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Item No. 10.1.1
Board of Police Commissioners
September 20, 2021

TO: Chair and Commissioners of the Board of Police Commissioners

SUBMITTED BY: - Original Signed -
Councillor Lindell Smith, Chair, Board of Police Commissioners

DATE: September 16, 2021

SUBJECT: Two-Year Wortley Report Summary

INFORMATION REPORT

ORIGIN

April 19, 2021 Board of Police Commissioners, item 10.1.1.

LEGISLATIVE AUTHORITY

Police Act, S.N.S. 2004, c. 31, subsection 55(1)(a) provides:

55 (1) The function of a board is to provide

- (a) civilian governance on behalf of the council in relation to the enforcement of law, the maintenance of law and order and the prevention of crime in the municipality;

By-Law Number P-100 Respecting The Board Of Police Commissioners For The Halifax Regional Municipality, subsection 8(1) provides:

8. (1) The Board shall provide civilian governance in regards to strategic policy planning and policy driven budget planning for police service delivery within the communities serviced by the Halifax Regional Police and shall carry out an advisory role in respect of police matters within the communities serviced by the Provincial Police Service.

BOARD OF POLICE COMMISSIONERS SUMMARY

The Halifax Board of Police Commissioners attended the release of the Wortley Report examining the impact of street checks in late March 2019. Two years of data review, focus groups, community meetings and interviews revealed that Black people are grossly over-represented in police street check statistics. The Commission understood the important role that we must play in ensuring that the recommendations outlined in this report were met. At our April 2019 meeting - our first meeting to publicly discuss and

review the report recommendations - the Commission voted unanimously to recommend the suspension of street checks in HRM pending further information and recommended that Halifax Regional Police (HRP) and Royal Canadian Mounted Police (RCMP), Halifax District issue an apology to the African Nova Scotian community.

The report was divided into four sections: Ban street checks; Regulate street checks if a ban was not possible; Data collection and maintaining information; Community relations. The first recommendation in section 2 asked that the legality of street checks be explored. Following a motion at our May 2019 meeting, and in keeping with Recommendation 2.1 of the Report, the Commission passed a motion for the Chair to write a letter to the Nova Scotia Human Rights Commission (NSHRC) asking for a legal opinion regarding the practice of street checks. The Commission understood the importance of this legal option and was pleased that the NSHRC agreed to undergo the review.

Over the summer of 2019, the Commission continued to monitor progress and learned of the intricacies of maintaining or purging data related to street checks. The Street Check function within the Versadex records management system to add or modify the street check data records was disabled April 2019. This step was an important step while we continued to understand how to move recommendations forward. Once the independent legal opinion was received, it was clear that street checks were a violation of human rights and soon after the opinion was released the Minister of Justice banned the practice in Nova Scotia.

The Commission has actively monitored the progress of change, developing a tracking document for HRP and RCMP, Halifax District to report on progress. The Commission was very pro-active in requesting that HRP and RCMP, Halifax District create a public awareness campaign to give citizens the information they needed to make a complaint and request their street check data.

Each item included in this report provides detailed information from each organization involved on the Wortley Report progress. The tracking document details each recommendation and its status. Some of the recommendations were specifically related to HRP and RCMP, Halifax District and others to the Department of Justice (DOJ) and NSHRC. Many recommendations apply across the province and require broader provincial input. Some recommendations required the collaboration of all organizations working together. The tracking document will continue to be updated, as recommendations move forward. Reports on recruitment and training with a lens on cultural competency and anti-black racism training continue. Evaluation of these training modules is also a critical component to be examined and explored. The Commission committed to providing further opportunities for community members to interact with us, the impacts of the Covid-19 pandemic has altered plans for face to face town halls or community meetings, but these plans will resume when possible. A community survey to measure the level of public understanding of the changes resulting from the Wortley Report is under development.

As we move forward pass the two year mark The Halifax Board of Police Commissioners is fully committed to ensuring progress on all of the recommendations within the Wortley report, but also to ensure that we continue to fulfil our duty as the link between the community and the police service.

BACKGROUND

In 2017, the Nova Scotia Human Rights Commission (NSHRC) announced that it would collaborate with the community and police to study the issue of street checks. The NSHRC selected Professor Scot Wortley, University of Toronto, to review all available data, consult stakeholders and to provide a report with recommendations. The report examined 12 years of data from Halifax Regional Police (HRP) and the Royal Canadian Mounted Police, Halifax District (RCMP, Halifax District). To inform this report community consultative meetings, interviews with police and community representatives, and an online survey where conducted.

In March 2019 Professor Wortley released the final report titled “Halifax Nova Scotia: Street Checks Report”¹ – commonly referred to as the Wortley Report. The Wortley report’s findings included:

- Within the Halifax region, Black people are grossly over-represented in police street check statistics.
- Generally, Black people are six times more likely to be street checked by police, and among those with no criminal history, the street check rate for Black individuals is twice as high as the street check rate for White individuals.
- Community members were in favor of improving relations between community and police, but without government commitment we will not see meaningful reform.

The Wortley report was presented to the Board of Police Commissioners on April 15, 2019. During its discussion of the Wortley Report options relating to street checks Commissioners generally acknowledged that the Wortley Report reflected the abuse of street checks, resulting in the need for real actions to be taken to address the issue.

At the April 15, 2019 meeting the Board adopted the following motion:

THAT the Board of Police Commissioners:

- 1. Recommend that the Chief of the Halifax Regional Police and the Chief Superintendent of the RCMP, Halifax District, suspend street checks pending the receipt and adoption of policy from the report requested September 18, 2017, to establish a street checks policy after receipt of the Halifax Street Checks Report;**
- 2. Formally recognize that the practices of police checks has disproportionately affected the African Nova Scotian community and prepare a joint statement with the Chief of Police and Chief Superintendent to formally apologize to the African Nova Scotian community; and**
- 3. Direct the Chair of the Board of Police Commissioners to prepare and send a letter to the Nova Scotia Minister of Justice outlining the Board’s position on street checks, as well as its recommendation to the Halifax Regional Police, and the RCMP, Halifax District.**

DISCUSSION

It has been two years since the release of the Wortley report and the Board of Police Commissioners recommendations, including the suspension of street checks. In April 2021 the Commission decided that it would like to prepare a two-year update summarizing the progress of the Wortley Report recommendations. This summary report would be available to the public. The Commission determined that this report would include the following items:

- Timeline of events from the issuance of the Wortley Report
- What recommendations have been completed, which are outstanding, and which are on-going
- Detail the initiatives regarding race-based data collection
- Letters from the Nova Scotia Human Rights Commission (NSHRC), African Nova Scotian Decade for People of African Descent, and an update from the Department of Justice (DOJ)

¹ See [Board of Police Commissioners, April 15, 2019 – Item No. 9.2.2.](#)

1. Timeline of key events since the issuance of the Wortley Report:

- **March 27, 2019** – NSHRC publicly released the Halifax, Nova Scotia: Street Checks Report Commonly known as the Wortley Report
- **March 28, 2019** - Attorney General and Minister of Justice Mark Furey directed police across the province to immediately cease using street checks as part of a quota system or performance measurement tool.
- **April 15, 2019 Board of Police Commissioners meeting** – Discussion of the options set out in the Wortley report relating to street checks and a motion to suspend street checks was put forward and adopted.
- **May 13, 2019 Board of Police Commissioners meeting** - HRP² and RCMP, Halifax District³ provided responses to the April 15th motion.
- **May 13, 2019 Board of Police Commissioners meeting** – Motion passed regarding the legality of street checks:

THAT the Board of Police Commissioners request from the Nova Scotia Human Rights Commission any legal opinion concerning the legality of street checks as outlined in recommendation 2.1 of the Wortley Report on Street Checks.

- **May 13, 2019 Board of Police Commissioners meeting** – Motion passed regarding a police services data retention policy:
THAT the Board of Police Commissioners request that staff prepare a report for the next regular meeting of the Board of Police Commissioners detailing the intended steps for retention and removal of street check records currently held in the Versadex system, indicating:
 - **an appropriate timeline for retention and removal of records;**
 - **which police staff will have access to existing street check records;**
 - **whether, if and how anonymous data from the street check records will be maintained after removal from the records management system; and**
 - **how members of the public can request access to street check records pertaining to them prior to removal from the records management system.**
- **June 17, 2019 Board of Police Commissioners meeting** – The Commission received correspondence and response from the NSHRC⁴ related to the Commission's May 13th request. In their correspondence the NSHRC confirmed that they were receiving an independent legal opinion on the legality of street checks.
- **June 17, 2019 Board of Police Commissioners meeting** – The Commission received a report from the Acting Chief of HRP outlining the retention of historical street check records.⁵
- **September 16, 2019 Board of Police Commissioners meeting** – Motion passed regarding data collection on police stops:

² See [Board of Police Commissioners, May 13, 2019 – Item No. 7.1.1 – Halifax Regional Police Response.](#)

³ See [Board of Police Commissioners, May 13, 2019 – Item No. 7.1.1 – RCMP, Halifax District Response.](#)

⁴ See [Board of Police Commissioners, June 17, 2019 – Item No. 7.1.1.](#)

⁵ See [Board of Police Commissioners, June 17, 2019 – Item No. 9.1.2.](#)

THAT the Board of Police Commissioners request that the HRP Chief of Police and the Chief Superintendent of the RCMP, Halifax District, prepare a plan to address the recommendations in the Wortley report that addresses data collection on police stops. The plan should identify:

- **Responsibility - which organizations and/or resources are responsible and should be**
 - **involved in implementing the recommendation;**
 - **Specific action steps;**
 - **Estimated timeline; and**
 - **The method for tracking progress that can be reported back to the Board of Police Commissioners.**
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- **October 18, 2019** – NSHRC releases the independent legal opinion on the legality of street checks. (The Report https://humanrights.novascotia.ca/sites/default/files/editor-uploads/independent_legal_opinion_on_street_checks.pdf).
 - **October 18, 2019** - Justice Minister Mark Furey announced that street checks are permanently banned in Nova Scotia.
 - **October 21, 2019** - Board of Police Commissioners meeting discussed the NSHRC’s release of the independent legal opinion on the legality of street checks.⁶
 - **November 2019** - HRP Chief Dan Kinsella issued a formal apology to the African Nova Scotian Community.

Since November 2019 the Commission’s monthly meetings have included the regular standing agenda item “HRM Wortley Report Recommendations – Update”. During this agenda item the Chiefs of HRP and RCMP, Halifax District provide the Commission with any updates related to the Wortley Report. These regular updates are related to street check data retention and collection, progress on any outstanding recommendations, and community engagement.

2. Status of Wortley Report recommendations:

The Wortley Recommendations Report Tracking Document provides the status of the accomplishment of the Wortley Report recommendations. [see Attachment 1]

Greater detail regarding the accomplishment of specific Wortley Report recommendations by HRP, RCMP, Halifax District and the DOJ can be found in Attachments 2, 3 and 4.

3. Details of Initiatives Regarding Race-based Data Collection:

The DOJ coordinated the establishment of the Wortley Report Research Committee (WRRC). The WRRC is composed of representatives from African Nova Scotian community organizations, African Nova Scotian community representatives from the Northern Region, Cape Breton Region, and Southwest Region, police, African Nova Scotian Affairs, the NSHRC, and DOJ. The WRRC mandate includes reviewing race-based data collection models on police stops and the establishment of permanent data collection system to record information on all civilian stops. Since this work is on-going and under the coordination of the DOJ, the DOJ will update the Commission through the chair as this work moves forward.

⁶ See [Board of Police Commissioners, October 21, 2019 – Item No. 7.3.1.](#)

4. Letters from the Nova Scotia Human Rights Commission and African Nova Scotian Decade for People of African Descent:

The Chair of the Board of Police Commissioners asked NSHRC [see Attachment 5] and the African Nova Scotian Decade for People of African Descent [see Attachment 6] to provide comments on the two years since the issuing of the Wortley Report and its' recommendations.

FINANCIAL IMPLICATIONS

No financial implications at this time.

COMMUNITY ENGAGEMENT

No community engagement was required.

ENVIRONMENTAL IMPLICATIONS

No environmental implications were identified.

ATTACHMENTS

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| Attachment 1: | Board of Police Commissioners Wortley Recommendations Report Tracking Document |
| Attachment 2: | Halifax Regional Police Two-year Wortley Report Summary |
| Attachment 3: | Halifax District RCMP Interim Report on Recommendations in the Halifax, Nova Scotia: Street Checks Report |
| Attachment 4: | WORTLEY REPORT UPDATE: Summary of Department of Justice-led Recommendations |
| Attachment 5: | Nova Scotia Human Rights Commission Memorandum - Update to Wortley Report dated March 27, 2019 |
| Attachment 6: | African Nova Scotian Decade for People of African Descent Re: 2 years since the Wortley Report |

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

Wortley Report Recommendations - Street Check Ban

Recommendation #	Description	Responsibility	Comments and updates	Status
1.1	Recommendation: If a decision is made to formally ban street checks, all police officials should be ordered to immediately cease the recording of civilian information for "street check" purposes.	HRP RCMP	In April 17, 2019, the Minister issued a directive which placed a moratorium on street checks of vehicle passengers and pedestrians.	completed
	Furthermore, the street check field within the Versadex data management system should be immediately disabled;	HRP	HRP made employees aware of and implemented the directive through internal communication. The street check function in Versadex was disabled in May 2019.	completed
1.2	Officers on patrol should no longer have immediate access to historical street check data pertaining to the civilians they interact with in the community.	HRP RCMP	Police have put controls in place for access to historical street check data to allow only appropriate supervisors and crime analysts to access information. General duty officers cannot access the data.	completed
	Access to historical street check data should be restricted to investigators, supervisors and crime analysts. This practice will ensure that police decision-making is not unduly influenced by the often-times subjective information present in the historical street check dataset;		Access to the historical street check data in the Versadex records management system is limited to Investigators, supervisors and crime and data analysts.	
1.3	So as not to interrupt or impede current criminal cases or investigations, historical street check data should remain available to police investigators -- for a one-year period -- following the formal street check ban. After this one-year grace period, all street check data containing personal information should be purged;	HRP RCMP	<p>According to a June 2019 proposal presented to the Board of Police Commissioners by HRP, HRP proposed to retain the existing historical street check records until December 2020, at which point all records not identified for further retention were to be purged from the database. After further consultations and direction from the Board, it was determined that HRP street check data will be held indefinitely at the request of the BoPC in June 2020. That is currently the case.</p> <p>Personal information related to RCMP street checks in the Halifax area, which are stored in the Versadex records management system. Street check data in the PROS records management system, which is used by the RCMP in areas outside of HRM, is purged two years after the date of creation in line with RCMP policy and the Privacy Act. The Nova Scotia RCMP is retaining street check data entered by Halifax District RCMP until December 31, 2022, which allows the public to access their data as per recommendation 1.4. RCMP NS is awaiting a decision from NHQ as to the further retention of this data.</p>	ongoing

1.4	<p>During the one-year grace period, prior to the destruction of personalized street check data, civilians should be informed of their right to order, retrieve and review their own street check record. Civilians should also be given written documentation about how their personal information was used by the police and whether it was shared with third parties. This will inform civilians about the types of information the police have collected on them in the past and give them a chance to dispute the accuracy of that information. This gesture will also increase the transparency of the police service and could thus serve as a step towards improving community trust;</p>	HRP RCMP	<p>BoPC requested street check data be held indefinitely in June 2020. HRP presented its plan at the Halifax BoPC meeting for the retention of historical street check data, advising that HRP will continue to make personal information contained in the historical street check database available to members of the public utilizing HRP's established FOIPOP application process until further advised by BoPC. HRP has been utilizing social media and have communicated through traditional media for members of the public to file a FOIPOP request to receive information related to their street check data. This has also been communicated through stakeholder and community group outreach. We are also working with HFXPL to assist the community with FOIPOP requests.</p> <p>FOIPOP information is available on the HRP website. Ongoing sharing of information via media/social media and BoPC updates. This will also be communicated through stakeholder and community group outreach. HRP will also be working with HFXPL to assist the community with FOI requests. The RCMP is required by federal legislation and RCMP policy to purge personal information related to street checks after two years. An application to make an exception for the purposes of Dr. Scot Wortley's research is pending. RCMP All street check data in this system will be purged by December 31, 2021. The RCMP is not able to provide written documentation on how/if personal information was used for investigational purposes because we have no way to determine how street check data may have been used during the 16 years before the moratorium went into effect. The RCMP does not share personal information from street checks with third parties</p>	ongoing
1.5	<p>All historical street check data should eventually be de-identified and retained for future research purposes. De-identification should include the removal of names, addresses, birth dates or any other information that could be used to identify specific individuals. However, information on general demographic characteristics -- including race, age and gender – should be retained for aggregate-level analyses.</p> <p>The retention of a historical street check dataset may assist researchers in further addressing issues of racial bias, the impact of street checks on individuals and communities and the effect of the street check ban on subsequent crime patterns and trends;</p>	HRP RCMP	<p>According to a June 2019 proposal presented to the Board of Police Commissioners by HRP, HRP proposed to retain the existing historical street check records until December 2020, at which point all records not identified for further retention were to be purged from the database. After further consultations and direction from the Board, it was determined that HRP street check data will be held indefinitely at the request of the BoPC in June 2020.</p> <p>As per recommendation 1.3, and in line with the Privacy Act, the Nova Scotia RCMP will delete all street check data in the Versadex records management system on December 31, 2022. This is on hold pending decision from RCMP National Headquarters.</p> <p>Street check data in the PROS records management system, which is used by the RCMP in areas outside of HRM, is purged two years after the date of creation, in line with RCMP policy and the Privacy Act. All street check data in this system will be purged by December 31, 2022. This is on hold pending decision from RCMP National Headquarters.</p>	ongoing
1.6	<p>A committee, consisting of both police officials and community members, should be formed to assess the impact of the street check ban on police-community relations and public safety. This committee should also explore the possible re-branding or re-naming of street checks or the shifting of street check information into other data fields (i.e., general occurrence reports);</p>	DOJ HRP RCMP HRM Public Safety Office	<p>Under the direction of the Department Justice. The Wortley Report Research Committee has been formed with representatives from HRP, RCMP, Human Rights Commission, community members, and members with academic background.</p> <p>With the formation of the research committee referenced ahead in Recommendation 3.1, Recommendations 1.6, 1.7, and 3.2 can be examined by the same committee's membership in order to determine how, or if, they can be advanced through the committee's work.</p>	ongoing

1.7	In the absence of street checks, the police should be mandated to collect and disseminate information on the personal characteristics – including racial background -- of all civilians subject to police stops and other investigative detentions. This will ensure transparency and the continued monitoring of police services for evidence of possible racial bias or profiling.	DOJ HRP RCMP	<p>Under the direction of the Department Justice. The Wortley Report Research Committee has been formed with representatives from HRP, RCMP, Human Rights Commission, community members, and members with academic background.</p> <p>With the formation of the research committee referenced in Recommendation 3.1, Recommendation 1.6, 1.7, and 3.2 can be examined by the committee’s membership as part of their work. It is important to note that Recommendation 1.7 notes that police should be mandated to collect and disseminate information. Therefore 3.2 may be dependent on the advancement of 1.7. In addition, discussions with legal, privacy and the Nova Scotia Human Rights Commission are required to determine the scope of the authority to collect personal information.</p>	ongoing
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Wortley Report Recommendations- Data Collection

Recommendation #	Description	Responsibility	Comments and updates	Status
3.1	A research committee should be formed to explore the feasibility of gathering data on police stops in addition to information on street checks. This committee would be responsible for the development and implementation of the research and evaluation plan. This committee should consist of police personnel, community representatives and academic researchers. It is important that researchers be involved from the beginning of the research process as they should have the methodological training to ensure the development of a sound methodological strategy. The selection of the researchers is an important step. Ideally, researchers should be approved or accepted by both the police and community representatives.	DoJ HRC HRP RCMP	Under direction of the Department of Justice the Wortley Report Research Committee was formed. The Committee is composed of representatives from African Nova Scotian community organizations, African Nova Scotian community representatives from the Northern Region, Cape Breton Region, and Southwest Region, police, African Nova Scotian Affairs, the Nova Scotia Human Rights Commission, and DOJ. The WRRRC mandate includes: <ul style="list-style-type: none"> Assessing the impact of the street check ban on community-police relations. Review race-based data collection models on police stops. Examining the establishment of permanent data collection system to record information on all civilian stops. RCMP committee in place to research and engage key stakeholders, experts and employees on the collection of disaggregated race-based data on police interactions with racialized and Indigenous peoples. This information will support an evidence based assessment and update of RCMP policies, processes and practices to address systemic racism and other forms of discrimination. The RCMP is also participating in work being undertaken by the Canadian Association of Chiefs of Police and Statistics Canada to improve the collection and public reporting of statistics on Indigenous and racialized groups in police reported crime statistics on victims and accused persons. <p>This committee has been formed under co-chairs Kimberly Franklin and HRP Deputy Chief Don MacLean. Community, academic, and other LE representatives are part of this committee. The committee continues to review and discuss recommendations. With the formation of this committee, Recommendations 1.6, 1.7, and 3.2 can be examined by the committee's membership in order to determine how, or if, they can be advanced through the committee's work.</p>	ongoing
3.2	Halifax region police services should establish a permanent data collection system to record information on all stops of civilians. This data system should record information on both traffic stops and stops involving pedestrians. The information to be collected on each stop should include: the date of the stop, the time of the stop, the location of the stop, the reason for the stop and the outcome of the stop (no action, warning, ticket, summons, arrest, etc.). Whether the person or vehicle was searched by the police should also be recorded. It is also important to distinguish between consent searches, investigative searches and searches that take place after arrest. The age, gender and racial background of the person stopped should also be recorded. Ideally the data collection procedure would also record the full name and home address of the individuals stopped. This would help the research team identify individuals who are stopped multiple times in a given time period as well as individuals who reside outside of the study 175 jurisdiction. Such information would also help researchers determine if people are more likely to be stopped in their own neighborhoods or when they travel to other areas of the city	DoJ HRC HRP RCMP	Under direction of the Department of Justice. <p>The research committee referenced in Recommendation 3.1 will examine Recommendations 1.6, 1.7, and 3.2. The committee's membership can determine how, or if, they can be advanced through the committee's work. It is important to note that Recommendation 1.7 notes that police should be mandated to collect and disseminate information. Therefore 3.2 may be dependent on the advancement of 1.7. In addition, engagement with legal and the Nova Scotia Human Rights Commission are required to determine the scope of police authority to collect personal information.</p>	outstanding
	The collection of official police data should be supplemented with periodic surveys of the general public. General population surveys should collect information on self reported contacts with the police as well as respondent attitudes and perceptions of the police and wider criminal justice system.	HRP RCMP	HRP is reviewing the potential of creating a community survey with BoPC and RCMP to gauge perceptions and service delivery related to policing. One of the key features of the survey design is community engagement to ensure that citizens' priorities are appropriately reflected.	outstanding
	Survey data on self-reported stops could be compared with official stop data in order to identify significant commonalities or differences.	DoJ HRP RCMP	Under direction of the Department of Justice. <p>Need to determine authority to collect race base statistics, which stops are included and how information will be collected and stored. The Wortley Report Research Committee will consider Privacy and legislative impacts.</p>	

3.3	Surveys could also be used to conduct multivariate analyses and determine whether racial differences in stop and search activities can be explained by other factors including age, area of residence, local crime rates, driving habits, use of public spaces, self-reported drug and alcohol use and self-reported involvement in criminal activity.	DoJ HRP RCMP	Under direction of the Department of Justice. Wortley Report Research Committee will help determine the authority needed to collect race base statistics, which stops are included and how information will be collected and stored. Privacy and legislative impacts to be considered. Refer to recommendation 1.7. Evaluation to be done once survey is completed.	
	Importantly, if such surveys are conducted on a periodic basis (every 2-5 years), the data could be used to determine if racial differences in stop and search activities are declining or increasing and if attitudes towards the police are improving or getting worse. In other words, survey research data over time could be used to evaluate the effectiveness of anti-racism and anti-profiling policies.	DoJ HRP RCMP	Under direction of the Department of Justice. Need to determine authority to collect race base statistics, which stops are included and how information will be collected and stored. Privacy and legislative impacts to be considered. Refer to recommendation 1.7. Evaluation to be done once survey is completed.	
3.4	Periodic surveys should also be conducted on the police themselves. Such surveys could be used to measure the impact of data collection on officer morale and job satisfaction, officer attitudes towards anti-racism programs or policies, and officer decision making with respect to stop and search tactics.	HRP RCMP	HRP will participate in the upcoming Halifax Regional Municipality survey this year. Questions relating to police services and trust and confidence will be part of the community survey, which is expected to be in the market in August 2021. Surveys are already conducted with membership although not specifically related to the aspects outlined in this recommendation. The questions relate to ethics and integrity. HRP is in the process of creating a community survey to gauge perceptions and service delivery related to policing. One of the key features of the survey design is community engagement to ensure that citizens' priorities are appropriately reflected. RCMP employees are surveyed annually via the Government of Canada's public service employee survey. The RCMP regularly conducts surveys of its employees to evaluate various programs, policies, morale, and more. In 2021, Halifax District RCMP conducted employee surveys in North Preston detachment and the Integrated Criminal Investigation Division. The surveys referenced above did not include measures specific to prejudice and stereotyping nor attitudes towards specific minority groups. They did, however, include measures of employee satisfaction. The Nova Scotia RCMP is currently exploring the inclusion of these elements in future surveys.	HRP - ongoing RCMP- completed
	Such surveys could be expanded to measure prejudice and stereotyping, attitudes towards specific minority groups and minority crime and opinions about the effectiveness of various anti-racism policies.	HRP RCMP	We will explore this once the next survey is finalized.	pending
	These surveys could address any other topics of interest to the research team or police managers.	HRP RCMP	We will explore this once the next survey is finalized.	pending
	It is suggested that such officer surveys be conducted every 2-5 years to better facilitate the evaluation of anti-racism initiatives.	HRP RCMP	We will explore this once the next survey is finalized.	pending

3.5	It is proposed that reports documenting the results of all data collection and research activities be released to the public on an annual or biannual basis. The dissemination of these reports will increase both transparency and police accountability.	DOJ HRP RCMP	<p>Data collection and releasing of the data would be under direction of the Department of Justice. Need to determine authority to collect race base statistics, which stops are included and how information will be collected and stored. Privacy and legislative impacts to be considered. Refer to recommendation 1.7.</p> <p>The reporting and specific next steps in this recommendation will be dependent on outcomes of 1.7, 3.1, and 3.2.</p> <p>The RCMP is currently working on a draft national policy outlining roles and responsibilities for collecting, analyzing and reporting racebased data on police interactions.</p>	outstanding
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Wortley Report Recommendations - Police Community Relations

Recommendation #	Description	Responsibility	Comments and updates	Status
4.1	The HRP and RCMP should develop a protocol that will screen new recruits for both cultural competency and racial bias. The importance of this recommendation is reinforced by new research which suggests links between right-wing extremist groups and law enforcement and the possible infiltration of White supremacists into both policing and the military	HRP RCMP	<p>HRP's current psychological testing is designed to assess these aspects, as well as psychopathy. HRP introduced new testing for recruits in both cultural competency and racial bias. This testing was part of the intake Cadet testing for the 20/21 recruitment campaign. We will progressively be working to improve our procedures and be informed by best practices informed by this recommendation.</p> <p>The RCMP is implementing applicant screening tools nationally to promote diversity and ensure candidates have the characteristics and attributes needed for policing into the future, including screening for bias, racism and discriminatory attitudes and beliefs. Implementation is expected by the end of 2021.</p>	HRP - completed (aspects ongoing in the long term) RCMP - completed
4.2	The HRP and RCMP should continue to develop and implement mandatory anti-bias, cultural competency and race relations training.	HRP RCMP	<p>HRP also introduced Journey to Change and Legitimate and Bias Free training in 2020. Journey to Change was introduced as a comprehensive anti-Black racism training program, which was created in collaboration and offered by members of the African Nova Scotian community. Additionally, the Legitimate and Bias Free module was developed and is being offered to the entire frontline membership as well as supervisors. HRP continues to participate in offerings by other partners including Department of Justice and Halifax Regional Municipality.</p> <p>The Nova Scotia RCMP holds the African Canadian Experience Course, which was developed in 2018 by visible minority employees of the RCMP and includes facilitation and presentation by various community and advocacy groups. The training is in addition to mandatory anti-bias training all members receive, and in late 2020, the RCMP introduced a mandatory Cultural Awareness and Humility (CAH) training for all RCMP employees.</p>	HRP - completed (aspects ongoing in the long term) RCMP - completed

4.3	<p>The HRP and RCMP should continue to develop and implement training modules designed to educate police officials about local Black history and the contemporary social and law enforcement concerns of the Black community. These modules should be delivered, onsite, by Black community members. Such efforts will give members of the Black Nova Scotian community a stake in police training strategies and could help build mutual understanding, empathy and compassion.</p>	<p>HRP RCMP</p>	<p>HRP/Community created and introduced Journey to Change training in 2020. Three sessions have been held to date. The goal is to train all sworn, civilian and volunteer members of HRP. The course will be refreshed regularly with community input, guidance and facilitation.</p> <p>The Nova Scotia RCMP provides a five-day African Canadian Experience (ACE) workshop to focus on history, discrimination, human rights and other topics that assist in our understanding of the obstacles and circumstances faced by those in the African Nova Scotian and African Canadian communities. The workshop also discusses aspects of history, both the successes and challenges, that have shaped the relationships between police and the African Nova Scotian community, and how to continue to foster positive relationships for the future. An orientation package for RCMP employees working in Halifax District, which is currently being developed by employees and community members, is expected to be finalized in 2021. This package aims to enhance member awareness and strengthen relationships between the community and police through a mandatory series of one on one 'interviews' with community members and stakeholders.</p>	<p>HRP - completed (aspects ongoing in the long term) RCMP - completed</p>
4.4	<p>Although mandatory, a potential weakness with current anti-bias training strategies is the lack of officer performance evaluation. In other words, officers only have to "take" these training courses, they do not have to "pass" them. Anti-bias training can, therefore, be viewed as a box that must be ticked rather than a skill-set or knowledge-base that must be learned. Thus, it recommended that the HRP and RCMP develop a testing or evaluation strategy for all anti-bias, cultural competency or race relations courses. Such a testing strategy will ensure that officers take these training opportunities seriously and increase the likelihood that teaching objectives will be met.</p>	<p>HRP RCMP</p>	<p>HRP is in the process of exploring what options are being used within policing through their professional networks, and potential application within their processes.</p> <p>The RCMP and HRP cadet training programs include evaluations and the potential for cadets to fail assessments, including those related to bias. RCMP currently developing an online Cultural Competency Training for incoming successful cadet candidates prior to their arrival to Depot. This would be a foundation for learning on Indigenous and racialized communities in Canada. This is continuously being updated Nationally.</p>	<p>HRP - completed (aspects ongoing in the long term) RCMP - completed</p>

4.5	<p>It is recommended that both the HRP and RCMP continue to hire police officers from diverse backgrounds and that police services continue to reflect the racial/ethnic makeup of the communities they serve. It is recognized that the Halifax Regional Police is already more racially diverse than the population it serves. This trend should be both celebrated and continued.</p>	HRP RCMP	<p>As reflected in its two most recent recruitment campaigns, one of the key areas of HRP recruitment is diversity. Our two most recent recruitment campaigns led to the hiring of almost 50% women and increased members of various diverse communities.</p> <p>The RCMP's proactive recruiter in Nova Scotia initiates and participates in recruitment events and initiatives and actively engages potential cadets in African Nova Scotian and Indigenous communities across the province. There are opportunities for racialized candidates to work in their preferred locations, depending on available positions and operational requirements. The RCMP updated its national recruiting standards in May 2020 to expand access for Permanent Residents. The RCMP is currently implementing modern applicant screening tools nationally to promote diversity and ensure candidates have the characteristics and attributes needed for policing into the future, including screening for bias, racism and discriminatory attitudes and beliefs.</p>	HRP - completed (aspects ongoing in the long term) RCMP - completed
4.6	<p>It is recommended that Black and other minority officers be promoted to positions of upper management within both the HRP and Halifax region RCMP. Both community members and police participants maintained that minority officers must be promoted to upper management before they can have a positive impact on police culture and police practices.</p> <p>It was suggested that appointments to the police executive would also have great symbolic value and could contribute to an improve police-community relationship</p>	HRP RCMP	<p>Promoting members from diverse background has been an area of focus for HRP. Among its senior management, there are two senior sworn black male officers, three sworn female officers and one civilian woman from a minority community. There is a renewed focus on diversity and inclusion in our hiring processes, including the use of diverse hiring panel.</p> <p>Promotion of RCMP officers is coordinated nationally, however, the RCMP Nova Scotia's leadership team works locally to identify opportunities for development of black and minority officers. In 2021, the RCMP developed an Equity, Diversity and Inclusion Strategy. This strategy includes immediately increasing the diversity of perspectives in our decision making processes. The RCMP in Nova Scotia is developing a career development and coaching program to reduce barriers and support employees to achieve their career goals.</p>	ongoing

4.7	<p>It is recommended that both the HRP and RCMP devote more time and resources to community policing efforts. Both community members and police officials stressed that the police should get to know better the people they are policing, and that the community should get the chance to know the police. It was stressed that this could be accomplished if officers were stationed in the same communities for sustained periods of time (i.e., several years). It is also recommended that the police, in conjunction with community leaders, organize more social opportunities in which community members and police officers can interact and learn about each other. Individual police officers are also encouraged to participate, off duty, in community activities (i.e., church, sports events, festivals, etc.) so that they could develop relationships with community members. Such participation will likely send a positive message to community members and “humanize” the police profession.</p>	HRP RCMP	<p>Community relations is a big focus for HRP. While the Community Response Officers’ and Community Relations and Crime Prevention office’s mandate is dedicated to community relations, other offices are important contributors. They include the diversity office, corporate affairs division and senior management. Examples of community relations initiatives include programming in schools, sports programs, mentorship opportunities, programming focused on crime prevention, the Halifax Regional Police Youth Program, and participation in multicultural events and regular ongoing community outreach at all levels. HRP has started comprehensive work on improving hate crime reporting processes with an extensive consultation with members as well as stakeholder groups.</p> <p>RCMP facilitate a monthly townhall meetings which rotate through the communities of North Preston, Cherry Brook and Lake Loon, allowing for open engagement between community and police officers and discussion of topical issues. Additionally, the RCMP are engaged in a Community Consultative Group (CCG) coordinated out of Preston Detachment, representing Preston and the surrounding communities. The objective of this group is to enhance relationships between police and community partners / stakeholders by better aligning the strategic direction of the police with community needs.</p> <p>HRP and RCMP both have community liaison officers, school resource officers and diversity officers whose primary roles include engaging with community members as an integral part of communities. RCMP have recently organized a number of youth oriented community engagement events which have included "bike hub", and soccer camp events. A "good deeds voucher" initiative, based out of North Preston, was also launched this summer. The objective of this initiative was to create positive interactions between police and youth found engaging in "good deeds" via the issuance of reward vouchers.</p>	HRP - completed (aspects ongoing in the long term) RCMP - completed
4.8	<p>It recommended that the police establish more community-level detachments like the one recently developed in North Preston. Such local detachments should operate seven days a week, twenty-four hours a day. In the absence of local detachments, it is recommended that both the HRP and RCMP deploy more community liaison officers to cultivate local relationships, develop local knowledge and act as mediators between the community and regular patrol officers</p>	HRP RCMP	<p>HRP provides several community-based offices throughout HRP jurisdiction. These offices are staffed by both community and patrol officers at various times.</p> <p>Community relations is a big focus for HRP. While the Community Response Officers’ and Community Relations and Crime Prevention office’s mandate is dedicated to community relations, other offices are important contributors. They include the diversity office, corporate affairs division and senior management. Examples of community relations initiatives include programming in schools, sports programs, mentorship opportunities, programming focused on crime prevention, the Halifax Regional Police Youth Program, and participation in multicultural events. HRP will continue to expand its work in this area.</p> <p>HRP and RCMP both have community liaison officers, school resource officers and diversity officers whose primary roles include engaging with community members as an integral part of communities. RCMP, as a result of recommendations from the Preston Managerial Review, specifically related to the External Client Satisfaction, have now enhanced the service being provided out of North Preston Detachment by shifting to a 24/7 schedule. Additionally, Halifax District RCMP Community Policing members are now working out of the North Preston Detachment on a rotational basis to supplement patrol members, increase community engagement and enhance community relations.</p>	

4.9	<p>It is recommended that the HRP and RCMP devote more time and resources to the development and implementation of youth-based sports, recreational and mentorship programs. Both community members and police officials maintained that such programs create opportunities for positive interactions with the police. These positive interactions can break down mutual stereotypes, foster relationships and increase trust. It is further recommended that, to be effective, youth programs must receive sustained funding so that they can become permanent fixtures within disadvantaged communities. One-time, short-lived programs, while positive, are unlikely to have a lasting impact on police-community relationships.</p>	HRP RCMP	<p>HRP Sports Pals – one-day sports camp (10 officers will teach soccer and basketball skills to 30 youth, who may not have the same opportunities as others; youth chosen by Community Response Officers working in Central, West, and East Divisions.) Throughout the year, HRP delivers or participates in many activities involving youth. This is primarily done through School Resource Officers, but Crime Prevention office also contribute. Some examples of youth engagement undertaken at HRP include classroom education on cyber safety, Halifax Regional Police Youth Program, Cop Shop, anti-bullying initiatives, the Sports Pals program, Camp Courage, and various community events. Currently, HRP is in the process of doing a review of its youth program to make it more diverse and inclusive and to help remove barriers related to socioeconomic status to make it more welcoming to youth from marginalized communities.</p> <p>RCMP: In the past 10 months, there were organized RCMP / public events in Preston, including a community basketball game, a softball game, and a significant multi weekend litter clean up. A number of officers are also volunteer coaches within youth organized sports. A positive reinforcement initiative based out of Preston Detachment but for Halifax District as a whole is also being rolled out in June 2021. In partnership with donor businesses within the HRM, RCMP members will be giving good deeds coupons to youth that they see demonstrating positive behaviors such as playing sports, wearing a bicycle helmet, assisting others, etc. The youth will be able to take the coupons to the nearest RCMP detachment where they can be exchanged for a voucher for a free reward at a number of community partners.</p>	ongoing
4.10	<p>It is recommended that the HRP and RCMP develop a public education program for Black and minority youth. This program should be delivered by police officials and focus on teaching youth about their rights during police interactions. The program should also teach youth about street checks and the new street check regulation. Such a program could help relieve tensions during police-youth encounters and contribute to an understanding of police powers and limitations. The program could also serve to remind police officers about the Charter rights of civilians</p>	DOJ HRP RCMP	<p>Under the direction of the Department of Justice. Collaborative effort was underway pre-COVID between Police, DoJ, HRC and NSLA to develop Know Your Rights materials on a provincial level. DoJ is leading the effort and the other partners will work with them on this campaign.</p>	ongoing
4.11	<p>It is recommended that a committee – consisting of community members, police officials and government stakeholders – be formed to study the strength and integrity of the current police complaints process. Both the HRP (Police Complaints Commission) and the RCMP (Commission for Public Complaints) have independent police complaints bodies.</p> <p>However, during consultations, community members expressed serious doubts about these organizations. Community concerns included:</p> <ul style="list-style-type: none"> A lack of community awareness about how to file a complaint; The inability to file verbal complaints; The inability to file 3rd party complaints; The six-month time period for filing; A lack of independent complaint investigation and adjudication (i.e., the fact that complaints are returned to the police service in question for internal investigation, deliberation and disciplinary decisions); A lack of transparency with respect to the investigative process and the rationale behind complaint decisions; A confusing, convoluted appeals process; 	DOJ RCMP HRP	<p>Under the direction of the Department of Justice amendments have been made to Police Regulations under the Police Act, extending the timeframe to file a complaint against municipal police officers from six months to one year to align with existing timelines for filing complaints against RCMP. Authority was given to the Police Complaints Commissioner to further extend the time limit for making a complaint if it is in the public interest. The next step is to form a committee to review the police complaints process and identify opportunities to enhance it. The BoPC request to extend complaint deadline to 12 months to align with RCMP deadline has been approved and will take effect in January 2021.</p> <p>While the exact actions in this recommendation have not yet been actioned many other steps have been taken that address the spirit of this recommendation. HRP's disciplinary processes are now able to take complaints on an extended timeline, from six months to one year, following an amendment to police regulations issued last year.</p>	ongoing

4.11 (con.)	<p>Some community members expressed that they had previously filed a complaint against the police and found the process to be confusing, frustrating and unfairly biased in favor of the police. All stated that, as a result, they would never file a complaint against the police again. The proposed committee should examine these issues and make recommendations for improving the current police complaints system and increasing community confidence in the complaints process.</p> <p>As part of the police oversight process, the government should also consider creating and funding an African Nova Scotian Legal Advocate or Legal Clinic. Such an organization would help Black youth and adults negotiate the police complaints process and provide them with legal advice on other criminal justice matters. The creation of such a body might also serve to increase confidence in the overall criminal justice system</p>	DOJ RCMP HRP	<p>In January 2021, HRP made a strategic decision to move its Professional Standards Division from its central police station to Halifax Shopping Centre in an effort to make it more welcoming and less intimidating for members of the public to come in and file complaints. The Professional Standards team has also been expanded and includes both gender and racial diversity among its team. From the direction of the BoPC, in May 2018 a communications plan was created to increase awareness about the police complaints process related to both HRP and RCMP. Steps that were taken included: Development of new communication material, website update, social media content as well as direct outreach to community partners. A "Partners in Policing" pamphlet was developed by RCMP and HRP. The pamphlet was originally done in both English and French and then translated to include Mi'kmaq and Arabic. It was distributed to several touchpoints including HRP divisional offices, RCMP detachments and community partners such as the Mi'kmaq Friendship Centre, ISANS, Lebanese Cultural Centre and Black Cultural Centre. Quarterly updates are done on Facebook by both HRP and RCMP. The most recent one was shared at the end of January 2020. We are continually building community relationships with key stakeholders and community groups via our Police Diversity Working Group, Community Response Officers and our Diversity and Equity Officer. These partnerships inform our policies and practices to ensure fairness and respect for all.</p>	
4.12	<p>It is recommended that the HRP and RCMP develop additional training modules that will improve officer adherence to the principles of procedural justice and ensure respect for civil rights during all civilian encounters. Such training should focus on developing officer communication skills and their ability to explain lawful police actions to civilian actors.</p>	DOJ HRP RCMP	<p>HRP continues to participate in offerings by other partners including Department of Justice and Halifax Regional Municipality (See 4.2) as well as develop its own training in response to this recommendation, e.g. Journey to Change and Legitimate and Bias Free Training.</p> <p>In late 2020, the RCMP introduced a mandatory Cultural Awareness and Humility (CAH) training for all RCMP employees. The CAH introduces the concept of 'Cultural Humility', and is designed to increase knowledge, enhance self-awareness, and strengthen the skills of RCMP employees who work both directly and indirectly with different cultures.</p>	ongoing
4.13	<p>It is recommended that the HRP and RCMP develop new policies to address the police code of silence and empower officers who challenge the illegal or unprofessional activities of their colleagues. Punishment for the violation of these regulations should be clearly communicated and consistently enforced.</p> <p>Officers should receive continual training with respect for both existing and emerging departmental regulations.</p>	HRP RCMP	<p>This is an expectation as part of HRP's values and Code of Conduct, and the Professional Standards Division provide an avenue for this to happen.</p> <p>The RCMP addresses this through their Mission, Vision and Values; RCMP Code of Conduct and related training, for all supervisors and civilian members. Ethical decision making is taught through many aspects of operational training and reinforced through scenario based training during officers' operational skills management training. The Federal Public Servants Disclosure Protection Act provides RCMP officers and staff secure and confidential processes for disclosing serious wrongdoing in the workplace and protection from acts of reprisal.</p>	addressed through existing policies & ongoing

4.14	<p>It is recommended that the HRP and RCMP develop a new performance evaluation system that explicitly rewards officers for their community policing efforts, their ability to work effectively with diverse communities and their ability to develop relationships of trust with community members from various backgrounds. Performance indicators should be clearly articulated and communicated to all police officers and further entrenched in the promotion process.</p>	HRP RCMP	<p>HRP continues to explore additional competency-based options being used within policing through their professional networks, and potential application within their processes.</p> <p>The RCMP uses competency based evaluation based on their job codes, and competencies include things such as community engagement, networking and relationship building, communication in the relevant cultural context, knowledge of community and cultural issues and public relations in the relevant cultural context. RCMP officers are required to provide evidence of how they have demonstrated competencies.</p>	addressed through existing policies & ongoing
4.15	<p>It is recommended that the HRP and RCMP fully engage in efforts to evaluate the effectiveness of all anti-bias initiatives and community building strategies – including anti-bias training and community policing protocols.</p> <p>Evaluation should take the form of continued data collection on street checks and other policing outcomes.</p> <p>Changes with respect to public trust and confidence in the police should be monitored through ongoing community consultations and periodic surveys.</p> <p>The police should engage with objective, outside experts to develop evaluation methodologies and analytic strategies. The results of evaluation projects should be fully disseminated to the public</p>	DOJ HRP RCMP	<p>HRP is in the process of creating a community survey to gauge perceptions and service delivery related to policing. One of the key features of the survey design will be community engagement to ensure that citizens’ priorities are appropriately reflected. HRP is reviewing the potential of creating a community survey with BoPC and RCMP to gauge perceptions and service delivery related to policing. Future Surveys can play a role, refer to recommendations 3.3 and 3.4. The RCMP conducts client and partner surveys on Canadian’s views of RCMP policing services annually. These surveys include questions about contacts with police and satisfaction of police services. The RCMP uses the information to identify challenges and opportunities that need to be addressed, to inform and improve RCMP service delivery.</p> <p>The Nova Scotia RCMP regularly conducts managerial reviews, the most recent of which in North Preston in March 2021. This review included a client satisfaction component. The results of this review. Managerial reviews help to measure the RCMP’s service delivery to the communities we serve, to determine the wellness, quality of investigations and supervision of the employees responsible for the service delivery, and make recommendations on enhancing the RCMP’s service delivery model.</p>	<p>pending</p> <p>ongoing</p> <p>ongoing</p>
4.16	<p>It is recommended that a committee – consisting of community members, police officials and government officials – be formed to monitor progress towards the implementation of the recommendations produced by this report, or additional policy initiatives that emerge post-release.</p> <p>This committee should report to the Police Board of Commissioners by September 2020.</p>	DOJ HRP RCMP BOPC	<p>Under the direction of the Department of Justice. Wortley Report Action Planning Working Group was formed to develop an action plan and accountability framework. While the committee is no longer active, DOJ has continued to engage bilaterally with the African Nova Scotian organizations that participated.</p> <p>A committee has been formed under co-chairs Kimberly Franklin and HRP Deputy Chief Don MacLean. Community, academic, and other LE representatives are part of this committee, which continues to review and discuss recommendations. Additionally, members of HRP, RCMP, representatives of DOJ and the Chair of the BoPC regularly communicate and meet with one another on the progress.</p>	ongoing

4.17	<p>Finally, it recommended that the Government of Nova Scotia, and the Nova Scotia Human Rights Commission, extend their examination of racial bias beyond police street checks to other aspects of policing and the broader criminal justice system. Statistics reveal that Black Nova Scotians are significantly over-represented in both the provincial and federal correctional systems. It is important to determine the extent to which this over-representation reflects possible biases at each stage of the criminal justice process: from police surveillance and charge practices to remand decisions, plea bargaining, conviction rates, sentencing and parole 179 outcomes. A small degree of racial bias at each stage of the criminal justice funnel can result in gross racial disparities within the correctional system. This inquiry could begin by mandating the collection of race-based statistics within policing, the criminal courts and corrections.</p>	DOJ HRC	<p>Under the direction of the Department of Justice. The DOJ in partnership with community is developing both an African Nova Scotian Justice Plan and an Indigenous Justice Strategy to help address the broader issue of systemic racism in the criminal justice system</p>	ongoing through DoJ
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Information Report

TO: Halifax Board of Police Commissioners

FROM: Halifax Regional Police

DATE: September 15, 2021

SUBJECT: Two-year Wortley Report Summary

Wortley Report Background:

In 2017, Dr. Scot Wortley was commissioned by the Nova Scotia Human Rights Commission to conduct an independent inquiry into the disproportionality of police street checks in the Halifax region. Dr. Wortley analyzed 12 years of data, between January 1, 2006 and December 31, 2017, collected by the Halifax Regional Police (HRP) and the Halifax District RCMP.

The report is divided into the following sections:

- Section A provides an introduction.
- Section B reviews the results of a series of consultations with members of Nova Scotia's Black community that took place in 2017 and 2018.
- Section C reviews findings from an internet-based community survey, which supplemented the data gathered from community consultations.
- Section D reviews results from focus groups and consultations with police officials.
- Part E provides an analysis of official "street check" data provided by HRP.
- Part F provides recommendations and is divided into several areas.

Summary of Report Recommendations:

The report's findings have been organized into four sections. However, Section 2 Recommendations deal with an environment where street checks exist in a regulated environment. These recommendations are not applicable as Nova Scotia operates in an environment in which street checks are banned. The report's recommendations are listed below in three separate tables – **a street check ban, data collection on police stops and improving police-community relations**. The report makes a total of 29 recommendations in these three areas.

As indicated in the report, many recommendations have been completed while others are partially completed and ongoing because their implementation requires a multi-stakeholder and long-term approach. **HRP recognizes that police-community relations will require ongoing work and collaboration to develop in the long term. As such, the status of a number of the recommendations has been marked as "Completed (aspects ongoing in the long term)".** The context has also been included for each.



List of Recommendations & Implementation Status (A Street Check Ban):

In October 2019, street checks were permanently banned in Nova Scotia. Banning street checks, according to Dr. Wortley, would demonstrate that HRP, RCMP, Board of Police Commission and the government are all willing to take strong action towards addressing the threat of biased policing and are willing to make appropriate changes to regain public confidence in law enforcement.

#	Recommendation	HRP Status & Actions
1.1	Decision to ban street checks followed by: all police officials should be ordered to immediately cease the recording of civilian information for “street check” purposes. Furthermore, the street check field within the Versadex data management system should be immediately disabled.	COMPLETED. In April 17, 2019 the Minister issued a directive which placed a moratorium on street checks of vehicle passengers and pedestrians. HRP made employees aware of and implemented the directive through internal communication. The street check function in Versadex was disabled in May 2019.
1.2	Officers on patrol should no longer have immediate access to historical street check data pertaining to the civilians they interact with in the community. Access to historical street check data should be restricted to investigators, supervisors and crime analysts.	COMPLETED. Police have put controls in place for access to historical street check data to allow only appropriate supervisors and crime analysts to access information. General duty officers cannot access the data.
1.3	Historical street check data should remain available to police investigators -- for a one-year period -- following the formal street check ban. After this one-year grace period, all street check data containing personal information should be purged.	ONGOING. According to a June 2019 proposal presented to the Board of Police Commissioners by HRP, HRP proposed to retain the existing historical street check records until December 2020, at which point all records not identified for further retention were to be purged from the database. After further consultations and direction from the Board, it was determined that HRP street check data will be held indefinitely at the request of the BoPC in June 2020. That is currently the case.
1.4	During the one-year grace period, prior to the destruction of personalized street check data, civilians should be informed of their right to order, retrieve and review their own street check record. Civilians should also be given written documentation about how their personal information was used by the police and whether it was shared with third parties. This will inform civilians about the types of information the police have collected on them in the past and give them a chance to dispute the accuracy of that information.	ONGOING. BoPC requested street check data be held indefinitely in June 2020. HRP presented its plan at the Halifax Board of Police Commissioners meeting for the retention of historical street check data, advising that HRP will continue to make personal information contained in the historical street check database available to members of the public utilizing HRP’s established FOIPOP application process until further advised by BoPC. HRP has been utilizing social media and have communicated through traditional media for members of the public to file a FOIPOP request to receive information related to their street check data. This has also been communicated through stakeholder and



#	Recommendation	HRP Status & Actions
		community group outreach. We are also working with HFXPL to assist the community with FOIPOP requests.
1.5	All historical street check data should eventually be de-identified and retained for future research purposes. De-identification should include the removal of names, addresses, birth dates or any other information that could be used to identify specific individuals. However, information on general demographic characteristics -- including race, age and gender -- should be retained for aggregate-level analyses.	ONGOING. According to a June 2019 proposal presented to the Board of Police Commissioners by HRP, HRP proposed to retain the existing historical street check records until December 2020, at which point all records not identified for further retention were to be purged from the database. After further consultations and direction from the Board, it was determined that HRP street check data will be held indefinitely at the request of the BoPC in June 2020.
1.6	A committee, consisting of both police officials and community members, should be formed to assess the impact of the street check ban on police-community relations and public safety. This committee should also explore the possible re-branding or re-naming of street checks or the shifting of street check information into other data fields (i.e., general occurrence reports).	ONGOING. With the formation of the research committee referenced ahead in Recommendation 3.1. Recommendations 1.6, 1.7, and 3.2 can be examined by the same committee's membership in order to determine how, or if, they can be advanced through the committee's work.
1.7	In the absence of street checks, the police should be mandated to collect and disseminate information on the personal characteristics -- including racial background -- of all civilians subject to police stops and other investigative detentions.	<p>ONGOING. With the formation of the research committee referenced in Recommendation 3.1, Recommendation 1.6, 1.7, and 3.2 can be examined by the committee's membership as part of their work.</p> <p>It is important to note that Recommendation 1.7 notes that police should be mandated to collect and disseminate information. Therefore 3.2 may be dependent on the advancement of 1.7. In addition, discussions with legal, privacy and the Nova Scotia Human Rights Commission are required to determine the scope of the authority to collect personal information.</p>

List of Recommendations & Implementation Status (Data Collection on Police Stops):

The work associated with this category is being done by a committee, which was established by the Department of Justice and consists of law enforcement, government and community representatives. The committee is chaired by Deputy Chief Don MacLean of the Halifax Regional Police and Kimberly Franklin of the Nova Scotia Human Rights Commission. Once frameworks are in place, provincially and nationally, for consistent standards on race-based data collection, HRP will be making necessary changes to collect this data and ensure that it is consistent with well-considered standards more effectively.



#	Recommendation	HRP Status & Actions
3.1	A research committee should be formed to explore the feasibility of gathering data on police stops in addition to information on street checks. This committee would be responsible for the development and implementation of the research and evaluation plan. This committee should consist of police personnel, community representatives and academic researchers. It is important that researchers be involved from the beginning of the research process as they should have the methodological training to ensure the development of a sound methodological strategy. The selection of the researchers is an important step. Ideally, researchers should be approved or accepted by both the police and community representatives.	<p>ONGOING. This committee has been formed under co-chairs Kimberly Franklin and HRP Deputy Chief Don MacLean. Community, academic, and other LE representatives are part of this committee.</p> <p>The committee continues to review and discuss recommendations.</p> <p>With the formation of this committee, Recommendations 1.6, 1.7, and 3.2 can be examined by the committee's membership in order to determine how, or if, they can be advanced through the committee's work.</p>
3.2	Halifax region police services should establish a permanent data collection system to record information on all stops of civilians. This data system should record information on both traffic stops and stops involving pedestrians. The information to be collected on each stop should include: the date of the stop, the time of the stop, the location of the stop, the reason for the stop and the outcome of the stop (no action, warning, ticket, summons, arrest, etc.). Whether the person or vehicle was searched by the police should also be recorded. It is also important to distinguish between consent searches, investigative searches and searches that take place after arrest. The age, gender and racial background of the person stopped should also be recorded. Ideally the data collection procedure would also record the full name and home address of the individuals stopped.	<p>OUTSTANDING. The research committee referenced in Recommendation 3.1 will examine Recommendations 1.6, 1.7, and 3.2. The committee's membership can determine how, or if, they can be advanced through the committee's work.</p> <p>It is important to note that Recommendation 1.7 notes that police should be mandated to collect and disseminate information. Therefore 3.2 may be dependent on the advancement of 1.7. In addition, engagement with legal and the Nova Scotia Human Rights Commission are required to determine the scope of police authority to collect personal information.</p>
3.3	The collection of official police data should be supplemented with periodic surveys of the general public. General population surveys should collect information on self-reported contacts with the police as well as respondent attitudes and perceptions of the police and wider criminal justice system. Survey data on self-reported stops could be compared with official stop data in order to identify significant commonalities or differences. Surveys could also be used to conduct multivariate analyses and determine whether racial differences in stop and search activities can be explained by other factors including age, area of residence, local crime rates, driving habits, use of public spaces, self-	<p>OUTSTANDING. Surveys are already conducted with membership although not specifically related to the aspects outlined in this recommendation. The questions relate to ethics and integrity.</p> <p>HRP is reviewing the potential of creating a community survey with BoPC and RCMP to gauge perceptions and service delivery related to policing. One of the key features of the survey design is community engagement to ensure that citizens' priorities are appropriately reflected.</p> <p>HRP will participate in the upcoming Halifax Regional Municipality survey this year. Questions</p>

#	Recommendation	HRP Status & Actions
	reported drug and alcohol use and self-reported involvement in criminal activity.	relating to police services and trust and confidence will be part of the community survey, which is expected to be in the market in August 2021.
3.4	Periodic surveys should also be conducted on the police themselves. Such surveys could be used to measure the impact of data collection on officer morale and job satisfaction, officer attitudes towards anti-racism programs or policies, and officer decision making with respect to stop and search tactics. Such surveys could be expanded to measure prejudice and stereotyping, attitudes towards specific minority groups and minority crime and opinions about the effectiveness of various anti-racism policies.	<p>ONGOING. HRP will participate in the upcoming Halifax Regional Municipality survey this year. Questions relating to police services and trust and confidence will be part of the community survey, which is expected to be in the market in August 2021.</p> <p>Surveys are already conducted with membership although not specifically related to the aspects outlined in this recommendation. The questions relate to ethics and integrity.</p> <p>HRP is in the process of creating a community survey to gauge perceptions and service delivery related to policing. One of the key features of the survey design is community engagement to ensure that citizens' priorities are appropriately reflected.</p>
3.5	It is proposed that reports documenting the results of all data collection and research activities be released to the public on an annual or biannual basis.	OUTSTANDING The reporting and specific next steps in this recommendation will be dependent on outcomes of 1.7, 3.1 and 3.2.

List of Recommendations & Implementation Status (Improving Police-Community Relations):

These recommendations focus less on street checks and more on general recommendations that might improve police-community relations. Most of these recommendations reflect ideas discussed during both community and police consultations.

#	Recommendation	HRP Status & Actions
4.1	The HRP and RCMP should develop a protocol that will screen new recruits for both cultural competency and racial bias. The importance of this recommendation is reinforced by new research which suggests links between right-wing extremist groups and law enforcement and the possible infiltration of White supremacists into both policing and the military (Boutilier 2018).	<p>COMPLETED (aspects ongoing in the long term). Current psychological testing is designed to assess these aspects, as well as psychopathy. HRP introduced new testing for recruits in both cultural competency and racial bias.</p> <p>This testing was part of the intake Cadet testing for the 20/21 recruitment campaign. We will progressively be working to improve our procedures and be informed by best practices informed by this recommendation.</p>



#	Recommendation	HRP Status & Actions
4.2	The HRP and RCMP should continue to develop and implement mandatory anti-bias, cultural competency and race relations training.	<p>COMPLETED (aspects ongoing in the long term). HRP also introduced <u>Journey to Change</u> and <u>Legitimate and Bias Free</u> training in 2020. Journey to Change was introduced as a comprehensive anti-Black racism training program, which was created in collaboration and offered by members of the African Nova Scotian community. Additionally, the Legitimate and Bias Free module was developed and is being offered to the entire frontline membership as well as supervisors.</p> <p>HRP continues to participate in offerings by other partners including Department of Justice and Halifax Regional Municipality.</p>
4.3	The HRP and RCMP should continue to develop and implement training modules designed to educate police officials about local Black history and the contemporary social and law enforcement concerns of the Black community. These modules should be delivered, onsite, by Black community members.	<p>COMPLETED (aspects ongoing in the long term). HRP/Community created and introduced Journey to Change training in 2020. Three sessions have been held to date.</p> <p>The goal is to train all sworn, civilian and volunteer members of HRP. The course will be refreshed regularly with community input, guidance and facilitation.</p>
4.4	It recommended that the HRP and RCMP develop a testing or evaluation strategy for all anti-bias, cultural competency or race relations courses. Such a testing strategy will ensure that officers take these training opportunities seriously and increase the likelihood that teaching objectives will be met.	<p>COMPLETED (aspects ongoing in the long term). HRP is in the process of exploring what options are being used within policing through their professional networks, and potential application within their processes.</p>
4.5	It is recommended that both the HRP and RCMP continue to hire police officers from diverse backgrounds and that police services continue to reflect the racial/ethnic makeup of the communities they serve.	<p>COMPLETED (aspects ongoing in the long term). As reflected in its two most recent recruitment campaigns, one of the key areas of HRP recruitment is diversity. Our two most recent recruitment campaigns led to the hiring of almost 50% women and increased members of various diverse communities.</p>
4.6	It is recommended that Black and other minority officers be promoted to positions of upper management within both the HRP and Halifax region RCMP.	<p>ONGOING. Promoting members from a diverse background has been an area of focus for HRP. Among its senior management, there are two senior sworn black male officers, three sworn female officers and one civilian woman from a minority community. There is a renewed focus on diversity and inclusion in our hiring processes, including the use of diverse hiring panel.</p>

#	Recommendation	HRP Status & Actions
4.7	It is recommended that both the HRP and RCMP devote more time and resources to community policing efforts. Both community members and police officials stressed that the police should get to know better the people they are policing, and that the community should get the chance to know the police. It was stressed that this could be accomplished if officers were stationed in the same communities for sustained periods of time (i.e., several years). It is also recommended that the police, in conjunction with community leaders, organize more social opportunities in which community members and police officers can interact and learn about each other. Individual police officers are also encouraged to participate, off duty, in community activities (i.e., church, sports events, festivals, etc.) so that they could develop relationships with community members.	<p>COMPLETED (aspects ongoing in the long term). Community relations is a big focus for HRP. While the Community Response Officers' and Community Relations and Crime Prevention office's mandate is dedicated to community relations, other offices are important contributors. They include the diversity office, corporate affairs division and senior management. Examples of community relations initiatives include programming in schools, sports programs, mentorship opportunities, programming focused on crime prevention, the Halifax Regional Police Youth Program, and participation in multicultural events and regular ongoing community outreach at all levels.</p> <p>HRP has started comprehensive work on improving hate crime reporting processes with an extensive consultation with members as well as stakeholder groups.</p>
4.8	It is recommended that the police establish more community-level detachments like the one recently developed in North Preston. Such local detachments should operate seven days a week, twenty-four hours a day. In the absence of local detachments, it is recommended that both the HRP and RCMP deploy more community liaison officers to cultivate local relationships, develop local knowledge and act as mediators between the community and regular patrol officers.	<p>OUTSTANDING. HRP provide several community-based offices throughout HRP jurisdiction. These offices are staffed by both community and patrol officers at various times.</p> <p>Community relations is a big focus for HRP. While the Community Response Officers' and Community Relations and Crime Prevention office's mandate is dedicated to community relations, other offices are important contributors. They include the diversity office, corporate affairs division and senior management. Examples of community relations initiatives include programming in schools, sports programs, mentorship opportunities, programming focused on crime prevention, the Halifax Regional Police Youth Program, and participation in multicultural events. HRP will continue to expand its work in this area.</p>
4.9	It is recommended that the HRP and RCMP devote more time and resources to the development and implementation of youth-based sports, recreational and mentorship programs. It is further recommended that, to be effective, youth programs must receive sustained funding so that they can become permanent fixtures within disadvantaged communities.	<p>ONGOING. HRP Sports Pals – one-day sports camp (10 officers will teach soccer and basketball skills to 30 youth, who may not have the same opportunities as others; youth chosen by Community Response Officers working in Central, West, and East Divisions.)</p>

#	Recommendation	HRP Status & Actions
		<p>Throughout the year, HRP delivers or participates in many activities involving youth. This is primarily done through School Resource Officers, but members of the Community Relations and Crime Prevention office also contribute. Some examples of youth engagement undertaken at HRP include classroom education on cyber safety, Halifax Regional Police Youth Program, Cop Shop, anti-bullying initiatives, the Sports Pals program, Camp Courage, and various community events.</p> <p>Currently, HRP is in the process of doing a review of its youth program to make it more diverse and inclusive and to help remove barriers related to socioeconomic status to make it more welcoming to youth from marginalized communities.</p>
4.10	<p>It is recommended that the HRP and RCMP develop a public education program for Black and minority youth. This program should be delivered by police officials and focus on teaching youth about their rights during police interactions. The program should also teach youth about street checks and the new street check regulation.</p>	<p>ONGOING. Collaborative effort was underway pre-COVID between Police, DoJ, HRC and NSLA to develop Know Your Rights materials on a provincial level. DoJ is leading the effort and the other partners will work with them on this campaign.</p>
4.11	<p>It is recommended that a committee – consisting of community members, police officials and government stakeholders – be formed to study the strength and integrity of the current police complaints process. The proposed committee should examine:</p> <ul style="list-style-type: none"> • A lack of community awareness about how to file a complaint; • The inability to file verbal complaints; • The inability to file 3rd party complaints; • The six-month time period for filing; • A lack of independent complaint investigation and adjudication (i.e., the fact that complaints are returned to the police service in question for internal investigation, deliberation and disciplinary decisions); • A lack of transparency with respect to the investigative process and the rationale behind complaint decisions; • A confusing, convoluted appeals process. 	<p>ONGOING. While the exact actions in this recommendation have not yet been actioned many other steps have been taken that address the spirit of this recommendation. HRP’s disciplinary processes are now able to take complaints on an extended timeline, from six months to one year, following an amendment to police regulations issued last year.</p> <p>In January 2021, HRP made a strategic decision to move its Professional Standards Division from its central police station to Halifax Shopping Centre in an effort to make it more welcoming and less intimidating for members of the public to come in and file complaints. The Professional Standards team has also been expanded and includes both gender and racial diversity among its team.</p> <p>From the direction of the BoPC, in May 2018 a communications plan was created to increase awareness about the police complaints process related to both HRP and RCMP. Steps that were taken included: Development of new communication material, website update, social</p>

#	Recommendation	HRP Status & Actions
	And make recommendations for improving the current police complaints system and increasing community confidence in the complaints process.	<p>media content as well as direct outreach to community partners.</p> <p>A “Partners in Policing” pamphlet was developed by RCMP and HRP. The pamphlet was originally done in both English and French and then translated to include Mi’kmaq and Arabic. It was distributed to several touchpoints including HRP divisional offices, RCMP detachments and community partners such as the Mi’kmaq Friendship Centre, ISANS, Lebanese Cultural Centre and Black Cultural Centre.</p> <p>Quarterly updates are done on Facebook by both HRP and RCMP. The most recent one was shared at the end of January 2020.</p> <p>We are continually building community relationships with key stakeholders and community groups via our Police Diversity Working Group, Community Response Officers and our Diversity and Equity Officer. These partnerships inform our policies and practices to ensure fairness and respect for all.</p>
4.12	It is recommended that the HRP and RCMP develop additional training modules that will improve officer adherence to the principles of procedural justice and ensure respect for civil rights during all civilian encounters. Such training should focus on developing officer communication skills and their ability to explain lawful police actions to civilian actors.	ONGOING. See 4.2. HRP continues to participate in offerings by other partners including Department of Justice and Halifax Regional Municipality (See 4.2) as well as develop its own training in response to this recommendation, e.g Journey to Change and Legitimate and Bias Free Training.
4.13	It is recommended that the HRP and RCMP develop new policies to address the police code of silence and empower officers who challenge the illegal or unprofessional activities of their colleagues. Officers should receive continual training with respect for both existing and emerging departmental regulations. Punishment for the violation of these regulations should be clearly communicated and consistently enforced.	ADDRESSED THROUGH EXISTING POLICIES & ONGOING. This is an expectation as part of HRP’s values and Code of Conduct, and the Professional Standards Division provide an avenue for this to happen.
4.14	It is recommended that the HRP and RCMP develop a new performance evaluation system that explicitly rewards officers for their community policing efforts, their ability to work effectively with diverse communities and their ability to develop relationships of trust with community members from various backgrounds. Performance indicators should be clearly articulated and communicated to	ADDRESSED THROUGH EXISTING POLICIES & ONGOING. HRP continues to explore additional competency-based options being used within policing through their professional networks, and potential application within their processes.

#	Recommendation	HRP Status & Actions
	all police officers and further entrenched in the promotion process.	
4.15	It is recommended that the HRP and RCMP fully engage in efforts to evaluate the effectiveness of all anti-bias initiatives and community building strategies – including anti-bias training and community policing protocols. Evaluation should take the form of continued data collection on street checks and other policing outcomes. Changes with respect to public trust and confidence in the police should be monitored through ongoing community consultations and periodic surveys.	<p>ONGOING. HRP is in the process of creating a community survey to gauge perceptions and service delivery related to policing. One of the key features of the survey design will be community engagement to ensure that citizens' priorities are appropriately reflected.</p> <p>Surveys are already conducted with membership although not specifically related to the aspects outlined in this recommendation. The questions relate to ethics and integrity.</p> <p>HRP is reviewing the potential of creating a community survey with BoPC and RCMP to gauge perceptions and service delivery related to policing. One of the key features of the survey design is community engagement to ensure that citizens' priorities are appropriately reflected.</p> <p>HRP will participate in the upcoming Halifax Regional Municipality survey this year. Questions relating to police services and trust and confidence will be part of the community survey, which is expected to be in the market in August 2021.</p> <p>HRP has offered fair and impartial training as part of its block training in 2018. Other forms of training are being considered based on best practices.</p>
4.16	It is recommended that a committee – consisting of community members, police officials and government officials – be formed to monitor progress towards the implementation of the recommendations produced by this report, or additional policy initiatives that emerge post-release. This committee should report to the Police Board of Commissioners by September 2020.	<p>ONGOING. A committee has been formed under co-chairs Kimberly Franklin and HRP Deputy Chief Don MacLean. Community, academic, and other LE representatives are part of this committee, which continues to review and discuss recommendations.</p> <p>Additionally, members of HRP, RCMP, representatives of DoJ and the Chair of the the BoPC regularly communicate and meet with one another on the progress.</p>
4.17	Finally, it recommended that the Government of Nova Scotia, and the Nova Scotia Human Rights Commission, extend their examination of racial bias beyond police street checks to other aspects of policing and the broader criminal justice system.	ONGOING through DoJ.

#	Recommendation	HRP Status & Actions
	This inquiry could begin by mandating the collection of race-based statistics within policing, the criminal courts and corrections.	





Attachment 3

***Halifax District RCMP Interim Report on
Recommendations in the
Halifax, Nova Scotia: Street Checks Report***

Introduction

On March 27, 2019, the *Halifax, Nova Scotia: Street Checks Report* authored by Dr. Scot Wortley and commissioned by the Nova Scotia Human Rights Commission was released. The report includes 53 recommendations related to street checks in the Halifax Regional Municipality (HRM). The recommendations are divided into four sections:

Option 1: A Street Checks Ban (7 Recommendations)

Option 2: The Regulation of Street Checks (24 Recommendations)

Data Collection on Police Stops (5 Recommendations)

Improving Police - Community Relations (17 Recommendations)

The following is an interim report on the Nova Scotia RCMP's continuing work to address the recommendations that relate to the RCMP. It is not intended to reflect the full scope of efforts to build accountability and trust with African Nova Scotian and other marginalized communities nor the RCMP's work to address systemic racism.

We acknowledge the lived experiences of African Nova Scotians and the disproportionate harm our use of street checks has caused, and our members are working hard to build relationships and trust on a daily basis with the communities we proudly serve.

*In April 2019, the Nova Scotia Minister of Justice directed police agencies across Nova Scotia to stop the practice of street checks pending the outcome of an independent legal opinion. This was followed by a permanent ban on street checks in the province on October 18, 2019.

OPTION 1 : A STREET CHECKS BAN	
Recommendation 1.1 If a decision is made to formally ban street checks, all police officials should be ordered to immediately cease the recording of civilian information for "street check" purposes. Furthermore, the street check field within the Versadex data management system should be immediately disabled.	The Nova Scotia RCMP is following the Nova Scotia Justice Minister's directive on street checks (April 17, 2019). The Street Check function in the Versadex records management system to add or modify records was disabled on April 28, 2019.

<p>Recommendation 1.2</p> <p>Officers on patrol should no longer have immediate access to historical street check data pertaining to the civilians they interact with in the community. Access to historical street check data should be restricted to investigators, supervisors and crime analysts.</p>	<p>Access to historical street check data in Versadex is restricted to crime analysts and members of Sergeant rank and above for investigative purposes.</p> <p>It is not possible to restrict access to the street check data in the PROS records management system used by the RCMP in areas outside of HRM. Any related data, however, is purged two years after the date of creation in line with RCMP policy and the <i>Privacy Act</i>.</p>
<p>Recommendation 1.3</p> <p>So as not to interrupt or impede current criminal cases or investigations, historical street check data should remain available to police investigators – for a one-year period – following the formal street check ban. After this one-year grace period, all street check data containing personal information should be purged.</p>	<p>The Nova Scotia RCMP is retaining street check data entered by Halifax District RCMP until December 31, 2022, which allows the public to access their data as per recommendation 1.4. Following December 31, 2022, the records will be deleted.</p> <p>Street check data in the PROS records management system, which is used by the RCMP in areas outside of HRM, is purged two years after the date of creation in line with RCMP policy and the <i>Privacy Act</i>.</p>
<p>Recommendation 1.4</p> <p>During the one-year grace period, prior to the destruction of personalized street check data, civilians should be informed of their right to order, retrieve and review their own street check record.</p> <p>Civilians should also be given written documentation about how their personal information was used by the police and whether it was shared with third parties.</p>	<p>The RCMP has publicized how to obtain personal information through an Access to Information and Privacy request.</p> <p>The RCMP is not able to provide written documentation on how/if personal information was used for investigational purposes because we have no way to determine how street check data may have been used during the 16 years before the moratorium went into effect.</p> <p>The RCMP does not share personal information from street checks with third parties.</p>

<p>Recommendation 1.5</p> <p>All historical street check data should eventually be de-identified and retained for future research purposes. De-identification should include the removal of names, addresses, birth dates or any other information that could be used to identify specific individuals. However, information on general demographic characteristics -- including race, age and gender - should be retained for aggregate-level analyses.</p>	<p>As per recommendation 1.3, and in line with the <i>Privacy Act</i>, the Nova Scotia RCMP will delete all street check data in the Versadex records management system on December 31, 2022.</p> <p>Street check data in the PROS records management system, which is used by the RCMP in areas outside of HRM, is purged two years after the date of creation, in line with RCMP policy and the <i>Privacy Act</i>. All street check data in this system will be purged by December 31, 2021.</p>
<p>Recommendation 1.6</p> <p>A committee, consisting of both police officials and community members, should be formed to assess the impact of the street check ban on police-community relations and public safety. This committee should also explore the possible re-branding or re-naming of street checks or the shifting of street check information into other data fields (i.e., general occurrence reports).</p>	<p>While this is not an RCMP-led initiative; some of this work is being done as part of the response to Recommendation 3.1.</p>
<p>Recommendation 1.7</p> <p>The police should be mandated to collect and disseminate information on the personal characteristics – including racial background – of all civilians subject to police stops and other investigative detentions. This will ensure transparency and the continued monitoring of police services for evidence of possible racial bias or profiling.</p>	<p>A mandate for police to collect information on personal characteristics is not in place.</p>

Recommendations 2.1 through 2.24 relate to the regulation of street checks. With a permanent ban on street checks in place, these recommendations are no longer applicable.

DATA COLLECTION ON POLICE STOPS

Recommendation 3.1

A research committee should be formed to explore the feasibility of gathering data on police stops in addition to information on street checks. This committee would be responsible for the development and implementation of the research and evaluation plan. This committee should consist of police personnel, community representatives and academic researchers.

A Nova Scotia RCMP senior officer sits on the Wortley Report Research Committee, which was formed by the Nova Scotia Department of Justice.

There is an RCMP committee in place to research and engage key stakeholders, experts and employees on the collection of disaggregated race-based data on police interactions with racialized and Indigenous peoples. This information will support an evidence based assessment and update of RCMP policies, processes and practices to address systemic racism and other forms of discrimination. The RCMP is also participating in work being undertaken by the Canadian Association of Chiefs of Police and Statistics Canada to improve the collection and public reporting of statistics on Indigenous and racialized groups in police reported crime statistics on victims and accused persons.

Recommendation 3.2

Halifax region police services should establish a permanent data collection system to record information on all stops of civilians. This data system should record information on both traffic stops and stops involving pedestrians. The information to be collected on each stop should include: the date of the stop, the time of the stop, the location of the stop, the reason for the stop and the outcome of the stop (no action, warning, ticket, summons, arrest, etc.). Whether the person or vehicle was searched by the police should also be recorded. It is also important to distinguish between consent searches, investigative searches and searches that take place after arrest. The age, gender and racial background of the person stopped should also be recorded. Ideally the data collection procedure would also record the full name and home address of the individuals stopped.

The Nova Scotia RCMP's next steps on this recommendation are pending the outcome of recommendations 3.1, 1.6 and 1.7

Recommendation 3.3

<p>The collection of official police data should be supplemented with periodic surveys of the general public. General population surveys should collect information on self-reported contacts with the police as well as respondent attitudes and perceptions of the police and wider criminal justice system. Survey data on self-reported stops could be compared with official stop data in order to identify significant commonalities or differences. Surveys could also be used to conduct multivariate analyses and determine whether racial differences in stop and search activities can be explained by other factors including age, area of residence, local crime rates, driving habits, use of public spaces, self-reported drug and alcohol use and self-reported involvement in criminal activity.</p>	<p>The RCMP conducts client and partner surveys on Canadians' views of RCMP policing services annually. These surveys include questions about contacts with police and satisfaction of police services. The RCMP uses the information to identify challenges and opportunities that need to be addressed, to inform and improve RCMP service delivery.</p> <p>The Nova Scotia RCMP regularly conducts managerial reviews, the most recent of which in North Preston in March 2021. This review included a client satisfaction component. The results of this review. Managerial reviews help to measure the RCMP's service delivery to the communities we serve, to determine the wellness, quality of investigations and supervision of the employees responsible for the service delivery, and make recommendations on enhancing the RCMP's service delivery model.</p>
<p>Recommendation 3.4</p> <p>Periodic surveys should also be conducted on the police themselves. Such surveys could be used to measure the impact of data collection on officer morale and job satisfaction, officer attitudes towards anti-racism programs or policies, and officer decision making with respect to stop and search tactics. Such surveys could be expanded to measure prejudice and stereotyping, attitudes towards specific minority groups and minority crime and opinions about the effectiveness of various anti-racism policies.</p>	<p>The RCMP regularly conducts surveys of its employees to evaluate various programs, policies, morale, and more. In 2021, Halifax District RCMP conducted employee surveys in North Preston detachment and the Integrated Criminal Investigation Division.</p> <p>The Nova Scotia RCMP regularly conducts managerial reviews, the most recent of which took place in North Preston in March 2021. This review included an employee satisfaction component. In May 2021, the Nova Scotia RCMP produced an employee engagement report as part of the Preston Managerial Review.</p> <p>The surveys referenced above did not include measures specific to prejudice and stereotyping nor attitudes towards specific minority groups. They did, however, include measures of employee satisfaction. The Nova Scotia RCMP is currently exploring the inclusion of these elements in future surveys.</p>
<p>Recommendation 3.5</p> <p>It is proposed that reports documenting the results of all data collection and research</p>	<p>The RCMP has completed a draft national policy outlining roles and responsibilities for</p>

<p>activities be released to the public on an annual or biannual basis.</p>	<p>collecting, analyzing and reporting race-based data on police interactions.</p> <p>The RCMP continues to work with Statistics Canada to ensure it is compliant with changes made to the Uniform Crime Reporting Survey related to race-based data.</p> <p>The RCMP includes the following on its website:</p> <p>Information on police intervention, calls for service, including mental health-related calls and wellness checks, and RCMP employee diversity statistics. This data will be updated on an annual basis.</p>
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Improving Police-Community Relations

<p>Recommendation 4.1</p> <p>The HRP and RCMP should develop a protocol that will screen new recruits for both cultural competency and racial bias.</p>	<p>The RCMP is implementing applicant screening tools nationally to promote diversity and ensure candidates have the characteristics and attributes needed for policing into the future, including screening for bias, racism and discriminatory attitudes and beliefs. Implementation is expected by the end of 2021. This is part of the RCMP's Vision 150.</p>
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<p>Recommendation 4.2</p> <p>The HRP and RCMP should continue to develop and implement mandatory anti-bias, cultural competency and race relations training.</p>	<p>The Nova Scotia RCMP holds the African Canadian Experience Course, which was developed in 2018 by visible minority employees of the RCMP and includes facilitation and presentation by various community and advocacy groups. The training is in addition to mandatory anti-bias training all members receive, and in late 2020, the RCMP introduced a mandatory Cultural Awareness and Humility (CAH) training for all RCMP employees. The CAH introduces the concept of 'Cultural Humility', and is designed to increase knowledge, enhance self-awareness, and strengthen the skills of RCMP employees who work both directly and indirectly with different cultures.</p>
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<p>Recommendation 4.3</p> <p>The HRP and RCMP should continue to develop and implement training modules designed to educate police officials about local Black history and the contemporary social and law enforcement concerns of the Black community. These modules should be delivered, on site, by Black community members.</p>	<p>The Nova Scotia RCMP holds the African Canadian Experience Course, which was developed by visible minority employees of the RCMP and includes facilitation and presentation by various local community and advocacy groups. The five-day workshop, developed in 2018, is held at the Black Cultural Centre and includes a large African Nova Scotian history and cultural component. Following the Preston Managerial Review in early 2021, this course has been made mandatory for all members working out of Preston detachment.</p> <p>An orientation package for RCMP employees working in Halifax District, which is currently being developed by employees and community members, is expected to be finalized in 2021. The package will include community contacts, culturally appropriate contacts and resources, and a mandatory community familiarization assignment involving individual meetings with community partners and stakeholders.</p>
<p>Recommendation 4.4</p> <p>It is recommended that the HRP and RCMP develop a testing or evaluation strategy for all anti-bias, cultural competency or race relations courses. Such a testing strategy will ensure that officers take these training opportunities seriously and increase the likelihood that teaching objectives will be met.</p>	<p>Earlier this year, the RCMP introduced mandatory Cultural Awareness and Humility training, which includes a testing component, for all RCMP employees. All Nova Scotia RCMP employees are required to take and pass this training. At this time, nearly all RCMP employees within Halifax District have completed this training.</p>
<p>Recommendation 4.5</p> <p>It is recommended that both the HRP and RCMP continue to hire police officers from diverse backgrounds and that police services continue to reflect the racial/ethnic makeup of the communities they serve.</p>	<p>The Nova Scotia RCMP seeks out community partnerships, such as with the African Nova Scotia School Educators to enhance opportunity for cultural specific presentations. Amid COVID-19, recruiting efforts have had to change and as one example, the Nova Scotia RCMP hosts Coffee with a Cop African Canadian Experience where people from African Nova Scotian communities who are interested in the RCMP can connect with a black member virtually.</p>

	<p>The RCMP updated its national recruiting standards in May 2020 to expand access for Permanent Residents.</p> <p>The RCMP is currently implementing modern applicant screening tools nationally to promote diversity and ensure candidates have the characteristics and attributes needed for policing into the future, including screening for bias, racism and discriminatory attitudes and beliefs. This year too, the RCMP is committed to increasing diversity among proactive recruiters to represent the diversity we seek to attract.</p>
<p>Recommendation 4.6</p> <p>It is recommended that Black and other minority officers be promoted to positions of upper management within both the HRP and Halifax region RCMP.</p>	<p>In 2021, the RCMP developed an Equity, Diversity and Inclusion Strategy. This strategy includes immediately increasing the diversity of perspectives in our decision-making processes. As part of this, the RCMP will increase of the number of racial and other minority representatives on selection boards, advisory boards and senior level committees.</p> <p>The RCMP in Nova Scotia is developing a career development and coaching program to reduce barriers and support employees to achieve their career goals.</p>
<p>Recommendation 4.7</p> <p>It is recommended that both the HRP and RCMP devote more time and resources to community policing efforts. Both community members and police officials stressed that the police should get to know better the people they are policing, and that the community should get the chance to know the police. It was stressed that this could be accomplished if officers were stationed in the same communities for sustained periods of</p>	<p>A Community Consultative Group (CCG) coordinated out of Preston Detachment, representing Preston and the surrounding communities of Cherry Brook and Lake Loon has been formed. The objective of this group to enhance relationships between police and community partners / stakeholders by better aligning the strategic direction of the police with community needs.</p>

<p>time (i.e., several years). It is also recommended that the police, in conjunction with community leaders, organize more social opportunities in which community members and police officers can interact and learn about each other. Individual police officers are also encouraged to participate, off duty, in community activities (i.e., church, sports events, festivals, etc.) so that they could develop relationships with community members.</p>	<p>Halifax District RCMP includes a 14- member full-time Community Policing and School Liaison Officer team within the District. These officers are heavily engaged in the community and within the schools. Additionally, all front line members proactively interact with the public on a daily basis and know their communities. Across the province, all RCMP districts include community policing and school liaison officers. As a result of recommendations from the Preston Managerial Review, specifically related to the External Client Satisfaction, Halifax District RCMP are examining how to enhance community policing services delivered out of Preston detachment to improve community relations.</p> <p>An orientation package for RCMP employees working in Halifax District, which is currently being developed by employees and community members, is expected to be finalized in 2021. This package aims to enhance member awareness and strengthen relationships between the community and police through a mandatory series of one on one 'interviews' with community members and stakeholders.</p>
<p>Recommendation 4.9</p> <p>It is recommended that the HRP and RCMP devote more time and resources to the development and implementation of youth-based sports, recreational and mentorship programs. It is further recommended that, to be effective, youth programs must receive sustained funding so that they can become permanent fixtures within disadvantaged communities.</p>	<p>A Community Consultative Group (CCG) coordinated out of Preston Detachment, representing Preston and the surrounding communities of Cherry Brook and Lake Loon has been formed. The objective of this group to enhance relationships between police and community partners / stakeholders by better aligning the strategic direction of the police with community needs. This is an ongoing initiative. In the past 10 months, there were organized RCMP / public events in Preston, including a community basketball game, a softball game, and a significant multi weekend litter clean up. A number of officers are also volunteer coaches within youth organized sports.</p>

	<p>Additionally, Cole Harbour and Sackville Detachments run a Stetsons and Spurs youth group which is comprised of youth from Grade 7 to Grade 12. North Preston is currently attempting to start a Stetsons and Spurs youth group but due to the low number of enrollment (approximately 5) it may be combined with Cole Harbour.</p> <p>A positive reinforcement initiative based out of Preston Detachment but for Halifax District as a whole is also being rolled out in June 2021. In partnership with donor businesses within the HRM, RCMP members will be giving good deeds coupons to youth that they see demonstrating positive behaviours such as playing sports, wearing a bicycle helmet, assisting others, etc. The youth will be able to take the coupons to the nearest RCMP detachment where they can be exchanged for a voucher for a free reward at a number of community partners.</p>
<p>Recommendation 4.10</p> <p>It is recommended that the HRP and RCMP develop a public education program for Black and minority youth. This program should be delivered by police officials and focus on teaching youth about their rights during police interactions. The program should also teach youth about street checks and the new street check regulation.</p>	<p>Halifax District RCMP is working with the Board of Police Commissioners and Halifax Regional Police to develop a program.</p>
<p>Recommendation 4.11</p> <p>It is recommended that a committee - consisting of community members, police officials and government stakeholders - be formed to study the strength and integrity of the current police complaints process. The proposed committee should examine:</p> <ul style="list-style-type: none"> • A lack of community awareness about how to file a complaint; • The inability to file verbal complaints; • The inability to file 3rd party complaints; • The six-month time period for filing; (RCMP is 1 year) 	<p>The RCMP has an established, legislated public complaint system, including a Civilian Review and Complaints Commission, which is an independent agency that reviews complaints made by the public about the on-duty conduct of RCMP members. The Commission is not part of the RCMP.</p>

<ul style="list-style-type: none"> • A lack of independent complaint investigation and adjudication (i.e., the fact that complaints are returned to the police service in question for internal investigation, deliberation and disciplinary decisions); • A lack of transparency with respect to the investigative process and the rationale behind complaint decisions; • A confusing, convoluted appeals process and make recommendations for improving the current police complaints system and increasing community confidence in the complaints process. <p>As part of the police oversight process, the government should also consider creating and funding an African Nova Scotian legal Advocate or legal Clinic. Such an organization would help Black youth and adults negotiate the police complaints process and provide them with legal advice on other criminal justice matters.</p>	<p>This part of the recommendation is not police led.</p>
<p>Recommendation 4.12</p> <p>It is recommended that the HRP and RCMP develop additional training modules that will improve officer adherence to the principles of procedural justice and ensure respect for civil rights during all civilian encounters. Such training should focus on developing officer communication skills and their ability to explain lawful police actions to civilian actors.</p>	<p>The RCMP Cadet Training Program provides a problem based, scenario approach, including a focus on the concepts of cultural awareness, human rights, harassment, discrimination, ethics and bias-free policing. Cadets learn that a knowledge of diversity issues is essential to problem solving with partners. They practice interacting with diverse clients in scenario based training.</p> <p>The RCMP's mandatory (every 3 years) Operational Skills Training includes scenario based training that requires communication with actors and articulation of their response, which is assessed to ensure it was morally, ethically and legally supported. This training and the associated scenarios are aligned with current trends and calls for service with a wide variety of diverse clients.</p> <p>In late 2020, the RCMP introduced a mandatory Cultural Awareness and Humility (CAH) training for all RCMP employees. The CAH introduces the concept of 'Cultural Humility', and is designed to increase knowledge, enhance self-awareness, and strengthen the skills of RCMP employees</p>

	<p>who work both directly and indirectly with different cultures.</p>
<p>Recommendation 4.13</p> <p>It is recommended that the HRP and RCMP develop new policies to address the police code of silence and empower officers who challenge the illegal or unprofessional activities of their colleagues. Officers should receive continual training with respect for both existing and emerging departmental regulations. Punishment for the violation of these regulations should be clearly communicated and consistently enforced.</p>	<p>The RCMP's existing Code of Conduct, which states: <i>Members, unless exempted by the Commissioner, take appropriate action if the conduct of another member contravenes the Code of Conduct and report the contravention as soon as feasible.</i></p> <p>The RCMP's core values are currently under review through an internal and external stakeholder engagement process, to ensure our values are inclusive, well-understood, and continue to reflect a modern Canada. The new Organizational Value Statement will clearly define ethical behaviours for all employees.</p> <p>The Public Servants Disclosure Protection Act (PSDPA) gives federal public sector employees, including RCMP employees, a secure and confidential process for disclosing serious wrongdoing in the workplace, as well as protection from acts of reprisal.</p>
<p>Recommendation 4.14</p> <p>It is recommended that the HRP and RCMP develop a new performance evaluation system that explicitly rewards officers for their community policing efforts, their ability to work effectively with diverse communities and their ability to develop relationships of trust with community members from various backgrounds. Performance indicators should be clearly articulated and communicated to all police officers and further entrenched in the promotion process.</p>	<p>The RCMP's evaluation and promotional processes nationally are based upon competency profiles which identify the knowledge, skills, abilities and personal characteristics necessary for job success. The competency profiles, which include community engagement, were designed to support all HR processes from staffing to performance management.</p>
<p>Recommendation 4.15</p> <p>It is recommended that the HRP and RCMP fully engage in efforts to evaluate the effectiveness of all anti-bias initiatives and community building strategies - including anti-bias training and community policing protocols.</p>	<p>The RCMP conducts client and partner surveys on Canadian's views of RCMP policing services annually. These surveys include questions about contacts with police and satisfaction of police services. The RCMP uses the information to identify challenges and opportunities that need to be addressed, to inform and improve RCMP service delivery.</p>

<p>Evaluation should take the form of continued data collection on street checks and other policing outcomes.</p> <p>Changes with respect to public trust and confidence in the police should be monitored through ongoing community consultations and periodic surveys.</p>	<p>The Nova Scotia RCMP regularly conducts managerial reviews, the most recent of which in North Preston in March 2021. This review included a client satisfaction component. The results of this review. Managerial reviews help to measure the RCMP's service delivery to the communities we serve, to determine the wellness, quality of investigations and supervision of the employees responsible for the service delivery, and make recommendations on enhancing the RCMP's service delivery model.</p>
<p>Recommendation 4.16</p> <p>It is recommended that a committee - consisting of community members, police officials and government officials - be formed to monitor progress towards the implementation of the recommendations produced by this report, or additional policy initiatives that emerge post- release. This committee should report to the Police Board of Commissioners by September 2020.</p>	<p>Halifax District RCMP regularly reports to the Halifax Board of Police Commissioners on how the RCMP is addressing the recommendations in the <i>Halifax Nova Scotia Street Checks Report</i>.</p>

WORTLEY REPORT UPDATE

Summary of Department of
Justice-led Recommendations

On March 27th, 2019, Dr. Scot Wortley released his *Halifax, Nova Scotia: Street Checks Report* (“the Wortley Report”). It makes 53 recommendations that fall under the categories of a street check ban, the regulation of street checks, data collection on police stops, and improving police-community relations.

The report calls for a collective response to bring about change. Government continues to engage with communities, police and other stakeholders to address the recommendations in the Wortley Report.

Since the release of the Wortley Report, representatives from African Nova Scotian communities, Department of Justice (DOJ) and police, and other stakeholders have worked to advance many of the recommendations. Government is committed to increasing awareness about the negative and harmful impact of systemic racism, discrimination and racial profiling.

Our commitment to delivering on the recommendations of the Wortley Report supports government’s work to advance the justice pillar in the *Count Us In: Nova Scotia’s Action Plan in Response to the International Decade for People of African Descent* (2015-2024). The Department of Justice is also partnering with African Nova Scotian Affairs and communities on an African Nova Scotian Justice plan. A major component of the plan will be the establishment of the African Nova Scotian Justice Institute, led by the African Nova Scotian Decade for People of African Descent (ANSDPAD) Coalition. The Institute will create programs and services that address systemic racism faced by African Nova Scotians in their interactions with the justice system.

Government and police are committed to working towards change. This update reflects Government’s progress to date on the Wortley Report recommendations.

Twenty-four of the recommendations which fall under the category of regulating street checks have been addressed with government’s decision in October 2019 to ban the practice rather than to regulate them.

Of the 29 recommendations, 12 are now led by the department, four have been completed and eight are in progress.

COMPLETED

- **Minister of Justice issued a directive that street checks cannot be used as part of a quota system and performance management tool.** This makes it clear that officers must adhere to their Code of Ethics, relevant policies, and review the Canadian Charter of Rights and Freedoms, human rights legislation, and the Wortley Report.
– March 28, 2019 (Rec 2.13)
- **Moratorium on street checks.** The Minister of Justice issued a moratorium dated April 19, 2019 on street checks of pedestrians and passengers in motor vehicles. – Rec 2.1
- **A permanent ban on Street Checks.** The Minister announced a ban on the practice – October 18, 2019 (Rec 1.1)
- **Coordinated the establishment of the Wortley Report Research Committee (WRRRC)** --- Sept. 2020. (Rec 3.1) The Committee is composed of representatives from African Nova Scotian community organizations, African Nova Scotian community representatives from the Northern Region, Cape Breton Region, and Southwest Region, police, African Nova Scotian Affairs, the Nova Scotia Human Rights Commission, and DOJ. The WRRRC mandate includes:
 - Assessing the impact of the street check ban on community-police relations.
 - Review race-based data collection models on police stops.
 - Examining the establishment of permanent data collection system to record information on all civilian stops.
- **Police training:** DOJ has collaborated with the RCMP to facilitate delivery of the RCMP's African Canadian Experiences (ACE) training to municipal police. (Rec 4.12)

IN PROGRESS

- **Committee to monitor progress implementing recommendations:** Wortley Report Action Planning Working Group was formed to develop an action plan and accountability framework. While the committee is no longer active, DOJ has continued to engage bilaterally with the African Nova Scotian organizations that participated.
(Rec 4.16)
- **Development of Know Your Rights Initiative:** DOJ coordinated an initial meeting with the Nova Scotia Human Rights Commission, Nova Scotia Legal Aid, Halifax Regional Police and the RCMP, African Nova Scotian Affairs, and the Office of L'Nu Affairs. Work is in the early stages. (Rec 4.10)

- **Strengthening the Police Complaints process:** Amendments have been made to Police Regulations under the Police Act, extending the timeframe to file a complaint against municipal police officers from six months to one year to align with existing timelines for filing complaints against RCMP. Authority was given to the Police Complaints Commissioner to further extend the time limit for making a complaint if it is in the public interest. The next step is to form a committee to review the police complaints process and identify opportunities to enhance it. (Rec 4.11)
- **WWRC is working to advance several of these recommendations, including:**
 - Evaluating the impact on the street check ban on police-community relationships and public safety: (Rec 1.6)
 - Collection of race-based data on police stops of civilians. Various models from Canada, the US and the UK are being studied. (Rec 1.7)
 - Establishment of a permanent data collection system to record information on police stops of civilians: (Rec 3.2)
 - Establishment of an annual or bi-annual report to the public on data collection and research activities: (Rec 3.5)
- **Addressing racial bias in other parts of the criminal justice system, beyond street checks:** The DOJ in partnership with community is developing both an African Nova Scotian Justice Plan and an Indigenous Justice Strategy to help address the broader issue of systemic racism in the criminal justice system. (Rec 4.17)

DOJ has also worked to support the advancement of other recommendations that are not government led. For example, the department provided \$100,000 to support training for law enforcement. Funds have been used to support police agencies to enhance their cultural competency through training modules related to ethics and accountability and racially biased policing

DOJ and police remain committed to ongoing and steady progress. DOJ will work with communities, police and other stakeholders to continue to advance the outstanding recommendations in the report.

The Wortley Report can be viewed at: https://humanrights.novascotia.ca/sites/default/files/editor-uploads/halifax_street_checks_report_march_2019_0.pdf.

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Wortley Report Update
 July 2021
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MEMORANDUM

Date: August 10, 2021

To: Board of Police Commissioners

From: Nova Scotia Human Rights Commission/Kymberly Franklin, Senior Legal Counsel

Re: Update to Wortley Report dated March 27, 2019

Background:

The Nova Scotia Human Rights Commission (Commission) has, as part of its mandate, the promotion and provision of education to all Nova Scotians and Government Agencies. The Commission was one of the recipients of correspondence sent in January 2017, from concerned members of the African Nova Scotia Community seeking a ban on street checks. This request came after CBC released information from a *Freedom of Information and Protection of Privacy Act* request made to the Halifax Regional Police. The data CBC received related to one of the recommendations originating from the Kirk Johnson Human Rights Case of December 22, 2003. The preliminary reports about the data were viewed to be disproportionately used to racially profile and harass the African Nova Scotia Community. After the story aired, through the letter sent to the Commission, the African Nova Scotian Community called for a ban on street checks.

In consultation with the stakeholders involved in this matter, Dr. Wortley was retained by the Commission to conduct an analysis of the street check data gathered and held by the Halifax Regional Police and RCMP. There was approximately 11 years worth of data analyzed and interpreted. Dr. Wortley combined the quantitative data with the corresponding qualitative data, which came from meetings with Community and organizations who wished to participate in the study. Additional qualitative data was obtained from interviews with both RCMP and Halifax Regional Police at all rank levels.

Dr. Wortley's report confirmed the preliminary data analysis demonstrating African Nova Scotians were disproportionately street checked over other Nova Scotians. Part of Dr. Wortley's mandate was to make recommendations for addressing this injustice. Dr. Wortley ended his report with 53 recommendations devised to either regulate or abolish street checks, stop racial profiling in policing, and to start collecting data on police interactions as a way to hold police officers accountable for their actions in the Community. In addition, the recommendations address issues of education and relationships with Community and Police.

Recommendations:

Out of the 53 recommendations, almost half have been completed with the directive from the Minister of Justice in March of 2019, together with the ultimate ban of street checks in October 2019.

The Minister of Justice is responsible for policing in the province and carries the lead on most of the recommendations. The Commission will continue to be a partner and resource through the implementation of all the recommendations.

Commission's Involvement:

1. To date, the Commission has been involved in education for the RCMP in their enhanced training on race and culture named, "*The African Canadian Experience*".
2. The Commission currently sits on the Wortley Report Research Committee (WRRC). This committee is comprised of members of the African Nova Scotian Communities from around the province, regional police forces, RCMP, Department of Justice, Decade for Peoples of African Decent Coalition, and the Commission.

The mandate of the WRRC is to work on the implementation of the Wortley Report recommendation 3.1. In fulfilling this mandate, the WRRC will look at:

- A plan for the collection of race-based data on police/civilian interactions throughout the province.
- Collect and review information on different models of data collection and their impact, effectiveness, and reliability, with a view to what would work in Nova Scotia.
- Examine the relationship between the Community and police in relation to collecting data.

In the examination of these points, the WRRC will compile a report and recommendations on the implementation of data collection here in Nova Scotia.

3. The Commission has also participated in the Department of Justice's "*Know Your Rights*" initiative and will continue to be part of that development, with a view to provide education to the people of Nova Scotia and, in particular, those Communities who have been disproportionately targeted by police.

The Commission will continue to monitor and participate collaboratively in the implementation of the remaining recommendations as our mandate allows.

Respectfully,

Kymerly Franklin, Senior Legal Counsel



June 30 2021

Attachment 6

Re: 2 years since the Wortley Report

The ANSDPAD Coalition (DPAD) recognizes that Nova Scotia's current criminal justice system disproportionately targets (racial profiles), criminalizes and incarcerates the African Nova Scotian (ANS) Community (especially males) at much higher rates than our Caucasian counterparts; and that this ongoing racial assault has negatively effected our communities for generations. This traumatically negative relationship with Nova Scotia's criminal justice system can only be understood fully in the context of Nova Scotia's history of slavery and segregation - a legacy which continues to this day.

DPAD also recognizes that the negative relationship that our community has with the criminal justice system usually initially begins with contact with law enforcement officers. This strained relationship has historically emerged as law enforcement officers enforced the separation of ANS's from white townships. These customary codes of segregation included sun down or after dark laws in public spaces as well as the enforcement of segregation in movie theatres such as in the case of Viola Desmond (1946).

Subsequently, with the end of enslavement and segregation in Nova Scotia the hyper criminalization of the ANS community (through systemic anti-Black racism) continued at the hands of the police departments throughout the province. This criminalization (whether intentional or arising from unconscious/implicit bias) involves the excessive surveillance, monitoring, and criminalization of ANS'. The Kirk Johnson case (2003)¹ and the Nova Scotia Human Rights Commission's study on consumer racial profiling provides us with further evidence of the daily surveillance that ANS' face – especially young Black men.

Finally, the Wortley Report on Street Checks (2019) further confirmed what our community already knew for over 2 centuries; that the police and other law enforcement officials racial profile, discriminate, and are prejudice towards the ANS community at alarming higher rates.

In light of this and as the Halifax's Board of Police Commissioners is producing a 2-year review on the Wortley report, the Justice Strategy Working Group of the DPAD Coalition wishes to submit the following recommendations to highlight current and outstanding priorities. Please note that outstanding issues have been placed at the top of this list.

Recommendations

- That the Kirk Johnson decision (*Halifax Regional Police Service v. Johnson (No.1) (2003)*, 48 C.H.R.R. D/302 (N.S. Bd. Inq.)) be implemented such that police provide a "proposal for how information could be provided on the role of race in traffic stops by the Halifax

¹ <https://humanrights.novascotia.ca/sites/default/files/2003-Johnson.pdf>



Regional Police” as set out on page 41 of that decision. Commit to the timely release of the traffic stop data from HRP. It has been 18 years since this report was released and no traffic stop data has ever been released publically.

- Actively engage with the ANS community, ANS organizations and all levels of government to make sure that all recommendations in the Wortley Report are implemented in a timely manner and to ensure accountability provide regular updates to community.
- Ministers Directive on street checks (release 2019). Section 4.b of the directive allows for “police activity” or a street check under the guise of “suspicious activity”. DPAD has raised serious issue with this exemption as it allows the legal threshold of reasonable suspicion (Mann test) to be lowered to a loophole with no legal merit thus allowing for the illegal activity of street checks to continue. Therefore, the April 17, 2019 directive must be amended to remove the suspicious activity exception and restore the common law legal threshold of reasonable suspicion. The Halifax Police Commission Board must support and actively engage with the Department of Justice to amend this directive as it effects how Halifax Regional Police engage with the ANS community.
- The collection of street check data was a breach in privacy to all Nova Scotians. The Police Commission Board, Halifax Regional Police, and the government of Nova Scotia should work together to notify and send data to all persons in Nova Scotia who have been street checked their data instead of placing the onus on the community to request their data (same that is done when there are data breeches).
- Halifax Police Commission Board needs to work with HRP to review the hiring and training practices for discriminatory policies and training techniques (such as lack of de-escalation). They must work collaboratively with community experts to change these practices so that policing is about community building, trust, safety and, support, not justice, surveillance and, punishment.
- Halifax Police Commission Board needs to work with DOJ and the ANS community to create a mechanism to track police complaints, police behavior and make this information public for accountability.
- Halifax Police Commission Board and Halifax Regional Police need to commit to working collaboratively with the ANS community to develop a Provincial African Nova Scotian Policing Strategy (community, police agencies, police commissions and government(s))



ANSDPAD

AFRICAN NOVA SCOTIAN DECADE FOR
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- Halifax Police Commission Board needs to commit to working collaboratively with ANS community, DPAD, other justice organizations and the NS government to establish and support the African Nova Scotian Justice Institute.

- Halifax Police Commission Board needs to stand with all justice organizations and demand to be included when making announcements about issues that affect the ANS community regarding justice. (Note: this was not done when former Premier announced the justice design team on September 29, 2020).

- Finally, as the Halifax Police Commission Board are currently gathering information on what defund the police means, we ask that they consider these questions.
 - What formal policing needs to continue?
 - What do we do with the funds to ensure public safety?