

September 3, 2025

HALIFAX

Re: Item 9.1
Board of Police Commissioners
September 3, 2025

Wortley Report Progress Update:

Summary of recommendations

Halifax Regional Police and RCMP Halifax Regional Detachment

Background

- Dr. Scot Wortley released his 'Halifax, Nova Scotia: Street Checks Report' ("the Wortley Report") in March 2019
- The report showed that Black Nova Scotians were over-represented in street check statistics when compared to their representation in the general population and included 53 recommendations
- The recommendations are being advanced by several stakeholders, including the Department of Justice (DoJ), African Nova Scotian communities, and police agencies
- Halifax Regional Police (HRP) and the RCMP Halifax Regional Detachment (HRD) are committed to delivering on the police-led recommendations

Progress by Halifax Regional Police

HRP is providing updates on the following three recommendations:

- **RECOMMENDATION 3.2** - Establish a permanent data collection system to record information on all stops of civilians
- **RECOMMENDATION 3.3a** - Supplement police data with periodic survey of the general public
- **RECOMMENDATION 4.14** - Develop a new performance evaluation system that explicitly rewards officers for their community policing efforts

Progress by Halifax Regional Police

RECOMMENDATION 3.2: Establish a permanent data collection system to record information on all stops of civilians

- In November 2024, HRP established an internal working group in partnership with HRD to advance this recommendation specifically for the Halifax-region
- The group has been working to identify and assess the technical options for recording the different types and outcomes of 'police stops' within the Records Management System used by both HRP and HRD

HALIFAX

Status:
Ongoing

Progress by Halifax Regional Police

UPDATE SINCE SUBMISSION OF INFORMATION REPORT IN MARCH:

- Additional key positions from HRP and RCMP HRD have joined the internal working group, representing essential areas of expertise such as training, communications and diversity and inclusion
- The group's work will be informed by operational guidance and an analytical framework, which was released on July 16, 2025, through a joint initiative between Statistics Canada and the Canadian Association of Chiefs of Police, as part of a national race-based data collection initiative

HALIFAX

Status:
Ongoing

Progress by Halifax Regional Police

RECOMMENDATION 3.3a: Supplement police data with periodic survey of the general public

- HRP and HRD worked with the Corporate Planning Office to incorporate questions related to policing into the HRM Resident Survey in September 2021
- The questions were developed to include self-reported contacts with the police, as well as respondent attitudes and perceptions of policing
- The most recent HRM Resident Survey was conducted in Fall 2024. HRP and HRD worked together to review the 2021 policing questions and recommended minimal changes, which made them more comparable with the 2021 results
- HRP intends to take the same approach in collaboration with HRD for all future cycles of the HRM Resident Survey

Status:
Complete

Progress by Halifax Regional Police

RECOMMENDATION 4.14: Develop a new performance evaluation system that explicitly rewards officers for their community policing efforts

- The HRP Recognition Board is considering a category which would reflect this recommendation. In the meantime, community policing efforts are highlighted in awards where applicable
- The Rainbow Internal Support Network proposed a new award to recognize employees who have contributed significantly to the 2SLGBTQIA+ community
- The Employee Engagement Working Group is working in collaboration with HRM HR to improve the personal development and performance evaluation system, and will consider this recommendation when progressing this work



Status:
Ongoing

Progress by RCMP Halifax Regional Detachment

HRD is providing updates on the following four recommendations:

- **RECOMMENDATION 3.4b** – Expand surveys to measure prejudice, stereotyping and the effectiveness of anti-racism policies
- **RECOMMENDATION 4.2** – Develop and implement mandatory anti-bias, cultural competency and race relations training
- **RECOMMENDATION 4.5** – Continued hiring of police officers from diverse backgrounds
- **RECOMMENDATION 4.8** – Establish more community-level detachments

Progress by RCMP Halifax Regional Detachment

RECOMMENDATION 3.4b – Expand surveys to measure prejudice, stereotyping and the effectiveness of anti-racism policies

- HRD is working with the RCMP's national initiative on Race-Based Data Collection (RBDC) led by several experts examining RBDC options for various RCMP databases across the country. The results will be shared to support the development of the local Wortley RBDC project, in partnership with HRP
- HRD just completed a Bias-Free Investigations Review Pilot in the community of North Preston. As a community-led initiative, the focus of the pilot is to better ensure police accountability to the public, to identify best practices, and to establish transparency of policing activities and actions



Status
Ongoing

Progress by RCMP Halifax Regional Detachment

RECOMMENDATION 4.2 – Develop and implement mandatory anti-bias, cultural competency and race relations training

- The African Canadian Experience (ACE) Course, was developed in 2018 by visible minority employees of the Nova Scotia RCMP and includes facilitation and presentation by various community and advocacy groups. The ACE training is in addition to mandatory anti-bias training all members receive
- In late 2020, the RCMP introduced a mandatory Cultural Awareness and Humility (CAH) training for all RCMP employees
- The United Against Racism training has approximately 95% compliance in HRD as of April 2025

HALIFAX

Status:
Complete

Progress by RCMP Halifax Regional Detachment

RECOMMENDATION 4.5 – Continued hiring of police officers from diverse backgrounds

- The National Diverse and Inclusive Pre-Cadet Experience (DICE) program, which was successfully piloted in September 2023, had three troops begin at Depot in 2024, with the next troop date in March 2025. HRD recently sent a student to Depot from HRM
- In the past year, HRD has initiated two separate EDI promotional hiring practices at the supervisory ranks within HRM. This will bring the total to three supervisory positions that were developed from an EDI-specific lens

HALIFAX

Status:
Complete

Progress by RCMP Halifax Regional Detachment

RECOMMENDATION 4.8 – Establish more community-level detachments

- Within the 2025-26 Budget, HRM has committed funding to establish two new HRD based community satellite offices in Beechville-Lakeside-Timberlea (BLT) and Fall River. Notably, the community of Beechville is a Black Nova Scotian settlement and suburban community which has been recognized as a site of historical importance. HRD previously established a community satellite office in the community of North Preston
- In September 2024, the NS RCMP Commanding Officer delivered a public apology to African Nova Scotians and all people of African descent for the RCMP's historic use of street checks and other harmful interactions. HRD proudly continues to support the Action Plan flowing out of this important apology



Status:
Complete

Questions?

HALIFAX