

Wortley Report Progress Update - March 21, 2022

Item 10.1.1

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	A directive related to the provincial moratorium on street checks was sent to RCMP and HRP members.	completed
	Furthermore, the street check field within the Versadex data management system should be immediately disabled;	HRP	The street check field within the Versadex records management system has been disabled. The Street Check function in the Versadex records management system to add or modify records was disabled on April 28, 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. 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;	HRP RCMP	Officers on patrol no longer have access to historical street check data. Access to the historical street check data in the Versadex records management system is limited to Investigators, supervisors and crime and data analysts.	completed
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	Access to the historical street check data in the Versadex records management system is limited to investigators and crime analysts. HRP will adhere to their data retention requirements developed after that period. June 2019 HRP presented a proposal to retain the existing historical street check records until December 2020. After further consultations and direction from the Board, it was determined that HRP street check data will be held indefinitely 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.	ongoing
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. This gesture will also increase the transparency of the police service and could thus serve as a step towards improving community trust;	HRP RCMP	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 has begun publicizing how to obtain personal information related to an RCMP street check on its Nova Scotia social media channels and website in July and August 2020. It will also provide information to its employees and other stakeholders to help spread the word. Details on how to obtain one's personal information from the RCMP is currently available on the RCMP's national website. Further proactive strategies initiated to engage public.	ongoing
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. 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;	HRP RCMP	HRP is following the most recent Board request on retaining street checks data indefinitely so as to facilitate community's access to personal records. Any requests for access to the data for research purposes will be facilitated on a as-requested basis. A request has already been granted to Dr Wortley for continued use of HRP data for his research as per a formal agreement. 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.	ongoing

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);	DOJ HRP RCMP HRM Public Safety Office	Under direction of the Department of Justice. The Wortley Report Research Committee has been formed with Representatives from HRP, RCMP, Human Rights Commission, community members, and members with academic background.	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	Under direction of the Department of Justice. The Wortley Report Research Committee has been formed with Representatives from HRP, RCMP, Human Rights Commission, community members, and members with academic background.	ongoing

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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 WRRC 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.	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.	ongoing
	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.	ongoing
	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. 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 with consider Privacy and legislative impacts.	

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 Surveys have already conducted with membership although not specifically related to the aspects outlined in this recommendation. The questions relate to ethics and integrity. 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.	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	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. The RCMP has completed a draft national policy outlining roles and responsibilities for collecting, analyzing and reporting racebased data on police interactions.	

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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	HRP 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. 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.	ongoing 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	Two sessions of JTC were held in 2021 with 44 additional members being trained. The HRP has introduced the 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. The 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	ongoing RCMP - completed
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. 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.	HRP RCMP	HRP/Community created and introduced Journey to Change training in 2020. Three sessions have been held to date. 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.	ongoing RCMP - completed

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>	HRP RCMP	<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.</p> <p>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>	ongoing RCMP - completed
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>A new cadet recruitment campaign for the HRP Police Science Program will begin in May 2022. There will be a significant focus on providing direct outreach to diverse communities, with the assistance of community partners and the HRP Equity & Diversity Officer. The Equity & Diversity Officer will be coordinating with the African Nova Scotian community to obtain their input and recommendations to identify any existing barriers to the recruiting and hiring process.</p> <p>Significant efforts to recruit diverse candidates for HRP. The 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</p>	ongoing 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>HRP continues with a focus on diversity in its promotional processes.</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> <p>The promotions process for HRP has been updated to include a broader evaluation process that has been used for three processes to date. There have been promotions of Black officers at HRP to Superintendent, acting Deputy Chief and Deputy Chief, including the first black deputy chief in HRP history.</p> <p>RCMP and HRP track promotions for black and minority officers.</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>Dispite the challenges of the pandemic, HRP has continued to engage with the community through sports events, virtual stakeholder meetings and special events. Some of HRP’s community engagements include virtual sessions for recruitment with diverse communities, Chief’s Advisory Committee, Community Policing Town Hall in Dartmouth North, 902 Man Up Community Panel, and the CBC Policing Panel, to name a few. RCMP 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>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.</p>	ongoing 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 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, Halifax District RCMP are examining how to enhance community policing services delivered out of Preston detachment to improve 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 is currently reviewing its HRP Youth Program - through a diversity lens - to establish new opportunities. A new objective has been set for the program: "Building healthy, respectful, and trusting relationships with youth from diverse backgrounds through positive role modelling, relationship building, mentoring as well as engagement through recreational and educational activities."</p> <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.) 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. 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 and ensure compliance the principles of procedural justice.</p>	DOJ HRP RCMP	<p>Under the direction of the Department of Justice. Collaborative effort was underway pre-COVID between HRP, DOJ, HRC and NSLA to develop Know Your Rights materials on a provincial level.</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.</p> <p>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>	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. 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>	
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>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>Addressed in Mission, Vision and Values, as well as Oath of Office and Police Act. All new members have session with Chief that is documented to review expectations.</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> <p>Ongoing for HRP as part of block training and with Staff Sergeants, who disseminate to front line officers.</p>	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 Addressed through existing policies. 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>	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.</p> <p>Under direction of the Department of Justice. The Wortley Report Research Committee will focus on parts of this recommendation</p> <p>Ongoing as part of program development. Refer to recommendation 4.4.</p>	pending ongoing ongoing
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>	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
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