



***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, 2022.</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

<p>Recommendation 3.3</p> <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 activities be released to the public on an annual or biannual basis.</p>	<p>The RCMP has completed a draft national policy outlining roles and responsibilities for 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>
--	---

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. This is part of the RCMP's Vision 150.</p>
--	--

<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>
---	---

<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 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>In 2021, 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</p>

	<p>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. 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 <u>Equity, Diversity and Inclusion Strategy</u>. 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 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</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>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.</p>

<p>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>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</p>

	<p>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) • 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); 	<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 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>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>
<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</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</i></p>

<p>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><i>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>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 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</p>

	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.
Recommendation 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.	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> .