in the survey, participants needed to self-identify as a survivor of sexual assault and / or IPV, as a woman, and as at least 18 years old. In the interest of understanding why people might choose not to disclose victimization to police, participants were not required to have had an interaction with an officer. The survey presented participants with closed-ended items drawn from the hopes, concerns, and policy recommendations identified in interviews with other vulnerable victims previously conducted by the researchers (see Saulnier, Sanders, et al., 2020) while also providing participants with the opportunity to voice any outstanding sentiments through open-ended items (see Appendix E).

Results

Sample Characteristics. The sample consisted of 45 women who self-identified as survivors of sexual assault and / or IPV.

⁴⁰ ($\beta = .883, p < .001$)

⁴¹ ($\beta = .024, p = .412$)

The demographic distribution of the sample is provided in Table 9 followed by an overview of participants' victimization experiences and associated police contact in Table 10, and attitudes towards BWCs in Table 11. More detailed attitudes related to participants' hopes and concerns with BWCs are presented in Figures 3 and 4 respectively, and attitudes related to victim sensitive policies for BWC use are presented in Figures 5, 6, and 7.

Table 9

Demographics

Gender	All 45 participants (100%) identified as women.
Race / Ethnicity	Most respondents identified as White (89%; $n = 40$), followed by Black (4%; $n = 2$), mixed race (4%; $n = 2$), and Indigenous (2%; $n = 1$).
Age	The average age of the sample was 39 ($SD = 14.92$).
Birthplace	Most participants were born in Canada (73%; $n = 33$). Three participants were born in another country (7%), specifically Scotland ($n = 1$) and the USA ($n = 2$). ⁴²
Residence	Participants reside in 28 communities across Ontario. Places of residence, in alphabetical order, are: Bowmanville (2%; $n = 1$), Chatham (2%; $n = 1$), Colborne (2%; $n = 1$), Courtice (7%; $n = 3$), Dufferin County (2%; $n = 1$), Fergus (4%; $n = 2$), Geraldton (2%; $n = 1$), Guelph (4%; $n = 2$), Kemptville (2%; $n = 1$), Kitchener (2%; $n = 1$), London (4%; $n = 2$), North Bay (2%; $n = 1$), Orangeville (2%; $n = 1$), Oshawa (2%; $n = 1$), Ottawa (4%; $n = 2$), Parry Sound (2%; $n = 1$), Perth (2%; $n = 1$), Peterborough (2%; $n = 1$), Richmond Hill (2%; $n = 1$), Sault Ste. Marie (6%; $n = 3$), Stephenville Crossing (2%; $n = 1$), Stratford (4%; $n = 2$), Sudbury (2%; $n = 1$), Tay Township (2%; $n = 1$), Toronto (11%; $n = 5$), Whitby (4%; $n = 2$), Windsor (2%; $n = 1$), and Woodstock (2%; $n = 1$).

The sample's demographics demonstrate that most respondents to this survey are White women with an average age of roughly 39 who were born in Canada.

The sample's victimization experience(s) and associated police contacts are presented in Table 10.

Table 10

Victimization Experiences and Associated Police Contact

Offence	All participants were survivors of sexual assault and / or IPV. Sexual assault was the offence that participants most commonly experienced (44%; $n = 20$), but 33% ($n = 15$) were survivors of IPV, and 16% ($n = 7$) were survivors of both.
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⁴² Note that 9 persons did not provide a response to this question. All counts that do not total 45 and all percentages that do not total 100 can be attributed to missing data.

Police Contact	Eighteen (40%) participants indicated that they had contact with a police service because of the victimization, while 27 (60%) participants did not.
Police Experience	Of those participants who had contact with police, the majority indicated that the experience was positive (61%; $n = 11$ – with most clustered around the very positive mark: 28%; $n = 5$), but 28% ($n = 5$) indicated that they had a negative experience, and 11% ($n = 2$) characterized their interaction as neither positive nor negative.

In sum, most participants were survivors of sexual assault, but a substantial portion of the sample were survivors of IPV. Less than half (40%) interacted with police because of their victimization, but, of those who did, experiences were largely characterized as positive.

Participants' attitudes towards police in general and their local police were also recorded. These attitudes contribute to a fuller understanding of the sample in relation to the topic at hand but are not discussed in relation to the findings presented in this report. A detailed breakdown of these attitudes is available in Appendix F. The results presented in Appendix F demonstrate that the sample held very mixed attitudes towards police, ranging from very positive to very negative with regards to overall perceptions of police legitimacy and localized perceptions of trust in police, police effectiveness, and satisfaction with police. Despite this mixture of sentiments, the majority of the sample reported a high level of willingness to cooperate with police (e.g., by reporting crime, providing information to police, and otherwise assisting police if asked).

The sample's sentiments towards police use of BWCs are presented in Table 11.

Table 11

Sentiments towards BWCs

Support for Use	Most participants supported police adoption of BWCs (87%; $n = 39$ – either indicating that they favoured (49%; $n = 22$) or strongly favoured (38%; $n = 17$) BWC use), but some participants opposed BWCs (9%; $n = 4$ – either indicating that they opposed (7%; $n = 3$) or strongly opposed (2%; $n = 1$) BWC use). The remaining participants neither supported or opposed BWCs (4%; $n = 2$).
Comfort with BWCs	Most participants reported that they would have been comfortable with police using a BWC when reporting a sexual or intimate partner assault (47%; $n = 21$), but some participants (27%; $n = 12$) reported that they would not have been comfortable. Eleven participants (24%) reported that they were unsure.

The overwhelming majority of participants supported police adoption of BWCs and the greatest portion of respondents in agreement indicated that they would have been comfortable with police using a BWC when reporting a sexual or intimate partner assault.

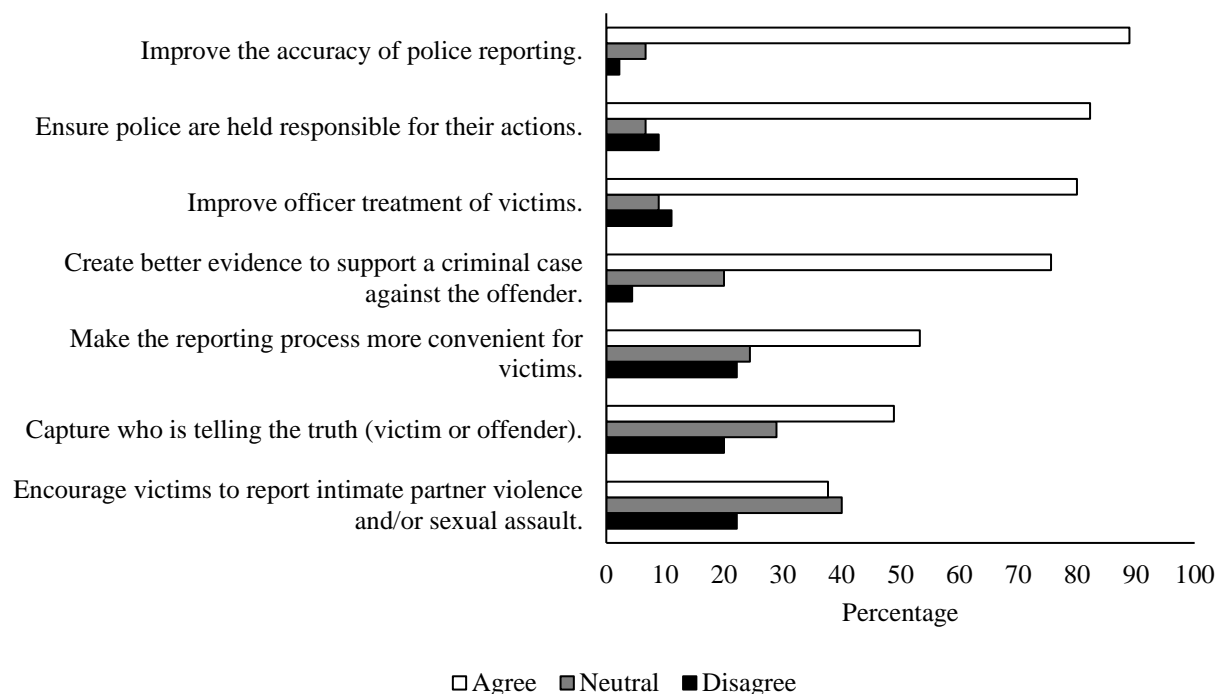
Participants were asked to provide a written explanation as to why they supported or opposed BWCs. All responses were coded for all themes conveyed in the response. Of 45 respondents, four (9%) did not respond to this question. Themes characterizing perceived advantages of BWCs included the collection of better evidence (e.g., greater context, better for court) (49%, $n =$

22), enhanced police accountability (36%, $n = 16$), and protection for officers and citizens (27%, $n = 12$). Themes characterizing concerns associated with BWCs included improper use by officers (e.g., improper deactivation, "losing" cameras) and / or footage being taken out of context (11%, $n = 5$), and barriers to survivors' willingness to report abuse to police (e.g., fear of reaction being captured, concerns about who has access, and concerns about retaliation) (9%, $n = 4$). It is worth emphasizing that these responses were drawn from an open-ended item prior to subsequent items that specifically probed for hopes and concerns associated with BWC use.

More specific attitudes about survivors' hopes and concerns with BWC use are presented in Figures 3 and 4, respectively. In both figures, hopes and concerns are ranked in order from most to least important based on the percentage of respondents that expressed agreement with, or concern for, the item in question.

Figure 3

Survivors' Hopes for BWCs

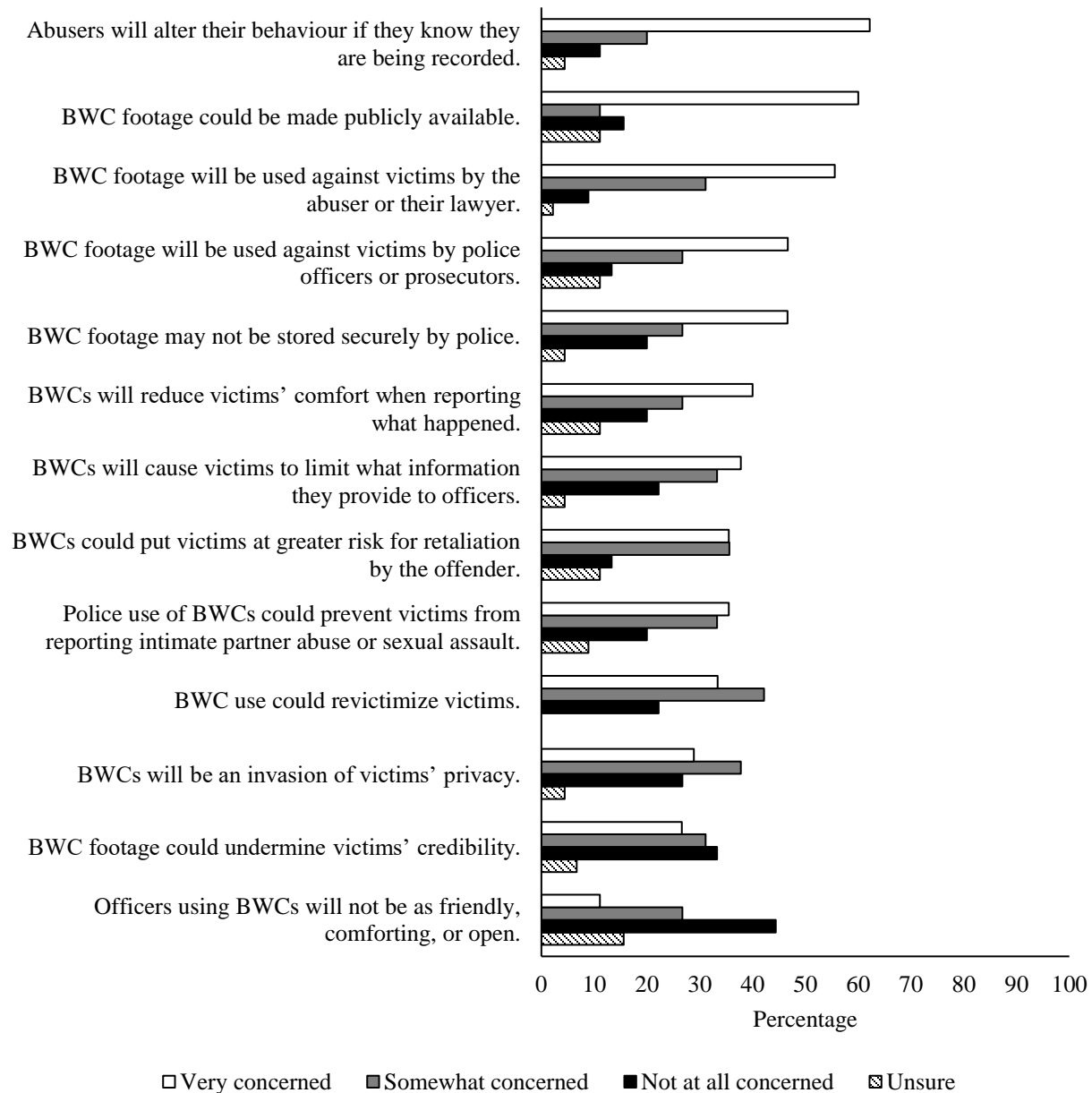


Participants expressed particularly strong agreement with the ideas that BWC use would improve the documentation of sexual assault and IPV (i.e., accuracy of police reporting and the creation of better evidence) as well as police treatment of victims (i.e., by not only improving the treatment of victims by police but also holding police responsible for their actions). These hopes are indicative of policy directions that a BWC program be attentive to in the interest of improving survivor-police relations. For example, supervisory review of BWC footage should include specific attention to interactions with survivors in the interest of constructively critiquing less successful interactions and identifying high quality interactions that can be used in training

to assist with skills development. It is also worth noting the items that produced greater concentrations of disagreement. For instance, roughly one fifth of participants expressed disagreement with items that suggested BWCs would make the reporting process “easier” for survivors (i.e., encouraging reporting and enhancing procedural convenience). Disclosing sexual assault or IPV is difficult, and the data suggest that many of these survivors were not confident that the process would be made easier with the addition of a BWC. This draws attention to the importance of reflecting on how BWCs might cause harm for survivors in the interest of addressing those concerns as best as possible.

Figure 4

Survivors' Concerns with BWCs (with Unsure Responses)



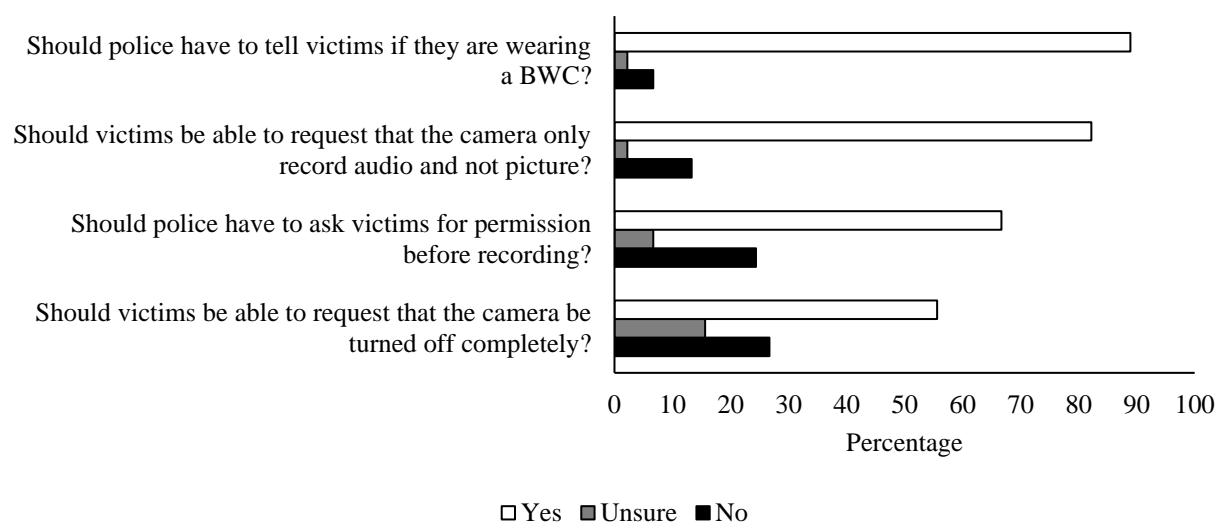
The potential harms that the greatest number of participants expressed concern with related to the ability of abusers to leverage BWCs to their advantage (i.e., altering their behaviour and using the footage against victims) and the possibility that the footage might be made publicly available. In the case of IPV, domestic abusers are often characterized as highly manipulative (Havard & Lefevre, 2020; Queen et al., 2009; Sweet, 2019). It is therefore reasonable for survivors to anticipate that abusers will work to leverage BWCs to their advantage by, for example, ensuring that a BWC only captures them behaving civilly and emphasizing negative interpretations of victim behaviour that disregard the complexity of presentations of trauma (e.g., that victim behaviour may not align with stereotyped expectations; Ask, 2010; Franklin et al., 2020). These concerns are challenging to address but being aware of and acknowledging them indicates attention to survivors. It is also worth noting that almost all the possible concerns listed (with the

exception of effects on officer “friendliness”) were more likely to generate at least some concern from participants (i.e., combining very and somewhat) than no concern at all. Some of these concerns may be reduced by education campaigns. For example, BWC footage is securely stored by police and has almost no chance of being shared publicly. Advertising these details in general and specifically communicating them to victims may be useful for survivor-police relations. In addition, concerns associated with survivors’ experiences (e.g., connected to feelings of comfort or revictimization) may be at least partially addressed by explicitly adopting victim sensitive use of BWCs (foundations for which are presented in Figures 5-7).

While inferences regarding BWC policy can be made from the hopes and concerns described in Figures 3 and 4, we also inquired directly about policy recommendations. First, we asked participants about activities that an officer might engage in during an interaction with a survivor (see Figure 5).

Figure 5

Recommendations for BWC Use when Interacting with Survivors



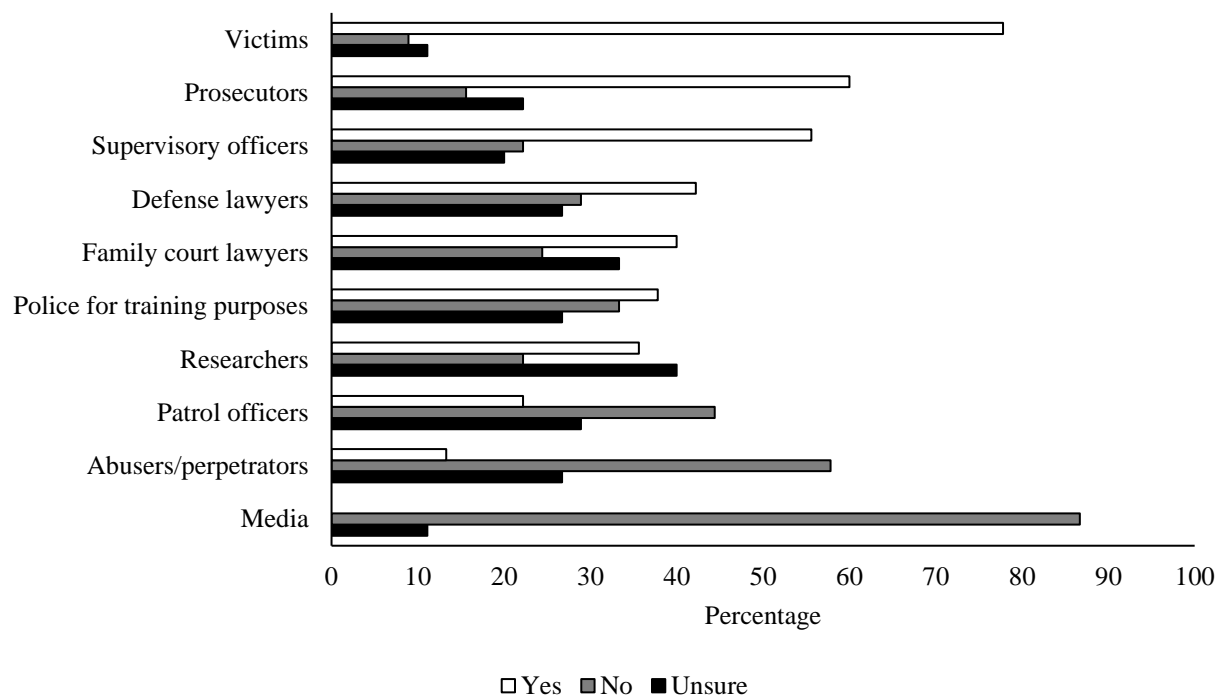
Responses are ranked in order from the greatest number of participants who indicated that officers should be required to engage in the specified activity. While there is greater indecision around whether officers should request consent to record from victims or turn a BWC off when asked, a substantial number of participants agreed that officers should be required to notify victims of BWC use and deactivate the *video* feature of a BWC, while retaining audio, when asked. It is important to recognize that these are raw desires expressed by participants, and that transitioning these desires into operational policies does not mean simply accepting these statements as recommendations. For example, while notifying victims (as soon as reasonably possible) of BWC use during an interaction is easily accomplished (and already embedded in Guelph Police Service’s BWC policy), incorporating consent into the process is more challenging in that camera deactivation (upon request) may be uncomfortable for officers and

hamper the collection of the best evidence for prosecution. However, a satisfying negotiated form of consent could be to have officers ask victims if they consent to being *video* recorded and, if consent is not provided, that the video feature of the BWC be deactivated while the audio recording feature remain activated. This may be useful in communicating attention to victim's needs and respect for victim's wishes while balancing the needs of police and prosecutors.

Second, we asked participants about who should be able to access BWC footage (see Figure 6).

Figure 6

Recommendations regarding Access to BWC Footage

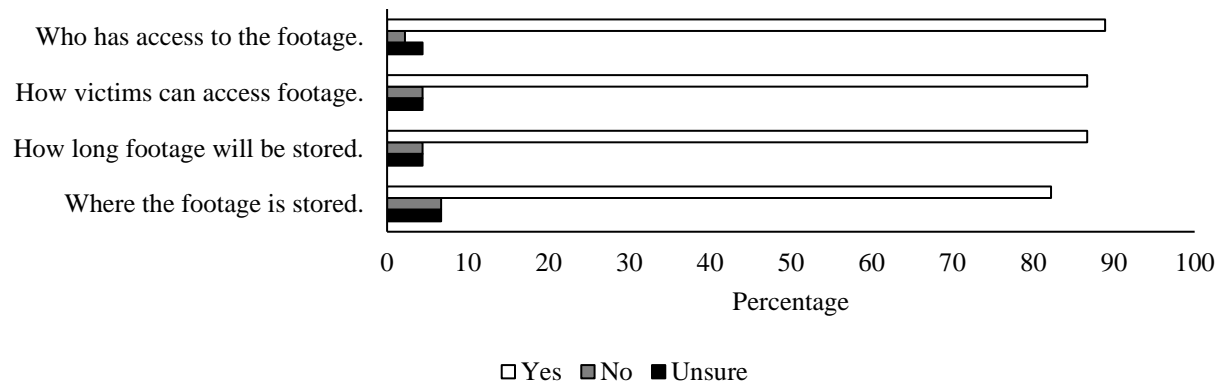


Although access to police captured BWC footage is highly restricted by the Municipal Freedom of Information and Protection of Privacy Act in Ontario, it is understandable that victims might be unfamiliar with this legislation and have concerns about who might have access to BWC footage featuring them. Figure 6 conveys important information about victims' sentiments useful for education campaigns. For example, given the definitive position shared by this group of participants that media should not have access to BWC footage, it may be useful to inform victims that no one (including media) except themselves or actors connected to the criminal processing of a case would ever be permitted access to a BWC video featuring them. Likewise, given that there is some uncertainty or opposition to providing actors within the criminal justice system (e.g., prosecutors, defense lawyers, police officers) with access to BWC footage, transparently sharing the details of who *will* have access to footage may be important to empowering survivors with information and understanding.

Building on this interest in transparent information sharing, we asked participants about information that officers should disclose when interacting with survivors (see Figure 7).

Figure 7

Recommendations regarding Information to Disclose about BWCs



The items presented in Figure 7 offer a starting point for developing a standardized package of information that police services should share with victims when a BWC has been operated during their call. There was strong agreement from participants that officers should communicate who has access to the footage, how victims can access the footage, how long the footage will be stored, and where the footage will be stored. In the interest of furthering rapport between on-scene officers and victims, having officers provide victims with this information verbally and/or via a small piece of literature seems valuable. In addition, communicating this information during education campaigns and on the Service's website would promote transparent information sharing and acquisition.

Chapter 2: BWC Use and Service Functionality

Executive Summary

The studies discussed in Chapter 2 focus on the impacts of BWCs on Service personnel and outputs. Specifically, these studies connect to the Service's goals of leveraging BWCs to enhance accountability for members of the Service; providing information as to the effectiveness of Service procedures; and, providing accurate and improved quality of evidence collection for investigative, judicial, and oversight processes.

Study 4: Member Survey

- Both civilian and sworn members' responses indicate overall satisfaction with the GPS's rationales for BWC adoption.
- Both civilian and sworn members expressed considerable support for BWC adoption in both the pre- and post-tests, with 85.1% of civilian and 77.1% of sworn members in the pre-test, and 92.7% of civilian and 78.4% of sworn members in the post-test, indicating that they either somewhat favoured or strongly favoured police use of BWCs.
 - Collectively, civilian and sworn members' post-test support for BWCs was significantly greater than pre-test support for BWCs.
- In both the pre- and post-test, support for BWCs was linked to two key attitudes: how useful BWCs might be as a policing tool and the extent to which BWCs were perceived as an invasive monitoring tool.
 - In the pre-test, these two variables account for 21.9% of the variance in support for BWCs.
 - In the post-test, these two variables account for 18.6% of the variance in support for BWCs.
- Civilian and sworn members tended to...
 - Not be concerned that BWCs would impact their workload;
 - Be somewhat concerned about the impact of BWCs on officer discretion;
 - Believe that BWCs will improve public opinions that officers are held accountable for their actions;
 - Believe that BWCs will contribute to holding officers appropriately accountable;
 - Believe that BWCs will improve policing;
 - Believe that BWCs will be a useful tool for police;
 - Not believe that the GPS will use BWCs to reward officers;
 - Not express concerns that the GPS will use BWCs to find reasons to discipline officers; and,
 - Not to perceive BWCs as a particularly invasive monitoring tool.

Study 5: Effects of BWCs on Service Outputs

- Across 4,234 calls for service (CFS) during BWC shifts, officers activated BWCs in 58% ($n = 2,471$) of calls.
 - Officer generated CFS were significantly more likely to lead to BWC activation.
 - Traffic stops were significantly more likely to lead to BWC activation.

- BWC *assignment* was largely not associated with significant effects – meaning that whether officers were assigned to use or not use BWCs during a given shift, BWC assignment had no effect on...
 - The odds of an officer engaging in proactive (i.e., officer generated) CFS;
 - The odds of an officer conducting a traffic stop;
 - The clearance time of CFS overall or in any of the subsets assessed (i.e., traffic, impaired driving, intimate partner disputes, mentally ill persons, or report generating CFS);
 - The odds of a report being generated for a CFS;
 - The odds of a CFS resulting in a mental health apprehension;
 - The total number of criminal charges issued during a CFS;
 - The total number of tickets issued during a CFS (working with overall CFS as well as traffic stops as a subset of CFS) as well as the odds that a CFS would generate a ticket; or,
 - The odds of a traffic ticket receiving a roadside ticket reduction.
- However, BWC assignment was associated with some small significant effects, specifically...
 - A small decrease in the odds of overall CFS generating a criminal charge (though the odds of some specific CFS types generating a criminal charge was not affected by BWC assignment or activation – i.e., intimate partner violence and impaired driving); and,
 - A small decrease in the odds of overall CFS generating a report (though the odds of some specific CFS types generating a report were not affected by BWC assignment or activation – i.e., traffic stops and calls involving persons experiencing a mental health issue).
- Alternatively, BWC *activation* was significantly associated with a number of effects – meaning that when officers were assigned to use a BWC during a given shift, activating the BWC had the following effects...
 - An increase of approximately 14 minutes clearance time of CFS overall and of 9 minutes clearance time of traffic stop CFS;
 - A moderate increase in the odds that a CFS would generate a report (for overall CFS);
 - A very small increase in the total criminal charges laid during a CFS (i.e., 0.08 charges per CFS – well under one whole charge);
 - A small increase in the odds of a CFS generating a criminal charge;
 - A very small increase in the total number of tickets laid during CFS overall (i.e., 0.11 tickets per CFS – well under one whole ticket) as well as traffic stops (i.e., 0.13 tickets per CFS) specifically; and,
 - A moderate increase in the odds that CFS overall, as well as traffic stops specifically, would generate a ticket.
- However, BWC activation had no effect on...
 - The clearance time of most CFS subsets (impaired driving, intimate partner disputes, mentally ill persons, or report generating CFS);

- The odds that CFS pertaining to traffic stops or mentally ill persons would generate a report;
- The odds of a CFS resulting in a mental health apprehension; or,
- The odds of a traffic ticket receiving a roadside ticket reduction.

Literature Review

A rationale for the GPS adopting BWCs is to provide “information as to the effectiveness of Service procedures and training.” Introducing BWCs into police agencies will have an impact on the actual work of policing. There are various ways to think about these effects. One measure of the potential impact of BWCs is employee perceptions. Employees’ perceptions provide an indication of receptiveness to BWCs, including concerns about the technology and changes to those attitudes over time. Additionally, members’ perceptions provide insights into perceived effects of the service adopting BWCs for the individual and the organization. Another measure of the impact of BWCs on policing is service outputs; that is, the data representing how BWC use impacted various departmental metrics, including call for service completion time, report production, and ticket / charge rates, among other data.

Police Service Employees’ Perceptions of BWCs

Focusing on police service employees’ perceptions of BWCs is critical given that employees operate, and are affected by, BWCs. This statement applies to sworn members – who wear and operate the cameras – as well as civilian members who manage the footage and back-end support. Understanding where employees stand on the adoption of BWCs helps services to develop resources and policies that are mindful of the users of this technology (Jennings et al., 2014), but employee buy-in is also arguably essential to the successful adoption of a BWC program (Gaub et al., 2016), with members’ perceptions research allowing the service to identify and address concerns.

A literature search conducted through an online search platform (i.e., Google Scholar) and the reference lists of existing literature indicates that a minimum of 61 studies released between 2007 and 2020 have examined police service employees’ (albeit entirely officers’) perceptions of BWCs. For a summary table of the existing officer perceptions literature, see Appendix G. The most common methods used in this body of literature are surveys (e.g., Saulnier, Sanders, et al., 2020; TPS, 2016), interviews (e.g., EPS, 2015; Fallik et al., 2020), and focus groups (e.g., Guerin et al., 2016; Pelfrey & Keener, 2018), which are employed at various stages of BWC deployment, including before, during, and after deployment. Additional methods have included field observations (e.g., ride-alongs; Newell & Greidanus, 2018) and an examination of field contact reports (e.g., Ready & Young, 2015).

Officer Support for BWCs. Across these varied methods of data collection, a largely consistent finding is that police officers tend to support the adoption of BWCs (e.g., Ellis et al., 2015; George & Meadows, 2016; Jennings et al., 2015; Jiang et al., 2020). However, officer disapproval has also been identified in some studies (e.g., Aksin, 2018; Gaub et al., 2016; Goetschel & Peha, 2017). Some studies have assessed whether officers’ attitudes changed following BWC use. These studies have tended to find that, in general, officers’ attitudes toward BWCs improve following use (e.g., McCarty et al., 2018; Snyder et al., 2019). However, this does not mean that varied specific assessments of BWCs improve. For example, some researchers have found that officers became more pessimistic about the ability of BWCs to improve citizen behaviour following BWC use (Gaub et al., 2016; Katz et al., 2014). Existing Canadian evaluations have echoed international findings in terms of general support for BWC

adoption (e.g., Thunder Bay Police Service [TBPS], 2019; TPS, 2016), or by demonstrating significant improvements in officers' attitudes towards BWCs post-BWC use (Saulnier, Sanders, et al., 2020).

The level of support that police have for BWCs is connected to a variety of perceived advantages and disadvantages of the technology, with perceived advantages commonly outweighing disadvantages. For instance, officers are hopeful that BWCs will improve evidence collection and provide a more accurate record of an event (e.g., Clare et al., 2019; Jennings et al., 2015). Another key hope is that BWCs will reduce frivolous complaints against officers or make the resolution of complaints more efficient (Ellis et al., 2015; Jiang et al., 2020; Lawshe et al., 2019). Additional assumed benefits of BWCs have included enhanced officer accountability (Makin, 2016), improved officer safety and reduced assaults on officers (Sandhu, 2019), enhanced training (Pelfrey Jr. & Keener, 2016), and providing the public greater insight into the realities of policing (Sandhu, 2019).

Officer Concerns with BWCs. Police have also expressed a variety of concerns associated with the deployment of BWCs. For example, officers have noted the potential for BWCs to impede the human element of being an officer when interacting with members of the public; that is, the cameras make their demeanor more 'robotic' (e.g., Rowe et al., 2018; TPS, 2016). In addition, officers expressed concerns for both their own (EPS, 2015; Saulnier, Sanders, et al., 2020) and citizens' (Smykla et al., 2016) privacy when being captured by a BWC. Increased workload was also a common concern identified throughout the literature (Tankebe & Ariel, 2016; TPS, 2016). Officers have also frequently mentioned that enhanced oversight from supervisors and increased scrutiny over minor infractions may be a consequence of adopting BWCs (Pelfrey Jr. & Keener, 2016; Smykla et al., 2016). Additional concerns with BWCs noted by officers across varied studies include increased stress (Pelfrey Jr. & Keener, 2016), the resources required to implement the devices (Saulnier, Sanders, et al., 2020), negative impacts of BWCs on officer safety (Aksin, 2018; Clare et al., 2019), and decreased autonomy/discretion (Makin, 2016; McCarty et al., 2018; Rowe et al., 2018).

Civilian Members' Perceptions of BWCs. As described above, substantial research has been dedicated to officers' perceptions of BWCs; however, civilian members' perceptions are lacking from the literature. Given that BWCs seem slated to become central to police agencies, it is valuable to consider civilian members' perceptions related to BWCs as employees of police services who work adjacent to sworn members and whose own occupational realities may be impacted by BWC adoption.

Effects of BWCs on Service Functioning and Outputs

In addition to studying police service employees' perceptions of BWCs, investigating the effects of BWCs on departmental metrics (e.g., reports prepared, tickets issued, call for service completion time) provides another measure of the impact of BWCs on police organizations.

A literature search conducted through an online search platform (i.e., Google Scholar) indicates that a minimum of 40 studies released between 2007 and 2020 have examined the effects of BWCs on police service departmental metrics. For a summary table of the existing departmental

metrics literature, see Appendix H. The most common method used in this body of literature are randomized control trials (e.g., Peterson & Lawrence, 2020; Saulnier, Sanders, et al., 2020; TPS, 2016). Researchers have also employed quasi-experimental designs (e.g., Ariel, 2016; Headley et al., 2017), case studies (e.g., Barela, 2017), pre-/post-test designs (e.g., ODS Consulting, 2011; EPS, 2015), and meta-analyses (e.g., Ariel et al., 2016b; Lum et al., 2020).

There are many departmental metrics that can be considered when assessing the influence of BWCs on policing. These metrics include citizen complaints, officer use of force, officer proactivity, call for service completion time, officer use of discretion, and number of reports / tickets / charges / arrests recorded. In a recent systematic review of the extant literature, Lum et al. (2020) concluded that, while there are exceptions, the effects of BWCs on many of these metrics remain unclear, with different studies demonstrating increases, decreases, or null effects across the same outcomes.

Complaints. Complaints are a metric that many studies have demonstrated to decrease when BWCs are used (e.g., Ariel et al., 2015; Jennings et al., 2015). This finding was recently summarized in a meta-analysis by Lum et al. (2020), where they concluded that complaints can decrease with BWC use, although the etiology of this reduction was unclear. Not all studies have demonstrated this effect. For example, some studies have found that the use of BWCs resulted in an increased number of complaints filed against police (e.g., Ariel, 2016; TPS, 2016), while others have reported no change in complaints filed when BWCs are used (e.g., Barela, 2017; Grossmith et al., 2015; Yokum et al., 2019).

Use of Force. Studies investigating the impact of BWCs on use of force incidents have reported inconsistent results. For example, BWCs have been found to have no effect on use of force (e.g., Headley et al., 2017; Peterson & Lawrence, 2020; Yokum et al., 2019) while other studies have found that BWCs reduce use of force (e.g., Ariel et al., 2015; Jennings et al., 2017; Stolzenberg et al., 2019). Evidence suggests that BWC use may be more likely to reduce use of force when police services adopt more restrictive policies (that limit officer discretion) regarding BWC activation (Ariel et al., 2016a). However, it has been suggested that it is not viable to conclude that BWCs reduce use of force based on the available data (see Lum et al., 2020).

Impact on Officer Activities. While complaints and use of force have been frequently assessed in BWC evaluations, a range of officer activities may be affected by BWC use (e.g., call for service completion time, the number of reports / cautions / tickets / charges / arrests recorded, police-initiated contacts, and officers' use of discretion).

In their meta-analysis, Lum et al. (2020) suggested that there was no significant effect of BWCs on the amount of time spent on scene by officers. Similarly, in the Canadian context, Saulnier, Sanders, et al. (2020) found no effect of BWCs on the amount of time taken to clear a call for service in domestic violence cases, impaired driving cases, or overall calls for service (where call type was not distinguished). However, they did find an increase (of roughly 6 minutes) in the amount of time taken to clear traffic stops.

Regarding the number of reports, tickets, citations, and arrests recorded, Lum et al. (2020) reported largely inconsistent effects in international studies, with the exception that officers with

a BWC issued more non-traffic-related citations than controls, although only a couple of studies produced this finding. In the Canadian context, some changes in the above metrics have been associated with BWC use. For example, Saulnier, Sanders, et al. (2020) found that BWCs resulted in a slight increase in the likelihood of calls for service generating a report (for overall CFS types and traffic stops); however, there was no effect of BWCs on the number of reports generated in domestic violence nor impaired driving cases. Akin to Lum et al.'s (2020) findings, Saulnier, Sanders, et al. (2020) reported that there was no significant effect of BWCs on the likelihood of a CFS resulting in a charge nor the number of charges issued. In contrast, the Toronto Police Service (2016) reported that BWCs resulted in an increased number of charges under the *Provincial Offences Act*. The TPS (2016) also reported that BWC officers initiated more arrests than control officers, which is similar to some of the findings from international studies (e.g., Katz et al., 2014; Sutherland et al., 2017), but other studies have found that BWCs can lead to a decrease in the number of arrests recorded (e.g., McClure et al., 2017; Pyo, 2020; Stolzenberg et al., 2019), potentially indicating that officers are skeptical of making an arrest when wearing a BWC (Pyo, 2020).

In terms of officer proactivity, Lum et al. (2020) reported that BWCs do not have a clear effect on proactive officer behaviour, including officer-initiated CFS, stop and searches, and number of traffic stops. In Canada, Saulnier, Sanders, et al. (2020) found that BWCs were associated with a slight decrease in the number of officer-initiated CFS and the odds of a CFS being a traffic stop. TPS (2016) reported inconsistent findings for the number of occurrences conducted in relation to BWC use; that is, some BWC officers submitted a greater number of occurrences than controls, and others submitted fewer occurrences compared to controls. EPS (2015) reported no change in police-initiated contacts for BWC officers between the pre- and post-test. Specific findings regarding the effects of BWCs on officer proactivity (e.g., officer-initiated contacts and stop-and-searches) from international studies have been inconsistent. For example, White et al. (2018) reported that there was no significant change in officer-initiated CFS from before to after BWC deployment and between BWC and control officers (see also Peterson et al., 2018; Stolzenberg et al., 2019). Some studies have instead found that BWCs have resulted in an increased (e.g., Headley et al., 2017; Wallace et al., 2018) or decreased (e.g., McClure et al., 2017) number of officer-initiated CFS. Another measure of officer proactivity – the number of stop-and-searches – has similarly been found to remain unchanged (e.g., Grossmith et al., 2015) or decrease (e.g., Peterson et al., 2018; Ready & Young, 2015).

Notably, Lum et al. (2020) found that giving officers discretion to use (activate) BWCs did not have a significant effect on citizen complaints, number of arrests, nor assaults against officers; however, they reported some evidence that the less discretion accorded to officers when using BWCs, the fewer the incidents of use of force. In the Canadian context, Saulnier, Sanders, et al. (2020) evaluated the impact of BWCs on discretion through officers' likelihood of reducing speeding tickets roadside. They found that the likelihood of having a speeding ticket reduced roadside by a BWC officer was not significantly different from officers without a BWC. It is worth noting here that this does *not* mean that BWCs do not have an impact on officers' use of discretion, but rather that BWCs do not appear to impact this specific form of desirable discretion.

Study 4: Member Survey

Study Objective and Research Questions

This study uses a pre-BWC and post-BWC survey to document GPS members' (sworn and civilian) attitudes towards BWCs (and related work attitudes). Central research questions associated with this portion of the research included:

- 1) Did trends in members' perceptions of BWCs change from the beginning to the end of the BWC pilot?
- 2) What concerns do members have with the Service adopting BWCs?
- 3) What benefits do members associate with the Service adopting BWCs?
- 4) What rationales for BWC adoption are members most and least supportive of?
- 5) Does recent exposure to the rationales for BWC adoption improve support for BWCs?

Method

A survey was developed to evaluate GPS members' perceptions of BWCs as well as job activities and occupational attitudes more generally (see Appendix I). The survey was presented to members at two points in time: summer 2020 (pre-test; pre-BWC deployment) and summer 2021 (post-test; roughly one year after BWC deployment). The results from the pre-test survey provide baseline data on members' sentiments towards BWCs that are compared to data from the post-test. Member identity was logged across the two administrations to allow for more precise assessments of changes in attitude.

In both the pre- and post-test, all GPS members (civilian and sworn) were invited to participate in the survey online through an email invitation (see Appendix I for all survey items). The survey was adapted from a survey used in the evaluation of the Chicago Police Department's (McCarty et al., 2018) and Durham Regional Police Service's (Saulnier, Sanders, et al., 2020) BWC evaluations.

During the pre-test administration of the survey, when members logged on to the online survey platform, they were randomly assigned to one of two groups: experimental or control (civilian and sworn members were assigned to these two groups in equal proportions, ensuring that member status did not influence the results). The experimental group was shown the rationale for the GPS adoption of BWCs prior to answering any other survey questions while the control group was shown the rationale for the GPS adoption of BWCs after answering all other survey questions (see Appendix J). This manipulation allows the study to explore whether awareness of, and satisfaction with, the GPS rationale for BWC adoption impacts member support for BWCs. The post-test administration of the survey did not include this manipulation.

Identity tracking across survey administrations permitted individual respondents' answers to the pre- and post-tests to be paired to assess changes in reported attitudes and behaviours over time. It should be noted that the number of officers who piloted BWCs (21) relative to the number of comparison officers that did not pilot BWCs and completed both administrations of the survey (60) does not provide a sufficient sample size (more specifically, the sample size does not

adequately power the analyses⁴³) to reach confident conclusions about relative differences between the experimental groups' (BWC users) and comparison groups' (not BWC users) attitudes that might be attributed to BWC use. As such, the analyses highlight general trends in the pre- and post-test surveys and paired samples comparisons for persons who completed both administrations of the survey, but comparisons between BWC users and non-users are minimal.

Results

The pre-test survey was emailed to 330 members of the GPS (116 civilian members and 214 sworn members). A total of 197 members provided responses to the survey (51 of the 116 civilian members and 146 of the 214 sworn members).

The post-test survey was emailed to 340 members of the GPS (126 civilian members and 214 sworn members). A total of 138 members provided responses to the survey (44 of the 126 civilian members and 94 of the 214 sworn members).

Sample Characteristics. The characteristics of the civilian and sworn samples are presented in Tables 12 and 13 and visually presented in Figures 8 and 9, respectively. Demographics for the civilian and sworn member samples were fairly consistent from the pre- to the post-test. Between the civilian and sworn groups, the civilian sample was mostly women, while the sworn sample was mostly men. Both groups were primarily White, with an average age of around 40 years old, and an average number of years of service for both groups around 13 years.

Table 12

Sample Characteristics for Civilian Members, Pre- and Post-Test

	Pre-test (<i>n</i> = 51)	Post-test (<i>n</i> = 44)
Gender	63.6% women	71.4% women
Race / Ethnicity	97.7% Caucasian	92.7% Caucasian followed by Other (4.9%) and Asian (2.4%)
Age	Average age of 43.81 (<i>SD</i> = 10.82)	Average age of 40.70 (<i>SD</i> = 9.55)
Years of Service	13.84 average years of service (<i>SD</i> = 9.51)	12.59 average years of service (<i>SD</i> = 8.86)
Role	34.9% of respondents indicated that they work in an administrative role, 20.9% in data services, 20.9% in communications, 18.6% as a special constable, and 3.9% in some category of other role 14% of civilian members indicated that they held a supervisory position	26.8% of respondents indicated that they work in an administrative role, 26.8% in data services, 19.5% in communications, 7.3% as a special constable, and 19.5% in some category of other role 17.1% of civilian members indicated that they held a supervisory position

⁴³ Achieved power is .62 for medium size effects (i.e., 0.5) and .19 for small size effects (i.e., 0.2), where these values would ideally be at a minimum of .95.

Figure 8

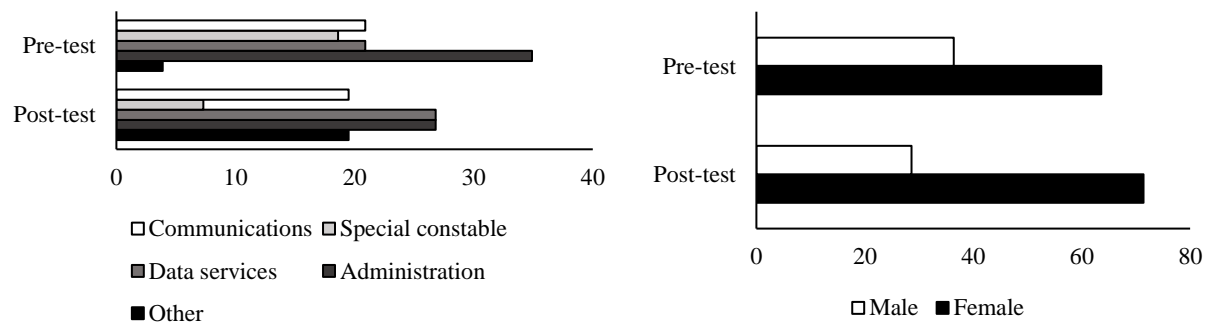
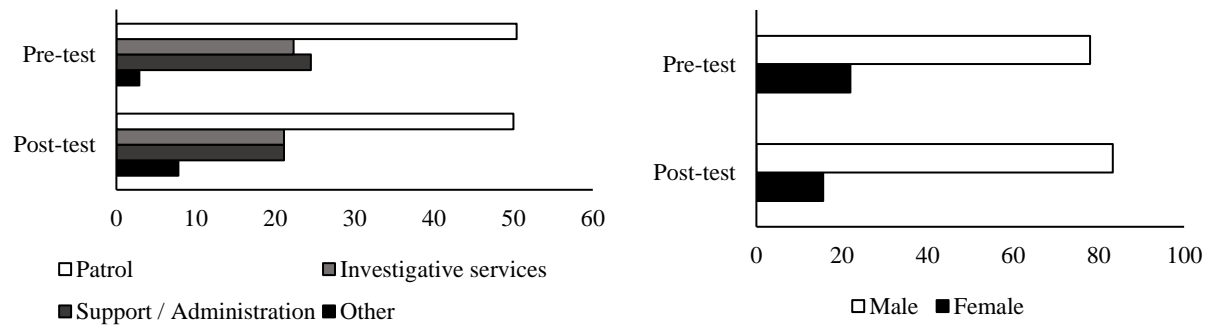
Civilian Members' Demographics, Pre- and Post-Test

Table 13

Sample Characteristics for Sworn Members, Pre- and Post-Test

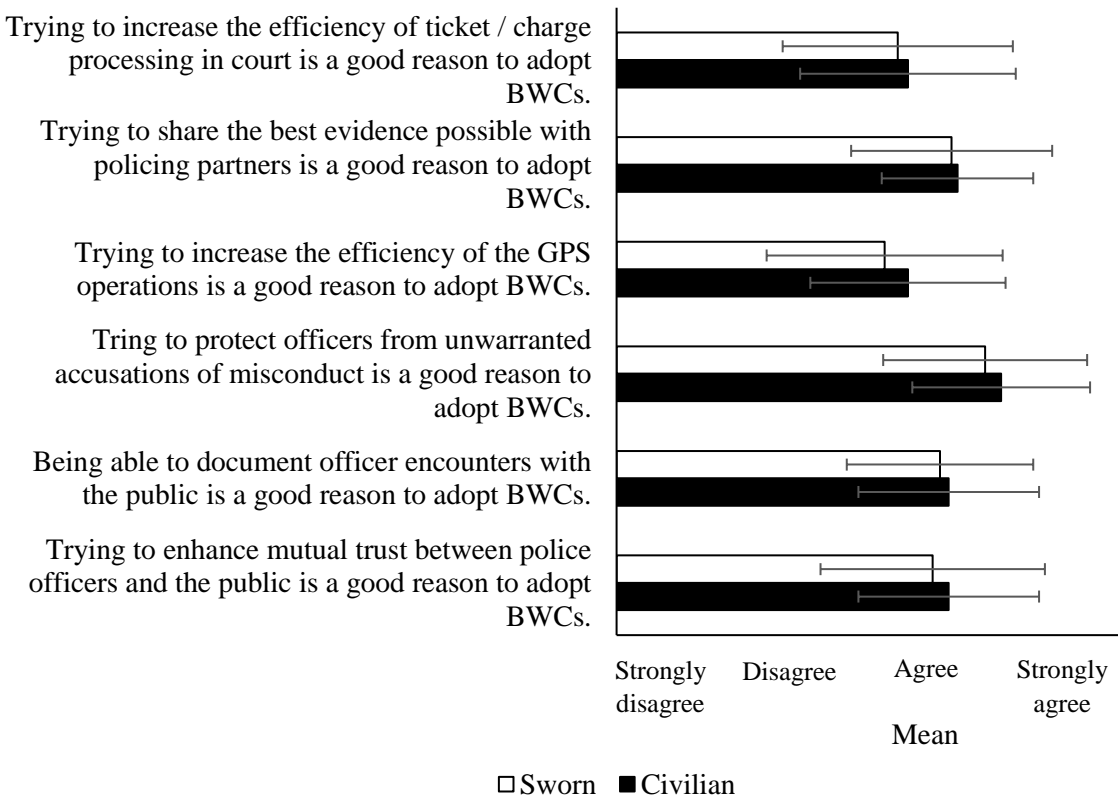
	Pre-test (<i>n</i> = 146)	Post-test (<i>n</i> = 94)
Gender	78% men	83.3% men
Race / Ethnicity	92.8% Caucasian	90% Caucasian, followed by Other (7.8%), Indigenous (1.1%), and Asian (1.1%)
Age	Average age of 39.62 (<i>SD</i> = 9.19)	Average age of 39.23 (<i>SD</i> = 9.56)
Years of Service	13.34 average years of service (<i>SD</i> = 8.75)	12.14 average years of service (<i>SD</i> = 8.46)
Role	<p>50.4% of respondents to the survey indicated that they are a patrol officer, 24.5% in a support or administration role, 22.3% in an investigative role, and 2.9% in some category of other role</p> <p>23.4% of sworn members who responded to the survey indicated that they held a supervisory position</p>	<p>50% of respondents to the survey indicated that they are a patrol officer, 21.1% in a support or administration role, 21.1% in an investigative role, and 7.8% in some category of other role.</p> <p>25.8% of sworn members who responded to the survey indicated that they held a supervisory position.</p>

Figure 9

Sworn Members' Demographics, Pre- and Post-Test

Pre-test GPS BWC Rationale. The GPS BWC team took advantage of the pre-test survey opportunity to ask members how they felt about the Service's rationale for BWC adoption. All respondents in the pre-test survey were presented with six major rationales associated with the Service's adoption of BWCs and then asked to indicate how strongly they disagreed or agreed with the statement as a good reason for the GPS to adopt BWCs (1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree) (see Figure 10).

Figure 10

Reasons to Adopt BWCs

As Figure 10 illustrates, all six rationales were received reasonably well with small variations between civilian and sworn members. The “whiskers” overlaying the horizontal bars represent the standard deviations (SD) associated with the average response. This value is indicative of the variation that existed within the survey responses. For example, when we look to the second item on the bar chart (“Trying to share the best evidence possible with policing partners is a good reason to adopt BWCs.”), we can see that civilian members’ responses clustered more tightly around the mean (as indicated by the narrower range of the SD) while sworn members’ responses were more diverse.

Respondents were also asked to indicate how satisfied they were with the rationales for adopting BWCs overall (1 = very dissatisfied, 2 = dissatisfied, 3 = satisfied, 4 = very satisfied). Both civilian ($M = 3.34$, $SD = 0.48$) and sworn ($M = 3.10$, $SD = 0.50$) members’ responses indicate overall satisfaction with the rationales for BWC adoption (though, in this case, analyses indicate that sworn members expressed significantly less overall satisfaction than civilian members).⁴⁴

In the pre-test, respondents were given the opportunity to provide open-ended responses to the following questions:

⁴⁴ $t(81.04) = 2.97$, $p < .01$.

What, if any, goals do you think should be added to the Service's list of BWC goals?
 What, if any, goals do you think should be removed from the Service's list of BWC goals?

A systematic content analysis was used to identify and code the themes that existed within members' responses.

Sworn members identified 16 **goals to potentially be added** to the GPS rationale for adopting BWCs while civilian members identified 7 (see Appendix K for the full list of themes). There is substantial overlap in the proposed goals to be added that were identified by the groups. Very few sworn members (39 out of 147) or civilian members (11 out of 51) responded to the item. The most frequent response for sworn and civilian members was indicating that no goals needed to be added (cited by 18 sworn members and 2 civilian members). Beyond this, for sworn members, the most frequently cited goals to add to the rationale for BWC adoption were:

- That BWCs (can) increase the efficiency of work-related tasks / procedures (specifically, that BWCs should be used to reduce court involvement and facilitate changes to notetaking procedures) (cited by 6 members) – it is worth noting that the GPS did directly identify efficiency as a reason for adopting BWCs in two of the rationales presented in the survey; and,
- That BWCs can be used to more effectively respond to complaints levied against members (specifically, offering protection against false accusations) (cited by 5 members).

For civilian members, efficiency was again the most frequently cited goal to add (cited by three members) – aligning with sworn members' suggestions.

Sworn members identified three **goals to be removed** from the GPS rationale for adopting BWCs while civilian members identified two (see Appendix L for the full list of themes). Again, there is substantial overlap in the proposed goals to be removed that were identified by the groups and, again, very few sworn members (36 out of 147) or civilian members (8 out of 51) responded to the item about goals to be removed from the GPS rationale for adopting BWCs. The most frequent response for sworn and civilian members was indicating that no goals needed to be removed (cited by 22 sworn members and 5 civilian members). Beyond this, for sworn members, the goal to be removed that was most frequently cited was the ability of BWCs to enhance the Service's efficiency and court efficiency (cited by three members). These same sentiments were expressed among the civilian contingent of the sample (but, only by one member).

Overall, members suggested many more goals to be added than goals to be removed, suggesting that members are generally accepting of the existing goals, but perhaps believe that revisions should be made to accommodate their various concerns. Members' suggestions of goals to be added were more varied than goals to be removed.

Sentiments Related to Work. Attitudes towards work at the GPS as well as sentiments towards the public were collected in both the pre- and post-test administrations of the survey.

Importantly, some sentiments towards work have been demonstrated to influence support for BWC adoption among sworn members (Phillips et al., 2020).

Both civilian and sworn members were asked questions related to occupational burnout, workload, and satisfaction in the pre- and post-test that they responded similarly to (see Tables 14 and 15). Members' perceptions of current workload are also presented visually in Figure 11.

Table 14

Sentiments Related to Work for Civilian Members, Pre- and Post-Test

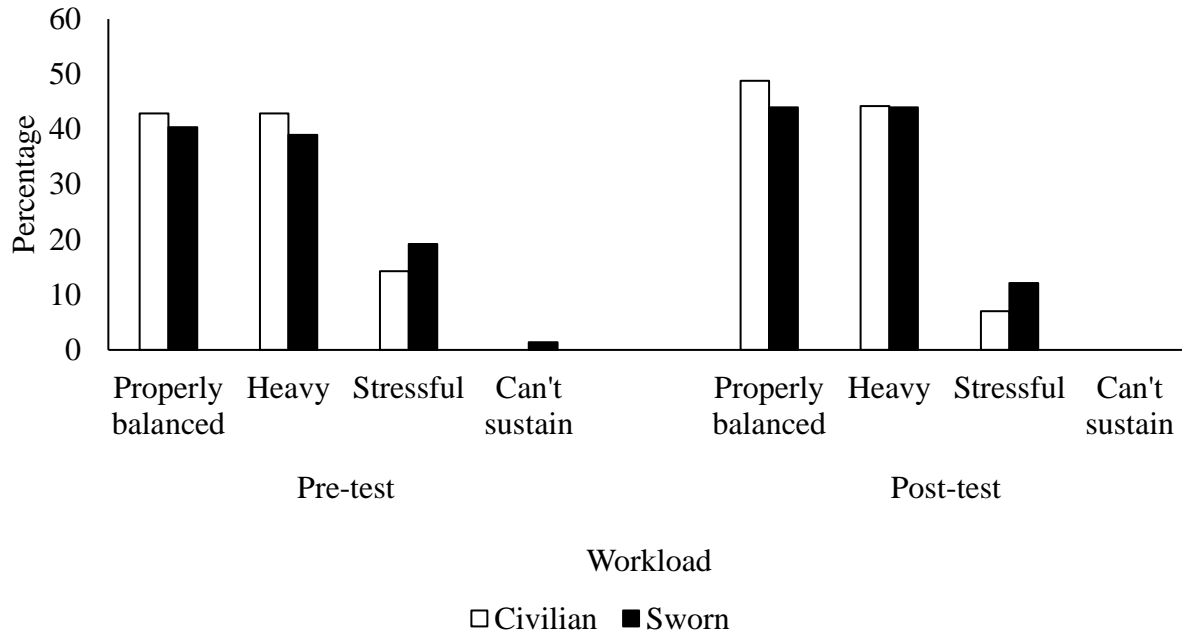
	Pre-test ($n = 51$)	Post-test ($n = 44$)
Burnout	Civilian members reported reasonably low perceptions of burnout ($M = 3.19$, $SD = 1.24$) – reporting that feelings of burnout are experienced around once a month.	Civilian members reported reasonably low perceptions of burnout ($M = 3.44$, $SD = 1.19$) – reporting that feelings of burnout are experienced around once a month.
Workload	The majority of civilian members reported that their workload is heavy or stressful (57.2%) as opposed to properly balanced (42.9%).	The majority of civilian members reported that their workload is heavy or stressful (51.2%) as opposed to properly balanced (48.8%).
Satisfaction	Civilian members are reasonably satisfied occupationally ($M = 3.32$, $SD = 0.53$), with average responses indicative of sentiments ranging from 'satisfied' to 'very satisfied'.	Civilian members are reasonably satisfied occupationally ($M = 3.05$, $SD = 0.59$), with average responses indicative of 'satisfied' sentiments.

Table 15

Sentiments Related to Work for Sworn Members, Pre- and Post-Test

	Pre-test ($n = 146$)	Post-test ($n = 94$)
Burnout	Sworn members experience reasonably low perceptions of burnout ($M = 3.34$, $SD = 1.36$) – reporting that feelings of burnout are experienced around once a month.	Sworn members experience reasonably low perceptions of burnout ($M = 3.28$, $SD = 1.55$) – reporting that feelings of burnout are experienced around once a month.
Workload	The majority of sworn members reported that their workload is heavy or stressful (58.2%) as opposed to properly balanced (40.4%).	The majority of sworn members reported that their workload is heavy or stressful (56.1%) as opposed to properly balanced (44%).
Satisfaction	Sworn members are reasonably satisfied occupationally ($M = 3.15$, $SD = 0.57$), with average responses indicative of sentiments ranging from 'satisfied' to 'very satisfied'.	Sworn members are reasonably satisfied occupationally ($M = 3.05$, $SD = 0.63$), with average responses indicative of 'satisfied' sentiments.

Figure 11

Perceived Current Workload

Results for the full samples for the pre- and post-test surveys suggest that feelings of burnout are low among members (experienced less than once a month), but that a majority of members do find their workload to be heavy. Despite this, members reported being occupationally satisfied, though this satisfaction declined slightly between the pre- and post-test surveys.

Paired-samples t-tests were conducted on the occupational burnout, workload, and satisfaction responses of members who responded to both administrations of the survey to determine whether there was a significant change in their perceptions from the pre- to the post-test. While it would be ideal to keep civilian and sworn members' perceptions separate given that they perform different functions in the organization, combining both groups produces a larger sample size that is better equipped to detect changes in attitudes between the pre- and post-test administrations of the survey. There were not significant changes in members' perceptions of burnout⁴⁵ or workload,⁴⁶ from the pre- to the post-test. However, members reported significantly diminished perceptions of occupational satisfaction from the pre- to the post-test – though overall satisfaction remained high in both tests.⁴⁷

Both civilian and sworn members were asked what proportion of the public supports and trusts GPS officers to use justifiable force (1 = none, 2 = few, 3 = some, 4 = most, 5 = all). Both

⁴⁵ $t(108) = -0.923, p = .358$.

⁴⁶ $t(107) = 0.601, p = .549$.

⁴⁷ $t(107) = 3.473, p = .001$, decreasing from 3.20 to 3.01 on a four-point scale ranging from 1, very dissatisfied to 4, very satisfied.

groups' responses were reasonably positive, indicating that the members tend to believe that 'some' to 'most' of the public supports police use of justifiable force (see Tables 16 and 17).

Table 16

Civilian Members' Perceptions of Public Support for Police use of Force, Pre- and Post-Test

	Pre-test ($n = 51$)	Post-test ($n = 44$)
Perceived Public Support for Use of Justifiable Force	The average civilian response ($M = 3.34$, $SD = 0.69$) indicates that civilian members believe 'some' to 'most' of the public is supportive of police use of justifiable force.	As in the pre-test, civilian members' responses were positive, with the average response ($M = 3.16$, $SD = 0.78$) indicating that civilian members believe that 'some' to 'most' of the public was supportive of police use of justifiable force.

Table 17

Sworn Members' Perceptions of Public Support for Police use of Force, Pre- and Post-Test

	Pre-test ($n = 146$)	Post-test ($n = 94$)
Perceived Public Support for Use of Justifiable Force	The average sworn members' response ($M = 3.38$, $SD = 0.70$) indicates that sworn members believe 'some' to 'most' of the public is supportive of police use of justifiable force.	As in the pre-test, sworn members' responses were positive, with the average response ($M = 3.30$, $SD = 0.67$) indicating that civilian members believe that 'some' to 'most' of the public was supportive of police use of justifiable force.

A paired-samples t-test was conducted to assess changes in perceived support for use of force among members (civilian and sworn) who responded to both administrations of the survey. There was not a significant change in members' perceptions of perceived public support for police use of justifiable force across the survey administrations.⁴⁸

In addition, sworn members were asked some questions about their perceptions of the local public and their officer activities. Specifically, sworn members were asked what proportion of the public acts in ways that indicate they would be willing to assist police (1 = none, 2 = few, 3 = some, 4 = most, 5 = all) (see Table 18). In both administrations, officers indicated that they believe that 'some' to 'most' of the public would willingly assist police.

⁴⁸ $t(107) = 1.209$, $p = .229$.

Table 18

Sworn Members' Perceptions of Public Willingness to Assist Police, Pre- and Post-Test

	Pre-test ($n = 146$)	Post-test ($n = 94$)
Perceived Public Willingness to Assist Police	Officers reported that 'some' to 'most' of the public were willing to assist police ($M = 3.66$, $SD = 0.56$).	Officers reported that 'some' to 'most' of the public was willing to assist police ($M = 3.58$, $SD = 0.58$).

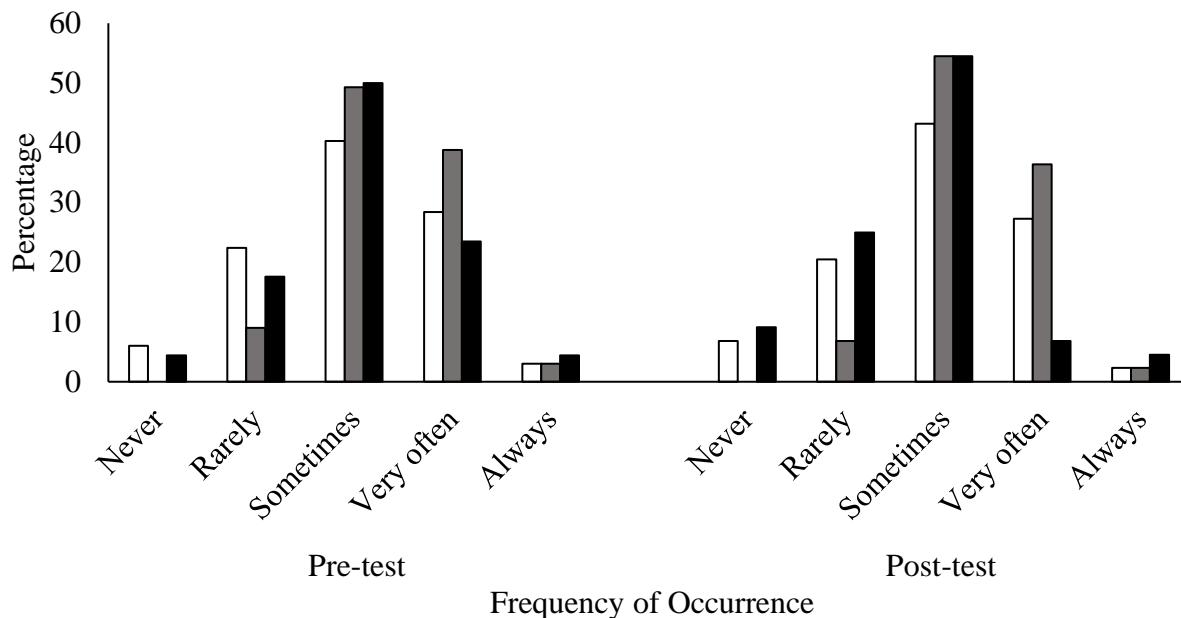
A paired-samples t-test was conducted on the responses of sworn members who responded to both administrations of the survey to determine whether there was a significant change in their perceptions from the pre- to the post-test. There was not a significant change in members' perceptions of perceived public willingness to assist police across administrations.⁴⁹

Finally, sworn members were asked how frequently they engage in routine proactive police activities. Some practitioners and scholars have theorized that BWC use may decrease officer engagement in proactive policing (Lawrence & Peterson, 2019; Wallace et al., 2018). While all sworn members were asked these questions, only the responses from patrol officers are presented here from both the pre- ($n = 68$) and post-tests ($n = 44$) (see Figure 12).

⁴⁹ $t(76) = 1.509$, $p = .135$.

Figure 12

Frequency of Activity Occurrence (How often do you do the following...)



□ Stop suspicious persons to proactively address crime?

■ Enforce minor crime?

■ Stop and talk to residents to learn about the problems in their community?

Across both administrations of the survey, the pattern of all three activities – stopping suspicious persons, enforcing minor crimes, and talking with local residents about their crime concerns – was similar, with officers indicating that they engage in these activities ‘sometimes’ to ‘very often,’ though stopping suspicious persons was an activity that officers reported engaging in less frequently than the other two activities.

A paired-samples t-test was conducted on the responses of sworn members who responded to both administrations of the survey to determine whether there was a significant change in their perceptions from the pre- to the post-test. There was not a significant change in members’ likelihood of stopping and talking to residents to learn about the problems in their community from the pre- to the post-test.⁵⁰ However, sworn members reported a significantly decreased likelihood of stopping suspicious persons to proactively address crime⁵¹ and a significantly decreased likelihood of enforcing minor crimes.⁵²

Support for BWCs. A key measure of interest is the overall support or opposition for BWCs among GPS members. Participants were asked two questions that probed for this

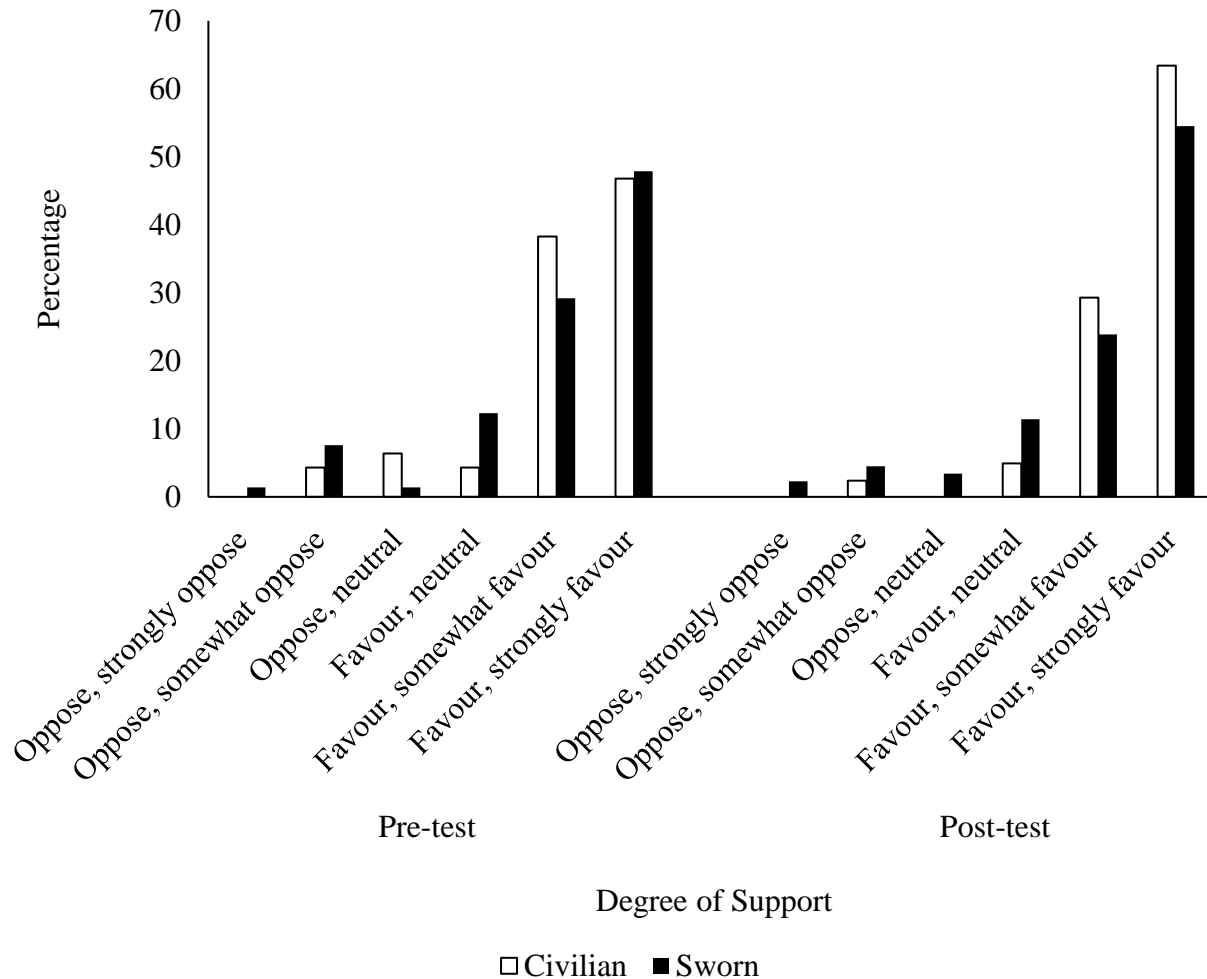
⁵⁰ $t(75) = 1.698, p = .094$.

⁵¹ $t(74) = 2.737, p = .008$, decreasing from 2.61 to 2.35 on a five-point scale ranging from 1, never to 5, always.

⁵² $t(74) = 2.409, p = .018$, decreasing from 2.96 to 2.73 on a five-point scale ranging from 1, never to 5, always.

information (Do you personally favour or oppose the use of BWCs by police? How strongly do you favour or oppose the use of BWCs by police?). These two items were combined into a composite measure that represents degree of support for BWCs. This composite measure provides a more nuanced breakdown of member sentiments towards BWCs. As demonstrated in Figure 13, both civilian and sworn members expressed considerable support for BWC adoption in both the pre- and post-tests, with 85.1% of civilian and 77.1% of sworn members in the pre-test, and 92.7% of civilian and 78.4% of sworn members in the post-test indicating that they either somewhat favoured or strongly favoured police use of BWCs. A paired-samples t-test was conducted to assess changes in degree of support for BWCs among members (civilian and sworn). Collectively, post-test support for BWCs was significantly greater than pre-test support for BWCs (increasing from an average of 4.99 to 5.25).⁵³

Figure 13

Degree of Support for BWCs

⁵³ $t(102) = -2.47, p = .02$

The survey included both closed-ended and open-ended items that allowed respondents to indicate in greater detail why they support or oppose BWCs. The closed-ended items all presented four response options (1 = strongly disagree, 2 = disagree, 3 = agree, 4 = strongly agree). No attitudes assessed were significantly different from the pre- to the post-test:

- In the pre-test, neither civilian ($M = 2.02$, $SD = .82$) nor sworn ($M = 2.27$, $SD = .72$) members were particularly worried that the GPS adopting BWCs would impact their workload. In the post-test, both civilian ($M = 1.90$, $SD = .98$) and sworn ($M = 2.39$, $SD = .78$) members were again not particularly worried that the GPS adopting BWCs would impact their workload. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 2.25$, $SD = .81$) and post-test ($M = 2.27$, $SD = .87$) results.⁵⁴
- In the pre-test, both civilian ($M = 2.49$, $SD = .72$) and sworn ($M = 2.65$, $SD = .70$) members' responses demonstrated a belief that officers will feel that they have less discretion when using BWCs, but these sentiments were not extreme. In the post-test, both civilian ($M = 2.40$, $SD = .67$) and sworn ($M = 2.73$, $SD = .85$) members expressed similar sentiments about the impact of BWCs on officer discretion. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 2.63$, $SD = .69$) and post-test ($M = 2.64$, $SD = .82$) results.⁵⁵
- Both civilian ($M = 3.21$, $SD = .50$) and sworn ($M = 3.01$, $SD = .66$) members expressed considerable agreement that using BWCs will improve public beliefs that officers are held accountable for their actions. In the post-test, both civilian ($M = 3.17$, $SD = .62$) and sworn members ($M = 3.00$, $SD = .65$) again agreed that BWCs will improve public beliefs that officers are held accountable for their actions. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 3.02$, $SD = .64$) and post-test ($M = 3.01$, $SD = .62$) results.⁵⁶
- Similarly, both civilian ($M = 2.96$, $SD = .72$) and sworn ($M = 2.79$, $SD = .78$) members tended to agree that using BWCs is important to holding officers accountable. In the post-test, both civilian ($M = 2.95$, $SD = .54$) and sworn ($M = 2.70$, $SD = .80$) members agreed that BWCs are important for holding officers accountable. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 2.79$, $SD = .76$) and post-test ($M = 2.78$, $SD = .76$) results.⁵⁷
- Both civilian ($M = 2.74$, $SD = .54$) and sworn ($M = 2.67$, $SD = .69$) members tended to agree that BWCs will improve policing. This pattern was emulated in the post-test, with both civilian ($M = 2.83$, $SD = .49$) and sworn ($M = 2.71$, $SD = .67$) members agreeing that BWCs will improve policing. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 2.67$, $SD = .67$) and post-test ($M = 2.74$, $SD = .65$) results.⁵⁸
- Further, both civilian ($M = 3.19$, $SD = .45$) and sworn ($M = 3.16$, $SD = .51$) members agreed that BWCs are a useful tool for police, with very similar means. In the post-test, both civilian ($M = 3.21$, $SD = .61$) and sworn ($M = 3.22$, $SD = .60$) members again agreed

⁵⁴ $t(104) = -0.272$, $p > .05$.

⁵⁵ $t(106) = -0.266$, $p > .05$.

⁵⁶ $t(106) = 0.148$, $p > .05$.

⁵⁷ $t(106) = 0.253$, $p > .05$.

⁵⁸ $t(106) = -1.068$, $p > .05$.

that BWCs are a useful tool for police. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 3.13$, $SD = .52$) and post-test ($M = 3.19$, $SD = .62$) results.⁵⁹

- Both civilian ($M = 2.07$, $SD = .54$) and sworn ($M = 1.93$, $SD = .61$) members tended to disagree that the GPS will use BWCs to reward officers for good behaviour. In the post-test, both civilian ($M = 2.12$, $SD = .67$) and sworn ($M = 2.04$, $SD = .65$) members again disagreed that the GPS will use BWCs to reward officers for good behaviour. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 2.04$, $SD = .62$) and post-test ($M = 2.06$, $SD = .67$) results.⁶⁰
- Similarly, both civilian ($M = 2.09$, $SD = .80$) and sworn ($M = 2.39$, $SD = .83$) members tended to disagree that the GPS will use BWCs to find reasons to discipline officers. These attitudes carried over to the post-test, as both civilian ($M = 2.00$, $SD = .63$) and sworn ($M = 2.39$, $SD = .80$) members disagreed that the GPS will use BWCs to find reasons to discipline officers. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 2.35$, $SD = .83$) and post-test ($M = 2.30$, $SD = .80$) results.⁶¹
- Relatedly, a set of nine items, collectively described as the perceived intensity of monitoring (PIM) scale (developed by Adams & Mastracci, 2019), revealed that both civilian ($M = 2.22$, $SD = .38$) and sworn ($M = 2.45$, $SD = .49$) members tended to disagree with statements that suggested that BWCs are a highly invasive monitoring device. In the post-test, both civilian ($M = 2.20$, $SD = .38$) and sworn ($M = 2.45$, $SD = .51$) members again disagreed with the statements suggesting that BWCs are a highly invasive monitoring device. A paired samples t-test did not reveal significant differences between the collective samples' pre- ($M = 2.43$, $SD = .48$) and post-test ($M = 2.43$, $SD = .48$) results.⁶²

Civilian and sworn members' responses to all the items posed demonstrates consistency between the groups in terms of overall attitudes (e.g., general agreement or disagreement). This level of agreement makes pleasing both stakeholder groups simpler. It is, however, also important to recognize variables that civilian and sworn members responded slightly differently to in both the pre- and post-test (e.g., the use of BWCs for discipline purposes, and intensity of monitoring perceptions). Two other items from the survey help illustrate these discrepancies between civilian and sworn members' perceptions and are visually presented in Figures 14 and 15.

⁵⁹ $t(106) = 0.885$, $p > .05$.

⁶⁰ $t(103) = 0.307$, $p > .05$.

⁶¹ $t(103) = 0.618$, $p > .05$.

⁶² $t(104) = 0.018$, $p > .05$.

Figure 14

Perceived Public Cooperation (Do you think that when officers use BWCs the public will be...)

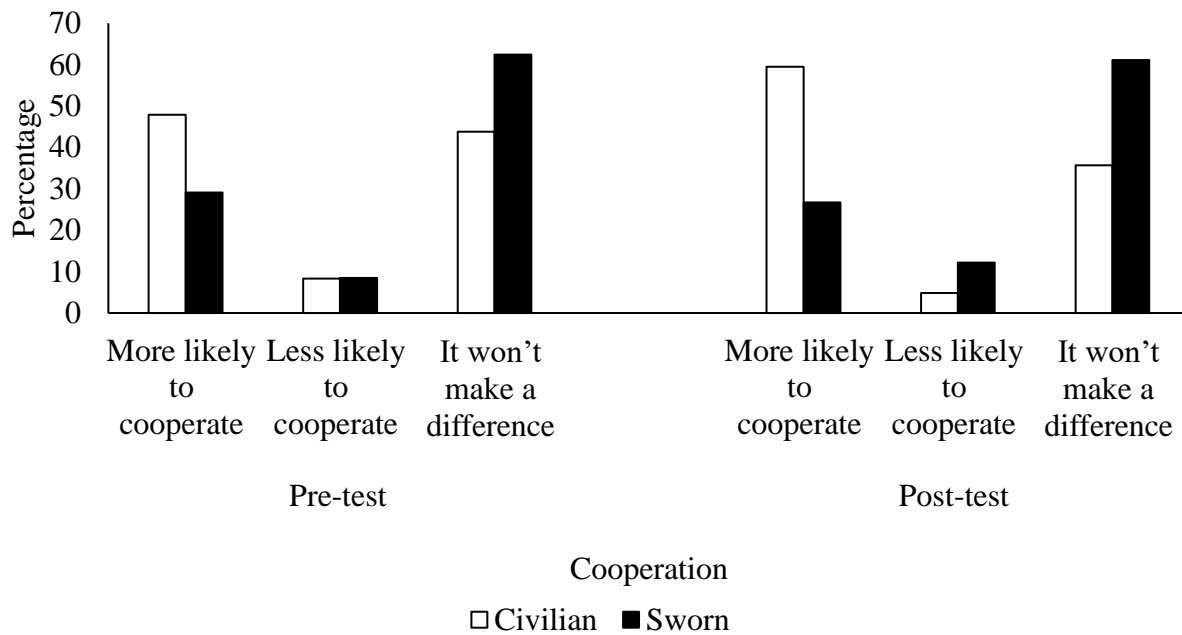
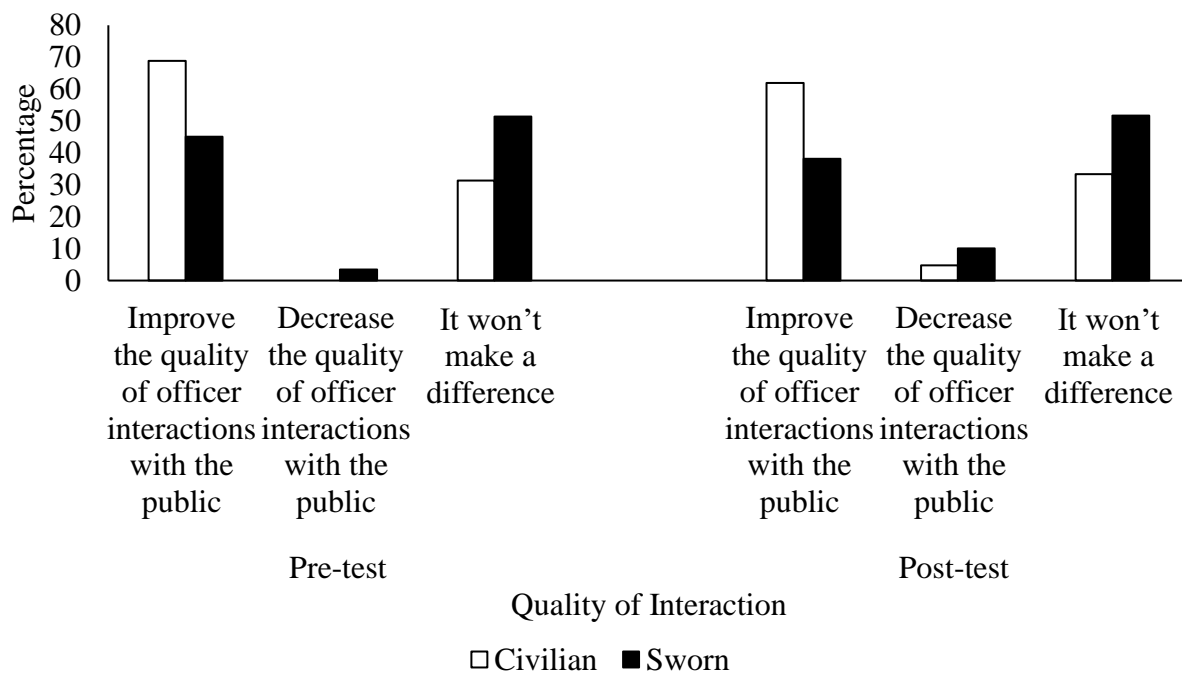


Figure 15

Perceived Quality of Interaction (Do you think that requiring officers to wear BWCs will...)



Analyses demonstrate that there is an association between member status and both variables. Specifically, in both the pre-⁶³ and post-test,⁶⁴ member status (civilian or sworn) is related to whether a respondent thinks that BWCs will make someone more likely to cooperate with police. As well, in both the pre-⁶⁵ and post-test,⁶⁶ member status (civilian or sworn) is related to beliefs about whether BWCs affect the quality of a police-public interaction. As Figures 14 and 15 respectively illustrate, the majority of sworn members believe that the use of BWCs will make no difference on public cooperation or the quality of interactions with the public, whereas the majority of civilian members believe that BWCs will make people more likely to cooperate and will increase the quality of public interactions with police.

More sophisticated analyses allow us to predict more specifically how particular independent variables affect a dependent variable. In this case, we are interested in assessing how support for BWCs is affected by a defined set of independent variables. Two sets of regression analyses were run to explore this topic – one for the pre-test data and a second for the post-test data. The independent variables included in the pre-test analysis are demographic variables (i.e., gender, race, age, member status), occupational variables (i.e., burnout), BWC sentiment variables (i.e., perceived intensity of monitoring, whether BWCs are an effective policing tool), and an experimental manipulation (i.e., whether the respondent saw the rationale for BWC adoption before or after they were asked to indicate their support for BWCs). The post-test analysis includes all the same variables with the exception that the experimental manipulation is not included. In addition, a refined post-test regression focuses only on sworn members to allow for the inclusion of whether BWC status (i.e., whether the officer was assigned to use a BWC or not) affected degree of BWC support.

In the pre-test, the collective combination of variables accounts for 21.9% of the variance in support for BWCs and is statistically significant.⁶⁷ This means that at least some of the independent variables tested influence members' support for BWCs. Analyses demonstrate that only perceptions of how useful BWCs might be as a policing tool and the perceived intensity of monitoring (PIM) scale affected support for BWCs. Perceptions of the utility of BWCs for police had the greatest single influence on support for BWCs (*beta* = .39). When members held greater perceptions that BWCs are a useful policing tool, they also expressed greater support for BWCs.⁶⁸ While not as strong a predictor as perceptions of BWC utility, PIM was also a factor that affected support for BWCs (*beta* = -.18). When members reported greater concerns with the monitoring associated with BWC use, they also expressed greater opposition to BWCs.⁶⁹

In the post-test, the combination of the demographic independent variables alone accounted for only 1.3% of the variance in support for BWCs and was not significant.⁷⁰ When burnout, perceived utility, and the PIM scale were entered into the model, 18.6% of the variance was

⁶³ $X^2(2) = 5.92, p < .05$.

⁶⁴ $X^2(2) = 13.430, p = .001$.

⁶⁵ $X^2(2) = 8.75, p < .01$.

⁶⁶ $X^2(2) = 6.571, p = .037$.

⁶⁷ $F(8, 162) = 6.95, p < .001$.

⁶⁸ $B = 0.90, p < .001$.

⁶⁹ $B = -0.45, p < .05$.

⁷⁰ $F(4, 118) = 1.408, p = .236$.

accounted for by the combined independent variables and was statistically significant.⁷¹ Perceived intensity of monitoring had the greatest single influence on support for BWCs ($\beta = -.333$). When members reported greater concerns with the monitoring associated with BWC use, they also expressed greater opposition to BWCs.⁷² While not as strong of a predictor ($\beta = .272$), when members held greater perceptions that BWCs are a useful policing tool, they also expressed greater support for BWCs.⁷³ A very similar analysis was run using only the sworn member data to explore whether BWC use was associated with support for BWCs (civilian members were excluded from this analysis because no civilian member would be assigned to use a BWC). The pattern of results was the same, with only the perceived utility of BWCs⁷⁴ and the PIM scale⁷⁵ being significantly associated with support for BWCs. Using a BWC⁷⁶ was not significantly associated with support for BWCs – meaning that officers who used a BWC did not express substantially different attitudes (in favour or opposed) than those who had not used a BWC.

Concerns and Benefits Associated with BWCs. The closed-ended items included in the survey are very useful for generating feedback from the entire sample; however, researchers are not always as intimately familiar with a topic as the persons that they are surveying. For this reason, open-ended items are also valuable to include in surveys. In this survey, respondents were given the opportunity to provide open-ended responses to the following statements:

- In my opinion, the most important possible concerns/disadvantages of BWCs are...
- In my opinion, the most important possible benefits/advantages of BWCs are...

A systematic content analysis was used to identify and code the themes that existed within members' responses.

In the pre-test, sworn members identified 21 **areas of concern** associated with BWC adoption while civilian members identified 16 areas (see Table 19). In the post-test, there were fewer responses. Still, sworn members identified 23 areas of concern and civilian members identified 24. There was substantial overlap in the concerns identified between the groups in both administrations of the survey.

⁷¹ $F(7, 115) = 4.992, p < .001$.

⁷² $B = -0.747, p = .001$.

⁷³ $B = 0.514, p = .002$.

⁷⁴ $B = 0.577, p = .01$.

⁷⁵ $B = -0.853, p = .01$.

⁷⁶ $B = -0.078, p = .789$.

Table 19

Thematic Comparison of Concerns for Sworn and Civilian Members, Pre- and Post-Test

	Pre-test		Post-test	
	Sworn Members	Civilian Members	Sworn Members	Civilian Members
Disciplinary concerns	31	6	19	3
Officer privacy	31	7	8	4
Employee wellness	16	2	2	--
Alteration of behaviour	14	4	--	--
Amount of context	11	2	3	3
Policy	10	--	3	1
Workload	8	4	14	3
Cost	7	3	6	1
Discretion	7	1	17	5
Freedom of expression	6	1	--	--
Access	5	1	4	2
Public perceptions	5	2	--	1
Technical difficulties	5	1	3	1
Diminished morale	4	--	1	--
Logistics	4	7	--	1
Notetaking	4	--	--	--
Public privacy	3	1	7	2
Training	2	--	1	1
Manipulation of footage	1	--	--	2
Officer behaviour	1	--	5	1
Court challenges	--	--	6	1
Dependence	--	--	1	--
Distraction	--	--	1	1
External scrutiny	--	--	9	5
Lack of change	--	--	2	1
Lack of choice	--	--	1	--
Overuse	--	--	--	1
Public cooperation	--	--	10	1
Research	--	1	--	--
Revictimization	--	1	--	--
Safety	--	--	--	3
Some variation of none	9	5	4	3
TOTAL	184	49	128	48

Among sworn members, some of the more prominent concerns identified in the pre-test surrounded:

- officer privacy being compromised if BWCs are activated during personal conversations or activities;
- the limited context that BWC footage provides (e.g., BWC footage does not tell the whole story and could be misinterpreted);
- being disciplined by supervisors for what is captured on video;
- the alteration of officer behaviour in negative ways (e.g., more robotic interactions) including reductions in the application of desirable discretion;
- employee psychological and physical wellness (e.g., increased stress); and,
- what the policy might look like surrounding BWCs (e.g., when the BWC should be activated).

Less prevalent concerns for sworn members in the pre-test included:

- increases in workload;
- cost associated with the implementation and upkeep of BWCs;
- freedom of expression being limited (e.g., not being able to “vent” or joke about an incident for fear of repercussions);
- access to footage (e.g., who would have footage access and the need to restrict access for some parties, such as the media);
- public perceptions (e.g., BWCs relaying a message of distrust); and,
- technical difficulties (e.g., the battery, the weight).

Civilian members echoed many of these concerns, with officer privacy, logistical challenges (e.g., data storage), and disciplinary concerns being cited most frequently in the pre-test.

The content analysis of post-test responses produced some different areas of priority for sworn members. Specifically, themes identified by sworn members as key areas of concern included:

- being disciplined by supervisors for what is captured on video;
- increases in workload;
- discretion being limited;
- diminished willingness of the public or confidential informants to cooperate with police; and,
- increased scrutiny from external bodies, including members of the public and the media.

Less prevalent concerns for sworn members in the post-test included:

- cost associated with the implementation and upkeep of BWCs;
- increased court workload or more challenges in court;
- modifications to officer behaviour (e.g., making officers more robotic); and,
- the impact of BWCs on officer privacy.

Again, civilian members shared many of the same concerns as sworn members in the post-test, including reduced discretion and increased external scrutiny.

Some topics were broached only by civilians or sworn members in both administrations of the survey. For example, in the pre-test, concerns with BWC policy, notetaking redundancies, and diminished morale were broached only by sworn members. Conversely, civilian members identified two concerns that were not addressed by sworn members. Specifically, one civilian member questioned the state of the research on the effectiveness of BWCs, while another introduced the concern that BWCs have the potential to revictimize. In the post-test, employee wellness, dependence on the cameras, diminished morale, and a lack of choice in whether to use a BWC were identified by sworn members as concerns but not civilian members. Civilian members alone, in contrast, identified logistics, manipulation of footage, overuse, public perceptions, and safety as concerns that sworn members did not.

It is important to note that many members, both sworn (43 out of 146) and civilian (24 out of 51), did not respond to this question in the pre-test, and some members wrote some variation of none; that is, they did not have any concerns. Likewise, in the post-test, many members, both sworn (28 out of 94) and civilian (22 out of 44), did not respond to this question, and some members wrote some variation of none.

In the pre-test, sworn members identified 15 **areas of benefits** associated with BWC adoption while civilian members identified 11 areas (see Table 20). In the post-test, there were fewer responses. Still, sworn members identified 14 areas of benefits and civilian members identified 13. There was substantial overlap in the benefits identified between the groups in both administrations of the survey.

Table 20

Thematic Comparison of Benefits for Sworn and Civilian Members, Pre- and Post-Test

	Pre-test		Post-test	
	Sworn Members	Civilian Members	Sworn Members	Civilian Members
Complaints	46	9	25	5
Evidence	40	8	36	16
Courtroom assistance	18	--	14	3
Accountability	16	13	17	4
Public perceptions	15	6	5	5
Justification of behaviour	13	1	9	8
Alteration of behaviour	9	2	4	2
Notetaking	7	--	2	1
Amount of context	6	3	14	8
Credibility	5	1	3	2
Safety	2	1	--	1
Workload	2	--	5	--
Mental health assessments	1	--	--	--
General efficiency	--	1	--	--
Training	--	--	2	--
Transparency	--	--	2	1
Some variation of none	5	--	--	--
TOTAL	185	45	138	57

Among sworn members, some of the more prominent benefits identified in the pre-test included:

- reducing frivolous complaints and assisting members in investigations of complaints from oversight bodies, including helping to justify officer behaviour when their actions are called into question;
- the quality and quantity of evidence gathered;
- court outcomes (e.g., increasing guilty pleas as well as limiting the amount of time officers are required to spend in court);
- increasing officer accountability; and,
- improvements in public perceptions (e.g., particularly trust and respect for police, but also showing the public what police deal with).

Less prevalent benefits that sworn members associated with BWCs in the pre-test included:

- improving public behaviour (e.g., reducing verbal abuse towards officers);
- possible reductions in the need for notetaking; and,

- in contrast to some officers who expressed concerns that BWC footage could be devoid of context, other officers characterized BWC footage as providing context for officer actions (it is important to note that both of these opinions are valid).

In the post-test, many of these patterns were similar, with the exceptions that the benefit of enhanced public perceptions was not identified as frequently and the potential benefit of the BWC providing context to an occurrence was more frequently identified than in the pre-test.

As with concerns, civilian members echoed many of the benefits identified by sworn members in both the pre- and post-tests, with the themes of officer accountability, reductions in complaints, and improved evidence broached most frequently in the pre-test, and themes of evidence, amount of context, complaints, and public perceptions being identified most frequently in the post-test.

Some topics were mentioned only by civilians or sworn members in both administrations of the survey. For example, in the pre-test, although no civilian members noted that BWCs might have beneficial effects on court outcomes, many sworn members highlighted this as a potential benefit of BWCs. This information is not pointed out to suggest that no civilian member believes that BWCs will have beneficial effects on court outcomes, but simply to demonstrate variations in sworn and civilian members' priorities. In the post-test, however, there were some civilian members who also identified courtroom assistance as a potential benefit of BWCs. Civilian members largely did not identify benefits that were not addressed by sworn members, with the exception that one civilian member noted the potential for BWCs to enhance the general efficiency of the GPS in the pre-test, and one civilian member identified safety as a benefit of BWCs in the post-test.

In the pre-test, as with the concerns item, many members, both sworn (42 out of 146) and civilian (21 out of 51), did not respond to this question, and some members wrote some variation of none; that is, they did not believe there are any benefits. In the post-test, many members, both sworn (25 out of 94) and civilian (19 out of 44), again did not respond to this question, and some members wrote some variation of none.

Above all, the data suggest that members collectively responded to the items about concerns and benefits associated with BWCs at very similar rates, and that the overall number of concerns to benefits identified was very similar. There was a wider gamut of themes when members discussed concerns with BWCs, whereas the themes deviated less when members discussed benefits in both administrations of the survey.

Study 5: Effects of BWCs on Service Outputs

Study Objective and Research Questions

This study used a quasi-experimental research design in which the GPS selected officers to participate in the BWC pilot (rather than randomly selecting officers to participate). Random assignment was then used to assign these officers to a BWC use schedule, with agency records used to analyze outcomes across experimental (BWC used) and control (BWC not used) shifts. Central research questions associated with this portion of the research included:

- 1) What is the effect of BWCs on the amount of time it takes calls for service (CFS) to be cleared?
 - a. What is the effect of BWCs on the amount of time it takes to clear CFS pertaining to: (1) traffic stops, (2) impaired driving, (3) domestic disputes, and (4) mentally ill persons?
 - b. What is the effect of BWCs on the amount of time it takes to clear CFS that generated a report?
- 2) What is the effect of BWCs on the number of charges issued during CFS?
- 3) What is the effect of BWCs on the number of tickets issued during CFS?
- 4) Is BWC assignment associated with the odds of a CFS being proactive?
 - a. What is the effect of a CFS being officer-generated (i.e., proactive) on odds of BWC activation?
- 5) Is BWC assignment associated with the odds of a CFS being a traffic stop?
 - a. What is the effect of a CFS being a traffic stop (versus not) on odds of BWC activation?
- 6) Is BWC assignment or BWC activation associated with the odds of a CFS generating a report?
 - a. Are BWC assignment or BWC activation associated with the odds of a report being generated for CFS pertaining to: (1) traffic stops, (2) impaired driving, (3) intimate partner domestic disputes, and (4) mentally ill persons?
- 7) Is BWC assignment or BWC activation associated with the odds of a CFS generating a criminal charge?
 - a. Are BWC assignment or BWC activation associated with the odds of a criminal charge being generated for CFS pertaining to: (1) impaired driving, or (2) intimate partner domestic disputes?
- 8) Is BWC assignment or BWC activation associated with the odds of a CFS resulting in a mental health apprehension?
- 9) Is BWC assignment or BWC activation associated with the odds of a CFS resulting in a ticket?
- 10) Is BWC assignment or BWC activation associated with the odds of a CFS resulting in a speeding ticket being reduced roadside?

Method

During the BWC pilot time period (Sept 01, 2020 to June 30, 2021), a selection of officers participated in the BWC pilot project. These officers came from varied areas of frontline service work, with the entirety of the Traffic Unit (8 officers by the end of the pilot), the entirety of the H.E.A.T. Unit (5 officers by the end of the pilot), and officers from varied platoons who expressed an interest in participating in the pilot (10 officers by the end of the pilot). After being trained to use BWCs, a BWC use schedule (prepared by the research team) was instituted that randomly assigned BWC use to all pilot officers on a shift-by-shift basis.

The GPS's Records Management System (RMS) automatically captures data concerning the variables identified in the research questions. As a member of OPTIC (Ontario Police Technology Information Co-operative), the GPS relies on PRIDE (Police Regionalized

Information Data Entry) to access a more sophisticated RMS system through a consortium of police services than these police services might be able to access individually, and, as such, a representative from PRIDE assisted in creating the coding script and pulling the agency records used for these analyses.

To answer the research questions, we ran a series of regression models, making use of (generalized) linear mixed-effects approaches where possible. In all analyses, we present point estimates accompanied by 95% confidence intervals in square brackets. For example, in a hypothetical analysis of the effect of BWC assignment on the number of seconds to clear CFS, an estimate of 25 [-14, 64] indicates that BWCs increased the average time to clear a CFS by 25 seconds, with a 95% confidence interval of -14 seconds and +64 seconds around this estimate (in other words, that this is the range within which we can confidently maintain that the effect sits based on this data).

In analyses of binary or dichotomous (e.g., yes/no, present/absent) dependent variables, we computed odds ratios to estimate the size of the effects of BWCs. Odds ratios (ORs) greater than 1 indicates that BWCs increase the odds of an event, whereas an OR less than 1 indicates that BWCs decrease the odds of an event.⁷⁷ For example, in an analysis of reports, an OR of 1.15 indicates that the odds of a CFS in the BWC condition generating a report are 1.15 times the odds of a CFS in the non-BWC condition generating a report.⁷⁸ To assist with interpretation, we apply Chen, Cohen, and Chen's (2010) heuristic model (see Table 21). In practical terms, OR that fall in the range of small effect sizes are of less applied importance to the Service, even when the value is considered statistically significant – this simply means that there is an effect, but that it is quite minor. Alternatively, medium and large size effects are indicative of a more substantial impact on Service activities.

Table 21

Odds Ratio Interpretations

Effect Description	Effect Size
Small effects	0.60 – 1.68
Medium effects	0.16 – 0.59 1.69 – 6.70
Large effects	≤ 0.15 or ≥ 6.71

⁷⁷ ORs are routinely misinterpreted as probabilities (Holcomb et al., 2001), which falsely inflates the size of the effect, especially for common events (Davies et al., 1998).

⁷⁸ It does *not*, however, indicate that CFS in the BWC condition are “15% more likely” to generate a report than CFS in the non-BWC condition. We use ORs because they more accurately generalize to the broader population, even if alternative measures may be easier to interpret (Senn, 1998).

Where possible, the regression models created to answer the research questions used either BWC assignment (i.e., whether the officer was assigned to use a BWC or not for the shift associated with the CFS in question) or BWC activation (i.e., when an officer was assigned to a BWC shift, whether BWC footage was produced or not for the CFS in question) as the independent variables. Aside from the BWC variables, several additional variables serve as statistical controls in the analyses: the priority of the CFS (ranging from 1–9), and reporting officer’s badge number.⁷⁹ Including these controls in the models helps account for variance that might otherwise be incorrectly attributed to the effect of BWCs. Each model was designed to initially include the fixed effects and random intercepts described above. However, models were adjusted by dropping these controls when there was insufficient variance. For example, 84.1% of all traffic occurrences were given a priority score of 7, with the remaining cases given priority scores of 2 (3.3%), 4 (3.3%), or 8 (9.3%). This strong association between traffic occurrences and priority levels makes priority an unreliable control variable, as nearly all cases had the same priority score.

As discussed above, we typically analyzed the data using two approaches, which identified the effects of BWCs either by *assignment to condition* or by *activation of the BWC*. These two approaches produce complementary “conservative” (BWC assignment; see Appendices M and N) and “liberal” (BWC activation; see Appendices O and P) estimates in response to each research question. The results therefore present a range of effects, and findings that are consistent across both approaches promote greater confidence in the suggested conclusions. We set our alpha level to .05, meaning that estimates with $p < .05$ are considered “statistically significant.” However, given the large number of models produced (46 in total), we expect two or three results to meet this threshold by chance alone.

Results

Sample Characteristics. There were 8,848 unique occurrences in the dataset. Officers assigned to the BWC (experimental) condition were involved in 4,234 of these occurrences (47.9%), while the remaining 4,614 occurrences (52.1%) only involved officers assigned to the no BWC (control) condition. BWC video was captured in 2,578 (29.1%) of the total occurrences – just over half (58%) of the occurrences in which BWC video could potentially have been captured.

Table 22 illustrates the distribution of BWC footage production in relation to BWC shift status. It is important to emphasize that this discrepancy is not necessarily indicative of a failure on the part of officers to appropriately activate their BWCs, but that many CFS do not involve an interaction with a community member that requires BWC activation. Thus, it is reasonable to assume that BWC video represents a biased subset of sampled occurrences. That is, rather than

⁷⁹ The BWC variables and CFS priority are treated in the models as fixed effect. A fixed effect refers to a variable for which all possible values from the larger population are measured in the dataset. For example, BWC assignment is a fixed effect because all officers in the dataset are either assigned to wear or not wear BWCs—there is no other possibility, and both BWC and non-BWC officers are captured in the dataset. Conversely, a random intercept reflects a variable for which only a random sample of all population values are measured in the dataset. For example, the officers sampled in the current study make up only a fraction of all possible officers to assist with CFS.

activating BWCs across all occurrence types, they may have been activated only under particular circumstances.

Table 22

BWC Assignment x BWC Activation

BWC video	Not BWC shift	BWC shift	Total
No BWC video	98% (<i>n</i> = 4,507)	42% (<i>n</i> = 1,763)	71% (<i>n</i> = 6,270)
BWC video	2% (<i>n</i> = 107)	58% (<i>n</i> = 2,471)	29% (<i>n</i> = 2,578)
Total	52% (<i>n</i> = 4,614)	48% (<i>n</i> = 4,234)	<i>N</i> = 8,848

Overall characteristics of the occurrences are presented in Table 23.

Table 23

Sample Characteristics

Call Source	Of 8,732 valid ⁸⁰ occurrences, 6,684 (77%) were not officer generated (i.e., they were dispatched) and 2,048 (23%) were officer generated.
Occurrence Type	Of the 8,848 occurrences: <ul style="list-style-type: none"> • 2,424 (27%) were traffic related (but not impaireds),⁸¹ • 78 (1%) were impaired driving,⁸² • 283 (3%) were intimate partner violence (IPV),⁸³ and • 570 (6%) were flagged as involving a person with a mental health issue.
Report Production	6,587 (74%) occurrences did not produce a report while 2,261 (26%) produced a report.
Call Duration from Arrival	From the time an officer arrived to a call to the time when the call was closed, an average of 69 minutes and 43 seconds elapsed (<i>SD</i> = 137 minutes and 22 seconds). Given the impact of outliers on the mean, the median response time is a better indicator of how long officers were spending on calls. The median duration of time of arrival to time of call closure was 30 minutes and 31 seconds. The range of call durations was 0 minutes to 70 hours and 40 minutes. There were 383 calls (4%) that were logged as 0 minutes. When calls that were logged as taking 0 minutes were removed, there were 8,465 valid occurrences remaining. The average duration from arrival to call closure for this subset of occurrences was 72 minutes and 53 seconds (<i>SD</i> = 139 minutes and 37

⁸⁰ Some occurrences did not have a call source indicated.

⁸¹ Including 9000 codes 9540 through 9549 (i.e., STEP initiatives such as seat belt enforcement and school zone enforcement), 9560 through 9578 (e.g., suspended drivers, impaired drivers, disabled vehicles), and 9830 through 9835 (i.e., vehicle stops).

⁸² Including 9000 codes 9570 through 9578 (e.g., alcohol/drug impairment, roadside sobriety tests).

⁸³ Including 9000 codes 9330 through 9339 (e.g., male suspect/female victim, female suspect/male victim, dual charge).

	seconds). The median duration of time of arrival to time of call closure was 33 minutes and 7 seconds. The range of call durations was 8 seconds to 70 hours and 40 minutes.
Tickets Issued	Of 8,848 valid occurrences, no tickets were issued in 7,264 (82%) occurrences and at least one ticket was issued in 1,584 (18%) occurrences. Of those that were issued at least one ticket ($n = 1,584$), the average number of tickets issued was 1.36 ($SD = 1.37$). The median number of tickets issued was 1.
Charges Issued	Of 8,848 valid occurrences, no criminal charges were laid in 8,109 (92%) occurrences and at least one criminal charge was laid in 739 (8%) occurrences. Of those that received at least one criminal charge ($n = 739$), the average number of charges laid was 3.78 ($SD = 4.69$). The median number of charges laid was 2.

Effect of BWCs on CFS clearance time. We estimated the effect of BWCs on the amount of time (in seconds) that it took for a CFS to be cleared from the time that the first officer arrived at the CFS to the time the CFS was listed as cleared for all 8,465 occurrences in the dataset for which a CFS took at least 1 second. Furthermore, we repeated these analyses for subsets of the dataset by restricting occurrences to specific CFS case types labelled as traffic stops, impaired driving, or intimate partner disputes,⁸⁴ as well as those involving mentally ill persons or CFS that generated a report. A positive estimate indicates an increase in time that BWCs added to the time taken to clear CFS, while a negative estimate indicates a decrease in the time taken to clear CFS.

The results from all models are presented in Table 24. BWC assignment was not associated with a significant increase on the clearance time of CFS overall or in any of the subsets (traffic, impaired driving, intimate partner disputes, mentally ill persons, or report generating CFS). However, BWC activation was significantly associated with an increase of approximately 14 minutes clearance time of CFS overall and of 9 minutes clearance time of traffic CFS.

⁸⁴ CFS are labelled by officers. CFS can also involve multiple offence types; however, a CFS is only recorded as having one final case type (which is intended to represent the most serious offence type identified during the CFS interaction, but which can be mischaracterized based on the officer labelling process). Both these qualities of the data collection process introduce error into data classification that may affect the validity of conclusions reached.

Table 24

Effects of BWCs on CFS Clearance Time

Model	Variables*	Seconds [95% CIs]	<i>p</i> value
BWC assignment, all CFS	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	74 [-278, 425]	.682
BWC activation, all CFS	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	834 [447, 1221]	< .001
BWC assignment, traffic	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	210 [-67, 487]	.137
BWC activation, traffic	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	548 [258, 838]	< .001
BWC assignment, impaired driving	Fixed: <i>B</i> Random: <i>O</i>	376 [-2652, 3405]	.805
BWC activation, impaired driving	Fixed: <i>B</i> Random: <i>O</i>	2915 [-295, 6125]	.074
BWC assignment, intimate disputes	Fixed: <i>B</i> Random: --	-1641 [-4608, 1327]	.277
BWC activation, intimate disputes	Fixed: <i>B</i> Random: --	-2318 [-5380, 744]	.137
BWC assignment, mentally ill persons	Fixed: <i>B</i> Random: <i>O</i>	-433 [-1522, 656]	.436
BWC assignment, mentally ill persons	Fixed: <i>B</i> Random: <i>O</i>	-187 [-1324, 951]	.748
BWC assignment, report generated	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	-273 [-731, 1278]	.594
BWC activation, report generated	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	1014 [-66, 2094]	.066

* *B* = BWC treatment (assignment or activation), *P* = priority, *O* = officer identity.

Effect of BWCs on Criminal Charges Issued during a CFS. We estimated the effect of BWCs on the number of criminal charges issued during a CFS for all 8,848 occurrences in the dataset, controlling for priority and officer identity. BWC assignment was associated with a non-significant decrease of -0.03 [-0.10, 0.04] charges ($p = .383$). Conversely, BWC activation was associated with a small but significant increase of 0.08 [-0.00, 0.16] charges ($p = .04$). If we restrict analysis to the 739 occurrences in which at least one charge was issued, BWC assignment was associated with a non-significant increase of 0.51 [-0.16, 1.18] charges ($p = .134$) and, similarly, BWC activation was associated with a non-significant increase of 0.54 [-0.17, 1.25] charges ($p = .136$).

Next, we estimated the effect of BWC assignment on the odds that a CFS would generate at least one criminal charge for all 8,848 occurrences in the dataset, controlling for priority and officer identity. In analyses of BWC activation, we further restricted the sample to those occurrences that involved an officer assigned to a BWC shift. BWC assignment was associated with a small but significant decrease in the odds of a criminal charge (0.79 [0.67, 0.92], $p = .002$).

Conversely, BWC activation was associated with a small but significant increase in the odds of a criminal charge (1.41 [1.10, 1.81], $p = .006$).

Finally, we estimated the effect of BWC assignment and activation on the odds that a CFS would generate a criminal charge on the 283 occurrences labelled as intimate partner disputes, though we were not able to control for priority or officer identity in these analyses. For our analysis of BWC activation, we again restricted the occurrences to those involving an officer assigned to the BWC unit. BWC assignment was associated with a non-significant decrease in the odds of a criminal charge (0.71 [0.42, 1.17], $p = .181$). Likewise, BWC activation was associated with a non-significant decrease in the odds of a criminal charge (0.86 [0.38, 2.05], $p = .732$). (Note that we were unable to conduct similar analyses for occurrences labelled as impaired driving, because nearly every occurrence of this type generated a charge – though this also indicates that BWC assignment and activation have no effect on whether an impaired driving CFS results in a criminal charge.)

Effect of BWCs on Tickets Issued during a CFS. We estimated the effect of BWCs on the number of tickets issued for all 8,848 occurrences in the dataset, controlling for priority and officer identity. We performed these analyses for all CFS, as well as for the subset of 1,584 occurrences in which at least one ticket was issued. Moreover, given that 1,213 (76.5%) of these occurrences were issued in the context of a traffic stop, we repeated the preceding analyses for the subset of the data pertaining to traffic stops only.

The results from these models are presented in Table 25. BWC assignment was not significantly associated with any change in the number of tickets, whereas BWC activation was associated with a small but significant increase overall, as well as in the context of traffic stops, specifically. However, when at least one ticket had been issued in an occurrence, neither BWC assignment nor BWC activation significantly affected the total number of tickets issued.

Table 25

Effects of BWCs on Number of Tickets Issued

Model	Variables*	OR [95% CIs]	<i>p</i> value
BWC assignment, all CFS	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	0.00 [-0.04, 0.02]	.515
BWC activation, all CFS	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	0.11 [0.08, 0.14]	< .001
BWC assignment, traffic	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	-0.02 [-0.11, 0.06]	.604
BWC activation, traffic	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	0.13 [0.04, 0.22]	.006
BWC assignment, ≥ 1 ticket	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	-0.06 [-0.17, 0.05]	.312
BWC activation, ≥ 1 ticket	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	-0.05 [-0.16, 0.06]	.363
BWC assignment, ≥ 1 ticket, traffic	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	-0.03 [-0.17, 0.10]	.636
BWC activation, ≥ 1 ticket, traffic	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	-0.04 [-0.18, 0.10]	.601

* *B* = BWC treatment (assignment or activation), *P* = priority, *O* = officer identity.

Next, we estimated the effect of BWC assignment and activation on the odds of at least one ticket being issued for all 8,848 occurrences in the dataset, controlling for priority and officer identity. In analyses of BWC activation, we further restricted the sample to those occurrences that involved an officer assigned to the BWC unit. BWC assignment was associated with a small non-significant increase in the odds of a ticket (OR = 1.04 [0.91, 1.18], $p = .597$). However, BWC activation was associated with a significant, moderate increase in the odds of a ticket (OR = 5.22 [4.07, 6.69], $p < .001$).

Following this, we repeated these analyses in the context of the 2,424 occurrences labelled as traffic stops. Within just traffic stops, BWC assignment was associated with a non-significant increase in the odds of a ticket (OR = 1.01 [0.85, 1.19], $p = .931$). However, restricting the analysis only to the 1,160 occurrences in which an officer assigned to the BWC unit was involved, BWC activation was associated with a significant, moderate increase in the odds of a ticket (OR = 4.35 [3.06, 6.18], $p < .001$).

Finally, we estimated the effect of BWC assignment and activation on the odds of a ticket being reduced roadside for all 1,213 occurrences in which at least one traffic ticket was issued, controlling for priority and officer identity. In analyses of BWC activation, we further restricted

the sample to those occurrences that involved an officer assigned to the BWC unit. BWC assignment was associated with a non-significant increase in the odds of a roadside ticket reduction (OR = 1.02 [0.76, 1.36], $p = .908$). Conversely, restricting the analysis only to the 582 occurrences in which an officer assigned to the BWC unit was involved, BWC activation was associated with a non-significant decrease in the odds of a roadside ticket reduction (OR = 0.94 [0.45, 1.98], $p = .877$).

Relationships between BWCs and Proactively Generated CFS. We estimated the effect of BWC assignment and BWC activation on the odds that a CFS would be proactively generated⁸⁵ for all 8,732 occurrences for which the data were available, controlling for priority and officer identity. In analyses of BWC activation, we further restricted the sample to those occurrences that involved an officer assigned to the BWC unit. BWC assignment was associated with a non-significant decrease in proactively generated CFS (OR = 0.92 [0.79, 1.07], $p = .271$). However, when the analyses were restricted to the 4,234 occurrences in which an officer was assigned to a BWC shift (while controlling for priority and officer identity), proactively generated CFS were significantly more likely to lead to BWC activation (OR = 2.83 [2.26, 3.53], $p < .001$). Thus, officers issued BWCs were no more or less likely to proactively generate a CFS, but they were moderately more likely to activate their BWCs if they had generated a CFS themselves.

Relationships between BWCs and Traffic Stops. We estimated the effect of BWC assignment and BWC activation on the odds that a CFS was a traffic stop for all 8,848 occurrences in the dataset, controlling for priority and officer identity. In analyses of BWC activation, we further restricted the sample to those occurrences that involved an officer assigned to the BWC unit. BWC assignment was associated with a non-significant decrease in traffic stops (OR = 0.98 [0.84, 1.14], $p = .775$). However, if we restrict the analysis to the 4,234 occurrences in which an officer was assigned to the BWC unit and continue to control for priority and officer identity, traffic stops were significantly more likely to lead to BWC activation (OR = 3.39 [2.70, 4.25], $p < .001$). Thus, officers issued BWCs were no more or less likely to be involved in traffic CFS, but they were moderately more likely to activate their BWCs if they were involved in traffic CFS than in CFS overall.

Effect of BWCs on CFS Generating a Report. We estimated the effect of BWC assignment and BWC activation on the odds that a CFS would generate a report for all 8,848 occurrences in the dataset, controlling for priority and officer identity. In analyses of BWC activation, we further restricted the sample to those occurrences that involved an officer assigned to a BWC shift. Furthermore, we repeated these analyses on subsets of the data by restricting occurrences to specific CFS occurrences labelled as traffic stops and those involving mentally ill persons. Note that we were unable to conduct similar analyses for occurrences labelled as

⁸⁵ CFS labels were used to identify proactively generated CFS. CFS labelled as “on view generated” were coded as proactive, while all other labels were coded as reactive (e.g., 911, telephone). However, this labelling system may not represent all proactively engaged CFS because the “on view generated” label is only available for officers to select for some CFS case types.

impaired driving or intimate partner disputes, because nearly every occurrence generated a report.

The results from these models are presented in Table 26. BWC assignment was associated with a small significant decrease in reports overall, whereas BWC activation was associated with a moderate significant increase in reports overall. Beyond this, there were no significant effects in the subsidiary analyses regarding CFS pertaining to traffic or mentally ill persons.

Table 26

Effects of BWCs on CFS Generating a Report

Model	Variables*	OR [95% CIs]	<i>p</i> value
BWC assignment, all CFS	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	0.85 [0.77, 0.95]	.003
BWC activation, all CFS	Fixed: <i>B</i> , <i>P</i> Random: <i>O</i>	1.74 [1.48, 2.05]	< .001
BWC assignment, traffic	Fixed: <i>B</i> Random: <i>O</i>	1.13 [0.77, 1.65]	.543
BWC activation, traffic	Fixed: <i>B</i> Random: <i>O</i>	0.69 [0.38, 1.24]	.211
BWC assignment, mentally ill persons	Fixed: <i>B</i> Random: <i>O</i>	0.85 [0.61, 1.19]	.356
BWC assignment, mentally ill persons	Fixed: <i>B</i> Random: <i>O</i>	0.97 [0.57, 1.64]	.907

* *B* = BWC treatment (assignment or activation), *P* = priority, *O* = officer identity.

Effect of BWCs on Mental Health Apprehensions. We estimated the effect of BWC assignment and BWC activation on the odds that a CFS would result in a mental health apprehension for the 570 occurrences in the dataset in which a mental health report was connected to an occurrence. In analyses of BWC activation, we further restricted the sample to those occurrences that involved an officer assigned to the BWC unit. However, we were unable to control for either priority or officer identity in either of these analyses. BWC assignment was associated with a non-significant increase in mental health apprehensions (OR = 1.15 [0.72, 1.83], $p = .557$). Likewise, after restricting the analysis to the 285 occurrences in which an officer was assigned to the BWC unit, BWC activation was associated with a non-significant increase in mental health apprehensions (OR = 1.53 [0.74, 3.41], $p = .269$).

Chapter 3: Summation

Study 1: Traffic Stops Experiment

Surveying community members who came in contact with GPS officers participating in the BWC pilot demonstrated that most community members surveyed (84%) supported police adoption of BWCs, were willing to support increasing the police budget to pay for BWCs (72%), and were willing to see their own taxes increase to support police adoption of BWCs (62%). These findings are all indicative of public support for GPS adoption of BWCs.

The study also revealed some interesting details about the use and effects of BWCs.

First, most community members who interacted with an officer who was wearing a BWC correctly recalled the presence of the BWC, while most community members who interacted with an officer who was not wearing a BWC could not recall whether a BWC was present or not. As such, when community members are aware of a BWC, the presence of the device is an aspect of the interaction that seems to be quite salient – it stands out. This may be for various reasons (e.g., that BWCs are relatively novel, that BWC adoption is generally valued by community members). Regardless, this salience might be leveraged successfully to draw community members' attention to efforts by the GPS to better serve their community by adopting BWCs. For example, having officers briefly communicate that a rationale for BWC adoption is supporting high quality police-community interactions when they notify a person they are interacting with about the BWCs presence (when reasonably possible to do so). While a speculative suggestion, such efforts may capitalize on the attention paid to BWCs to underscore the GPS's commitment to providing high quality service to its community.

Second, the experimental aspect of the traffic stops study provides insights on the effects of BWC use on public perceptions of police. The results indicate a consistent pattern of effects whereby perceptions of the specific encounter were not affected, yet perceptions and behaviours related to policing in general were improved, specifically:

- BWC use did not affect public perceptions of the procedural justness of the encounter or satisfaction with the encounter's outcome or treatment during the encounter.
- However, BWC use was associated with *greater* perceptions of police legitimacy more generally as well as reported willingness to cooperate with police.
- In addition, participant self-evaluations of politeness were *reduced* when a BWC was *used* compared to when a BWC was not used.

As such, while this data does not indicate that public perceptions of the quality of specific interactions with GPS officers varied as a result of BWC use, the GPS's adoption of BWCs may contribute to improvements in public perceptions of police more generally. Harkening back to the substantial public support associated with police adoption of BWCs, it may be the case that individual services adopting BWCs contributes to a more general climate of strengthened community-police relations. Further, BWC use decreased peoples' perceptions of their own politeness during the interaction. The finding runs counter to expectations that BWCs will

produce a “civilizing effect” on subject (and officer) behaviour but does not actually demonstrate information about the objective quality of participant politeness. Instead, the finding pertains to subjective self-evaluations. It may be the case that people more critically evaluate their own behaviour when they think there is a recording of their behaviour. While a speculative suggestion, such an effect may diminish frivolous complaints and contribute to more balanced appraisals of the quality of community-police interactions.

Study 2: Media Experiment

Surveying community members who elected to participate in the online BWC media experiment demonstrated that most community members surveyed (77%) supported police adoption of BWCs, were willing to support increasing the police budget to pay for BWCs (73%), and were willing to see their own taxes increase to support police adoption of BWCs (82%). These findings are all indicative of public support for GPS adoption of BWCs.

The study also revealed some interesting details about the effects of viewing BWC videos.

First, greater pre-existing trust in police predicts more positive evaluations of specific encounters with police, perceptions of police in general, and willingness to cooperate with police. Second, when people have low pre-existing trust in police and are exposed to positive BWC videos, their evaluations of specific encounters with police and willingness to cooperate with police are both improved (becoming more similar to persons with high pre-existing trust in police). Importantly, this finding suggests that police services can leverage positive BWC videos to *moderate* the negative effect that low pre-existing trust on police has on police-community relations.

Study 3: Vulnerable Victims Survey

Surveying Ontario residents who identified as survivors of sexual assault and/or intimate partner violence (IPV) demonstrated that most participants surveyed (87%) supported police adoption of BWCs.

The study also revealed some interesting details about survivors’ expectations associated with police use of BWCs – both positive and negative. Survivors optimistically expected that BWCs might promote the collection of better evidence (e.g., greater context, better for court), enhance police accountability, and provide protection for officers and citizens. Participants expressed particularly strong agreement with the ideas that BWC use would improve the documentation of sexual assault and IPV (i.e., accuracy of police reporting and the creation of better evidence) as well as police treatment of victims (i.e., by not only improving the treatment of victims by police but also holding police responsible for their actions). However, survivors also expressed concerns associated with BWCs, including improper use by officers (e.g., improper deactivation, “losing” cameras) and/or footage being taken out of context, and BWCs creating barriers to survivors’ willingness to report abuse to police (e.g., fear of reaction being captured, concerns about who has access, and concerns about retaliation). The potential harms that the greatest number of participants expressed concern with related to the ability of abusers to leverage BWCs to their advantage (i.e., altering their behaviour and using the footage against victims) and the possibility that the footage might be made publicly available.

These participant reflections provide some direction for the Service to be mindful of when using BWCs with survivors. The concerns identified are particularly important. These concerns are challenging to address but being aware of and acknowledging them communicates attention to survivors. Some of these concerns may be reduced by education campaigns. For example, BWC footage is securely stored by police and has almost no chance of being shared publicly. Advertising these details in general and specifically communicating them to victims may be useful for survivor-police relations.

Participants also provided valuable reflections on how police should use BWCs when interacting with survivors. Most participants agreed that police should have to tell victims if they are wearing a BWC, that victims should be able to request that the camera only record audio and not video, that police should have to ask victims for permission before recording, and that victims should be able to request that the camera be turned off completely. Participants also expressed strong agreement that officers should communicate who has access to the footage, how victims can access the footage, how long the footage will be stored, and where the footage will be stored.

It is important to recognize that these are raw desires expressed by participants, and that transitioning these desires into operational policies does not mean simply accepting these statements as recommendations. Nonetheless, these raw desires provide useful starting point for crafting victim-sensitive BWC policy that empowers survivors with information.

Study 4: Member Survey

The results from both the pre- and post-test members' perceptions surveys demonstrate that employees of the GPS strongly support BWCs. This finding is important because if employees are not supportive of BWCs, the implementation of the devices becomes complicated and could negatively affect how employees do their jobs (Gaub et al., 2016; Rosenbaum & McCarty, 2017). Civilian and sworn members expressed largely similar perceptions, agreeing that BWCs will help to hold officers accountable for their actions, that BWCs will improve policing, and are a useful tool for police, among other attitudes. Civilian and sworn members' responses to all the items posed demonstrates consistency between the groups in terms of overall attitudes (e.g., general agreement or disagreement). This level of agreement makes pleasing both stakeholder groups simpler. It is, however, also important to recognize topics that civilian and sworn members responded slightly differently to in both the pre- and post-test (e.g., the use of BWCs for discipline purposes, and intensity of monitoring perceptions). Although there is very limited research on the topic, police and non-police actors may perceive policing related topics differently. Recognizing and drawing each groups' attention to those discrepancies is key to reconciling them. However, overall, the results demonstrate that civilian and sworn members do not have significantly different perceptions of support for BWCs. Likewise, gender, race, and age all do not produce significant variations in support for BWCs (based on this data). These results are not meant to suggest that there are no other variables that would influence support for BWCs. The goal of these analyses was to identify key variables for the Service to be attentive to – especially whether demographic variables might be associated with support for BWCs in ways that could initiate outreach and the gathering of further member feedback. Identifying these

relationships are critical for the Service to understand, respond to, and manage member perceptions of, and reactions to, BWCs.

Results from the pre-test reveal that employees were generally supportive of the rationales for BWC adoption outlined by the GPS, although sworn members were less supportive than civilian members. Open-ended responses revealed that members believed that goals pertaining to improving the efficiency of officers' duties and supporting members facing false accusations should be added. Most respondents did not believe any goals should be removed. As such, the existing GPS goals seem to largely capture the needs of employees. However, the rationales for adoption could be increasingly aligned with members' perspectives on BWCs. In particular, although the GPS rationales for adopting BWCs already highlight achieving greater efficiency, it may be useful to emphasize that the achievement of those efficiencies will be made through redesigned processes (as opposed to extracting more efficient labour out of personnel). Members' suggestions regarding both goals to be added and goals to be removed that related to efficiencies underscored satisfaction with the notion of using BWCs to streamline organizational procedures, but dissatisfaction with implications that personnel can or should be more efficient. Recognizing this distinction in goals presented may be useful for the Service. In addition, although a rationale for adopting BWCs is to "protect officers from unwarranted accusations of misconduct," member feedback suggests that the explicit inclusion of "complaints" in this rationale may be useful for the Service to demonstrate attention to member sentiments.

More generally, members identified concerns and benefits associated with BWC use that the GPS can leverage to demonstrate attention to members. In terms of concerns, of particular value would be reflecting on how officer privacy and discipline concerns might be managed for sworn members. While feelings of privacy invasion associated with wearing a recording device may be difficult to overcome, maintaining a BWC policy that permits officer discretion in BWC activation helps demonstrate attention to officer privacy concerns. Similarly, concerns about overzealous discipline could be addressed by maintaining a BWC policy that states that footage will only be reviewed (outside of the context of prosecution) in conjunction with the receipt of a complaint or at the request of the filming officer. Likewise, it is important for the GPS (and its partner agencies) to maximize the use of BWCs for issues that members deem to be important benefits (e.g., the resolution of complaints, the production of pro-prosecution outcomes). In this regard, it is important that partner agencies (e.g., prosecutors) be supported in their ability to leverage BWC footage to its best effect (e.g., that standardized forms and procedures for concisely conveying the content of a BWC video be developed). Finally, it is also in the best interest of the GPS that unrealistic hopes associated with BWCs be discussed with members. For example, the GPS policy instructs officers to not allow the use of a BWC to affect their approach to notetaking. As such, although some sworn members understandably anticipate that BWC use might diminish notetaking expectations, this is not a realistic expectation given the Service's policy. Managing members' expectations of BWCs is critical to avoiding disappointment.

Study 5: Effects of BWCs on Service Outputs

Across 4,234 calls for service (CFS) during BWC shifts, officers activated BWCs in 58% (n=2471) of calls. It is important to emphasize that this discrepancy is not necessarily indicative of a failure on the part of officers to appropriately activate their BWCs, but that many CFS do not involve an interaction with a community member that requires BWC activation. Thus, it is

reasonable to assume that BWC video represents a biased subset of sampled occurrences. That is, rather than activating BWCs across all occurrence types, they may have been activated only under particular circumstances. For example, officer generated CFS were significantly more likely to lead to BWC activation – officers issued BWCs were no more or less likely to proactively generate a CFS, but they were moderately more likely to activate their BWCs if they had generated a CFS themselves. Likewise, traffic stops were significantly more likely to lead to BWC activation – officers issued BWCs were no more or less likely to be involved in traffic CFS, but they were moderately more likely to activate their BWCs if they were involved in traffic CFS than in CFS overall. Both officer generated CFS and traffic stops (which in themselves are likely to overlap) are arguably likely to involve interactions with members of the public – which is when officers are expected to activate their BWC.

BWC *assignment* was largely not associated with significant effects – meaning that whether officers were assigned to use or not use BWCs during a given shift, BWC assignment had no effect on most outcomes measures. Alternatively, BWC *activation* was significantly associated with a number of effects – meaning that when officers were assigned to use a BWC during a given shift, activating the BWC was associated with some changes to outcomes measured. However, most of these effects are small – meaning that they are of little practical consequence to the Service. There are some exceptions. Perhaps most notably, BWC activation was associated with an increase of approximately 14 minutes clearance time of CFS overall and of 9 minutes clearance time of traffic stop CFS. It is expected that using a BWC would add time to a CFS (from activation and notification steps to additional time associated with cataloguing the footage), and these values provide some indication of that increase. Overall, however, neither BWC assignment or BWC activation was associated with many substantial effects on outcomes measured, suggesting that GPS members' performance is quite consistent regardless of BWC assignment or activation.

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Appendix A
Public Perceptions Literature Summary

Reference	Method	Findings	Sample
Ariel, B., Mitchell, R. J., Tankebe, J., Firpo, M. E., Fraiman, R., & Hyatt, J. M. (2020). Using wearable technology to increase police legitimacy in Uruguay: The case of body-worn cameras. <i>Law & Social Inquiry</i> , 45(1), 52–80. https://doi.org/10.1017/lsi.2019.13	RCT	<ul style="list-style-type: none"> - Public perceptions of police legitimacy were better when officers used BWCs vs. controls. - Citizens reported greater satisfaction when interacting with an officer wearing a BWC (vs. controls). 	Drivers who interacted with an officer wearing or not wearing a BWC in Uruguay
Boivin, R., Gendron, A., Faubert, C., & Poulin, B. (2017). The body-worn camera perspective bias. <i>Journal of Experimental Criminology</i> , 13(1), 125–142. https://doi.org/10.1007/s11292-016-9270-2	RCT	<ul style="list-style-type: none"> - The camera perspective (surveillance camera or BWC) did not have a significant impact on university students' perceptions. 	University students from the Université de Montréal and police recruits from École nationale de police du Québec
Bromberg, D. E., Charbonneau, É., & Smith, A. (2018). Body-worn cameras and policing: A list experiment of citizen overt and true support. <i>Public Administration Review</i> , 78(6), 883–891. https://doi.org/10.1111/puar.12924	List experiment	<ul style="list-style-type: none"> - Most citizens on the general survey reported that they trust police to use discretion when activating their cameras and most citizens believed footage should not be disclosed when the incident involves someone with a mental illness. - However, when given anonymity and thus reducing social desirability, participants' support for these statements declined significantly. 	Members of the general public from New Hampshire, USA and the USA more generally
Clare, J., Henstock, D., McComb, C., Newland, R., Barnes, G. C., Lee, M., & Taylor, E. (2019). Police, public, and arrestee perceptions of body-worn video: A single jurisdictional multiple-perspective analysis. <i>Criminal Justice Review</i> , 44(3), 304–321. https://doi.org/10.1177/0734016819846236	General public survey	<ul style="list-style-type: none"> - Most respondents supported the use of BWCs, indicated that all officers should be wearing BWCs, reported that BWC use made them feel safer, that officers will act more professionally and be more respectful - Respondents believed that BWCs would assist in police-community interactions. - Respondents were not concerned about privacy. 	Members of the general public from Western Australia

		<p>Some believed they should have the option of being recorded and that officers should have the discretion to record. Citizens did not believe BWCs would affect their own behaviour but believed BWCs could reduce complaints.</p> <p>- Those who interacted with a BWC officer were less likely to believe BWCs made them feel safer, increased their confidence in police, or affected their own behaviour. They also found the cameras to be more annoying.</p>	
<p>Crow, M. S., Snyder, J. A., Crichlow, V. J., & Smykla, J. O. (2017). Community perceptions of police body-worn cameras: The impact of views on fairness, fear, performance, and privacy. <i>Criminal Justice and Behavior</i>, 44(4), 589–610. https://doi.org/10.1177/0093854816688037</p>	General public survey	<p>- Strong support for BWCs</p> <p>- Perceived benefits: improved officer behaviour, improved citizen behaviour, improved perceptions of police legitimacy, improved evidence collection</p> <p>- No concerns about officer or citizen privacy</p> <p>- Respondents who held more positive perceptions of police and procedural fairness, and interacted with the police more were more supportive of BWCs</p> <p>- Non-Whites, younger respondents, and those with more concern about crime all perceived less benefit of BWCs</p>	Members of the general public from two counties in Florida, USA
<p>Culhane, S. E., Boman, J. H., & Schweitzer, K. (2016). Public perceptions of the justifiability of police shootings: The role of body cameras in a pre- and post-Ferguson experiment. <i>Police Quarterly</i>, 19(3), 251–274. https://doi.org/10.1177/109861116651403</p>	RCT	<p>- Participants who saw video or heard audio of a use of force incident thought the force was more justified than if they read a transcript before the shooting in Ferguson. After the shooting, perceptions of justified use of force were significantly worse in the video than the audio or transcript conditions.</p> <p>- Most participants supported the use of BWCs and support</p>	mTurk workers with USA citizenship

		increased after a high-profile police involved shooting.	
Demir, M. (2019). Citizens' perceptions of body-worn cameras (BWCs): Findings from a quasi-randomized controlled trial. <i>Journal of Criminal Justice</i> , 60, 130–139. https://doi.org/10.1016/j.jcrimj.us.2018.09.009	Quasi-experiment	<ul style="list-style-type: none"> - Most participants supported BWCs. - Perceived benefits: improved evidence, increase transparency - No/little effect: police behaviour, corruption, public behaviour, compliance, and complaints - Greater support for BWCs in the experimental (vs. control) group, stronger perceptions of improved police and public behaviour, and stronger perceptions of reduced complaints. - More participants in the control group believed BWCs would enhance evidence and transparency (vs. the experimental group), although this difference was not significant. 	Drivers who were subjected to a traffic stop in Eskisehir, Turkey
Demir, M., Apel, R., Braga, A. A., Brunson, R. K., & Ariel, B. (2020). Body worn cameras, procedural justice, and police legitimacy: A controlled experimental evaluation of traffic stops. <i>Justice Quarterly</i> , 37(1), 53–84. https://doi.org/10.1080/07418825.2018.1495751	Quasi-experiment	<ul style="list-style-type: none"> - Participants exposed to a BWC reported greater perceptions of procedural justice, police legitimacy, and general police legitimacy (vs. controls). 	Drivers who were subjected to a traffic stop in Eskisehir, Turkey
Edmonton Police Service. (2015). <i>Body worn video: Considering the evidence. Final report of the Edmonton Police Service body worn video pilot project.</i> http://www.edmontonpolice.ca/News/BWV.aspx	General public survey	<ul style="list-style-type: none"> - Respondents were generally supportive of BWCs - Perceived disadvantages: detrimental effect on victim reporting/willingness to report; decreased willingness to informally chat with officers. - Some concerns among a minority: privacy invasion; disclosure practices; increased aggression. - Perceived benefits: improved evidence collection/quality; reduce officer and citizen aggression; improved court 	Members of the general public living in Alberta, Canada

		efficiencies; reduced complaints	
Ellis, T., Jenkins, C., & Smith, P. (2015). <i>Evaluation of the introduction of personal issue body worn video cameras (Operation Hyperion) on the Isle of Wight: Final report to Hampshire Constabulary</i> . https://researchportal.port.ac.uk/portal/files/2197790/Operation_Hyperion_Final_Report_to_Hampshire_Constabulary.pdf	Pre-/post-test survey	<ul style="list-style-type: none"> - Large amount of support for the adoption of BWC before and after deployment - Awareness of BWCs increased from pre- to post-deployment - Trust remained high after BWC adoption - Confidence remained high after BWC adoption, but significantly improved in terms of perceived likelihood of conviction with a BWC - No change in perceptions of police training and disciplinary procedures - Citizens increasingly believed BWCs would reduce complaints, assaults against police, and crime/deviance 	Members of the general public from Isle of Wight, England
Goodall, M. (2007). <i>Guidance for the police use of body-worn video devices</i> . http://library.college.police.uk/docs/homeoffice/guidance-body-worn-devices.pdf	Post-test survey of victims	<ul style="list-style-type: none"> - The majority of victims thought that the head camera was beneficial during the incident. - Most victims thought BWCs should be used by all police officers and felt safer as a result of the police wearing head cameras. 	Victims who interacted with a head camera officer in Plymouth, England
Graham, A., McManus, H. D., Cullen, F. T., Burton, V. S., & Jonson, C. L. (2019). Videos don't lie: African Americans' support for body-worn cameras. <i>Criminal Justice Review</i> , 44(3), 284–303. https://doi.org/10.1177/0734016819846229	General public survey	<ul style="list-style-type: none"> - Strong support for BWCs among African American citizens 	Members of the general USA public
Grossmith, L., Owens, C., Finn, W., Mann, D., Davies, T., & Baika, L. (2015). <i>Police, camera, evidence: London's cluster randomised controlled trial of body worn video</i> . College of Policing and the Mayor's Office for Policing and Crime (MOPAC).	General public survey	<ul style="list-style-type: none"> - Public generally supportive of BWCs - Perceived benefits of BWCs: increased officer accountability, assurance that police will do what is right, will ensure police treat people fairly, will ensure officers follow the law, will ensure officers follow procedure, 	Members of the general public from London, England

https://whatworks.college.police.uk/Research/Documents/Police_Camera_Evidence.pdf		improved evidence collection, and reduced false accusations. - No perceived impact: police-public relations, privacy, officer approachability.	
Hamm, J. A., D'Annunzio, A. M., Bornstein, B. H., Hoetger, L., & Herian, M. N. (2019). Do body-worn cameras reduce eyewitness cooperation with the police? An experimental inquiry. <i>Journal of Experimental Criminology</i> , 15(4), 685–701. https://doi.org/10.1007/s11292-019-09356-3	RCT	- Participants were pretending to interact with an officer over video - When a camera was 'present' and 'recording,' participants felt more comfortable answering, reported more details, held more positive perceptions of the officer, and felt more comfortable in the task assigned to them.	mTurk workers with USA citizenship
James, Z., & Southern, R. (2007). <i>Plymouth head camera project: Public relations evaluation</i> . Social Research & Regeneration Unit, University of Plymouth.	Field surveys	- Most respondents believed BWCs could reduce violence - Most respondents said they would feel safer if BWCs were present - Most respondents supported the use of BWCs - Some perceived benefits included crime prevention, the deterrence effect of BWCs, and the evidentiary value - Some respondents were concerned about their privacy	Members of the general public from Plymouth, England
Jones, K. A., Crozier, W. E., & Strange, D. (2017). Believing is seeing: Biased viewing of body-worn camera footage. <i>Journal of Applied Research in Memory and Cognition</i> , 6(4), 460–474. https://doi.org/10.1016/j.jarmac.2017.07.007	RCT	- Some evidence that citizens give more weight to officers' reports even when a BWC is present and recording - When BWC footage was viewed with the officer's misleading report, respondents were more likely to justify the officer's use of force	mTurk workers residing in the USA
Kerrison, E. M., Cobbina, J., & Bender, K. (2018). Stop-gaps, lip service, and the perceived futility of body-worn police officer cameras in Baltimore City. <i>Journal of Ethnic & Cultural Diversity in Social Work</i> , 27(3), 271–288. https://doi.org/10.1080/15313204.2018.1479912	Interviews	- Most Black respondents were supportive of BWCs, although were concerned about the amount of control officers had over the devices. - Some respondents suggested that civilian footage would also be needed to corroborate officers' footage.	Members of the general public in Maryland, USA
Kopp, P. M., & Gardiner, C. L. (2020). Public support for	General public survey	- Strong support for BWCs - Perceived benefits included	Residents of a mid-sized city in

body-worn cameras: The need for inclusion of more comprehensive measures of public concerns. <i>Criminal Justice Studies</i> , 1–17. https://doi.org/10.1080/1478601X.2020.1868455		<p>improved trust, improved safety, reduced use of force,</p> <ul style="list-style-type: none"> - Concerns revolved around the alteration of footage, the lack of context captured, privacy, disclosure, and costs - Perceived benefits and concerns about BWCs were the strongest predictors of support for BWCs and mediated the impact of demographic variables on support - Gender, age, and education did not have a significant effect on support - Race had a significant effect on support before perceived benefits and concerns were introduced into the model, when race became a non-significant predictor 	Southern California
<p>Lawrence, D. S., Peterson, B. E., Thompson, P. S. (2018). <i>Community views of Milwaukee's Police body-worn camera program: Results from three waves of community surveys</i>. https://www.researchgate.net/profile/Daniel_Lawrence4/publication/328581632_Community_views_of_Milwaukee's_police_body-worn_camera_program_Results_from_three_waves_of_community_surveys/links/5bd730b592851c6b279719c3/Community-views-of-Milwaukee's-police-body-worn-camera-program-Results-from-three-waves-of-community-surveys.pdf</p>	General public survey	<ul style="list-style-type: none"> - Most respondents were supportive of police use of BWCs, believed BWCs would improve the police-community relationship, that BWCs will improve officer accountability, and that officers treat citizens with dignity and respect. - Black respondents were less likely to agree that BWCs can improve the police-community relationship than Hispanic or White respondents, although it is reported that support among Black respondents was still strong. Perceptions based on sex and age appear to be homogenous. Black respondents were also less likely to believe BWCs can improve officer accountability than Hispanic or White respondents. 	Members of the general public in Wisconsin, USA
McCamman, M., & Culhane, S. (2017). Police body cameras and us: Public perceptions of the justification of the police use of force in the body camera era.	RCT	<ul style="list-style-type: none"> - Respondents who viewed a shooting via video were more likely believe it was unjustified compared to those who were in the transcript or audio only conditions. 	mTurk workers residing in the USA

<p><i>Translational Issues in Psychological Science</i>, 3(2), 167–175. https://doi.org/10.1037/tps0000117</p>			
<p>McClure, D., La Vigne, N., Lynch, M., Golian, L., Lawrence, D., & Malm, A. (2017). <i>How body cameras affect community members' perceptions of police</i>. Urban Institute. http://www.urban.org/sites/default/files/publication/91331/2001307-how-body-cameras-affect-community-members-perceptions-of-police_2.pdf</p>	RCT	<ul style="list-style-type: none"> - Procedurally just practices had a greater effect on public satisfaction with an encounter than BWCs, although the presence of a BWC was found to improve satisfaction with the police. 	Members of the general public who interacted with an officer involved in the study in the southwestern USA
<p>Miethe, T. D., Lieberman, J. D., Heen, M. S. J., & Sousa, W. H. (2019). Public attitudes about body-worn cameras in police work: A national study of the sources of their contextual variability. <i>Criminal Justice Review</i>, 44(3), 263–283. https://doi.org/10.1177/0734016819846241</p>	General public survey	<ul style="list-style-type: none"> - Strong support for the adoption of BWCs - Perceptions of privacy violations were associated with less support for BWCs - Believing that BWCs provide a more accurate record was associated with more support for BWCs - Black and Hispanic respondents were less supportive of BWCs than White respondents - Gender, income, geography, concern about crime, and neighbourhood characteristics did not have a significant effect on support for BWCs - Stronger perceptions of procedural fairness were associated with greater support for BWCs 	Members of the general USA public
<p>Mitchell, S. (2019). Evaluating impacts and defining public perceptions of police body-worn cameras (BWCs) [Doctoral dissertation, Kent State University]. https://etd.ohiolink.edu/apexprod/rws_etd/send_file/send?accession=kent1555332027726849&disposition=inline</p>	General public survey	<ul style="list-style-type: none"> - Most respondents were supportive of BWCs - Perceived benefits included increased transparency, reduced excessive use of force, and police misconduct, increased officer professionalism - No perceived positive effect on citizen behaviour, racial tensions, public trust in police, or police-citizen interactions 	mTurk workers residing in the USA

		<ul style="list-style-type: none"> - Higher scores on the procedural justice/legitimacy scale were associated with less support for BWCs - No significant effect of race, sex, age, income, or geography on support 	
Moore, P. (2015, May 7). <i>Overwhelming support for police body cameras</i> . YouGov. https://today.yougov.com/news/2015/05/07/body-cams/	General public survey	<ul style="list-style-type: none"> - Strong support for BWCs - Some citizens believed that footage should be disclosed to the general public, and most believed a third-party should store and manage BWC footage 	Members of the general USA public
Morin, R., Parker, K., Stepler, R., & Mercer, A. (2017, January 11). <i>Behind the badge: Amid protests and calls for reform, how police view their jobs, key issues and recent fatal encounters between Blacks and police</i> . Pew Research Center. http://www.pewsocialtrends.org/2017/01/11/behind-the-badge/	General public survey	<ul style="list-style-type: none"> - Strong support for BWCs from members of the general public 	Members of the general USA public
Northeastern University. (2018). <i>The impacts of body worn cameras on police-citizen encounters, police proactivity, and police-community relations in Boston: A randomized controlled trial</i> . School of Criminology and Criminal Justice, Northeastern University. https://news.northeastern.edu/wp-content/uploads/2018/08/BPD-BWC-RCT-Full-Report-07272018.pdf	Interviews and focus groups	<ul style="list-style-type: none"> - Most respondents were supportive of BWCs - BWCs could be useful for transparency, deterrence of excessive use of force, improvement of police-public relations, and training - Some respondents were concerned about the cost of the cameras and privacy invasions 	Members of the general public in Massachusetts, USA
ODS Consulting. (2011). <i>Body worn video projects in Paisley and Aberdeen: Self evaluation</i> .	General public survey	<ul style="list-style-type: none"> - Many respondents said they would feel safer if BWCs were used, believed that BWCs could reduce crime, and supported the adoption of BWCs. 	Members of the general public in Paisley and Aberdeen, Scotland

<p>Pagan, J. (2019). <i>The role of police body cameras: Community attitudes during police encounters</i> [Master's thesis, Tufts University]. https://search.proquest.com/openview/e0307d8065ca888168814c41db814328/1?pq-origsite=gscholar&cbl=18750&diss=y</p>	<p>RCT survey</p>	<ul style="list-style-type: none"> - Most participants believed BWCs would be beneficial across both studies, regardless of race. After reading a pro-police BWC news article, support for BWCs remained unchanged. - Most disagreed that BWCs pose privacy issues - Police were perceived as less legitimate when BWCs were not implemented. Black participants perceived police as less legitimate than White participants. - Greater perceived safety with BWC use, regardless of race. 	<p>mTurk workers residing in the USA</p>
<p>Paulsen, D. (2016). <i>Public opinions about police use of body-worn cameras</i> [Master's thesis, University of North Dakota]. https://commons.und.edu/theses/2061</p>	<p>RCT survey</p>	<ul style="list-style-type: none"> - Strong support for BWCs, despite a proposed increased in taxes - Perceived benefits included increased police and public safety, improved police and public behaviour, desirable effects on profiling and use of force, improved training, and better evidence. - No concern about impact on privacy, impact on trust, burden on police, allocation of resources, or officer credibility. - Participants believed officers should always have their camera activated - Participants who read that officers indicated they were recording evaluated the officer more favourably than those who did not indicate they were recording - No significant effect of race, religion, age, or education on support. 	<p>mTurk workers residing in the USA</p>
<p>Plumlee, B. T. (2018). <i>University student perceptions of body-worn cameras</i> [Master's thesis, University of Tennessee at Chattanooga]. https://scholar.utc.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1000</p>	<p>General student survey</p>	<ul style="list-style-type: none"> - Those who perceived inequality in use of force incidents were more likely to have positive perceptions of the use of BWCs. - Non-criminal justice majors were more supportive of 	<p>Students from a southeastern USA university</p>

wcontent.cgi?article=1705&context=theses		<p>BWCs than criminal justice majors</p> <ul style="list-style-type: none"> - Most respondents agreed that BWCs should be adopted for all officers, that BWCs would improve officer and citizen behaviour, that BWCs would improve safety, that BWCs would reduce UOF and citizen/departamental complaints, that BWCs would improve officer accountability, and that BWCs would reduce police-involved shootings. 	
<p>Police Executive Research Forum. (2017). <i>Citizen perceptions of body-worn cameras: A randomized controlled trial</i>. https://perf.memberclicks.net/assets/bodyworncameraperceptions.pdf</p>	RCT	<ul style="list-style-type: none"> - No differences in citizen perceptions between those who interacted with a BWC officer and those who interacted with a control officer. 	Members of the general public who interacted with an officer wearing/not wearing a BWC from the Arlington PD in Texas, USA
<p>Ray, R., Marsh, K., & Powelson, C. (2017). Can cameras stop the killings? Racial differences in perceptions of the effectiveness of body-worn cameras in police encounters. <i>Sociological Forum</i>, 32, 1032–1050. https://doi.org/10.1111/socf.12359</p>	Interviews	<ul style="list-style-type: none"> - There are two types of supporters: those who believe BWCs will highlight the difficulties of policing and those that believe BWCs will improve police transparency and trust. - There are two types of skeptics: those who believe that BWCs are an invasion of privacy, and those that believe BWCs cannot change the structure that leads to discrimination. 	Members of the general public in Maryland, USA
<p>Saulnier, A., Lahay, R., McCarty, W. P., & Sanders, C. (2020). The RIDE study: Effects of body-worn cameras on public perceptions of police interactions. <i>Criminology & Public Policy</i>, 19(3), 833–854. https://doi.org/10.1111/1745-9133.12511</p>	RCT	<ul style="list-style-type: none"> - When citizens interacted with an officer wearing a BWC, their perceptions of procedural justice were improved (vs. controls); however, this was not the case when only analyzing participants who correctly recalled the presence of a BWC. 	Drivers who interacted with an officer wearing/not wearing a BWC in a southern Ontario, Canada city
<p>Saulnier, A., Sanders, C. B., Lahay, R., Krupp, D. B., Lindsay, S. M., Couture-Carron, A., Scholte, D.,</p>	RCT	<ul style="list-style-type: none"> - Citizens who interacted with an officer wearing a BWC (vs. controls) held more positive perceptions of: officer 	Drivers who interacted with an officer wearing/not

Dorion, C., & Burke, K.C. (2020). <i>Evaluation of the DRPS BWC pilot project: A report prepared for the Durham Regional Police Service</i> . Whitby, ON, Canada.		<p>politeness, officer procedural fairness, police performance in general, confidence in police, police procedural fairness generally, and support for police use of BWCs.</p> <ul style="list-style-type: none"> - No significant difference between groups in terms of willingness to cooperate with police nor public attitudes/behaviour to police. 	wearing a BWC from the Durham Regional Police Service in Ontario, Canada
Service de Police de la Ville de Montréal. (2019). <i>Pilot project of the portable cameras of SPVM: Experiment and analysis</i> . https://spvm.qc.ca/upload/Fiches/Cameras_portatives/rapport_projet_pilote_cameras_portatives_spvm_2019-01-29.pdf	*Not translated to English		
<p>Sousa, W. H., Miethe, T. D., & Sakiyama, M. (2015). <i>Body worn cameras on police: Results from a national survey of public attitudes</i>. University of Nevada Las Vegas: Center for Crime and Justice Policy. https://www.unlv.edu/sites/default/files/page_files/27/BodyWornCameras.pdf</p> <p>See also: Sousa, W. H., Miethe, T. D., & Sakiyama, M. (2018). Inconsistencies in public opinion of body-worn cameras on police: Transparency, trust, and improved police–citizen relationships. <i>Policing: A Journal of Policy and Practice</i>, 12(1), 100–108. https://doi.org/10.1093/police/pax015</p>	General public survey	<ul style="list-style-type: none"> - Most respondents were supportive of police BWCs - Some respondents believed BWCs should always be activated - Positive perceptions of: improved officer behaviour, evidence collection, improved officer-citizen interactions, enhanced transparency, improved respect from police, reduced UOF, and reduced number of complaints. - Some concerns: privacy, decreased willingness to cooperate/chat - More support for BWCs among younger respondents - Less support for BWCs among Black respondents - No significant effect of gender, education, income, or geography 	Members of the general USA public
Taylor, E., Lee, M., Willis, M., & Gannoni, A. (2017). Police detainee perspectives on police body-worn cameras. <i>Trends and Issues in Crime and Criminal Justice</i> , 537, 1–14.	Survey of police detainees	<ul style="list-style-type: none"> - Most respondents were unaware of whether the officer they interacted with was wearing a BWC or reported that the officer was not wearing a BWC - Most respondents were 	Police detainees in various regions of Australia

https://openaccess.city.ac.uk/id/eprint/19197/1/tandi537-1.pdf		<p>supportive of BWCs and believed police should be able to record everything</p> <ul style="list-style-type: none"> - Benefits: BWCs improve evidence collection, improved officer accountability, fairer outcomes - Concerns: privacy issues, consent, use of evidence against witnesses, officer control over footage 	
<p>Thompson, P. S., Peterson, B. E., & Lawrence, D. S. (2020). Community perceptions: Procedural justice, legitimacy and body-worn cameras. <i>Policing: An International Journal</i>, 43(3), 495–509. https://doi.org/10.1108/PIJPS-M-10-2019-0161</p>	General public survey	<ul style="list-style-type: none"> - Most respondents were supportive of BWCs - Older respondents said they would feel more comfortable if a BWC was present, be more willing to assist police, and hold more positive views of procedural justice and legitimacy. - Those who had lived in Milwaukee longer and Black respondents held less positive perceptions of procedural justice and legitimacy. - Females and those with an income of \$25,000 to \$50,000 were most supportive of BWCs, and Black respondents were less supportive of BWCs than White respondents. 	Members of the general public in Wisconsin, USA
<p>Todak, N., Gaub, J. E., & White, M. D. (2018). The importance of external stakeholders for police body-worn camera diffusion. <i>Policing: An International Journal</i>, 41(4), 448–464. https://doi.org/10.1108/PIJPS-M-08-2017-0091</p>	Interviews and focus groups	<ul style="list-style-type: none"> - Stakeholders interviewed perceived strong public support for BWCs among community members, and suggested that BWCs could improve police-community relations - Respondents expressed that trust could be damaged as a result of failure to activate the cameras when they should be - Some respondents were concerned about unreasonable expectations for BWC footage from members of the public 	Community stakeholders in Tempe, AZ and Spokane, WA
<p>Toronto Police Service. (2016). <i>Body-worn cameras: A report on the findings of the pilot project to test the value and feasibility of body-worn</i></p>	General public survey, interviews, and focus groups	<ul style="list-style-type: none"> - Most respondents were supportive of BWCs, with support increasing from before to after the pilot. Those who had contact with an officer 	Members of the general public in Toronto, ON, Canada

<p>cameras for police officers in Toronto. TPS Strategy Management, Strategic Planning Section. http://torontopolice.on.ca/media/text/20160915-body_worn_cameras_report.pdf</p>		<p>wearing a BWC were less supportive of BWCs.</p> <ul style="list-style-type: none"> - Most participants believed BWCs should be on all the time. - Most respondents believed officers should be able to view their BWC footage, but less supportive of officers simply looking for criminal activity. - Some benefits included: improved office accountability, unbiased footage, better evidence, protection against false complaints, improved public behaviour, and increased public trust. - Potential concerns: privacy, lack of willingness to cooperate/report, lack of context, cost, disclosure to public/media, and too much officer discretion. - Some respondents were skeptical of the ability of BWCs to improve safety. - Most respondents said they would feel comfortable talking to an officer with a BWC. 	
<p>White, M. D., Todak, N., & Gaub, J. E. (2017). Assessing citizen perceptions of body-worn cameras after encounters with police. <i>Policing: An International Journal of Police Strategies and Management</i>, 40(4), 689-703. https://doi.org/10.1108/PIJPS-M-07-2016-0105</p>	Post-contact interviews	<ul style="list-style-type: none"> - Most respondents believed all officers should be wearing BWCs - Most respondents believed BWCs produced an officer and civilian civilizing effect - Most respondents believed the BWC officer acted in a procedurally just manner, particularly when they were aware of the BWC 	Members of the general public who interacted with a pilot project officer in Washington, USA
<p>White, M. D., Todak, N., & Gaub, J. E. (2018). Examining body-worn camera integration and acceptance among police officers, citizens, and external stakeholders: Police body-worn cameras. <i>Criminology & Public Policy</i>, 17(3), 649–677. https://doi.org/10.1111/1745-9133.12376</p>	Post-contact interviews	<ul style="list-style-type: none"> - Most respondents believed the officer they interacted with was professional, and cared about their well-being - Most respondents believed the officer acted in a procedurally just manner - Strong support for BWCs 	Members of the general public who interacted with a pilot project officer in Arizona, USA

Williams, R. (2019). <i>Citizens' perceptions of body-worn camera usage by law enforcement</i> [Doctoral dissertation, Walden University]. https://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article=8375&context=dissertations	Interviews	<ul style="list-style-type: none"> - Most respondents were comfortable with officers wearing BWCs - Most respondents believed BWCs increased trust, transparency, and civility - Some believed their interactions remained unchanged 	Members of the general public in Georgia, USA
Wright, J. E., & Headley, A. M. (2021). Can technology work for policing? Citizen perceptions of police-body worn cameras. <i>The American Review of Public Administration</i> , 51(1), 17–27. https://doi.org/10.1177/0275074020945632	Interviews	<ul style="list-style-type: none"> - Respondents were divided on whether they would be more willing to approach an officer wearing a BWC. - Some respondents believed BWCs could improve police behaviour, provide more context to events, improve police legitimacy, and provide greater evidence. - Respondents did not believe BWCs will increase trust. 	Members of the general public in Washington, D.C.

Appendix B
Traffic Stops Experiment Survey



Interaction Variables

1. Please indicate the responses that best describe the traffic stop:

(a) The officer...

1 = Did not give me a ticket; 2 = Gave me at least one ticket

(b) The total length of the traffic stop was...

1 = Less than 15 minutes; 2 = Between 15 to 30 minutes; 3 = More than 30 minutes

(c) The officer stopped me because s/he thought...

1 = I was speeding; 2 = I did not have a validated permit; 3 = My driving was careless 4 = I was driving with a suspended license; 5 = I disobeyed a road sign and/or did not stop when I was supposed to; 6 = I was driving while using a hand-held communication device; 7 = Other, specify:

(d) I was stopped by the officer in...

1 = north Guelph; 2 = south Guelph; 3 = east Guelph; 4 = west Guelph; 5 = downtown Guelph; 6 = Other, specify:

Manipulation Check

2. Was the officer you talked to using a body-worn camera?

1 = Yes; 2 = No; 3 = I can't remember

Dependent Variables (unless otherwise indicated, all items adapted from Bennett & Mazerolle, 2012)

3. Please indicate how much you agree or disagree with the following statements. During this traffic stop...

- (a) The officer was clear in explaining why the traffic stop was being conducted.
- (b) I felt that the officer was trustworthy.
- (c) I was satisfied with the way the officer conducted the traffic stop.
- (d) The officer treated me with dignity and respect.
- (e) The officer was polite when dealing with me.
- (f) The officer was professional when conducting the traffic stop.
- (g) The officer was fair when conducting the traffic stop.
- (h) The officer gave me the opportunity to express my views.
- (i) The officer listened to me during the traffic stop.
- (j) I was satisfied with how I was treated.
- (k) I was satisfied with the outcome.

Note – all items associated with question 3 are measured on a 5-point Likert Scale of: 1 = Strongly disagree; 2 = Disagree; 3 = Neither disagree or agree; 4 = Agree; 5 = Strongly agree

4. Thinking about the traffic stop you experienced, would you say that you acted politely to the officer? (*Note – independently constructed item*)

Note – question 4 is measured on a 5-point Likert Scale of: 1 = Strongly disagree; 2 = Disagree; 3 = Neither disagree or agree; 4 = Agree; 5 = Strongly agree

5. During your encounter with the officer...

- (a) Did the officer threaten to use physical force against you?
- (b) Did the officer search you by touching your body?
- (c) Did the officer use physical force on you in any way other than conducting a search of your body?

Note – all items associated with this question are measured using: 1 = Yes; 2 = No; 3 = I can't remember

6. Thinking about police more generally, please indicate how much you agree or disagree with the following statements.

- (a) I trust police.
- (b) I have confidence in police.
- (c) I am satisfied with the way police do their job.
- (d) I respect police.
- (e) I feel a moral obligation to obey police.
- (f) Police try to be fair when making decisions.
- (g) Police give people the opportunity to express their views before decisions are made.
- (h) Police listen to people before making decisions.
- (i) Police make decisions based upon facts, not their personal biases or opinions.
- (j) Police treat people with dignity and respect.

- (k) Police treat everyone equally.

Note – all items associated with this question are measured on a 5-point Likert Scale of: 1 = Strongly disagree; 2 = Disagree; 3 = Neither disagree or agree; 4 = Agree; 5 = Strongly agree

7. On the whole, how good a job do you think the police in your neighbourhood are doing at...

- (a) Solving crime?
- (b) Dealing with problems that concern you?
- (c) Keeping order?

Note – all items associated with this question are measured on a 5-point Likert Scale of: 1 = Very poor job; 2 = Poor job; 3 = About average; 4 = Good job; 5 = Very good job

8. How likely would you be to ...

- (a) Call police to report a crime?
- (b) Help police to find someone suspected of committing a crime by providing them with information?
- (c) Willingly assist police if asked?

Note – all items associated with this question are measured on a 5-point Likert Scale of: 1 = Very unlikely; 2 = Unlikely; 3 = Neither likely or unlikely; 4 = Likely; 5 = Very likely

9. Do you favour or oppose police use of body-worn cameras? (*Note – independently constructed item*)

Note – This question is measured on a 5-point Likert Scale of: 1 = Strongly oppose; 2 = Oppose; 3 = Neither oppose or favour; 4 = Favour; 5 = Strongly Favour

10. Would you please explain why you feel this way?

Note – This question is an open-ended response that will be coded for consistency following data collection.

11. We would like to know how you feel about the cost of body-worn cameras.

- (a) Would you support the Guelph Police Service's budget being increased to pay for body-worn cameras?

Note – This question is measured as follows: 1 = No; 2 = Yes

- (b) Would you be willing to pay _____ more a year in taxes to support the costs of Guelph Police Service adopting body-worn cameras?

- 1 = \$5
- 2 = \$25
- 3 = \$50
- 4 = I wouldn't be willing to pay any more in taxes to support the Guelph Police Service's adoption of body-worn cameras.

Note on question 12 – first two items drawn from Taylor, Lee, Willis, and Gannoni, 2017; following three items adapted from Crow, Snyder, Crichlow & Smykla, 2017

12. For each statement below, please indicate the response that best fits your opinion.

- (a) The public should be allowed to record anything the police do while on duty.
- (b) When police are on duty, they should be allowed to record people without their permission.
- (c) Body-worn cameras are an invasion of community members' privacy when in public.
- (d) Body-worn cameras are an invasion of residents' privacy when in their home.
- (e) Body-worn cameras are an invasion of police officers' privacy.

Note – all items associated with question 12 are measured on a 5-point Likert Scale of: 1 = Strongly disagree; 2 = Disagree; 3 = Neither disagree or agree; 4 = Agree; 5 = Strongly agree

13. You were given this survey after being stopped by police for a traffic stop. In the last 12 months, how many OTHER times have you had contact with police (excluding social or work contact)? *(If none, write zero.)*

Note – question 13 is an open-ended numerical response.

Demographics

14. Finally, we have a few demographic questions for you, would you please tell me...

- (a) Your age?

Note – question 14a is an open-ended numerical response.

- (b) What gender you identify with?

1 = Man; 2 = Woman; 3 = I identify as [blank space to specify]

- (c) What race or ethnicity you identify with?

1 = Aboriginal; 2 = Asian; 3 = Black; 4 = Latin/Hispanic; 5 = Middle Eastern; 6 = White; 7 = Mixed Race; 8 = Other

You have now completed the survey!

At this point, you will be directed to a thank you letter that tells you more about this research. After that, you will be automatically redirected to a separate follow-up survey where you can provide your contact information to be entered in a draw to win one of the ten \$50 pre-paid Visa cards. Redirecting you to this second survey means that everything that you reported in this first survey will remain anonymous - your contact information will never be linked to these specific answers.

Please know that you do not have to provide your contact information in the follow-up survey, but if you do not, you will not be entered in the draw.

Secondary Contact Survey

Entering your contact information below is not required but doing so will allow you to be included in the draw for one of ten \$50 pre-paid Visa cards.

Please know that your contact information cannot be linked to your survey responses – it only allows the researcher to identify that you took part in the research. Your identity will remain completely confidential (meaning that only the researcher will ever know that you participated in this survey and that she will never share that with anyone).

15. Please provide your first name.

Note – question 15 is an open-ended response.

16. Please provide a telephone number or email address that we can use to contact you if you win a draw for one of the ten \$50 pre-paid Visa cards.

Note – question 16 is an open-ended response.

Appendix C Media Experiment Survey

Part I

Thank you for agreeing to participate in this study!

Demographics

First, we have a few demographic questions for you, would you please provide...

1. Your city of residence:

1 = Acton; 2 = Cambridge; 3 = Elmira; 4 = Fergus; 5 = Guelph; 6 = Kitchener; 7 = Waterloo; 8 = Other [*blank space to specify*]

2. Your age:

Note – open-ended numeric response.

3. Your gender:

1 = Man; 2 = Woman; 3 = I identify as [*blank space to specify*]

4. The race or ethnicity you identify with:

1 = Aboriginal; 2 = East/Southeast Asian; 3 = Black; 4 = Latin/Hispanic; 5 = West Central and Middle Eastern; 6 = South/Southwest Asian; 7 = White; 8 = Mixed Race; 9 = Other

5. Your estimated total household income before taxes:

Note – open-ended numeric response.

Please answer the following questions.

Support for BWC adoption (*independently constructed items or items drawn from previous surveys by researcher*)

6. Currently, the Guelph Police Service's budget approved by the Police Service's Board is \$45,641,500. This represent 18% of the City of Guelph's total budget. Do you think that the Guelph Police Service's budget is appropriate (that is, not too low or too high)?

0 = No; 1 = Yes

If participant's respond 'no' they are directed to the following contingency item.

- a. Should the budget be increased or decreased?

0 = Increased; 1 = Decreased

7. Do you favour or oppose police use of body-worn cameras? (*Note – independently constructed item*)

1 = Strongly oppose; 2 = Oppose; 3 = Neither oppose or favour; 4 = Favour; 5 = Strongly Favour

8. Would you please explain why you feel this way?

Note – This question is an open-ended response that will be coded for consistency following data collection.

9. Would you support the Guelph Police Service's budget being increased to pay for body-worn cameras?

0 = No; 1 = Yes

10. How much more would you be willing to pay per year in taxes to support the costs of Guelph Police Service adopting body-worn cameras?

0 = some amount less than \$5; 1 = \$5; 2 = \$25; 3 = \$50; 4 = more than \$50; 5 = I wouldn't be willing to pay any more in taxes

Global Perceptions of Police (Griffith and Foley, 2020)

As you answer, please think about your understanding of police across Canada. Think carefully about your responses.

Response scale to all items below: Strongly Disagree (1) to Strongly Agree (7)

11. I have confidence in the police.
12. I have great respect for police.
13. Police in Canada are generally honest in the way they deal with people.
14. Police are concerned with respecting a citizen's individual rights.
15. Police treat citizens fairly and equally.
16. Canadian police are effective overall.

As you answer this next set of questions, please think about the police in your local jurisdiction, and how these questions relate to them.

Trust in Police (Tyler, 2005)

Response scale to all items below: Strongly Disagree (1) to Strongly Agree (7)

Institutional Trust

17. I have confidence that the local police can do their job well.
18. I trust the leaders of the local police to make decisions that are good for everyone.

19. Overall, people should obey the decisions that local police officers make.
20. There are many things about the local police and their policies that need to be changed.
(Reverse scored)
21. People's basic rights are well protected by the local police.
22. The local police care about the well-being of everyone they deal with.
23. The local police are often dishonest. (Reverse scored)
24. Some of the things the local police do embarrass the government. (Reverse scored)

Motive-based Trust

25. The local police consider the views of the people involved when deciding what to do.
26. The local police take account of the needs and concerns of the people they deal with.
27. The local police give honest explanations for their actions to the people they deal with.

Experimental Manipulation

Participants are randomly assigned to either (1) watch a positive video(s) of police-community interactions for roughly five minutes before moving to the vignette presented in Appendix #, or (2) move directly to the vignette presented in Appendix #.

Part II

Now, please answer the following questions.

When answering the following questions, think about the short story you just read and the actions of the officer in that story.

Response scale: Strongly Disagree (1) to Strongly Agree (7), unless otherwise indicated.

Respectfulness (Quality of interpersonal treatment; adapted from Tyler, 2005)

28. The police officer treated me with dignity and respect.
29. The police officer respected my rights.

Procedural Justice of Encounter (Note that this is an amalgamated scale. Two items from Mazerolle et al., 2012, which assesses the full scope of traditional relational procedural justice concerns, but three items addressing politeness, dignity and respect, and trust have been excluded because of their overlap with other constructs in this study; and three items from Murphy et al., 2010, which assesses a more narrow range of neutrality and professionalism concerns.)

30. The officer gave me the opportunity to express my views.
31. The officer listened to me during the traffic stop.
32. The officer was professional when conducting the traffic stop.
33. The officer was fair when conducting the traffic stop.
34. The officer was clear in explaining the traffic stop.

Process Satisfaction of Encounter (adapted from Bennett and Mazerolle, 2010)

35. I was satisfied with the way the officer conducted the traffic stop.

36. I was satisfied with how I was treated.

Outcome Satisfaction of Encounter (Bennett and Mazerolle, 2010)

37. I was satisfied with the outcome of the traffic stop.

Now, think about police in your local jurisdiction more generally when answering the following questions.

Police Legitimacy Scale (Bennett, unpublished; adapted from Tankebe, Reisig, & Wang, 2016)

Lawfulness

- 38. When the police deal with people, they always behave according to the law.
- 39. If I were to talk to police officers in my community, I would find their values to be very similar to my own.
- 40. The police act in ways that are consistent with my own moral values.

Procedural Fairness

- 41. The police treat citizens with respect.
- 42. The police take time to listen to people.
- 43. The police treat people fairly.
- 44. The police respect citizens' rights.
- 45. The police are courteous to citizens they come into contact with.
- 46. The police treat everyone with dignity.
- 47. The police make decisions based on the facts.

Distributive Fairness

- 48. The police provide the same quality of service to all citizens.
- 49. The police enforce the law consistently when dealing with people.
- 50. The police make sure citizens receive the outcomes they deserve under the law.

Police Effectiveness

- 51. Crime levels in my neighbourhood have changed for the better in the last year.
- 52. There are not many instances of crime in my neighbourhood.
- 53. I feel safe walking in my neighbourhood at night.

Willingness to Cooperate with Police (adapted from Murphy et al., 2010)

Response scale: Very Unlikely (1) to Very Likely (7)

- 54. How likely would you be to...
 - a) Call police to report a crime?
 - b) Help police to find someone suspected of committing a crime by providing them with information?
 - c) Willingly assist police if asked?

You have now completed the survey!

Appendix D

Media Experiment Vignette

Please read this short story about an interaction with a police officer and a community member. As you read the story, please imagine yourself as the driver. Please pay careful attention, as you will be asked questions about this story later.

You are driving home alone after a long day at work. You are in somewhat of a rush to get home and are going 15km/hr over the speed limit. As you pass through an intersection, you notice a police car on the intersecting road. You look in your rear-view mirror and see the officer turn into the lane you are driving in while turning on his vehicle's emergency lights. You find a safe place to pull off to the side of the road and the officer pulls in behind you. You see the officer step out of his vehicle and begin to approach your car, so you roll down your window.

The officer stands beside the driver-side window, smiles, and leans in toward you. In a pleasant tone of voice, the officer says: "Good evening. How are you doing tonight?"

You respond, saying: "Good, thank you. How are you?"

The officer replies saying: "Good, thanks. I'm Constable Howe with the Guelph Police Service. I've pulled you over for going 15km/hr over the posted speed limit of 60km/hr. Do you have your driver's license and vehicle registration with you?"

You hand the officer the documents he requested.

Constable Howe then asks in a polite tone: "Where are you heading tonight?"

You say that you are on your way home from work.

The officer nods and says: "Please just hang tight. I'll be right back," and returns to his car.

About three minutes later the officer returns. He says: "Given that you weren't too far over the speed limit and that you were driving safely otherwise, I'm not going to write you a ticket. Instead, I'm just going to give you a warning to slow down. Okay?"

The officer returns your documents to you.

Constable Howe says: "You're free to go whenever you're ready. Have a good night. Drive safe."

You drive away and reflect on the interaction with Constable Howe.

Appendix E

Victims' Survey

Personal Information

We would like to begin with some questions about you – some demographic information.

1. What is your gender identity?
 - 1 = Woman
 - 2 = Man
 - 3 = Transgender
 - 4 = Two-spirit
 - 5 = Another identity, please specify
 - 6 = Choose not to answer

2. How old are you? (in years) *[fill in]*

3. In what country were you born?
 - 1 = Canada
 - 2 = Other, please specify
 - i. If other, in what year did you arrive to Canada? *[fill in]*
 - ii. What is your residency status in Canada?
 - 1 = I am a Canadian citizen
 - 2 = I am a permanent resident in Canada
 - 3 = Other, please specify
 - iii. Are you here on a temporary visa?
 - 1 = Yes
 - 2 = No
 - iv. Did you come to Canada as a family class member, an independent class member, a business class member, or a refugee?
 - 1 = Family class
 - 2 = Independent class
 - 3 = Business class member
 - 4 = Refugee

4. In what city, town, or area of Ontario do you currently live? *[fill in]*

5. What is your race(s)/ethnicity(ies)? (select all that apply)
 - 1 = White
 - 2 = Black
 - 3 = South Asian (e.g., East Indian, Pakistani, Sri Lankan)
 - 4 = Chinese
 - 5 = Filipino
 - 6 = Latin American

- 7 = Arab
 - 8 = Southeast Asian (e.g., Vietnamese, Cambodian, Malaysia, Laotian)
 - 9 = West Asian (e.g., Iranian, Afghan)
 - 10 = Korean
 - 11 = Japanese
 - 12 = Other, please specify
 - 13 = Don't know
6. Do you self-identify as an Indigenous/Aboriginal person of North America (First Nations, Métis, Inuit, Native American)?
- 1 = Yes
 - 2 = No
 - 3 = Don't know
7. What language do you speak most often in private?
- 1 = English
 - 2 = French
 - 3 = Other, please specify
8. What is your highest level of education?
- 1 = No schooling
 - 2 = Some elementary
 - 3 = Elementary school diploma
 - 4 = Some high school
 - 5 = High school diploma
 - 6 = Some trade, technical or vocational school, or business college
 - 7 = Some community college, CEGEP or nursing school
 - 8 = Some university
 - 9 = Diploma or certificate from trade, technical or vocational school, or business college
 - 10 = Diploma or certificate from community college, CEGEP or nursing school
 - 11 = Bachelor or undergraduate degree, or teacher's college
 - 12 = Degree in medicine, dentistry, veterinary medicine, or optometry
 - 13 = Masters
 - 14 = Doctorate
 - 15 = Other, please specify
 - 16 = Don't know
 - 17 = Not applicable
9. Do you have a job?
- 1 = Yes
 - 2 = No
 - i. If yes, is your job classified as part time, full time, or something else
 - 1 = Part time
 - 2 = Full time
 - 3 = Something else, please specify

ii. If yes, how many hours a week do you usually work at your job? *[fill in]*

10. In the past 12 months, what was your main activity? (Please check multiple boxes if you feel your time was fairly evenly split across multiple activities.)

- 1 = Work
- 2 = Going to school
- 3 = Caring for children
- 4 = Household work
- 5 = Other, please specify

11. What was your main source of income in the past 12 months?

- 1 = Employment
- 2 = Spousal support
- 3 = Social assistance (e.g., Ontario Works, Ontario Disability Support Program)
- 4 = Ontario Student Assistance Program (OSAP)
- 5 = Other, please specify

12. For last year, in what range does your total household income (i.e., total for all family members living in your household), before taxes and deductions, fall into?

- 1 = 0-24,999
- 2 = 25,000-34,999
- 3 = 35,000-49,999
- 4 = 50,000-74,999
- 5 = 75,000-99,999
- 6 = +100,000

We would now like to know about your perceptions of police officers in your community.

Thinking about police more generally, please indicate how much you agree or disagree with the following statements.

(Scale adapted from Bennett & Mazerolle, 2012)

	1 = Strongly disagree	2 = Disagree	3 = Neither disagree nor agree	4 = Agree	5 = Strongly agree
13. I trust police.					
14. I have confidence in police.					
15. I am satisfied with the way police do their job.					
16. I respect police.					
17. I feel a moral obligation to obey police.					

18. Police try to be fair when making decisions.					
19. Police give people the opportunity to express their views before decisions are made.					
20. Police listen to people before making decisions.					
21. Police make decisions based upon facts, not their personal biases or opinions.					
22. Police treat people with dignity and respect.					
23. Police treat everyone equally.					

On the whole, how good a job do you think the police in your neighbourhood are doing at...

(Scale adapted from Bennett & Mazerolle, 2012)

	1 = Very poor job	2 = Poor job	3 = About average	4 = Good job	5 = Very good job
24. Solving crime?					
25. Dealing with problems that concern you?					
26. Keeping order?					

How likely would you be to...

(Scale adapted from Bennett & Mazerolle, 2012)

	1 = Very unlikely	2 = Unlikely	3 = Neither unlikely nor likely	4 = Likely	5 = Very likely
27. Call police to report a crime?					
28. Help police to find someone suspected of committing a crime by providing them with information?					

29. Willingly assist police if asked?					
---------------------------------------	--	--	--	--	--

Please indicate whether you agree or disagree with the following statements about the police service in your town.

Rosenbaum, D., Schuck, A., Graziano, L. & Stephens, C. (2008). Measuring police and community performance using web-based surveys: Findings from the Chicago Internet Project. <https://www.ncjrs.gov/pdffiles1/nij/grants/221076.pdf>

	1 = Strongly disagree	2 = Disagree	3 = Neither agree nor disagree	4 = Agree	5 = Strongly agree
30. I trust the leaders of the local police service to make decisions that are good for everyone in the city.					
31. People's basic rights are well protected by the local police service.					
32. The local police service officers are held accountable and disciplined when they do something wrong.					
33. When community members are upset with the police, there is usually someone they can talk to at the local police service.					

34. In general, how satisfied are you with the police who serve your neighbourhood?

- 1 = Very dissatisfied
- 2 = Somewhat dissatisfied
- 3 = Neither dissatisfied nor satisfied
- 4 = Somewhat satisfied
- 5 = Very satisfied

Victimization Experience

Now we would like to ask about the victimization experience that brought you to Victim Services.

35. Was the offence committed against you that brought you to Victim Services an incident of:

- 1 = Sexual assault
- 2 = Intimate partner violence
- 3 = Both
- 4 = Other, please specify

36. Did you have contact with a police service because of this victimization?

- 1 = Yes
- 2 = No
 - i. If yes, how many times did you have contact with the police (as best as you can recall)? *[fill in]*
 - ii. If yes, which service(s) did you have contact with? *[fill in]*

Specific Interactions with Police

(The following questions apply only to those who responded yes to question 35)

We would like to hear about your experiences with the police related to your victimization. Please remember that everything you say is completely confidential and will never be shared with the police in a way that identifies you.

We understand that you may have had multiple encounters with police or dealt with multiple officers related to the intimate partner violence and/or sexual assault you experienced. Please draw on all of your experiences with the police to answer the following questions.

37. Please describe what, if anything, was NEGATIVE about your experience(s) with the police.

38. Please describe what, if anything, was POSITIVE about your experience(s) with the police.

The below item is adapted from Vopni, V. (2006). Young women's experiences with reporting sexual assault to police. Canadian Woman Studies, 25(1).

39. On a scale of 0 (negative) to 10 (positive), how would you rate your overall experience with the officer(s)?

- 0 = Very negative
- 1, 2, 3, 4 = *each presented as individual attributes that can be selected*
- 5 = neutral
- 6, 7, 8, 9 = *each presented as individual attributes that can be selected*
- 10 = Very positive

Attitudes Towards BWCs

In these final questions, we want to know how you feel about body-worn cameras (BWCs). BWCs are wearable devices that record video and sound. Many police services are experimenting with BWCs. To ensure BWCs are used in ways that help survivors, it is important to know your thoughts.

40. Do you support or oppose police use of BWCs?

- 1 = Strongly oppose
- 2 = Oppose
- 3 = Neither oppose nor support
- 4 = Support
- 5 = Strongly support
- i. Please explain why you feel this way.

Thinking specifically of victims of intimate partner violence and/or sexual assault, how strongly do you agree or disagree with the following statements? Police using BWCs during calls with victims will:

	1 = Strongly disagree	2 = Disagree	3 = Neither disagree nor agree	4 = Agree	5 = Strongly agree
41. Ensure police are held responsible for their actions.					
42. Improve officer treatment of victims.					
43. Encourage victims to report intimate partner violence and/or sexual assault.					
44. Improve the accuracy of police reporting.					
45. Capture who is telling the truth (victim or offender).					
46. Make the reporting process more convenient for victims.					
47. Create better evidence to support a criminal case against the offender.					

How concerned are you about the following issues related to police use of BWCs during calls related to intimate partner violence and/or sexual assault?

	1 = Not at all concerned	2 = Somewhat concerned	3 = Very concerned	4 = Extremely concerned	5 = Unsure
48. Abusers will alter their behaviour if they know they are being recorded.					
49. Officers using BWCs will not be as friendly, comforting, or open.					
50. BWC footage will be used against victims by the abuser or their lawyer.					
51. BWC footage will be used against victims by police officers or prosecutors.					
52. BWCs will reduce victims' comfort when reporting what happened.					
53. BWCs will cause victims to limit what information they provide to officers.					
54. BWCs will be an invasion of victims' privacy.					
55. BWC footage could undermine victims' credibility.					
56. Police use of BWCs could prevent victims from reporting intimate partner abuse or sexual assault.					
57. BWC use could revictimize victims.					
58. BWC footage may not be stored securely by police.					

59. BWC footage could be made publicly available.					
60. BWCs could put victims at greater risk for retaliation by the offender.					

61. What, if any, other concerns do you have for police use of BWC when dealing with a victim of intimate partner abuse and/or sexual assault? [fill in]

62. Please describe in what ways, if any, your experience(s) with the police would have been BETTER if the officer(s) had been using a BWC?

63. Please describe in what ways, if any, your experience(s) with the police would have been WORSE if the officer(s) had been using a BWC?

64. Would you have been comfortable with police filming you when you reported the abuse/assault?

1 = No

2 = Yes

3 = Unsure

i. Why? [fill in]

We would now like to hear your thoughts on what policies should exist for police use of BWC when dealing with victims of intimate partner abuse and/or sexual assault.

65. Should police have to tell victims if they are wearing a BWC?

1 = No

2 = Yes

3 = Unsure

66. Should police have to ask victims for permission before recording?

1 = No

2 = Yes

3 = Unsure

67. Should victims be able to request that the camera be turned off completely?

1 = No

2 = Yes

3 = Unsure

68. Should victims be able to request that the camera only record audio and not picture?

1 = No

2 = Yes

3 = Unsure

69. Should victims be able to request that the camera only record picture and not audio?

- 1 = No
- 2 = Yes
- 3 = Unsure

70. Who should have access to BWC footage...

- 1 = Courts (yes/no/unsure)
- 2 = Defense lawyers (yes/no/unsure)
- 3 = Prosecutors (yes/no/unsure)
- 4 = Patrol officers (yes/no/unsure)
- 5 = Supervisory officers (yes/no/unsure)
- 6 = Media (yes/no/unsure)
- 7 = Family court lawyers (yes/no/unsure)
- 8 = Victims (yes/no/unsure)
- 9 = Abusers/perpetrators (yes/no/unsure)
- 10 = Police for training purposes (yes/no/unsure)
- 11 = Researchers (yes/no/unsure)
- 12 = Other, please specify.

71. Should media and the general public be asked to leave when BWC footage is played in court?

- 1 = No
- 2 = Yes
- 3 = Unsure

72. When police interact with victims, what, if any, information should police provide victims by the end of the interaction if police are recording victims?

- 1 = Who has access to the footage. (yes/no/unsure)
- 2 = Where the footage is stored. (yes/no/unsure)
- 3 = How long footage will be stored. (yes/no/unsure)
- 4 = How victims can access footage. (yes/no/unsure)
- 5 = Other, please specify.

73. Do you have any other suggestions regarding how police should use BWCs to ensure the cameras support victims, including making victims more comfortable? *[fill in]*

74. Is there anything else that police use of BWCs makes you think about that you would like to tell us about?

You have now completed the survey!

At this point, you will be directed to a thank you letter that tells you more about this research. After that, you will be automatically redirected to a separate follow-up survey where you can provide your contact information to be entered in a draw to win one of the ten \$50 pre-paid Visa cards. Redirecting you to this second survey means that everything that you reported in this first

survey will remain anonymous – your contact information will never be linked to these specific answers.

Please know that you do not have to provide your contact information in the follow-up survey, but if you do not, you will not be entered in the draw.

Secondary Contact Survey

Entering your contact information below is not required but doing so will allow you to be included in the draw for one of ten \$50 pre-paid Visa cards.

Please know that your contact information cannot be linked to your survey responses – it only allows the researcher to identify that you took part in the research. Your identity will remain completely confidential (meaning that only the researcher will ever know that you participated in this survey and that she will never share that with anyone).

1. Please provide your first name.

Note – question 1 is an open-ended response.

2. Please provide a telephone number or email address that we can use to contact you if you win a draw for one of the ten \$50 pre-paid Visa cards.

Note – question 2 is an open-ended response.

Appendix F

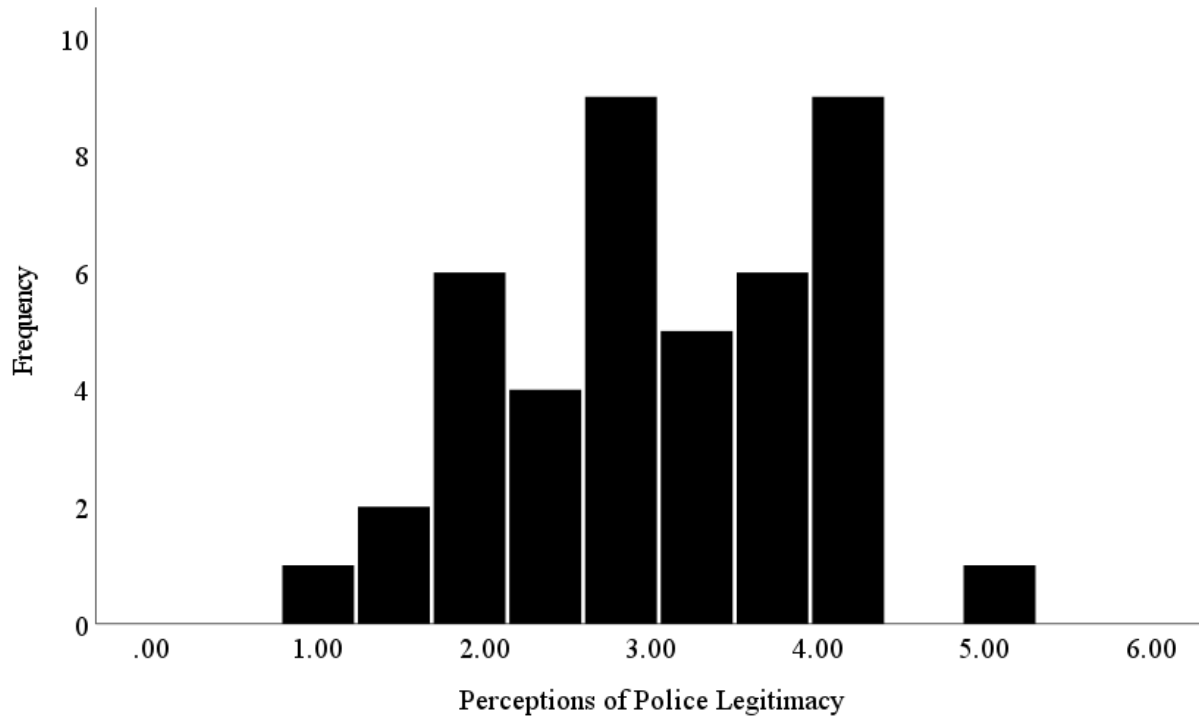
Detailed Breakdown of Participants' Attitudes towards Police in General and their Local Police

Police Legitimacy

Expressed as an average between 1 and 5 (where 1 equals low levels of police legitimacy and 5 equals high levels of police legitimacy), the sample's average for perceptions of police legitimacy is 3.08 ($SD = 0.92$), indicative of perceptions that were neutral – neither expressing high nor low overall levels of police legitimacy. As Figure F1 demonstrates, sentiments were widely dispersed.

Figure F1

Perceptions of Police Legitimacy

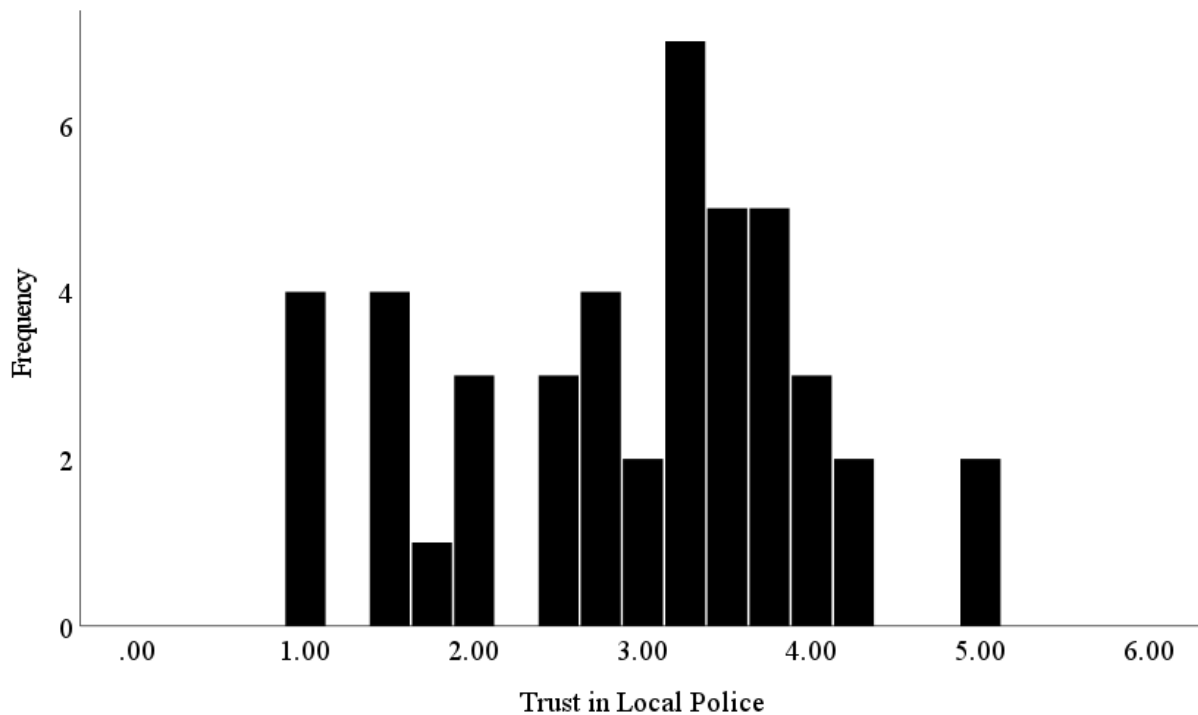


Trust in Local Police

Expressed as an average between 1 and 5 (where 1 equals low levels of trust in police and 5 equals high levels of trust in police), the sample's average for perceptions of trust in their local police is 2.93 ($SD = 1.05$), indicative of perceptions that were neutral – neither expressing high nor low overall levels of trust in local police. As Figure F2 demonstrates, sentiments were widely dispersed.

Figure F2

Trust in Local Police

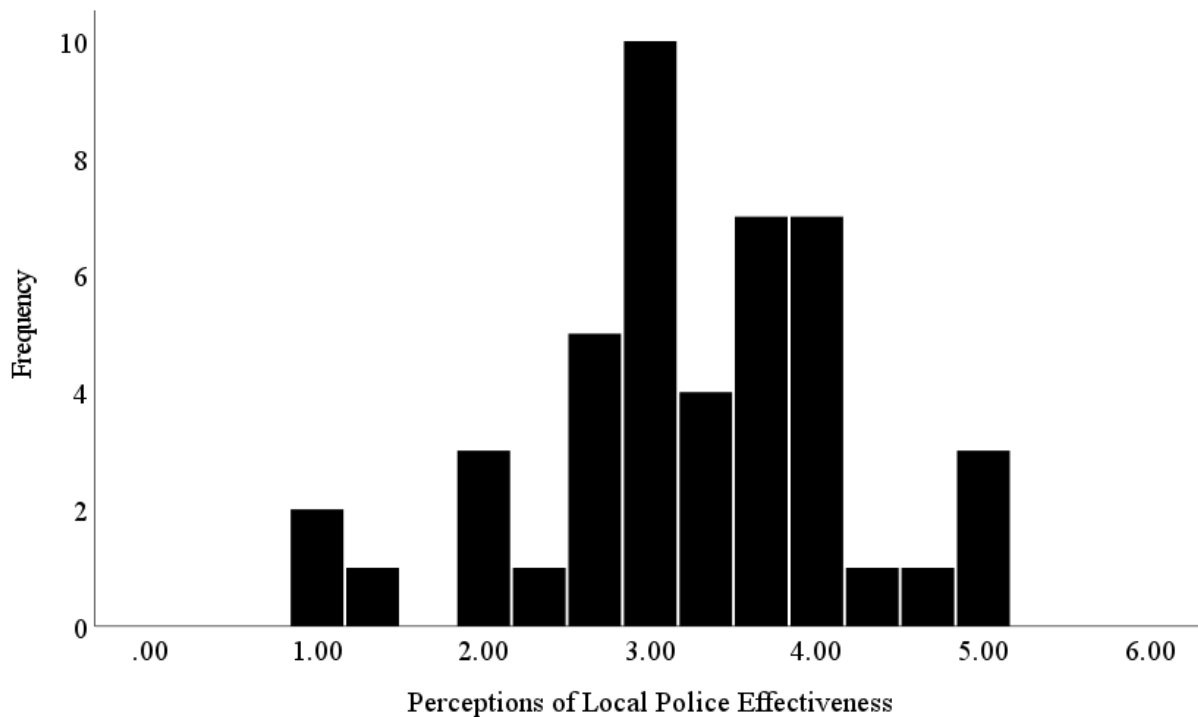


Local Police Effectiveness

Expressed as an average between 1 and 5 (where 1 indicates that police are doing a very poor job and 5 indicates that police are doing a very good job), the sample's average for perceptions of local police effectiveness is 3.24 ($SD = 0.94$), indicative of perceptions that were neutral – neither expressing that local police were doing a particularly poor or good job. As Figure F3 demonstrates, sentiments were widely dispersed.

Figure F3

Perceptions of Local Police Effectiveness

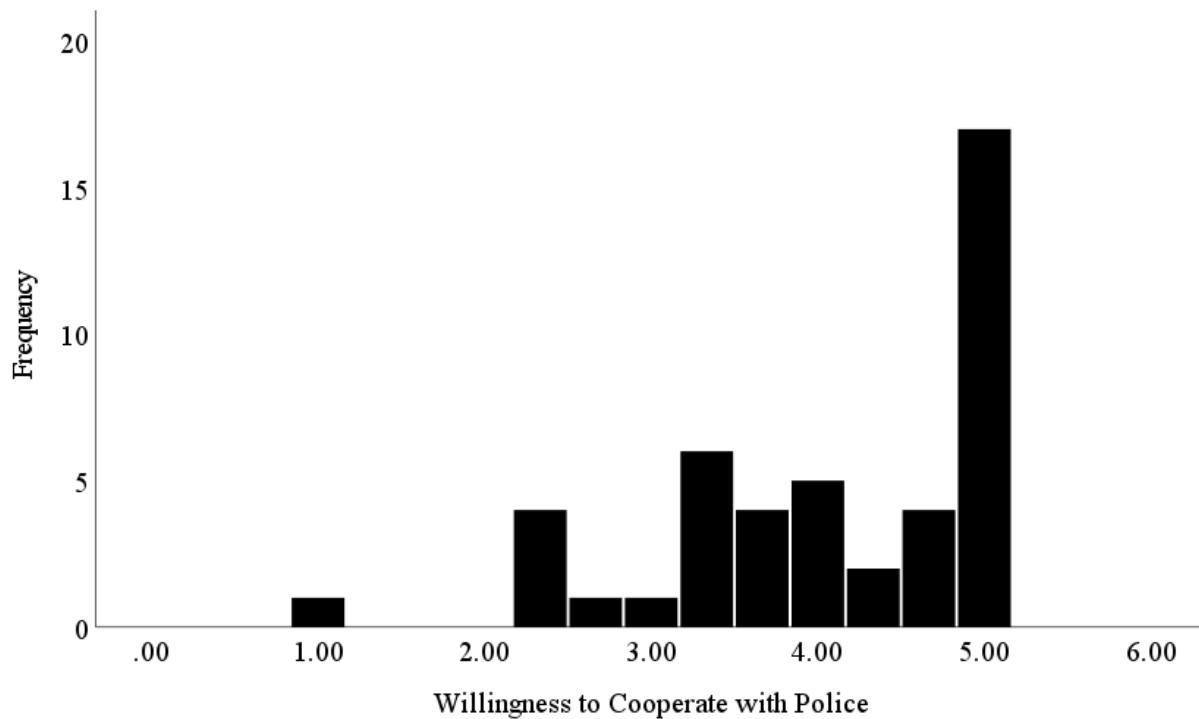


Willingness to Cooperate with Police

Expressed as an average between 1 and 5 (where 1 indicates being very unlikely to cooperate with police and 5 indicates being very likely to cooperate with police), the sample's average for reported willingness to cooperate with police is 4.07 ($SD = 1.01$), indicative of participants' willingness to cooperate with police (as visually illustrated in Figure F4).

Figure F4

Willingness to Cooperate with Police



Appendix G

Officer Perceptions Literature Summary

Reference	Method	Findings	Location
Adams, I., & Mastracci, S. (2019). Police body-worn cameras: Development of the perceived intensity of monitoring scale. <i>Criminal Justice Review</i> , 44(3), 386–405. https://doi.org/10.1177/0734016819846219	Pre- or post-deployment survey	- Greater perceived intensity of monitoring was associated with greater perceptions of hampered discretion, negative public perceptions, and lack of attention to well-being during distribution.	Not reported - two services (about 400 sworn members each)
Adams, I., & Mastracci, S. (2019). Police body-worn cameras: Effects on officers' burnout and perceived organizational support. <i>Police Quarterly</i> , 22(1), 5–30. https://doi.org/10.1177/1098611118783987	Pre- or post-deployment survey	- Officers who wore BWCs reported higher burnout than controls. - Officers who wore BWCs perceived less organizational support.	Western USA - service not reported (about 271 sworn members participated)
Aksin, N. (2018). <i>When the watchers become the watched: A qualitative inquiry into police officer perceptions of body-worn cameras</i> [Master's thesis, University of Ottawa]. https://ruor.uottawa.ca/bitstream/10393/37538/3/Aksin_Nevana_2018_thesis.pdf	Semi-structured interviews	- Officers generally disliked BWCs - Concerns surrounded technical issues and the size of the camera, the lack of context BWCs capture, the reasoning behind BWC adoption (e.g., public, media pressure), cost, privacy (e.g., recording in sensitive environments, private information), increased workload, changes in officer behaviour (e.g., robotic demeanor, decreased officer safety), control by supervisors. - Benefits identified surrounded improved court efficiency, reduction in frivolous complaints, improved citizen behaviour, improved officer safety, and appeasing the public.	Ontario, Canada - Toronto Police Service (about 5,500 sworn members)

<p>Clare, J., Henstock, D., McComb, C., Newland, R., Barnes, G. C., Lee, M., & Taylor, E. (2019). Police, public, and arrestee perceptions of body-worn video: A single jurisdictional multiple-perspective analysis. <i>Criminal Justice Review</i>, 44(3), 304–321. https://doi.org/10.1177/0734016819846236</p>	<p>Randomized controlled trial survey</p>	<ul style="list-style-type: none"> - Officers identified some benefits of BWCs, including evidence gathering/quality, improved public cooperation and officer accountability, and a decrease in frivolous complaints. - There were several concerns identified by officers, including BWCs not producing the desired court efficiencies, not knowing when to record, being concerned for their safety, and being concerned about footage being used against them. - Officers did not perceive a change in use of force or officer behaviour. 	<p>Western Australia, Australia - Western Australia Police Force (about 7,012 sworn members)</p>
<p>Edmonton Police Service. (2015). <i>Body worn video: Considering the evidence. Final report of the Edmonton Police Service body worn video pilot project.</i> http://www.edmontonpolice.ca/News/BWV.aspx</p>	<p>Post-deployment interviews and an online survey</p>	<ul style="list-style-type: none"> - Officers identified several concerns, including not knowing when to record, privacy concerns, lack of camaraderie, changes in officer behaviour, the policy being unclear, and decreased public compliance. - Some of the benefits reported included ease of use, coverage when transporting female subjects, increased officer professionalism, and changes in public behaviour. - Some officers reported no change in their work, and others reported no change in use of force. - Officers primarily reported no effect on their workload - Non-users of BWCs held similar concerns about BWCs. 	<p>Alberta, Canada - Edmonton Police Service (about 1,780 sworn members)</p>

Ellis, T., Jenkins, C., & Smith, P. (2015). <i>Evaluation of the introduction of personal issue body worn video cameras (Operation Hyperion) on the Isle of Wight: Final report to Hampshire Constabulary</i> . https://researchportal.port.ac.uk/portal/files/2197790/Operation_Hyperion_Final_Report_to_Hampshire_Constabulary.pdf	Post-deployment survey	<ul style="list-style-type: none"> - Officers were skeptical of the ability of BWCs to reduce assaults on police. - However, officers believed BWCs would help to reduce frivolous complaints. - Frontline officers were more supportive than non-frontline officers and most officers believed all officers should be equipped with BWCs. 	Hampshire, England - Hampshire Constabulary (about 3,470 sworn members)
Fallik, S. W., Deuchar, R., & Crichlow, V. J. (2020). Body-worn cameras in the post-ferguson era: An exploration of law enforcement perspectives. <i>Journal of Police and Criminal Psychology</i> , 35(3), 263–273. https://doi.org/10.1007/s11896-018-9300-2	Post-deployment field observations and semi-structured interviews	<ul style="list-style-type: none"> - Officers reported that they felt their autonomy and discretion was limited with the introduction of BWCs, and were concerned about how they'd appear to those who were not at the event. - Officers believed BWCs have the potential to increase officer accountability, prevent certain officers from engaging in undesirable behaviour, improve evidence collection, provide context to an event, and reduce frivolous complaints. - Officers were reported to be mostly positive about the adoption of BWCs. 	Southern USA - service not reported (about 20 sworn members participated)
Fouche, A. (2014). Officer attitudes on deployment of body-worn cameras in the University of Georgia Police Department patrol division. <i>Campus Law Enforcement Journal</i> , 44, 21–28.	*No access	*No access	

<p>Gaub, J. E., Choate, D. E., Todak, N., Katz, C. M., & White, M. D. (2016). Officer perceptions of body-worn cameras before and after deployment: A study of three departments. <i>Police Quarterly</i>, 19(3), 275–302. https://doi.org/10.1177/1098611116653398</p>	<p>Randomized controlled trial survey</p>	<ul style="list-style-type: none"> - Officers were mixed in their support for BWCs, with some services being highly supportive of BWCs and others disapproving of them. - Officers identified some benefits of BWCs, including improved evidence collection and assistance in domestic violence cases. - Concerns identified included the difficulty of the cameras, lack of public cooperation, lack of acceptance from coworkers, increased passivity from officers, damaged police-community relations, poor evidentiary value, and the effect on citizen and officer behaviour. 	<p>Arizona and Washington, USA - Phoenix Police Department, Tempe Police Department, and Spokane Police Department (about 3,000; 200; 310 sworn members, respectively)</p>
<p>Gaub, J. E., Todak, N., & White, M. D. (2020). One size doesn't fit all: The deployment of police body-worn cameras to specialty units. <i>International Criminal Justice Review</i>, 30(2), 136–155. https://doi.org/10.1177/1057567718789237</p>	<p>Semi-structured focus groups</p>	<ul style="list-style-type: none"> - Some of the benefits highlighted by officers from specialty units include: evidentiary value, documentation of citizens' behaviour, reduction of frivolous complaints, assistance with report writing, improved citizen behaviour, and training capabilities. - Concerns outlined by speciality unit officers included difficulty remembering activation, officer hesitation, reduced reliance on officer integrity, the cameras are resource-intensive, technical concerns (e.g., mounting the camera, batteries, uploading videos), increased workload, reduced officer discretion, and leaked footage. 	<p>Arizona and Washington, USA - Tempe Police Department and Spokane Police Department (about 200; 310 sworn members, respectively)</p>

<p>George, M., & Meadows, R. (2016). Policing on the surveillance frontier: Officer perspectives of body-worn cameras. <i>Revija za kriminalistiko in kriminologijo/Ljubljana</i>, 67(4), 300-312.</p>	<p>Post-deployment survey</p>	<ul style="list-style-type: none"> - Most officers supported BWCs for frontline officers. - Officers said they would feel comfortable wearing the cameras. - Benefits included: improved citizen/officer behaviour; improved colleagues' behaviour. - Some officers believed there would be no change in their behaviour/willingness to respond to calls. 	<p>California, USA - Oxnard Police Department (about 254 sworn members)</p>
<p>Goetschel, M., & Peha, J. M. (2017). Police perceptions of body-worn cameras. <i>American Journal of Criminal Justice</i>, 42(4), 698–726. https://doi.org/10.1007/s12103-017-9415-5</p>	<p>General survey and interviews with users of BWCs</p>	<ul style="list-style-type: none"> - Support from Pittsburgh Police is generally low (31%), although higher among officers who have actually used BWCs. - Officers perceived some of the benefits of BWCs to be increased officer safety, decreased frivolous complaints, no harm to police-community relations, ease of use, reduced workload, and the possibility to be used as a training tool. - Officers generally thought the trust between officers and superiors would be negatively affected, and were concerned about the ease of use, increased workload, ability to use discretion, and increased citizen aggression. 	<p>Pennsylvania, USA - Pittsburgh Bureau of Police (about 900 sworn members)</p>
<p>Goodall, M. (2007). <i>Guidance for the police use of body-worn video devices</i>. http://library.college.police.uk/docs/homeoffice/guidance-body-worn-devices.pdf</p>	<p>Post-deployment survey</p>	<ul style="list-style-type: none"> - Officer-identified benefits of BWCs included: quality of evidence, regulation of public behaviour, and respect from the public. - Officer-identified concerns surrounding BWCs included: not comfortable to wear, technical issues (size and reliability), and increased workload. 	<p>Devon, England - Devon and Cornwall Police (about 3,059 sworn members)</p>

<p>Graham, A., McManus, H. D., Cullen, F. T., Burton, V. S., & Jonson, C. L. (2019). Videos don't lie: African americans' support for body-worn cameras. <i>Criminal Justice Review</i>, 44(3), 284–303. https://doi.org/10.1177/0734016819846229</p>	<p>National survey (<i>n</i> = 45 police officers)</p>	<p>- The majority of officers support BWCs, although that support is weaker than public support.</p>	<p>General survey in USA (about 45 police officers participated)</p>
<p>Gramagila, J. A., & Phillips, S. W. (2018). Police officers' perceptions of body-worn cameras in buffalo and rochester. <i>American Journal of Criminal Justice</i>, 43(2), 313–328. https://doi.org/10.1007/s12103-017-9403-9</p>	<p>Online survey</p>	<p>- Officers generally believed that BWCs would be easy to use and that BWCs would distract them from their work. - Officers wanted to review their footage.</p>	<p>New York, USA - Buffalo and Rochester Police Departments (about 750; 725 sworn members, respectively)</p>
<p>Grossmith, L., Owens, C., Finn, W., Mann, D., Davies, T., & Baika, L. (2015). <i>Police, camera, evidence: London's cluster randomised controlled trial of body worn video</i>. College of Policing and the Mayor's Office for Policing and Crime (MOPAC). https://whatworks.college.police.uk/Research/Documents/Police_Camera_Evidence.pdf</p>	<p>Semi-structured interviews and officer survey</p>	<p>- Officers reported feeling like the BWC footage supported their actions, although were concerned that BWC footage would degrade their integrity. - Some other perceived benefits include efficient resolution of complaints, no change in officer or citizen behaviour, no change in use of force, discretion, or compliance with policy, enhanced evidence collection, and using BWCs as a training tool. - There was some concern about the negative impact of BWCs on officer behaviour when interacting with citizens.</p>	<p>London, England - Metropolitan Police Service (about 32,327 sworn members)</p>

<p>Guerin, P., Cathey, D., Pacheco, C., Tonigan, A., Adams, A., Torres, S., & Coleman, E. (2016). <i>City of Albuquerque Police Department on body camera system research</i>. Institute for Social Research, University of New Mexico. https://www.cabq.gov/police/documents/obcs-report-draft-all-bureaus-master-final_v102022016.pdf</p>	<p>Post-deployment focus groups</p>	<ul style="list-style-type: none"> - Officers generally supported BWCs and believed some calls warrant recording in all instances. Officers noted that the policy should outline what is required of officers and when they can use discretion. - Some concerns included reliability/technical concerns, disclosure of footage, the policy (e.g., no discretion, lack of specificity), privacy, officer morale, and a lack of training. Officers suggested not punishing officers for minor infractions and allowing them to review footage. 	<p>New Mexico, USA - Albuquerque Police Department (about 972 sworn members)</p>
<p>Headley, A. M., Guerette, R. T., & Shariati, A. (2017). A field experiment of the impact of body-worn cameras (BWCs) on police officer behavior and perceptions. <i>Journal of Criminal Justice</i>, 53, 102–109. https://doi.org/10.1016/j.jcrimjus.2017.10.003</p>	<p>Pre-/post-test survey</p>	<ul style="list-style-type: none"> - Officers became more pessimistic about the ability of BWCs increase transparency and accountability, and reduce frivolous complaints or use of force. 	<p>Florida, USA - Hallandale Beach Police Department (about 60 sworn members)</p>
<p>Hickman Sr., K. C. (2017). <i>From behind the lens: Police officer perceptions as body-worn cameras are introduced into the New York City Police Department</i> [Doctoral dissertation, St. John Fisher College]. https://fisherpub.sjfc.edu/cgi/viewcontent.cgi?article=1301&context=education_etd</p>	<p>Post-deployment survey</p>	<ul style="list-style-type: none"> - Officers were mostly supportive of BWCs being adopted by all frontline officers. - Officers reported that they were comfortable wearing the cameras and that their discretion was impacted. - Officers disagreed that the cameras made them a better officer, improved their behaviour, reduced use of force, and reduced their willingness to respond. - Officers were mixed on whether the cameras made them feel safer. - Officers with and without cameras largely perceived their work partner to be their friend, and did not believe BWCs would impact that. 	<p>New York, USA - New York Police Department (about 36,000 sworn members)</p>

Huff, J., Katz, C. M., & Webb, V. J. (2018). Understanding police officer resistance to body-worn cameras. <i>Policing: An International Journal</i> , 41(4), 482–495. https://doi.org/10.1108/PIJPS-M-03-2018-0038	Post-deployment survey	<ul style="list-style-type: none"> - Those who volunteered to use a BWC were more optimistic about the impact of BWCs on citizen behaviour than those who were opposed to wearing a BWC. - "No differences in perceptions of organizational justice, self-initiated activities, use of force, or citizen complaints between these groups." 	Arizona, USA - Phoenix Police Department (about 3,000 sworn members)
Huff, J., Katz, C. M., Webb, V. J., & Hedberg, E. C. (2020). Attitudinal changes toward body-worn cameras: Perceptions of cameras, organizational justice, and procedural justice among volunteer and mandated officers. <i>Police Quarterly</i> , 23(4), 547–588. https://doi.org/10.1177/1098611120928306	Randomized controlled trial survey	<ul style="list-style-type: none"> - The officers who were assigned to wear BWCs and those who volunteered to wear BWCs were more skeptical of the ability of BWCs to improve officer efficiencies, and change officer and citizen behaviour compared to controls. - The introduction of BWCs only resulted in small changes to officer perceptions. 	Arizona, USA - Phoenix Police Department (about 3,000 sworn members)
Hyatt, J. M., Mitchell, R. J., & Ariel, B. (2017). The effects of a mandatory body-worn camera policy on officer perceptions of accountability, oversight, and departmental culture. <i>Villanova Law Review</i> , 62(5), 1005-1035. https://digitalcommons.law.villanova.edu/vlr/vol62/iss5/5	Pre-/post-test survey	<ul style="list-style-type: none"> - Officers became more pessimistic about the impact of BWCs on the culture of their department, their accountability, the idea that they were being monitored, the reduction in sanctions against them, and the BWC policy. - There were no differences in perceived engagement nor respect from their department, no differences in perceived transparency, and no change in perceived protection from false allegations. 	Not reported - a transit police service (about 250 sworn members)
Jakobitz Jr., W. (2018). <i>Examining police officer resistance to change and body-worn cameras</i> [Doctoral dissertation, Olivet Nazarene University]. https://digitalcommons.olivet.edu/edd_diss/119	Pre-test survey	<ul style="list-style-type: none"> - Experience with technology and perceived usefulness of BWCs were negatively correlated with resistance to BWCs. 	Midwest USA, service not reported (about 250 sworn members participated)

Jennings, W. G., Fridell, L. A., & Lynch, M. D. (2014). Cops and cameras: Officer perceptions of the use of body-worn cameras in law enforcement. <i>Journal of Criminal Justice</i> , 42(6), 549–556. https://doi.org/10.1016/j.jcrimjus.2014.09.008	Pre-deployment survey	<ul style="list-style-type: none"> - Officers were generally supportive of BWCs. - Officers believed BWCs could improve self-, citizens', and colleagues' behaviour, and would not influence willingness to respond. 	Florida, USA - Orlando Police Department (about 800 sworn members)
Jennings, W. G., Lynch, M. D. & Fridell, L. A. (2015). Evaluating the impact of police officer body-worn cameras (BWCs) on response-to-resistance and serious external complaints: Evidence from the Orlando police department (OPD) experience utilizing a randomized controlled experiment. <i>Journal of Criminal Justice</i> , 43(6), 480-486. https://doi.org/10.1016/j.jcrimjus.2015.10.003	Post-deployment survey	<ul style="list-style-type: none"> - Most officers supported BWCs. - Some officers believed BWCs have impacted self- and citizen behaviour. Others believed BWCs have helped to de-escalate situations. - Other perceived benefits included: improved evidence collection, improved event recall, improved report writing, and the training benefits of BWCs. 	Florida, USA - Orlando Police Department (about 800 sworn members)
Jiang, F., Xie, C., & Ellis, T. (2020). Police officers' perceptions of body-worn video cameras in Beijing. <i>International Criminal Justice Review</i> . https://doi.org/10.1177/1057567720919913	Survey and semi-structured interviews	<ul style="list-style-type: none"> - Officers were mostly supportive of BWCs. They perceived more benefits (e.g., resolution of frivolous complaints, improved officer safety) than disadvantages (e.g., violation of privacy, technical concerns). 	Beijing, China - Beijing Police Department (about 255 sworn members participated)

<p>Katz, C. M., Choate, D. E., Ready, J. R. & Nuno, L. (2014). <i>Evaluating the impact of officer worn body cameras in the Phoenix Police Department</i>. Center for Violence Prevention & Community Safety, Arizona State University. https://publicservice.asu.edu/sites/default/files/ppd_spi_feb_20_2015_final.pdf</p>	<p>Randomized controlled trial survey</p>	<ul style="list-style-type: none"> - Some of the benefits of BWCs perceived by officers included: ease of use, comfortability, technical aspects, and improved evidence collection. In contrast, some officers highlighted increased workload as a concern. - Officers became more pessimistic about the ability of BWCs to improve court efficiencies, improve citizen behaviour, improve job satisfaction, improve safety and training, - Officers became more optimistic about the ability of BWCs to support police-community relations, reduce frivolous complaints, as well as an officer's ability to use discretion. - Overall, officers became more receptive to the idea that BWCs should be adopted by police departments, although they were still largely disapproving of their use. 	<p>Arizona, USA - Phoenix Police Department (about 3,000 sworn members)</p>
<p>Kim, D.-Y., Phillips, S. W., & Gramaglia, J. A. (2020). The relationship between general policing attitudes and how officers perceive the potential advantages of body cameras. <i>Journal of Crime and Justice</i>, 1–22. https://doi.org/10.1080/0735648X.2020.1796758</p>	<p>Pre-deployment survey</p>	<ul style="list-style-type: none"> - Aggressively-oriented (i.e., proactive) officers and officers who are optimistic about citizen cooperation perceived BWCs as positively impacting job performance and community relations. 	<p>New York, USA - Buffalo and Rochester Police Departments (about 750; 725 sworn members, respectively)</p>

<p>Koen, M. C. (2016). <i>On-set with body-worn cameras in a police organization: Structures, practices, and technological frames</i> [Doctoral dissertation, George Mason University]. http://ebot.gmu.edu/bitstream/handle/1920/10419/Koen_gmu_0883E_11230.pdf?sequence=1&isAllowed=y</p>	<p>Post-deployment semi-structured interviews, field observations, and a brief survey</p>	<ul style="list-style-type: none"> - Some officers felt more accountable when wearing BWCs, that greater context was captured, that their discretion was negatively impacted, that their behaviour toward citizens was affected, that BWCs helped to civilize most citizens' behaviour - Some officers did not believe their report writing was affected by BWCs, nor was their discretion. 	<p>Mid-Atlantic USA - service not reported (about 100 sworn members)</p>
<p>Kyle, M. J., & White, D. R. (2017). The impact of law enforcement officer perceptions of organizational justice on their attitudes regarding body-worn cameras. <i>Journal of Crime and Justice</i>, 40(1), 68–83. https://doi.org/10.1080/0735648X.2016.1208885</p>	<p>Survey</p>	<ul style="list-style-type: none"> - Perceived organizational justice, whether BWCs were implemented, higher rank, and gender (females) were all predictors of positive perceptions of BWCs. - Variables such as ethnicity, education, demographics of agency, and citizen complaints were not significant predictors of perceptions of BWCs. 	<p>Midwest and South USA, four services (24; 78; 78; and 103 sworn members)</p>
<p>Lawshe, N. L. (2018). <i>The role of organizational justice in predicting attitudes toward body-worn cameras in police officers</i> [Master's thesis, University of South Florida]. https://scholarcommons.usf.edu/cgi/viewcontent.cgi?article=8385&context=etd</p>	<p>Survey</p>	<ul style="list-style-type: none"> - Perceptions of organizational justice, officer rank, and gender were not significant predictors of perceptions of BWCs. - Officers did not believe BWCs will reduce harm to citizens nor themselves. However, they did believe BWCs would help to reduce frivolous complaints. 	<p>Southeastern USA, three services (492 sworn members participated)</p>
<p>Lawshe, N. L., Burruss, G. W., Giblin, M. J., & Schafer, J. A. (2019). Behind the lens: Police attitudes toward body-worn cameras and organizational justice. <i>Journal of Crime and Justice</i>, 42(1), 78–97. https://doi.org/10.1080/0735648X.2018.1554839</p>	<p>Survey</p>	<ul style="list-style-type: none"> - Perceptions of organizational justice were not a significant predictor of perceptions of BWCs. - Officers did not believe BWCs will reduce harm to citizens nor themselves. However, they did believe BWCs would help to reduce frivolous complaints. 	<p>Southeastern USA, three services (492 sworn members participated)</p>

<p>Makin, D. A. (2016). When the watchers are watched: An interpretive phenomenological analysis of body-worn cameras. <i>Journal of Qualitative Criminal Justice & Criminology</i>. https://doi.org/10.21428/88de04a1.6f823c02</p>	<p>Pre-deployment survey and post-deployment interviews</p>	<ul style="list-style-type: none"> - Officers believed BWCs will be used as a tool to watch officers, will increase their workload, will distract them from their job, not capture the necessary context, be problematic in terms of disclosure, will be a privacy invasion, will pose technical challenges, and will hamper officer discretion. - In turn, some officers believed BWCs will provide greater context, result in improved evidence collection, improve officer professionalism, and increase officer accountability. - Post-deployment interviews were more optimistic than the surveys. Still, workload, technical issues, and lack of public cooperation were concerns. However, all officers believed BWCs would help to reduce liability and some believed BWCs would help officers to correct their mistakes and re-evaluate events. 	<p>Not reported - about 30-40 sworn members</p>
<p>McCarty, W., St. Louis, E., Enciso, G., Saulnier, A., Palacios, M., Meng, Z., Escamilla, J., Sheridan, E., Bates, E., Liu, T., Shah, J., & Trandai, K. (2018). <i>An evaluation of the Chicago Police Department's body-worn camera program. A report prepared for the Chicago Police Department.</i></p>	<p>Randomized controlled trial survey</p>	<ul style="list-style-type: none"> - Officer support for BWCs increased after BWC use. - Officers believed BWCs would be beneficial for evidence collection and improving officers behaviour when dealing with the public. - Officers were concerned about reduced discretion and the ability of BWCs to improve citizen cooperation. 	<p>Illinois, USA - Chicago Police Service (about 12,000 sworn members)</p>

<p>McLean, K., Wolfe, S. E., Chrusciel, M. M., & Kaminski, R. J. (2015). <i>Body-worn cameras in South Carolina: Law enforcement executives' views concerning use, policies, and outcomes</i>. University of South Carolina. http://www.sc.edu/study/colleges_schools/artsandsciences/criminology_and_criminal_justice/documents/2015_census_report.pdf</p>	<p>Pre- or post-deployment survey of police executives</p>	<ul style="list-style-type: none"> - About half of the agencies surveyed were using BWCs at the time. Those who had used BWCs were more supportive of BWCs than those who did not. - Many executives were concerned about the resources required for BWCs - Executives believed interviews with citizens should be required when they are investigative, but not in informal circumstances. The executives largely supported discretion to record in specific circumstances and supported allowing officers to review their footage. - Most executives believed BWCs will result in decreased use of force, fewer citizen complaints, reduced officer misconduct, improved public-police interactions, improved citizens' trust in police, improved accountability, and improved transparency. Most executives believed BWCs would not enhance public cooperation, increase officer passivity, and reduce assaults on officers. 	<p>South Carolina, USA - various services (264 law enforcement executives participated)</p>
<p>Naoroz, C. (2018). <i>Police officer perceptions of organizational justice and body-worn cameras: A civilizing effect?</i> [Doctoral dissertation, Virginia Commonwealth University]. https://scholarscompass.vcu.edu/cgi/viewcontent.cgi?article=6753&context=etd</p>	<p>Pre-deployment survey</p>	<ul style="list-style-type: none"> - Officers were generally positive about BWCs, with most saying they should be adopted by other departments. - Some perceived outcomes of BWCs included: improved evidence, increased public cooperation, ease of use, improved training, increased officer professionalism, reduced discretion, reduced contact with citizens, greater thought given to actions, reduced/no change in use of force. 	<p>Virginia, USA - Richmond Police Department (about 750 sworn members)</p>

<p>Newell, B., & Greidanus, R. (2018). Officer discretion and the choice to record: Officer attitudes towards body-worn camera activation. <i>North Carolina Law Review</i>, 96(5), 1525-1578. https://scholarship.law.unc.edu/nclr/vol96/iss5/8</p>	<p>Interviews, observation, ride-alongs, and surveys of police officers</p>	<ul style="list-style-type: none"> - Officers supported the ability to use discretion when activating their cameras, and emphasized that recording events could give the public an idea of what police endure. - Some officers believed BWCs would limit officer discretion, lead to more sanctions against officers, and would give a false sense that the officer saw what the camera captured. 	<p>Washington, USA - Bellingham Police Department and Spokane Police Department (about 107 and 310 sworn members, respectively)</p>
<p>Obasi, J. E. (2017). <i>Police officers' perceptions of body-worn camera technology</i> [Doctoral dissertation, Walden University]. https://scholarworks.waldenu.edu/dissertations/4544</p>	<p>Post-deployment survey</p>	<ul style="list-style-type: none"> - Most officers stated that BWCs: were easy to use, improved their job, made their job easier, increased productivity. - Officers generally supported the use of BWCs. 	<p>Southern USA - service not reported (about 829 sworn members)</p>
<p>Owens, C., & Finn, W. (2018). Body-worn video through the lens of a cluster randomized controlled trial in london: Implications for future research. <i>Policing: A Journal of Policy and Practice</i>, 12(1), 77-82. https://doi.org/10.1093/police/pax014</p>	<p>Post-deployment survey</p>	<ul style="list-style-type: none"> - There was no reported difference in perceptions of self-behaviour between the experimental and control groups. - Officers without BWCs felt they needed to justify their actions more, and those with cameras felt more protected from complaints and that court efficiencies were improved. 	<p>London, England - Metropolitan Police Service (about 32,327 sworn members)</p>

<p>Pelfrey Jr, W. V., & Keener, S. (2016). Police body worn cameras: A mixed method approach assessing perceptions of efficacy. <i>Policing: An International Journal of Police Strategies & Management</i>, 39(3), 491–506. https://doi.org/10.1108/PIJPS-M-02-2016-0019</p>	<p>Pre-deployment survey and focus group interviews</p>	<ul style="list-style-type: none"> - Officers believed that BWCs will: improve evidence collection, improve court efficiencies, reduce frivolous complaints, not influence their own/citizen behaviour, not enhance officer safety, assist in report writing, be useful for training, potentially introduce technical issues, degrade privacy. - Officers were concerned about organizational oversight, when they are able to use discretion with the cameras, and added stress. - Officers were generally supportive of BWCs. - Potential reasons for adoption included: the need for transparency, the need for a change to the culture of policing. 	<p>Mid-Atlantic USA - a campus police department (about 96 sworn members)</p>
<p>Pelfrey, W. V., & Keener, S. (2018). Body-worn cameras and officer perceptions: A mixed-method pretest posttest of patrol officers and supervisors. <i>Journal of Crime and Justice</i>, 41(5), 535–552. https://doi.org/10.1080/0735648X.2018.1479287</p>	<p>Pre-/post-test survey and focus groups</p>	<ul style="list-style-type: none"> - Pre-test: officers thought BWCs would help to resolve frivolous complaints, would improve evidence collection, hamper privacy, result in logistical/technical issues, be used against them by management, - Post-test: many of the same concerns and benefits were raised, although officers were also concerned about the quality of the footage. Officers mentioned that BWCs would help to expedite court processes. - Officers became more optimistic about the cameras after using them. 	<p>Mid-Atlantic USA - a campus police department (about 96 sworn members)</p>

Phillips, S. W., Kim, D.-Y., & Gramaglia, J. (2020). The impact of general police officer outlooks on their attitudes toward body-worn cameras. <i>Policing: An International Journal</i> , 43(3), 451–467. https://doi.org/10.1108/PIJPS M-10-2019-0163	Online survey	<ul style="list-style-type: none"> - Officers who hold positive perceptions of civilian cooperation also hold positive perceptions of BWCs. - An aggressive policing style did not impact perceptions of BWCs. - Distrust of citizens and perceived civilian cooperation mediated the relationship between years of experience and perceptions of BWCs. 	New York, USA - Buffalo and Rochester Police Departments (about 750; 725 sworn members, respectively)
Pickering, J. C. (2020). Officers' perceptions regarding the unexpected effects of body-worn cameras. <i>Policing: An International Journal</i> , 43(2), 390–402. https://doi.org/10.1108/PIJPS M-09-2019-0153	Post-deployment focus groups	<ul style="list-style-type: none"> - Some perceived benefits included positive changes to officer behaviour and protection from false allegations. - Some concerns included a lack of reliance on officer integrity and the impact of BWCs on court processes. 	California, USA - two services not reported (about 89 sworn members participated)
Polley, L., & Smith, R. (2020). Exploring body worn cameras; Prison Officer perceptions of safety and accountability. <i>Prison Service Journal</i> . https://oars.uos.ac.uk/id/eprint/1506	<p>*No access</p> <p>Post-deployment interviews</p>	<p>*No access</p> <p>- "Thematic analysis of interviews identified a mixture of perceptions and opinions, polarising the complexities associated with BWC use. Some staff felt that body worn cameras did not improve their personal safety and accountability, whilst others believed they were a positive step in the right direction. Additionally, barriers to BWC use were highlighted, namely a lack of valuable training and their inconvenient location."</p>	

<p>Powell-Williams, M., Powell-Williams, T., & Hunt, H. D. (2020). Effects of officer perception of race and racial tensions on support for body-worn-cameras. <i>Journal of Ethnicity in Criminal Justice</i>, 1–24. https://doi.org/10.1080/15377938.2020.1842281</p>	<p>Post-deployment survey and semi-structured interviews</p>	<ul style="list-style-type: none"> - Officers were mostly supportive of BWCs and felt comfortable with them, but largely did not believe the cameras made them feel safer. - Officers tended to believe racism was a more global issue rather than a community-level issue. - Black officers felt more comfortable wearing BWCs, but were also less likely to perceive an issue with racism in their community than White/other race officers. - Perceived racism was negatively correlated with support for BWCs and feelings of safety. 	<p>Georgia, USA - Richmond County Sheriff's Office (about 237 sworn members)</p>
<p>Ready, J. T., & Young, J. T. N. (2015). The impact of on-officer video cameras on police–citizen contacts: Findings from a controlled experiment in Mesa, AZ. <i>Journal of Experimental Criminology</i>, 11(3), 445–458. https://doi.org/10.1007/s11292-015-9237-8</p>	<p>Field contact reports</p>	<ul style="list-style-type: none"> - Officers perceived BWCs to be helpful during contact with citizens, and those who volunteered to wear a camera found it more helpful than those who did not. 	<p>Arizona, USA - Mesa Police Department (about 800 sworn members)</p>
<p>Rowe, M., Pearson, G., & Turner, E. (2018). Body-worn cameras and the law of unintended consequences: Some questions arising from emergent practices. <i>Policing: A Journal of Policy and Practice</i>, 12(1), 83–90. https://doi.org/10.1093/police/pax011</p>	<p>Ethnographic research during deployment</p>	<ul style="list-style-type: none"> - Officers thought BWCs will help to limit citizen recordings, reduce their discretion, stop unlawful searches, reduce officer safety by forcing officers to question their behaviour, make them more robotic, boost accountability, and reduce frivolous complaints. 	<p>England - service(s) not reported (about 55 sworn members participated)</p>

<p>Sandhu, A. (2019). 'I'm glad that was on camera': A case study of police officers' perceptions of cameras. <i>Policing and Society</i>, 29(2), 223–235. https://doi.org/10.1080/10439463.2017.1285917</p>	<p>Observation and field interviews</p>	<ul style="list-style-type: none"> - Officers believed BWCs: will show the realities of policing, will help to reduce liability/reduce citizen complaints, and reduce assaults on officers/convictions for assaults on officers. Officers were generally supportive of being on camera as it is often beneficial for their work. 	<p>Alberta, Canada - Edmonton Police Service, a university police force, and a transit police force (about 1,780 sworn members at EPS)</p>
<p>Saulnier, A., Sanders, C. B., Lahay, R., Krupp, D. B., Lindsay, S. M., Couture-Carron, A., Scholte, D., Dorion, C., & Burke, K.C. (2020). <i>Evaluation of the DRPS BWC pilot project: A report prepared for the Durham Regional Police Service</i>. Whitby, ON, Canada.</p>	<p>Randomized controlled trial survey and post-deployment interviews</p>	<ul style="list-style-type: none"> - Officers who wore BWCs were more supportive of BWCs than controls in the post-test. - Officers' concerns included: privacy issues, resources required, reduced discretion, and the impact on police morale. - Perceived benefits included: improved evidence collection and officer accountability. - In terms of workload, officers were concerned about increased workload but saw a benefit of enhanced professionalism, for example. - Officers expressed some ideas for policy changes, including focusing attention on privacy implications and when the camera should be activated/deactivated. 	<p>Ontario, Canada - Durham Regional Police Service (about 900 sworn members)</p>
<p>Saulnier, A., St Louis, E., & McCarty, W. (2019). Procedural justice concerns and support for BWCs: Turning the lens to officer perceptions. <i>Policing: An International Journal</i>, 42(4), 671–687. https://doi.org/10.1108/PIJPS-M-09-2018-0137</p>	<p>Randomized controlled trial survey</p>	<ul style="list-style-type: none"> - Officers who used BWCs were more likely to support BWCs than controls. - Feelings of burnout and privacy concerns were negatively correlated with support for BWCs. - "Outcome-oriented concerns are a significant predictor of officer support for BWCs, while treatment-oriented concerns are not." 	<p>Illinois, USA - Chicago Police Service (about 12,000 sworn members)</p>

<p>Service de Police de la Ville de Montréal. (2019). <i>Pilot project of the portable cameras of SPVM: Experiment and analysis</i>. https://spvm.qc.ca/upload/Fiches/Cameras_portatives/rapport_projet_pilote_cameras_portatives_spvm_2019-01-29.pdf</p>	<p>*Not translated to English</p>	<p>*Not translated to English</p>	
<p>Smykla, J. O., Crow, M. S., Crichlow, V. J., & Snyder, J. A. (2016). Police body-worn cameras: Perceptions of law enforcement leadership. <i>American Journal of Criminal Justice</i>, 41(3), 424–443. https://doi.org/10.1007/s12103-015-9316-4</p>	<p>Pre- or post-deployment survey of leadership</p>	<ul style="list-style-type: none"> - The majority of command staff support police use of BWCs, although perceptions were mixed among those who had adopted, were considering adopting, or were not considering adopting BWCs. - Command staff were mostly neutral on whether BWCs would improve citizen behaviour or would make officers more passive. - Concerns revolved around maintenance and resources required for the cameras, added stress, potential privacy concerns for citizens, organizational oversight, decreased officer safety, hesitation on calls, reduced public cooperation, and improper media usage. - Advantages involved reduced frivolous complaints, an unchanged applicant pool, improved evidence collection, increased guilty pleas, no impact on officer privacy, improved officer safety, and improved public behaviour. - Those with less experience were more pessimistic about police and citizen safety, as well as improved citizen perceptions. 	<p>Florida, USA - various services (27 law enforcement agencies participated)</p>

<p>Snyder, J. A., Crow, M. S., & Smykla, J. O. (2019). Police officer and supervisor perceptions of body-worn cameras pre- and postimplementation: The importance of officer buy-in. <i>Criminal Justice Review</i>, 44(3), 322–338. https://doi.org/10.1177/0734016819846223</p>	<p>Pre-/post-deployment survey</p>	<ul style="list-style-type: none"> - Officers were more supportive of BWCs post-deployment, although supervisors were more supportive than frontline officers. - Officers became more optimistic about the BWC directive and the impact of BWCs on citizen cooperation. - Officers were concerned about organizational oversight, media involvement, BWCs serving as a distraction, the reason for BWC adoption (public mistrust), resources and maintenance, and added stress. 	<p>Southern USA - two police services (about 361 sworn members participated)</p>
<p>Tankebe, J., & Ariel, B. (2016). <i>Cynicism towards change: The case of body-worn cameras among police officers</i> (SSRN Scholarly Paper ID 2850743). Social Science Research Network. https://papers.ssrn.com/abstract=2850743</p>	<p>Pre-deployment survey</p>	<ul style="list-style-type: none"> - Officers did not believe the public would be receptive to BWCs, nor would they be willing to cooperate with officers. Officers believed the public would perceive BWCs as an invasion of privacy and continue to distrust officers. Some officers thought BWCs would escalate situations. - Some benefits include increased integrity, accountability, and transparency; protection against false allegations. - Some concerns include limited discretion, increased workload, organizational oversight, hampered safety, and undesirable court outcomes. 	<p>England and Northern Ireland - seven police services (about 550 sworn members participated)</p>

<p>Thunder Bay Police Service. (2019). <i>Body worn camera viability review</i>. https://www.thunderbaypolice.ca/sites/default/files/pdfs/tbps_bwc_report.pdf</p>	<p>Post-deployment survey</p>	<ul style="list-style-type: none"> - Officers thought the policy was clear. - Most officers were comfortable wearing the cameras, although some said it was heavy or uncomfortable on their head. - Officers did not perceive a substantial change to their workload, believed BWCs could be beneficial during investigations, believed cameras should be used for resolving complaints, did not perceive a negative impact on their discretion, and did not believe BWCs impacted citizen/self-behaviour (except for inexperienced officers), among other concerns/advantages. - In general, officers were supportive of BWCs. 	<p>Ontario, Canada - Thunder Bay Police Service (about 233 sworn members)</p>
<p>Todak, N., & Gaub, J. E. (2019). Predictors of police body-worn camera acceptance: Digging deeper into officers' perceptions. <i>Policing: An International Journal</i>, 43(2), 299–313. https://doi.org/10.1108/PIJPS-M-06-2019-0085</p>	<p>Post-deployment survey</p>	<ul style="list-style-type: none"> - Officers who had more experience with BWCs were more supportive of BWCs. - Supervisors were more supportive than frontline patrol. 	<p>Northwestern USA - service and sample size not reported</p>

<p>Toronto Police Service. (2016). <i>Body-worn cameras: A report on the findings of the pilot project to test the value and feasibility of body-worn cameras for police officers in Toronto</i>. TPS Strategy Management, Strategic Planning Section. http://torontopolice.on.ca/media/text/20160915-body_worn_cameras_report.pdf</p>	<p>Randomized controlled trial survey, general survey, and interviews</p>	<ul style="list-style-type: none"> - Officers who used BWCs were generally supportive of BWCs, more so than those who did not. Support increased from before to after deployment. - Some benefits included: decreased assaults on officers, improved public behaviour, resolution of frivolous complaints, public seemed receptive, officers felt comfortable, increased police accountability, improved public trust, improved officer safety, increased court efficiencies, enhanced evidence collection, and training. - Some concerns included: privacy invasions, officer safety, decreased public cooperation, reduced discretion/autonomy, being more robotic, changes in colleagues' behaviour, lack of rapport, increased workload, resources required, and organizational oversight. - There were no perceived changes in officer behaviour. 	<p>Ontario, Canada - Toronto Police Service (about 5,500 sworn members)</p>
<p>Veerman, A. (2019). <i>Police body-worn camera perceptions pre/post deployment</i> [Master's thesis, Illinois State University]. https://ir.library.illinoisstate.edu/etd/1098</p>	<p>Pre-/post-test survey</p>	<ul style="list-style-type: none"> - Officers became increasingly skeptical about the ability of BWCs to improve community safety, enhance officer compliance, improve officer safety, produce desirable court outcomes, enhance evidence collection, assist officers facing complaints, improve public behaviour, improve public cooperation, change use of force, and reduce crime. - Officers were positive about the ability of BWCs to reduce frivolous complaints and their ease of use. - In general, officers felt positive about the use of BWCs. 	<p>Midwestern USA - about 100 sworn members</p>

<p>White, M. D., Todak, N., & Gaub, J. E. (2018). Examining body-worn camera integration and acceptance among police officers, citizens, and external stakeholders: Police body-worn cameras. <i>Criminology & Public Policy</i>, 17(3), 649–677. https://doi.org/10.1111/1745-9133.12376</p>	<p>Pre-/post-test surveys</p>	<ul style="list-style-type: none"> - Officers believed BWCs would: provide a more representative account, increase public cooperation, increase officer professionalism, decrease their discretion, be complicated to use, and have damaging effects on department morale. All perceptions remained stable or increased as the study progressed, with the exception of citizen behaviour: they became increasingly skeptical about the ability of BWCs to improve citizen behaviour. 	<p>Arizona, USA - Tempe Police Department (about 200 sworn members)</p>
<p>Wooditch, A., Uchida, C. D., Solomon, S. E., Revier, L., Connor, C., Shutinya, M., McCluskey, J., & Swatt, M. L. (2020). Perceptions of body-worn cameras: Findings from a panel survey of two LAPD divisions. <i>American Journal of Criminal Justice</i>, 45(3), 426–453. https://doi.org/10.1007/s12103-020-09517-5</p>	<p>Pre-/post-test survey</p>	<ul style="list-style-type: none"> - Officers believed BWCs were easier to use after using them. Some officers felt less strongly that BWCs are an invasion of privacy and a distraction after using them, and others were less likely to believe BWCs would improve court efficiencies or that the public should be able to view footage. - Some concerns: BWCs decrease officer safety, BWCs do not increase trust in officers, privacy issues, decreased public cooperation, and reduced discretion. - Officers generally believed the advantages outweighed the disadvantages. - Some officers became more supportive after use, while others were less supportive. 	<p>California, USA - Los Angeles Police Department (about 10,000 sworn members)</p>
<p>Young, J. T. N., & Ready, J. T. (2015). Diffusion of ideas and technology: The role of networks in influencing the endorsement and use of on-officer video cameras. <i>Journal of Contemporary Criminal Justice</i>, 31(3), 243–261. https://doi.org/10.1177/1043986214553380</p>	<p>Pre-/post-test survey</p>	<ul style="list-style-type: none"> - Officer receptivity to BWCs is affected by whether they perceive the cameras to be legitimate. - Officers who used the cameras did not perceive the cameras as more legitimate after use. 	<p>Southwestern USA - about 100 sworn members participated</p>

Appendix H
Departmental Metrics Literature Summary

Reference	Method	Findings	Location
Ariel, B. (2016). Police body cameras in large police departments. <i>The Journal of Criminal Law and Criminology</i> , 106(4), 729–768.	Quasi-experiment	<ul style="list-style-type: none"> - No perceived effect of BWCs on use of force - Increase in complaints for misconduct - Greater likelihood of arrest by control officer than BWC officer 	Colorado, USA - about 1500 sworn members
Ariel, B., Farrar, W. A., & Sutherland, A. (2015). The effect of police body-worn cameras on use of force and citizens' complaints against the police: A randomized controlled trial. <i>Journal of Quantitative Criminology</i> , 31(3), 509–535. https://doi.org/10.1007/s10940-014-9236-3	RCT	<ul style="list-style-type: none"> - Greater use of force in control group than BWC group - Fewer complaints against BWC officers than control officers 	California, USA - Rialto Police Department (about 115 sworn members)
Ariel, B., Sutherland, A., Henstock, D., Young, J., Drover, P., Sykes, J., Megicks, S., & Henderson, R. (2016). Report: Increases in police use of force in the presence of body-worn cameras are driven by officer discretion: A protocol-based subgroup analysis of ten randomized experiments. <i>Journal of Experimental Criminology</i> , 12(3), 453–463. https://doi.org/10.1007/s11292-016-9261-3	RCT	<ul style="list-style-type: none"> - Ability to use discretion is associated with more incidents of use of force 	Not reported - various services (about 2,122 sworn members)

<p>Ariel, B., Sutherland, A., Henstock, D., Young, J., Drover, P., Sykes, J., Megicks, S., & Henderson, R. (2016). Wearing body cameras increases assaults against officers and does not reduce police use of force: Results from a global multi-site experiment. <i>European Journal of Criminology</i>, 13(6), 744–755. https://doi.org/10.1177/1477370816643734</p>	<p>Meta-analysis</p>	<p>- No effect of using BWCs on use of force - More assaults on officers when wearing a BWC</p>	<p>N/A</p>
<p>Ariel, B., Sutherland, A., Henstock, D., Young, J., Drover, P., Sykes, J., Megicks, S., & Henderson, R. (2017). “Contagious accountability”: A global multisite randomized controlled trial on the effect of police body-worn cameras on citizens’ complaints against the police. <i>Criminal Justice and Behavior</i>, 44(2), 293–316. https://doi.org/10.1177/0093854816668218</p>	<p>RCT</p>	<p>- Decreased number of complaints against officers from pre- to post-deployment</p>	<p>Not reported - various services (about 1,847 sworn members)</p>
<p>Ariel, B., Sutherland, A., Henstock, D., Young, J., Drover, P., Sykes, J., Megicks, S., & Henderson, R. (2018). Paradoxical effects of self-awareness of being observed: Testing the effect of police body-worn cameras on assaults and aggression against officers. <i>Journal of Experimental Criminology</i>, 14(1), 19–47. https://doi.org/10.1007/s11292-017-9311-5</p>	<p>RCT</p>	<p>- More assaults on BWC officers (vs. controls) - Pre-/post-test showed overall reduction in assaults on officers</p>	<p>Not reported - various services (about 2,122 sworn members)</p>

Barela, B. P. (2017). Understanding the effects of body-worn cameras on police interaction with the public: Impact on number of assaults on officers and use of force complaints against officers [Master's thesis, University of Colorado Colorado Springs]. https://mountainscholar.org/handle/10976/166727	Exploratory case study	<ul style="list-style-type: none"> - No significant difference in complaints filed before and after deployment - Significant decline in the number of assaults on officers from before to after deployment 	Nevada, USA - Las Vegas Metro Police Department (about 3,300 sworn members)
Braga, A. A., Barao, L., McDevitt, J., & Zimmerman, G. (2018). The impact of body-worn cameras on complaints against officers and officer use of force incident reports: Preliminary evaluation findings. Northeastern University. https://www.bwetta.com/sites/default/files/Files/Resources/BPD%2BBWC%2BRCT%2Bpreliminary%2Bimpact%2Breport.pdf	RCT	<ul style="list-style-type: none"> - Use of BWCs led to a decrease in citizen complaints and small (although nonsignificant) decrease in use of force incidents 	Massachusetts, USA - Boston Police Department (about 2,100 sworn members)
Braga, A. A., Sousa, W. H., Coldren Jr., J. R., & Rodriguez, D. (2018). The effects of body-worn cameras on police activity and police-citizen encounters: A randomized controlled trial. <i>The Journal of Criminal Law and Criminology</i> , 108(3), 511-538.	RCT	<ul style="list-style-type: none"> - Greater number of arrests and citations from BWC vs. control officers - While number of complaints decreased overall between the pre- and post-test, there were more complaints against control vs. BWC officers. Quicker resolution of complaints for BWC officers vs. control officers. - More use of force reports for control officers vs. BWC officers. The number of use of force reports decreased for BWC officers in the post-test, but marginally increased for control officers. 	Nevada, USA - Las Vegas Metro Police Department (about 3,300 sworn members)
Edmonton Police Service. (2015). <i>Body worn video: Considering the evidence. Final report of the Edmonton Police Service body worn video pilot project.</i> http://www.edmontonpolice.ca/News/BWV.aspx	Pre-/post-test	<ul style="list-style-type: none"> - No change in number of complaints or use of force from before to after the pilot. 	Alberta, Canada - Edmonton Police Service (about 1,780 sworn members)

Ellis, T., Jenkins, C., & Smith, P. (2015). <i>Evaluation of the introduction of personal issue body worn video cameras (Operation Hyperion) on the Isle of Wight: Final report to Hampshire Constabulary</i> . https://researchportal.port.ac.uk/portal/files/2197790/Operation_Hyperion_Final_Report_to_Hampshire_Constabulary.pdf	Pre-/post-test	<ul style="list-style-type: none"> - Slight decrease in some occurrences from before to after BWC deployment; marked decreases in threats to kill, assault on police, weapons offences, public order, and assault. - Increase in domestic assault, 'street drinking antisocial behaviour,' and assaulting a child. - Reduction in complaints 	Hampshire, England - Hampshire Constabulary (about 3,470 sworn members)
Gaub, J. E., Todak, N., & White, M. D. (2020). The distribution of police use of force across patrol and specialty units: A case study in BWC impact. <i>Journal of Experimental Criminology</i> . https://doi.org/10.1007/s11292-020-09429-8	RCT	<ul style="list-style-type: none"> - Specialized unit officers used more force than patrol officers - No impact of BWCs on UOF for patrol officers; significant reduction in UOF among specialized unit officers after using BWCs 	Arizona, USA - Tempe Police Department (about 200 sworn members)
Goodall, M. (2007). <i>Guidance for the police use of body-worn video devices</i> . http://library.college.police.uk/docs/homeoffice/guidance-body-worn-devices.pdf	Pre-/post-test	<ul style="list-style-type: none"> - Reduction in time spent on case preparation, but increase in mobile and foot patrol - Decrease in cautions - Increase in charge/summons - Reduction in complaints 	Devon, England - Devon and Cornwall Police (about 3,059 sworn members)
Goodison, S., & Wilson, T. (2017). <i>Citizen perceptions of body worn cameras: A randomized controlled trial</i> . Police Executive Research Forum. https://perf.memberclicks.net/assets/bodyworncameraperceptions.pdf	RCT	<ul style="list-style-type: none"> - Decrease in complaints from before to after deployment for BWC officers (vs. controls). 	Texas, USA - Arlington Police Department (about 634 sworn members)
Grossmith, L., Owens, C., Finn, W., Mann, D., Davies, T., & Baika, L. (2015). <i>Police, camera, evidence: London's cluster randomised controlled trial of body worn video</i> . College of Policing and the Mayor's Office for Policing and Crime (MOPAC). https://whatworks.college.police.uk/Research/Documents/Police_Camera_Evidence.pdf	RCT	<ul style="list-style-type: none"> - No significant difference in complaints, stop and searches, and arrests across all geographic areas. - Compared to control officers, slightly fewer charges laid by BWC officers. 	London, England - Metropolitan Police Service (about 32,327 sworn members)

Headley, A. M., Guerette, R. T., & Shariati, A. (2017). A field experiment of the impact of body-worn cameras (BWCs) on police officer behavior and perceptions. <i>Journal of Criminal Justice</i> , 53, 102–109. https://doi.org/10.1016/j.jcrimjus.2017.10.003	Quasi-experiment	<ul style="list-style-type: none"> - Reduction in arrests post-deployment - Increased field contacts and tickets for officers wearing BWCs; reduced field contact and tickets for controls - No significant impact on traffic citations - Nonsignificant impact on use of force - Nonsignificant reduction in complaints for BWC officers, and nonsignificant increase in complaints for controls - Nonsignificant increase in assaults on officers - Larger decrease in resistance for control than treatment officers - Activation compliance decreased post-BWC use 	Florida, USA - Hallandale Beach Police Department (about 60 sworn members)
Hedberg, E. C., Katz, C. M., & Choate, D. E. (2017). Body-worn cameras and citizen interactions with police officers: Estimating plausible effects given varying compliance levels. <i>Justice Quarterly</i> , 34(4), 627–651. https://doi.org/10.1080/07418825.2016.1198825	Quasi-experiment	<ul style="list-style-type: none"> - Arrest rate similar for BWC and control officers - More complaints for control officers than BWC officers - No significant effect of BWCs on resistance 	Arizona, USA - Phoenix Police Department (about 3,000 sworn members)
Henstock, D., & Ariel, B. (2017). Testing the effects of police body-worn cameras on use of force during arrests: A randomised controlled trial in a large British police force. <i>European Journal of Criminology</i> , 14(6), 720–750. https://doi.org/10.1177/1477370816686120	RCT	<ul style="list-style-type: none"> - More use of force incidents for control officers than BWC officers - Arrest rate for BWC officers lower than controls 	West Midlands, England - West Midlands Police (about 6,656 sworn members)

Jennings, W. G., Fridell, L. A., Lynch, M., Jetelina, K. K., & Reingle Gonzalez, J. M. (2017). A quasi-experimental evaluation of the effects of police body-worn cameras (BWCs) on response-to-resistance in a large metropolitan police department. <i>Deviant Behavior</i> , 38(11), 1332–1339. https://doi.org/10.1080/01639625.2016.1248711	Quasi-experiment	- Fewer use of force incidents after BWC deployment (vs. before) for BWC officers; an increase in UOF incidents for controls	Florida, USA - Tampa Police Department (about 1,000 sworn members)
Jennings, W. G., Lynch, M. D., & Fridell, L. A. (2015). Evaluating the impact of police officer body-worn cameras (BWCs) on response-to-resistance and serious external complaints: Evidence from the Orlando Police Department (OPD) experience utilizing a randomized controlled experiment. <i>Journal of Criminal Justice</i> , 43(6), 480–486. https://doi.org/10.1016/j.jcrimjus.2015.10.003	RCT	- BWC officers had a significantly lower prevalence of use of force incidents and complaints in the 12 months post-BWC implementation relative to controls.	Florida, USA - Orlando Police Department (about 800 sworn members)
Katz, C. M., Choate, D. E., Ready, J. R. & Nuno, L. (2014). <i>Evaluating the impact of officer worn body cameras in the Phoenix Police Department</i> . Center for Violence Prevention & Community Safety, Arizona State University. https://publicservice.asu.edu/sites/default/files/ppd_spi_feb_20_2015_final.pdf	Quasi-experiment	- Greater number of arrests by control than BWC officers; BWC officers made more arrests in the post-test vs. pre-test, which was a larger change than for controls - Both BWC officers and controls experienced increase in assaults - Fewer complaints for BWC officers; more complaints for controls	Arizona, USA - Phoenix Police Department (about 3,000 sworn members)
Koslicki, W. M., Makin, D. A., & Willits, D. (2020). When no one is watching: Evaluating the impact of body-worn cameras on use of force incidents. <i>Policing and Society</i> , 30(5), 569–582. https://doi.org/10.1080/10439463.2019.1576672	Quasi-experiment	- Nonsignificant decrease in use of force incidents following BWC implementation, although use of force incidents began to rise as time from implementation progressed.	Northwestern USA - about 100 sworn members

Lum, C., Koper, C. S., Wilson, D. B., Stoltz, M., Goodier, M., Eggins, E., Higginson, A., & Mazerolle, L. (2020). Body-worn cameras' effects on police officers and citizen behavior: A systematic review. <i>Campbell Systematic Reviews</i> , 16(3). https://doi.org/10.1002/cl2.1112	Meta-analysis	<ul style="list-style-type: none"> - BWCs can reduce citizen complaints, although the implications for policing generally are unknown. - Some evidence for an increase in non-traffic citations written. - No clear effect on use of force (some evidence that reducing discretion/increasing fidelity will reduce UOF), assaults on officers, resistance, arrests, officer-initiated CFS, citizen-initiated CFS, traffic stops/tickets, stop and frisk, incident reports, response time, nor time on scene. 	N/A
Mesa (Arizona) Police Department. (2013). <i>On-officer body camera system: Program evaluation and recommendations</i> . Mesa Police Department (as prepared by R. Stokes, L. Rankin, & T. Filler).	Quasi-experiment	<ul style="list-style-type: none"> - Decrease in complaints post-BWC deployment 	Arizona, USA - Mesa Police Department (about 800 sworn members)
McClure, D., La Vigne, N., Lynch, M., Golian, L., Lawrence, D., & Malm, A. (2017). <i>How body cameras affect community members' perceptions of police</i> . Urban Institute. http://www.urban.org/sites/default/files/publication/91331/2001307-how-body-cameras-affect-community-members-perceptions-of-police_2.pdf	RCT	<ul style="list-style-type: none"> - Activation of BWC by officers varies - Officers who did not activate their cameras frequently tended to respond to more calls compared to those who did activate their camera frequently - Officers with a BWC made fewer arrests compared to controls 	Southwestern USA - 60 sworn members participated
Mitchell, R. J., Ariel, B., Firpo, M. E., Fraiman, R., Castillo, F. del, Hyatt, J. M., Weinborn, C., & Brants Sabo, H. (2018). Measuring the effect of body-worn cameras on complaints in Latin America: The case of traffic police in Uruguay. <i>Policing: An International Journal</i> , 41(4), 510–524. https://doi.org/10.1108/PIJPS-M-01-2018-0004	Quasi-experiment	<ul style="list-style-type: none"> - More complaints for controls than BWC officers 	Various regions, Uruguay - various services (208 sworn members participated)

Morrow, W. J., Katz, C. M., & Choate, D. E. (2016). Assessing the impact of police body-worn cameras on arresting, prosecuting, and convicting suspects of intimate partner violence. <i>Police Quarterly</i> , 19(3), 303–325. https://doi.org/10.1177/1098611116652850	Quasi-experiment	<ul style="list-style-type: none"> - Fewer cases resulting in arrest after BWC deployment (vs. pre-test), although more cases resulting in an arrest post-deployment when a BWC was used vs. not used. 	Arizona, USA - Phoenix Police Department (about 3,000 sworn members)
ODS Consulting. (2011). <i>Body worn video projects in Paisley and Aberdeen: Self evaluation.</i>	Pre-/post-test	<ul style="list-style-type: none"> - Some reductions in crime, although the causality is questionable - More guilty pleas in BWC cases - No clear evidence on complaints, although a quicker resolution of complaints was reported - No clear evidence on assaults on officers 	Paisley and Aberdeen, Scotland - Strathclyde Police; Renfrewshire Council Environmental Warden Service; and Grampian Police (now Police Scotland; no clear sworn membership)
Peterson, B. E., & Lawrence, D. S. (2020). Do the effects of police body-worn cameras on use of force and complaints change over time? Results from a panel analysis in the Milwaukee Police Department. <i>Criminal Justice and Behavior</i> . https://doi.org/10.1177/0093854820970583	RCT	<ul style="list-style-type: none"> - Reduced number of complaints for BWC officers - No overall change in use of force; however, there was a slight decrease following adoption, which eventually increased over time 	Wisconsin, USA - Milwaukee Police Department (about 1,100 sworn members)
Peterson, B. E., Yu, L., La Vigne, N., & Lawrence, D. S. (2018). <i>The Milwaukee Police Department's body-worn camera program: Evaluation findings and key takeaways.</i> Urban Institute. https://www.urban.org/sites/default/files/publication/98461/the_milwaukee_police_departments_body_worn_camera_program_2.pdf	RCT	<ul style="list-style-type: none"> - Similar number of arrests between BWC and control officers - No difference in the number of traffic stops initiated - Fewer incidences of stop and frisk for BWC officers in post-test (vs. controls) - Fewer complaints against BWC officers than controls - BWCs had no impact on use of force 	Wisconsin, USA - Milwaukee Police Department (about 1,100 sworn members)

<p>Pyo, S. (2020). Do body-worn cameras change law enforcement arrest behavior? A national study of local police departments. <i>The American Review of Public Administration</i>. https://doi.org/10.1177/0275074020982688</p>	Post-test	<p>- Arrests generally declined after the adoption of BWCs, although causality is questionable</p>	<p>Various states, USA - various services</p>
<p>Ready, J. T., & Young, J. T. N. (2015). The impact of on-officer video cameras on police–citizen contacts: Findings from a controlled experiment in Mesa, AZ. <i>Journal of Experimental Criminology</i>, 11(3), 445–458. https://doi.org/10.1007/s11292-015-9237-8</p> <p>See also Mesa Police Department</p>	Quasi-experiment	<p>- BWC officers issued more citations and made more contacts with citizens (vs. controls) - BWC officers initiated fewer stop-and-frisks and arrests (vs. controls)</p>	<p>Arizona, USA - Mesa Police Department (about 800 sworn members)</p>

<p>Saulnier, A., Sanders, C. B., Lahay, R., Krupp, D. B., Lindsay, S. M., Couture-Carron, A., Scholte, D., Dorion, C., & Burke, K.C. (2020). <i>Evaluation of the DRPS BWC pilot project: A report prepared for the Durham Regional Police Service</i>. Whitby, ON, Canada.</p>	<p>RCT</p>	<p>- BWCs did not have a significant effect on: the amount of time taken to clear CFS overall, when related to impaired driving, when related to a domestic dispute, or that generated a report; whether a report was generated for a CFS related to impaired driving or a domestic dispute; whether a CFS overall, in relation to impaired driving, or in relation to a domestic dispute resulted in a charge; the overall number of charges issued; and, the number of non-BWC critiques an officer received during CFS that generated report.</p> <p>- BWC use was associated with: an increase of roughly six minutes in the amount of time taken to clear CFS identified as related to a traffic stop; a small decrease in officer-initiated CFS; a very small increase in the odds of CFS (overall) generating a report; a small increase in the odds of CFS identified as related to a traffic stop generating a report; a small decrease in the odds of CFS being a traffic stop; and, a very small increase in the odds of CFS generating a follow-up CFS.</p>	<p>Ontario, Canada - Durham Regional Police Service (about 900 sworn members)</p>
<p>Stolzenberg, L., D'Alessio, S. J., & Flexon, J. L. (2019). <i>Eyes on the street: Police use of body-worn cameras in Miami-Dade County</i>. Weston Publishing, LLC.</p>	<p>Quasi-experiment</p>	<p>- BWCs resulted in fewer complaints, use of force incidents, lawsuits, internal affairs cases, serious crime, arrests, and officer injuries.</p> <p>- No significant change in charges, guilty pleas, guilty verdicts, or number of traffic stops</p>	<p>Florida, USA - Miami-Dade Police Department (about 3,000 sworn members)</p>

<p>Sutherland, A., Ariel, B., Farrar, W., & De Anda, R. (2017). Post-experimental follow-ups—Fade-out versus persistence effects: The Rialto police body-worn camera experiment four years on. <i>Journal of Criminal Justice</i>, 53, 110–116. https://doi.org/10.1016/j.jcrimjus.2017.09.008</p>	RCT	<ul style="list-style-type: none"> - Four years after BWC deployment, complaints and use of force remained low among BWC officers - Greater number of arrests post-deployment 	<p>California, USA - Rialto Police Department (about 115 sworn members)</p>
<p>Toronto Police Service. (2016). <i>Body-worn cameras: A report on the findings of the pilot project to test the value and feasibility of body-worn cameras for police officers in Toronto</i>. TPS Strategy Management, Strategic Planning Section. http://torontopolice.on.ca/media/text/20160915-body_worn_cameras_report.pdf</p>	RCT	<ul style="list-style-type: none"> - Number of complaints and use of force incidents was low in general - Slightly greater number of complaints for BWC officers vs. controls, and slightly fewer use of force incidents for BWC officers vs. controls - Slight but nonsignificant increase in the number of occurrences submitted for BWC officers - BWC officers initiated more arrests than controls, and also slightly more POA charges 	<p>Ontario, Canada - Toronto Police Service (about 5,500 sworn members)</p>
<p>Wallace, D., White, M. D., Gaub, J. E., & Todak, N. (2018). Body-worn cameras as a potential source of depolicing: Testing for camera-induced passivity. <i>Criminology</i>, 56(3), 481–509. https://doi.org/10.1111/1745-9125.12179</p>	RCT	<ul style="list-style-type: none"> - BWC officers initiated more CFS than controls - No significant impact of BWCs on arrests, response time, nor time on scene 	<p>Washington, USA - Spokane Police Department (about 310 sworn members)</p>
<p>White, M. D., Gaub, J. E., & Todak, N. (2017). Exploring the potential for body-worn cameras to reduce violence in police–citizen encounters. <i>Policing: A Journal of Policy and Practice</i>, 12(1), 66-76. https://doi.org/10.1093/police/paw057</p>	RCT	<ul style="list-style-type: none"> - Number of complaints declined for both BWC and control officers in the post-test (vs. pre-test), although rose for the BWC group in a post-test measure - Use of force incidents declined for BWC officers during deployment, although rose in a post-test measure - There were no statistically significant changes in officer injuries over time. 	<p>Washington, USA - Spokane Police Department (about 310 sworn members)</p>

White, M. D., Todak, N., & Gaub, J. E. (2018). Examining body-worn camera integration and acceptance among police officers, citizens, and external stakeholders: Police body-worn cameras. <i>Criminology & Public Policy</i> , 17(3), 649–677. https://doi.org/10.1111/1745-9133.12376	RCT	- No significant difference in officer-initiated CFS between the pre- and post-test for BWC and control officers	Arizona, USA - Tempe Police Department (about 200 sworn members)
Yokum, D., Ravishankar, A., & Coppock, A. (2019). A randomized control trial evaluating the effects of police body-worn cameras. <i>Proceedings of the National Academy of Sciences of the United States of America</i> , 116(21), 10329–10332.	RCT	- BWCs had no effect on police use of force, citizen complaints, policing activity, or judicial outcomes.	District of Columbia, USA - Metropolitan Police Department (about 3,900 sworn members)

Appendix I

Members' Perceptions Survey

1. Are you employed with the GPS as a civilian or sworn member?

1 = Civilian; 2 = Sworn member

If Response 1 to Item 1 is selected:

(Item 1: Response 1) Please provide your employee ID number if you are a civilian member: ____

Please know that this identifying information is only requested to track possible changes in your attitude when you are asked to take this survey again in the future. Your badge/ID number is ONLY used by the researcher during data analysis and will never be shared with anyone else including Guelph Police Service.

If Response 2 to Item 1 is selected:

(Item 1: Response 2) Please provide your badge number if you are a sworn member: ____

(Item 1: Response 2) Have you been assigned to wear a BWC during the pilot project?

1 = No; 2 = Yes

Please know that this identifying information is only requested to track possible changes in your attitude when you are asked to take this survey again in the future. Your badge/ID number is ONLY used by the researcher during data analysis and will never be shared with anyone else including Guelph Police Service.

Think about your experience on the job. How often do you feel the following?

2. I feel burned out from work.

1 = Never; 2 = Less than once a month; 3 = Once a month; 4 = 2-3 times a month; 5 = Once a week; 6 = 2-3 times a week; 7 = Daily

3. I feel frustrated by my job.

1 = Never; 2 = Less than once a month; 3 = Once a month; 4 = 2-3 times a month; 5 = Once a week; 6 = 2-3 times a week; 7 = Daily

4. How would you rate your current workload?

1 = Properly balanced; 2 = Heavy; 3 = Stressful; 4 = Can't sustain

For each statement below, please indicate the response that best fits your opinion.

5. Please rate your overall satisfaction with your job.

1 = Very dissatisfied; 2 = Dissatisfied; 3 = Satisfied; 4 = Very satisfied

6. Please rate your overall satisfaction with the GPS as an employer.

1 = Very dissatisfied; 2 = Dissatisfied; 3 = Satisfied; 4 = Very satisfied

Next, we would like to know your thoughts on community-police relations in Guelph.

Only participants who indicated Response 2 to Item 1 will be directed to Items 7 and 8.

How many community members in your zone...

7. ...are polite and respectful when you talk to them?

1 = None; 2 = Few; 3 = Some; 4 = Most; 5 = All

8. ...are willing to work with police to solve neighbourhood problems?

1 = None; 2 = Few; 3 = Some; 4 = Most; 5 = All

What proportion of the public do you think...

9. ...support police using force that is in compliance with the GPS's use of force guidelines?

1 = None; 2 = Few; 3 = Some; 4 = Most; 5 = All

10. ...trust police to use force justifiably when interacting with the public?

1 = None; 2 = Few; 3 = Some; 4 = Most; 5 = All

Only participants who indicated Response 2 to Item 1 will be directed to Items 11, 12, and 13.

How often do you do the following?

11. Stop suspicious persons to proactively address crime?

1 = Never; 2 = Rarely; 3 = Sometimes; 4 = Very often; 5 = Always

12. Enforce minor crimes?

1 = Never; 2 = Rarely; 3 = Sometimes; 4 = Very often; 5 = Always

13. Stop and talk to residents to learn about the problems in their community?

1 = Never; 2 = Rarely; 3 = Sometimes; 4 = Very often; 5 = Always

Now we would like to learn how you feel about body-worn cameras (BWCs). For each statement below, please indicate your response.

14. Do you personally favour or oppose the use of BWCs by police?

1 = Oppose; 2 = Favour

15. How strongly do you favour or oppose the use of BWCs by police?

1 = Strongly oppose; 2 = Somewhat oppose; 3 = Neutral; 4 = Somewhat favour; 5 = Strongly favour

For each statement below, please indicate the response that best fits your opinion.

16. I am worried about how the GPS adopting BWCs will impact my workload.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

17. Officers will feel that they have less discretion when using BWCs.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

18. Using BWCs will improve public beliefs that officers are held accountable for their actions.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

19. Using BWCs is important to holding officers accountable.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

20. Do you think that when officers use BWCs the public will be...

1 = More likely to cooperate with officers; 2 = Less likely to cooperate with officers; 3 = It will make no difference

21. Do you think that requiring officers to wear BWCs will...

1 = Improve the quality of officer interactions with the public; 2 = Decrease the quality of officer interactions with the public; 3 = It will make no difference

For each statement below, please indicate the response that best fits your opinion.

22. BWCs encourage people to treat police politely.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

23. BWCs will improve policing.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

24. The GPS will use BWCs to find reasons to discipline officers.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

25. BWCs encourage people to treat police with dignity.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

26. BWCs are a useful tool for police.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

27. The GPS will use BWCs to reward officers for good behaviour.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

For each statement below, please indicate the response that best fits your opinion.

28. Wearing a BWC limits an officer's freedom to perform their job as they see fit.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

29. Wearing a BWC diminishes an officer's ability to make the right decisions in some situations.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

30. Wearing a BWC manipulates the way an officer performs their job.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

31. Wearing a BWC pressures officers to modify certain practices they have had in the past.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

32. I worry that a BWC will capture personal details of an officer's life.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

33. BWCs capture personal information that could be embarrassing to an officer if released to the public.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

34. I trust Guelph Police Service to fairly distribute BWC footage to the public.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

35. I trust Guelph Police Service to protect officer privacy when releasing BWC footage.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

36. When making decisions about what BWC footage to release publicly, I trust Guelph Police Service will take officer well-being into account.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

We would like to know what you think may be the best and worst qualities about police adoption of BWCs. Please write whatever you would like and feel free to be as detailed as you wish.

37. In my opinion, the most important possible concerns/disadvantages of BWCs are...

38. In my opinion, the most important possible benefits/advantages of BWCs are...

Thank you so much for your time! Please answer these final few demographic questions and then you're done!

39. What is your identified gender?

1 = Man; 2 = Woman; 3 = Other

40. What is your current age?

41. What is your racial / ethnic background?

1 = Aboriginal; 2 = Asian; 3 = Black; 4 = Latin/Hispanic; 5 = Middle Eastern; 6 = White; 7 = Other, specify:

42. In total, how many years of service do you have with the GPS and any other police service?

43. Which best describes your current position with the GPS?

If Response 1 to Item 1 is selected:

1 = Communicator; 2 = Special constable; 3 = Data services; 4 = Administrative; 5 = Other, specify

If Response 2 to Item 1 is selected:

1 = Patrol; 2 = Support Services; 3 = Investigative Services; 4 = Other, specify:

44. Are you a supervisor?

1 = No; 2 = Yes

End of survey. Thank you!

Appendix J

Summary of the GPS's Rationale for Adopting BWCs

The goals of the GPS equipping officers with BWCs are to:

- Enhance the mutual trust between police officers and the public they serve;
- Document officer encounters with the public;
- Protect officers from unwarranted accusations of misconduct;
- Increase the efficiency of Service operations, including report writing and the resolution of complaints;
- Record and share the best evidence possible with investigative, judicial, and oversight partners; and,
- Increase the efficiency of the court processing of tickets and charges, including increasing the resolution of cases prior to trial.

Survey items accompanying the presentation of the GPS's rationale for adopting BWCs:

Thinking about the GPS, how much do you agree or disagree with the following statements?

1. Trying to enhance mutual trust between police officers and the public is a good reason to adopt BWCs.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

2. Being able to document officer encounters with the public is a good reason to adopt BWCs.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

3. Trying to protect officers from unwarranted accusations of misconduct is a good reason to adopt BWCs.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

4. Trying to increase the efficiency of GPS operations is a good reason to adopt BWCs.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

5. Trying to share the best evidence possible with policing partners is a good reason to adopt BWCs.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

6. Trying to increase the efficiency of ticket and charge processing in court is a good reason to adopt BWCs.

1 = Strongly disagree; 2 = Disagree; 3 = Agree; 4 = Strongly agree

7. What, if any, goals do you think should be added to the Service's list of BWC goals?
8. What, if any, goals do you think should be removed from the Service's list of BWC goals?
9. Overall, how satisfied are you with the Service's list of reasons for adopting BWCs?

1 = Very dissatisfied; 2 = Dissatisfied; 3 = Satisfied; 4 = Very satisfied

Appendix K
Goals to be Added

Table K1

Thematic Comparison of Goals to be Added for Sworn and Civilian Members

	Sworn Members	Civilian Members
Efficiency	6	3
Complaints	5	--
Cost	2	1
Equipping all members with BWCs	2	--
Privacy	2	--
Public perceptions	2	2
Transparency	2	1
Workload	2	1
Credibility	1	--
Decision-making	1	--
Disciplinary concerns	1	--
Increased surveillance	1	--
Individualized goals	1	--
Investigation assistance	1	--
Logistics	1	--
Training	1	--
Accountability	--	2
Victim support	--	1
Some variation of none	18	2
TOTAL	49	13

Appendix L
Goals to be Removed

Table L1

Thematic Comparison of Goals to be Removed for Sworn and Civilian Members

	Sworn Members	Civilian Members
Enhanced trust	4	--
Service efficiency	3	1
Court efficiency	2	1
Some variation of none	22	5
TOTAL	38	9



GUELPH POLICE SERVICES BOARD

Pride • Service • Trust •

OFFICE OF THE CHIEF OF POLICE

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: Thursday, April 21, 2022

SUBJECT: BUDGET SIGNING AUTHORITY

PREPARED BY: Lisa Pelton, Manager, Financial Services

APPROVED BY: Daryl Goetz, Deputy Chief of Police

RECOMMENDATION:

Information only.

SUMMARY:

In accordance with the Board's Financial Policy BD-01-001, section 7.1, the Chief of Police is required to submit to the Board a copy of the signing authority for the Guelph Police Service budget when changes are made to the document. Furthermore the Board reporting schedule includes a Budget signing authority report in the month of January.

REPORT:

Please find the attached revised signing authorizations by program area effective April 1, 2022. This document was updated from the January 2022 report to update training codes related to the City's new expense reporting program, Chrome River, as highlighted on the attached. The signing authority list identifies the signing limit dollar amount by business unit or capital project for specific positions within the Guelph Police Service. This ensures appropriate segregation of duties between the requestor and the approver of expenditures and encourages fiscal accountability. This information has also been supplied to the City Finance department.

STRATEGIC PLAN 2019 - 2023:

Priority 2: Organizational Health and Service Effectiveness - The need to review police resources and how they are deployed to better meet the needs of the community and members.

FINANCIAL IMPLICATIONS AND/OR RISKS:

A signing authorization list is one effective tool to assist in maintaining proper internal controls and ensure expenditures are within budget in an organization.

ATTACHMENTS:

Appendix A - Guelph Police Services Signing Authorities



Guelph Police Service Signing Authorities

April 1, 2022

Cost Centre	Business Unit Authority	Signing Limit	
All Cost Centres	Chief of Police	Up to and more than \$1,500,000	note 1, 2
All Cost Centres	Deputy Chief of Police	Up to and more than \$1,500,000	note 1, 2
712-0100, 712-0200, 712-0222, 712-0410, 712-0460, 712-0520, 712-0550, 712-0585, 712-0600	Executive Assistant, Chief of Police	\$5,000	
712-0100, 712-0410	Legal Counsel	\$25,000	
712-0222, 712-0460, 712-0520, 712-0550, 712-0585	Inspector, Executive Services	\$25,000	note 3
712-0420, 712-0500, 712-0565	Administrative Services Assistant	\$1,500	
712-0210 to 712-0224, 712-0270, 712-0521	Inspector, Neighbourhood Services Patrol	\$25,000	note 3
712-0522, 717-0100	Inspector, Neighbourhood Services Field Support	\$25,000	note 3
712-0211 to 712-0214	Staff Sergeant, Neighbourhood Services Patrol	\$5,000	
712-0224, 712-0521, 712-0522, 717-0100	Sergeant, Youth and Community Services	\$5,000	
712-0216, 712-0220, 712-0270	Staff Sergeant, Traffic, Tactics and Rescue and Canine	\$5,000	
712-0210 to 712-0224, 712-0270, 712-0521, 712-0522, 717-0100	Administrative Assistant - Neighbourhood Services	\$1,500	
712-0220	Sergeant, Tactics and Rescue	\$5,000	
712-0270	Sergeant, Traffic	\$5,000	
712-0222, 712-0300 to 712-0330	Inspector, Investigative Services	\$25,000	note 3
712-0300 to 712-0330	Staff Sergeant, Investigative Services	\$5,000	
712-0320, 712-0321	Staff Sergeant, Drugs/Intelligence	\$5,000	
	Sergeant, Drugs	\$5,000	
	Sergeant, Intelligence	\$5,000	
712-0350	Staff Sergeant, Communications	\$5,000	
712-0340	Staff Sergeant, Court Services	\$5,000	
712-0420	Manager, Information System Services	\$100,000	
712-0450	Manager, Data Services	\$25,000	
All Cost Centres	Inspector, Administrative Services	\$150,000	
712-0520, 712-0550	Staff Sergeant, Professional Development and Recruiting	\$5,000	
	Sergeant, Professional Development and Recruiting	\$5,000	
712-0510, 712-0560	Manager, Human Resources and Occupational Health, Safety and Wellness	\$25,000	
712-0500, 712-0520, 712-0540, 712-0580	Manager, Financial Services	\$25,000	Note 1

712-0570, 712-0571	Facilities Coordinator	\$25,000
712-0600	Chair, Guelph Police Services Board	\$10,000
712-0600	Executive Assistant, Guelph Police Services Board	\$5,000
717-0100	School Safety Officer	\$600
712-0520 training object codes: 3401-3405	All Inspectors and Civilian Managers	\$25,000

Capital Project	Business Unit Authority	Signing Limit	
All Capital Projects	Chief of Police Deputy Chief of Police	Up to and more than \$1,500,000	note 2
All Capital Projects	Inspector, Administrative Services Manager, Financial Services	\$150,000 \$25,000	
Deployment Strategy (PS0074)	Chief of Police Deputy Chief of Police	Up to and more than \$1,500,000	note 2
BWC/CEW (PS0078)	Chief of Police Deputy Chief of Police Manager, Information System Services	Up to and more than \$1,500,000 \$100,000	note 2 (for Chief and Deputy)
PRIDE Group Capital (PS0087)	Manager, Information System Services Deputy Chief of Police	\$100,000 Up to and more than \$1,500,000	note 2 (for Deputy)
Guelph Police Services Headquarter Renovations (PS0033)	Chief of Police Deputy Chief of Police Inspector, Administrative Services Deputy CAO, Infrastructure, Development and Enterprise Services, City of Guelph Construction Manager, City of Guelph Project Manager, City of Guelph	Up to and more than \$1,500,000 \$150,000 Up to and more than \$100,000 \$50,000 \$100,000	note 2 (for Chief and Deputy)
Data Information Management System-DIMS (PS0071), Information Technology Hardware (PS0079), Telecom Equipment (PS0086)	Administrative Services Assistant Manager, Information System Services	\$1,500 \$100,000	
Vehicles Growth (PS0067), Fleet & Fleet Equipment Replacement (PS0085)	Administrative Services Assistant Inspector, Administrative Services	\$1,500 \$150,000	
Facilities & Facility Equipment Lifecycle (PS0068)	Inspector, Administrative Services	\$150,000	
Body Armour (PS0080), Furniture (PS0081)	Manager, Financial Services Purchasing Coordinator	\$25,000 \$1,500	
NS Patrol & Field Support Equipment (PS0082)	Inspector, Neighbourhood Services Patrol Inspector, Neighbourhood Services Field Support	\$25,000 \$25,000	
Executive/Administration Equipment (PS0083)	Administrative Services Assistant Inspector, Administrative Services Inspector, Executive Services Manager, Financial Services Manager, Human Resources and Occupational Health, Safety and Wellness	\$1,500 \$150,000 \$25,000 \$25,000 \$25,000	
Investigative Services Equipment (PS0084)	Inspector, Investigative Services	\$25,000	

Notes:

1. For payroll and government remittances that impact the balance sheet accounts and inventory accounts, the Financial Services Manager/Finance Supervisor have unlimited signing authority (in the absence of the Financial Services Manager/Finance Supervisor, the Chief or Deputy Chief or the designate will assume this responsibility).

2. The Board must approve purchases greater than \$500,000 that have been budgeted but have not been assigned a specific capital project number with an exclusive description that clearly defines the scope of procurement or a specific operating budget business unit and object code.
3. For Inspectors completing acting assignments for other Inspectors or the Deputy Chief of Police, that their signing authority also include the cost centers for the police member for whom they are covering.

Chief of Police

Date



GUELPH POLICE SERVICES BOARD

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HUMAN RESOURCES

TO: Chair Robert Carter and Members of the Guelph Police Services Board

DATE: Thursday, April 21, 2022

SUBJECT: Human Resources Annual Report for 2021

PREPARED BY: Kelley McKeown, HR & Occ. Health and Wellness Manager
Jaclyn Millson, HR Advisor
Tracy Dupuis, Wellness Coordinator
Cheryl Lawrence, Administrative Services Assistant
Staff Sergeant Kevin King and Sergeant Dustan Howe, Professional Development and Recruitment Unit

APPROVED BY: Daryl Goetz, Deputy Chief

RECOMMENDATION:

For Information only.

SUMMARY:

The Human Resources Annual Report is provided to the Guelph Police Services Board for information and to ensure community transparency of adequate and effective staffing and support services for the delivery of policing in the City of Guelph. The Human Resources goals are aligned to the Strategic Plan to ensure processes and programs support future skill requirements and staffing demands.

REPORT:

The Human Resources Annual Report highlights the six (6) key performance indicators reported annually. The Human Resources & Occupational Health and Wellness and Professional Development and Recruiting (PDRU) units have made progress over the past year in each of the areas highlighted below. In addition, current staffing, accommodations and leaves are included in this report.

Employment Overview:

In 2021, the authorized complement at Guelph Police Service remained unchanged from the year prior, at 332.67 FTE.

In 2021, we celebrated and recognized long service as follows:

- 6 employees were recognized for completing 10-years of service
- 19 employees were recognized for completing 15-years of service
- 14 employees were recognized for completing 20-years of service
- 1 employee was recognized for completing 25-years of service
- 6 employees were recognized for completing 30 years of service

In addition, 17 individual employees or Guelph Police Service teams received internal awards of recognition in 2021 and 2 employees were recognized with awards from external agencies.

Recruitment, Selection and Outreach Initiatives:

The Guelph Police Service continues to provide rewarding career opportunities for both civilian and police members. Recruitment continues to be a key focus primarily due to the number of retirements. In 2021, there were 13 police vacancies due to resignations and retirements.

During this same period, there were 10 police maternity/parental leaves and these positions were left vacant, as the Service is not able to temporarily backfill for these police vacancies. These temporary vacancies contributed to surpluses in the 2021 budget.

Currently, there are 23 internal members trained to conduct the Essential Competency Interviews for the selection process (one step in an eleven-step process for hiring of a police constable). These members have completed the Ontario Police College, Essential Competency Interviewing and Background course. For each Essential Competency Interview, 2 members must participate in the interview according to the standards set out by the Constable Selection System.

In 2021, civilian recruitment was busy with 17 civilian job postings (12.27 FTE) due to temporary, part-time and full-time vacancies.

Each year, there is a plan for advertising and outreach initiatives and police applications received are tracked (refer to **Appendix A**). 2021 continued to be a difficult year for in person outreach due to the COVID-19 pandemic, however, despite this, applications continued to be 214% higher than the pre-pandemic level in 2019.

Examples of 2021 Recruitment Initiatives that contributed to the increased applications include:

- Recruiting presentation to Conestoga College Advanced Studies class;
- Virtual presentation to Mohawk College students;
- Social media platforms were utilized to promote employment at Guelph Police Service;
- Behind the Badge series to introduce GPS members and their backgrounds to the public;
- Ongoing updates to the careers webpage as well as utilization of the new applicant tracking system (ATS) that was implemented in 2020; and

- PDRU continued participation on the Guelph Police Service Diversity, Equity and Inclusion Committee.

One of the biggest challenges faced by PDRU was the lack of ability to do in person outreach in 2021 due to the COVID-19 pandemic. PDRU has plans for outreach initiatives at job fairs that are focused on diversity, attendance at festivals and presentations to community groups, etc. as soon as possible.

Career Development Transfer Opportunities:

Internal movement at the Service is considered to be a positive contributor to employee development, where employees are either moving upward into positions of greater responsibility or moving laterally to gain additional knowledge, skills and experience. In 2021, there was significant movement internally in police operations with 86 transfer opportunities, which included secondments, mentoring and training assignments, and promotions. The rate of internal movement by employee as a percentage of headcount was 38.65% (refer to **Appendix B**). The Senior Leadership Team continues to focus on its commitment to succession planning and creating a learning environment.

In 2021, there were 8 transfer opportunities, all to full time assignments. The rate of internal movement by civilian employees as a percentage of headcount is 7.26%. Annually, the Service continues to focus on informal learning, mentoring and one-on-one discussions through job shadow initiatives, and cross-functional training opportunities.

Professional Development and Training:

The Senior Leadership Team continues to focus on planned training programs to ensure adequate and effective policing services to meet the needs of our community. The Professional Development and Recruitment Unit continues to review training processes to ensure that the Service is well aligned to meet our current and future responsibilities.

In 2021, while COVID-19 continued to impact in person training, police and civilian members continued to be supported with opportunities for training at the Ontario Police College (OPC), Canadian Police College (CPC), e-learning, in house training and various satellite courses throughout Ontario as follows:

- 94 different courses were completed through the Canadian Police Knowledge Network (CPKN*). Some courses included Introduction to Human Trafficking, 2SLGBTQ+ training and Basic Investigation Skills;
- 91 members attended (in person or virtually due to COVID-19) 78 different courses, conferences, workshops etc. either held at the Ontario Police College or a satellite location;
- 7 courses were hosted "in house" including Major Case Management (8 attendees); Patrol Rifle Operator (8 attendees); Dynamic Entry (13 attendees); Front Line Supervisor (15 attendees); Scenes of Crime Officer (8 attendees); DNA (4 attendees); and Vehicle Takedowns (6 attendees);
- 4 police members attended the Canadian Police College;
- 5 senior leaders completed the Rotman's Police Leadership Program;

- Creating a Psychologically Healthy and Safe Workplace training attended by SLT and 15 additional attendees as part of the front line supervisor training course;
- A variety of courses and conferences were attended by Civilian Members in 2021 (primarily virtual attendance);
- 8 members were supported with tuition reimbursement for further education outside of work; and
- Diversity training included all members taking Gender Based Analysis training, implementation of new Diversity and Inclusion training for all new Police Cadets, pre and post OPC. New in Service Diversity and Inclusion training included a post OPC cultural appreciation program. A Diversity Training Video was created together with community partners in 2020. This Service wide training was delivered in 2021 across the organization to provide our members with further training and insight into the diversity of the community and how the members of GPS can best serve the community.

*CPKN: Canadian Police Knowledge Network; offers select courses to individuals who are registered to training programs for careers in the law enforcement sector, including policing, private security, and other related areas. These courses cover a range of topic areas that contribute to enhanced operational, public interaction and personal well-being skills for frontline personnel.

The Service continues to invest in employee and leadership development and continues to focus on building a pool of qualified candidates for critical positions at the Service to ensure the delivery of sustainable and quality police services for the City of Guelph. Other programs offered at the Service include the Skills Development and Learning program, the annual transfer process, coach officer program, specialized skills training, promotional process, mentorship and leadership training to name a few.

Current Staffing including Accommodations and Leaves:

The Guelph Police Service recognizes the value and contribution of all members in providing accommodated work placements in accordance with policies, the Police Services Act, the Ontario Human Rights Code, the Adequacy and Effectiveness Regulation and the Accessibility for Ontarians with Disabilities Act. Within our staffing complement, the Human Resources unit would like to highlight current leaves and workplace accommodations:

- There are currently six (6) police members who are accommodated as a result of injury/illness including pregnancy. Workplace accommodations have been arranged in various units across the Service and through assignment to special projects, and bundling of tasks;
- Twenty seven (27) police members are currently off work due to injury, illness (23) or maternity/parental leave (4) of which only four (4) positions have been backfilled;
- Two (2) civilian members have workplace restrictions of which one of these positions has been permanently backfilled;

- Eight (8) civilian members are off work on medical leaves. Only three (3) of these positions have been permanently backfilled;
- All civilian positions that become vacant are reviewed in accordance with the salary gapping mandate and if it is determined that they will be posted, the position is temporarily backfilled for the time period of the injury/illness or leave so there is limited impact on staffing civilian positions at present.

Over the past 10 years, accommodations and increased leaves have been putting continuous pressures on the Service staffing. The average monthly accommodations year-over-year are tracked for police members (refer to **Appendix C**). The average monthly police accommodations remained unchanged in 2021 compared to 2020. Here are some of the challenges the Service is facing currently:

- Increased pressures in all work units to handle more work with less people impacting on member wellness;
- COVID-19 related absenteeism continues impacting staffing in units;
- Cost implications for overtime and call-out requests to properly staff the work units;
- Inability to grant time off in accordance with the collective agreement as there is a requirement to properly staff each work unit in accordance with the Police Services Act; and
- More complex accommodation requirements.

The average accommodations monthly for civilians in 2021 has increased by one (1) from the previous year. Civilian accommodations have been manageable given that these positions typically are backfilled temporarily (refer to **Appendix C**).

Commitment to Member Safeguard Programs and Wellness Initiatives:

The Guelph Police Service focuses on workplace health and wellness by creating and maintaining a healthy workplace with a supportive culture that openly values members. Some of the supportive programs offered are highlighted below:

- Employee and Family Assistance Program (EFAP)
- Leadership Development and Training
- Critical Incident Stress Management Team (CISMT)
- Safeguarding Program (psychological assessments)
- Commitment to First Responders Legislation
- Promotion of psychological supports through employee benefits and broadening of eligible service providers
- Supports through IMPACT (Integrated Mobile Police and Crisis Team)
- WSIB presumptive legislation
- TRAC Group disability management services
- Dedicated Wellness Coordinator position to support employee wellness

To ensure a safe, healthy and vibrant police service, members are encouraged to be active and to take care of their personal wellbeing. Following, are some of the 2021 wellness initiatives that were offered to members last year (refer to **Appendix D**):

- Flu Clinic
- COVID-19 support

- Fitness Incentive Program
- EFAP Program
- Ergonomic assessments and purchase of equipment and assistive devices to provide support and prevention
- Purchase of small gym equipment and equipment maintenance
- Employee resources (wellness magazines, books and articles)
- Organizational Health Portal
- Sleep for Shiftwork Education Series
- Book club for GPS members
- Secondary Traumatic Stress, Vicarious Trauma and Resiliency Training (Communicators)
- Early Intervention Pilot Program for First Responders

Attrition Rates and Retirement Projections for 2022-2026:

Increased retirements have continued and are forecasted to continue which results in Guelph Police Service losing talent and experience. A key challenge and pressure for the Service will be finding qualified and diverse applicants to fill these police and civilian vacancies.

The annualized attrition rate is an important measurement. In 2021, the civilian attrition rate was 4.5% as a percentage of headcount. During this same period, the police attrition rate was 5.8% as a percentage of headcount. Attrition rates have remained unchanged for civilian and increased for police compared to the previous year (refer to **Appendix E**).

Retirement projections require analysis of the employee demographics including average age and years of service at retirement. For police members, the average age at retirement at Guelph Police Service is 55 remaining unchanged from the previous year. The second factor considered is years of service to project police retirements. According to police trends, the average years of service for retired police members is between 30 and 35 years of service consistent with previous years. For civilian retirements, the normal retirement age is assumed in accordance with the OMERS plan for projections.

Further analysis has been conducted for estimated attrition rates over a 5-year period from 2022-2026 using OMERS data (refer to **Appendix F**). After analyzing the demographics and considering the OMERS data provided, the Service is anticipating approximately 16 civilian members will retire within this 5-year period and approximately 24 police members will retire over the 5-year period (2022-2026). Based on this analysis, it is anticipated that approximately 12% of the head count will retire in this 5-year period. These projections have not changed significantly when compared to the last few years. This number is consistent with Statistics Canada's forecast (2018 data available at the time of writing the report) noting that 11% of all police officers in Canada were eligible to retire with unrestricted pension based on age or years of service.

In summary, with upcoming retirements, anticipated vacancies for maternity and general leaves, and ongoing pressures due to accommodations and leaves, the

Service continues to strategize various options at the senior leadership level to manage these gaps. Some of these strategies include ongoing workforce assessments, temporary redeployment to cover critical areas, enhancement to disability management services, temporary contract coverage, consultation with police services across the province, continuous commitment to training and development, mentoring assignments, exploring new programs and supports and workplace flexibility.

CORPORATE STRATEGIC PLAN:

Strategy 2, Organizational Health and Service Effectiveness.

FINANCIAL IMPLICATIONS AND/OR RISKS:

Costs associated with compensation, benefits, training and recruitment are monitored closely with the intent to contain costs within the overall annual budget.

ATTACHMENTS:

Appendix A-F

Appendix A

Year	# of Police Cadet Applications	
2021	483	
2020	534	
2019	154	
2018	274	
2017	377	
2016	384	
2015	602	
2014	647	
2013	136	*
2012	450	
2011	530	
2010	400	
2009	350	
2008	265	

*Scaled down recruitment activities due to low staff turnover; removed advertisements from ATS site and Guelph Police Service website.

Appendix B

Rate of Internal Movement as a % of Headcount	Police	Civilian
2021	38.65%	7.26%
2020	62.47%	21.78%
2019	29.2%	17.6%
2018	35.0%	26.0%
2017	24.0%	30.0%
2016	15.0%	26.0%
2015	18.0%	38.0%
2014	25.0%	13.4%
2013	21.0%	9.0%

Appendix C

Average Monthly Accommodations		
	Police	Civilian
2021	9	2
2020	9	1
2019	9	1
2018	7	2
*2017	8	3
2016	13	5
2015	14	5
2014	12	5
2013	13	2

*Introduction of presumptive legislation (Ontario passed legislation that will create a presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related), therefore, accommodations have decreased and leaves have increased.

Appendix D

Wellness	Flu Clinic # members	Flu Clinic % of headcount	Fitness Incentive # members	Fitness Incentive % of headcount	EFAP utilization
2021	90.00	27.05%	90.00	27.05%	10.05%
2020	96.00	28.85%	80.00	24.07%	14.19%
2019	67.00	22.2%	91.00	30.1%	14.52%
2018	66.00	22.6%	75.00	25.3%	19.46%
2017	66.00	22.6%	74.00	25.3%	24.50%
2016	76.00	26.4%	85.00	29.6%	14.77%
2015	94.00	32.9%	86.00	30.1%	26.17%
2014	94.00	33.0%	50.00	17.6%	17.45%
2013					26.51%

Appendix E**Police**

Year	Retirement	Resignation- Other Service	Resignation- Other (i.e. relocation, career change)	Total
2021	11	2	0	13
2020	7	1	3	11
2019	7	0	1	8
2018	9	0	0	9
2017	7	1	2	10
2016	2	1	0	3
2015	6	1	1	8
2014	6	3	0	9
2013	1	0	0	1
2012	1	1	0	2

Civilian

Year	Retirement	Resignation- Other Service	Resignation- Other (i.e. relocation, career change)	Total
2021	1	1	3	5
2020	4	0	1	5
2019	6	0	2	8
2018	4	0	2	6
2017	5	0	0	5
2016	1	1	0	2
2015	4	3	2	9
2014	1	0	0	1
2013	1	0	2	3
2012	0	0	1	1

Appendix F

Group	2022	2023	2024	2025	2026	Totals
Police Constable	2	0	2	2	5	11
Police Sergeant	1	0	0	1	0	2
Police Staff Sergeant	1	1	1	0	3	6
Police Inspector	1	0	0	2	1	4
Police Executive	1	0	0	0	0	1
GPA Civilian	5	5	2	1	0	13
SOA Civilian	1	1	0	1	0	3
Totals	12	7	5	7	9	40

* This information provides an estimate using the OMERS early unreduced pension provisions.