



Item No. 10.2.1

Board of Police Commissioners for the Halifax Regional Municipality
May 1, 2024

TO: Chair Kent and Members of the Board of Police Commissioners for the Halifax Regional Municipality

SUBMITTED BY:

Original Signed

Cathie O'Toole, Chief Administrative Officer

DATE: April 26, 2024

SUBJECT: Wortley Report Progress Update: Summary of Recommendations - update

ORIGIN

This is a staff-initiated report.

LEGISLATIVE AUTHORITY

By-law Number P-100 Respecting the Board of Police Commissioners for the Halifax Regional Municipality, section 7 provides:

(2) The Chief of Police shall advise the Board with respect to the provision of efficient, effective and economical municipal police service delivery to the taxpayers of the municipality and may in consultation with the Board undertake in a timely manner, research, strategic planning, policy development and implementation and the reporting of results, in response to inquiries by the Board pertaining to its community governance responsibilities, generally categorized as:

- (a) providing an effective community voice on matters pertaining to policing;
- (b) civilian review of police service delivery;
- (c) ensuring the quality of police service delivery by evaluation processes;

(d) keeping generally informed of policing operations; and

(e) insuring police personnel are accountable to civilian authority.

-and-

(4) The Chief of Police is accountable to the Board with respect to the provision of policing in the Halifax Regional Municipality.

EXECUTIVE SUMMARY

On March 27, 2019, Dr. Scot Wortley released his *'Halifax, Nova Scotia: Street Checks Report'* ("the Wortley Report"). The report showed that Black Nova Scotians were over-represented in street check statistics when compared to their representation in the general population, and made 53 recommendations to inform a collective response to bring about change.

The recommendations are being advanced by a number of 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, with the tracking document at Attachment 1 reflecting progress to date by both HRP and HRD.

For this update, HRP and HRD are providing information on progress since the last update to the Board of Police Commissioners (BoPC) in May 2023.

HRP has updated the following recommendations: 1.3, 1.4, 1.5, 3.3a, 3.5, 4.5, 4.6, 4.7, 4.9, 4.11b, 4.13, and 4.14.

HRD has updated the following recommendations: 1.3, 1.4, 1.5, 1.6, 3.2, 3.3a, 3.3b, 3.3c, 3.3d, 3.4a, 3.4b, 3.5, 4.5, 4.6, 4.14, and 4.15.

The DoJ has also provided updates on the following DoJ-led recommendations: 3.2, 4.10, and 4.11a.

For ease of reference, the updated sections are highlighted in yellow in Attachment 1.

The name for RCMP as Halifax Regional Detachment (HRD) has also been updated in the legend and throughout the body of the document.

FINANCIAL IMPLICATIONS

There are no financial implications identified.

COMMUNITY ENGAGEMENT

No community engagement was required for the purpose of this report.

ATTACHMENTS

Attachment 1 – Wortley Report Progress Update: Summary of Recommendations

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.

Report Prepared by: Joanne Smith, Research & Development Coordinator – Halifax Regional Police
Inspector Jeff Mitchell – RCMP Halifax Regional Detachment
Margaret Ann Bruhier – NS Department of Justice

Report Approved by: Chief Don MacLean – Halifax Regional Police
Chief Superintendent Jeff Christie – RCMP Halifax Regional Detachment

Report Approved by: _____
[Name of DCAO/Division & Phone # starting with area code 902.490.XXXX]

Wortley Report Progress Update

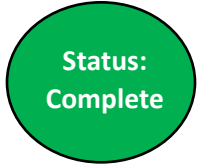
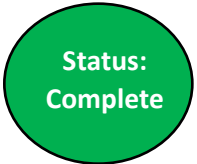
SUMMARY OF RECOMMENDATIONS

LEGEND
DOJ: Department of Justice
HRC: Human Rights Commission
HRP: Halifax Regional Police
RCMP: Royal Canadian Mounted Police
HRD: RCMP Halifax Regional Detachment

Last Updated: April 24, 2024

RECOMMENDATION 1.1 – Formally ban street checks.



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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRC	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.	
DoJ	On October 18 th , 2019, the Minister of Justice announced a permanent ban on the practice of street checks. With the release of the Minister’s Directive – Street Checks Ban, effective December 1, 2021, the Province strengthened the ban on street checks to provide clearer direction to police and ensure no Nova Scotian is subjected to the practice.	

RECOMMENDATION 1.2 – Restrict access to historical street check data.


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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	<p>Officers on patrol no longer have access to historical street check data.</p> <p>Access to the historical street check data in the Versadex records management system is limited to Investigators, supervisors and crime and data analysts.</p>	
RCMP	<p>HRD accepts and will follow this recommendation.</p> <p>Officers on patrol no longer have access to historical street check data.</p> <p>Access to the historical street check data in the Versadex records management system is limited to Investigators, supervisors and crime and data analysts.</p>	

RECOMMENDATION 1.3 – Maintain historical street check data for a one-year period.



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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP (Update)	<p>Access to the historical street check data in the Versadex records management system is limited to investigators and crime analysts. As a result of community input and Board of Police Commissioners direction, HRP has undertaken to hold the data indefinitely while taking steps to expand community awareness related to access to historical street check data.</p> <p>HRP and HRD have been working together to identify options for de-identification and purging of the street check data, and have engaged the Records Management System (RMS) vendor, Versaterm, to understand the technical possibilities and limitations.</p>	

RCMP (Update)	<p>HRD received a letter from the Board of Police Commissioners to advise the RCMP to keep the data, work to anonymize it and store it with an appropriate third-party. The HRD accepts this letter.</p> <p>There is a current de-identification working group in which HRD is part of. This endeavour is large and complex. A timeline has been established in the hopes that de-identification will be well underway or complete by April 2025.</p>	
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RECOMMENDATION 1.4 – Inform the public on how to access their own street check data.

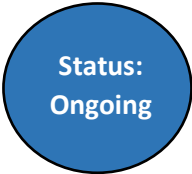
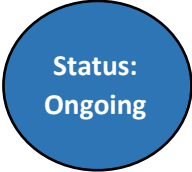
During the one-year grace period, prior to the destruction of personalized street check data, civilians should be informed of their right to order, retrieve and review their own street check record. Civilians should also be given written documentation about how their personal information was used by 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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP (Update)	<p>Freedom of information and Protection of Privacy (FOIPOP) information is available on the HRP website and personal historical data can be accessed at no cost. There has been ongoing sharing of information via media/social media and Board of Police Commissioner updates since 2020. Information releases were made in January 2021, March 2021, and November 2022. There have been 14 applications received since 2020: eight in 2020, one in 2021, two in 2023, and none so far in 2024.</p>	<p>(Update)</p> 
RCMP (Update)	<p>The RCMP continues to publicize how to obtain personal information related to an RCMP street check on its Nova Scotia website. In July 2020, the RCMP provided information to its employees and other stakeholders to help spread the word. Details on how to obtain one's personal information in relation to street checks from the RCMP is currently available on the RCMP's website. HRD also conducted community town hall meetings throughout the district in March 2023 and answered questions related to this issue. Every operational office within the HRD area has posters explaining citizens on how to get information under Access to Information Act and Privacy Act.</p>	<p>(Update)</p> 

RECOMMENDATION 1.5 – Anonymize and retain historical street check data for future research purposes.

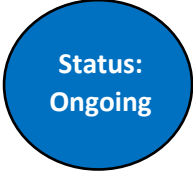
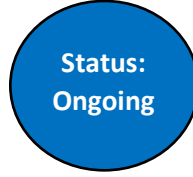
All historical street check data should eventually be de-identified and retained for future research purposes. De-identification should include the removal of names, addresses, birth dates or any other information that could be used to identify specific individuals. However, information on general demographic 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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP (Update)	<p>HRP is following the most recent Board request on retaining street checks data indefinitely to facilitate community's access to personal records. Any requests for access to the data for research purposes will be facilitated on an 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.</p> <p>HRP continues to work with HRD around the de-identification, storage, and management of the street check data. This work is taking into consideration the information within this recommendation relating to demographic data.</p>	
RCMP (Update)	<p>HRD is a key partner in the de-identification working group. As stated in recommendation 1.3, it is the goal of the working group to have all de-identification will be well underway or complete by April 2025 at which point the data would be handed over to DOJ.</p>	

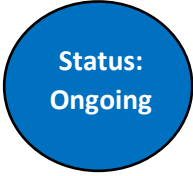

RECOMMENDATION 1.6 – Form a committee to assess the impact of the street check ban on police-community relations and public safety.

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).

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DoJ	Under direction of the Department of Justice. The Wortley Report Research Committee (WRRC) was formed in September 2020 with representatives from HRP, RCMP, the Nova Scotia Human Rights Commission, DOJ, African Nova Scotian Affairs, community members, and an academic. This recommendation will be explored further by the WRRC.	
RCMP (Update)	HRD have assigned a Commissioned Officer to a committee led by DOJ. HRD have also been in discussions regarding the implementation of the National Race Based Data Pilot in Nova Scotia, in which this team has been involved with both police officials and community members.	

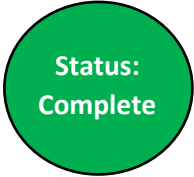
RECOMMENDATION 1.7 – Mandate police to collect and disseminate information on the personal characteristics of all civilians subject to police stops and other investigative detentions.

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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DOJ	Under direction of the Department of Justice. The Wortley Report Research Committee was formed with representatives from HRP, RCMP, the Nova Scotia Human Rights Commission, community members, and an academic. In its <i>Final Report and Recommendations on the Collection of Race-Based Police Data in Nova Scotia</i> , the WRRC has recommended the advancement of this recommendation. A WRRC Subcommittee has been established to advance development and implementation of the race-based data collection model.	
RCMP	HRD have assigned a Commissioned Officer to a committee led by DOJ.	

RECOMMENDATION 3.1 – Form a research committee to explore the feasibility of gathering data on police stops in addition to information on street checks.

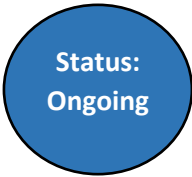
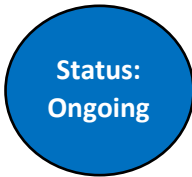
A research committee should be formed to explore the feasibility of gathering data on police stops in addition to information on street checks. This committee would be responsible for the development and implementation of the research and evaluation plan. This committee should consist of police personnel,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

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DoJ	<p>The WRRRC was formed in September 2020 with representatives from HRP, RCMP, the Nova Scotia Human Rights Commission, DOJ, African Nova Scotian Affairs, community members, and an academic.</p> <p>Part of the WRRRC’s mandate was to develop a report and recommendations to guide the development of a race-based data collection model for police stops in Nova Scotia.</p> <ul style="list-style-type: none"> • The WRRRC was also responsible for examining recommendations 1.6, 1.7, 3.2 and 3.5 in the Wortley Report to determine how they may be advanced through the WRRRC’s work. • The WRRRC released its <i>Final Report and Recommendations on the Collection of Race-Based Police Data in Nova Scotia</i> on September 1st, 2022. <p>Prepared by academic researcher, Dr. Timothy Bryan, the report and recommendations align with the <i>Minister’s Directive – Street Checks Ban</i> effective, December 1, 2021.</p> <p>A WRRRC Subcommittee has been established to advance development and implementation of the race-based data collection model.</p>	

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

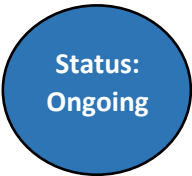
Halifax region police services should establish a permanent data collection system to record information on all stops of civilians. This data system should record information on both traffic stops and stops involving pedestrians. The information to be collected on each stop should include: the date of 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.

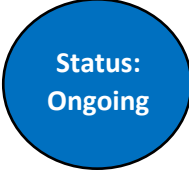
It is also important to distinguish between consent searches, investigative searches and searches that take place after arrest. The age, gender and racial background of the person stopped should also be recorded. Ideally the data collection procedure would also record the full name and home address of 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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DoJ	<p>Part of the WRRC's mandate was to develop a report and recommendations to guide the development of a race-based data collection model for police stops in Nova Scotia.</p> <p>In its <i>Final Report and Recommendations on the Collection of Race-Based Police Data in Nova Scotia</i>, the WRRC has recommended the advancement of this recommendation.</p>	
RCMP (Update)	<p>HRD is participating in this DOJ led initiative. The de-identification working group is working on solutions in both RMS databases (PROS and Versadex) and is working with the National Race Based Data Pilot in Nova Scotia. This National Race Based Data Pilot is led by a number of RCMP Experts examining options for various data bases across the country. They recently visited Nova Scotia.</p>	

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

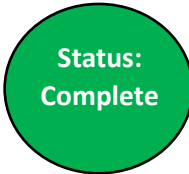
The collection of official police data should be supplemented with periodic surveys of the general public. General population surveys should collect information on self reported contacts with the police as well as respondent attitudes and perceptions of the police and wider criminal justice system.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP (Update)	<p>As part of HRM's last resident survey in September 2021, the Corporate Planning Office worked with HRP and HRD to incorporate questions related to policing in HRM. The questions were developed to include self-reported contacts with the police, as well as respondent attitudes and perceptions to policing. The next HRM Resident Survey is planned for Fall 2024. HRP will work with HRD, HRM Community Safety, and the Corporate Planning Office, around any revisions or additions to the questions for the policing section of the survey.</p>	

RCMP (Update)	The development of the 2024 HRM Resident Survey is set to commence in early April, with the survey at play in August/September and results mid-October. HRD has connected with the HRM Business Unit responsible for conducting the 2024 Resident Survey and expressed our keen interest in contributing to the police component of the survey in conjunction with HRP. The BU Director has committed to engaging HRD in the survey development process in the coming weeks.	
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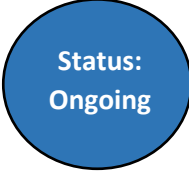
RECOMMENDATION 3.3b – Compare survey data with official stop data.

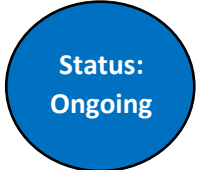
Survey data on self-reported stops could be compared with official stop data in order to identify significant commonalities or differences.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
RCMP (Update)	HRD have assigned a Commissioned Officer to a committee led by DOJ. Refer to 3.2.	(Update) 

RECOMMENDATION 3.3c – Determine whether racial differences in stop and search activities can be explained by other factors.


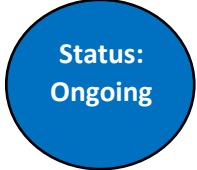
Surveys could also be used to conduct multivariate analyses and determine whether racial differences in stop and search activities can be explained by other factors including age, area of residence, local crime rates, driving habits, use of public spaces, self-reported drug and alcohol use and self-reported involvement in criminal activity.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	The implementation of this recommendation would be dependent on first completing the work of DoJ’s newly established sub-committee to develop a standardized race-based data collection framework. Further questions can then be incorporated into the general population survey in relation to the analysis of self-reported police interactions.	

RCMP (Update)	HRD have assigned a Commissioned Officer to a committee led by DOJ, in which HRD will support initiatives. HRD is working with the national Race Based Data Pilot project. This National Race Based Data Pilot is led by a number of RCMP Experts examining options for various data bases across the country. They recently visited Nova Scotia.	
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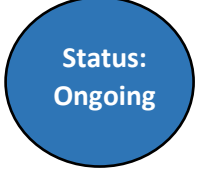
RECOMMENDATION 3.3d – Evaluate the effectiveness of anti-racisms and anti-profiling policies using survey data.

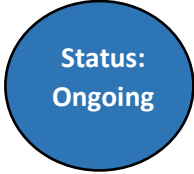
Importantly, if such surveys are conducted on a periodic basis (every 2-5 years), the data could be used to determine if racial differences in stop and search activities are declining or increasing and if attitudes towards the police are improving or getting worse. In other words, survey research data over time could be used to evaluate the effectiveness of anti-racism and anti-profiling policies.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	The implementation of this recommendation would be dependent on first completing the work of DoJ's newly established sub-committee to develop a standardized race-based data collection framework. Further questions can then be incorporated into the general population survey in relation to the analysis of self-reported police interactions.	
RCMP (Update)	HRD have assigned a Commissioned Officer to a committee led by DOJ, in which HRD will support initiatives. HRD is working with the national Race Based Data Pilot project.	

RECOMMENDATION 3.4a – Conduct periodic survey on the police themselves.

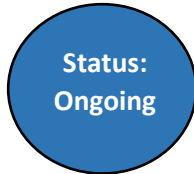
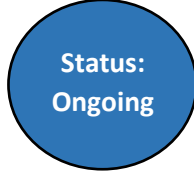
Periodic surveys should also be conducted on the police themselves. Such surveys could be used to measure the impact of data collection on officer morale and job satisfaction, officer attitudes towards anti-racism programs or policies, and officer decision making with respect to stop and search tactics.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	HRP Surveys have been conducted with membership through HRM's employee surveys. Along with other potential additions to police related surveys, HRP will work with HRM to consider adding officer attitudes on these topics in the set of questions related to HRP employees.	

<p>RCMP (Update)</p>	<p>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.</p> <p>As presented in the 2024/25 Budget and Business plan, RCMP HRD is committed to supporting reconciliation with the municipality's African Nova Scotian communities in many ways, such as conducting a pilot Preston File review, looking at indicators specific to bias-free policing. RCMP HRD also supports the RCMP's national initiative on Race Based Data Collection.</p>	
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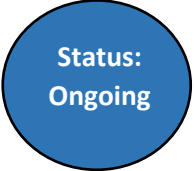

RECOMMENDATION 3.4b – Expand surveys to measure prejudice, stereotyping and the effectiveness of anti-racism policies.

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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	HRP Surveys have been conducted with membership through HRM's employee surveys. Along with other potential additions to police related surveys, HRP will work with HRM to consider adding officer attitudes on these topics in the set of questions related to HRP employees.	
RCMP (Update)	HRD is working with the RCMP's national initiative on Race Based Data Collection, as well as the pilot Preston file review, looking at indicators specific to bias-free policing. Internal surveys will be looked in to. This National Race Based Data Pilot is led by a number of RCMP experts examining options for various data bases across the country. They recently visited Nova Scotia.	<p>(Update)</p> 

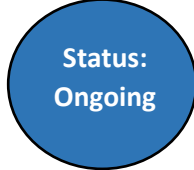
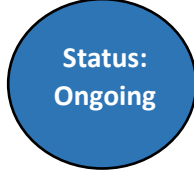
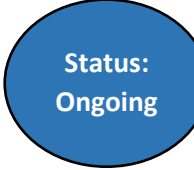
RECOMMENDATION 3.4c – Expand surveys to address other topics of interest.

These surveys could address any other topics of interest to the research team or police managers and be conducted every 2-5 years.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	HRP Surveys have been conducted with membership through HRM's employee surveys. Along with other potential additions to police related surveys, HRP will work with HRM to consider adding officer attitudes on these topics in the set of questions related to HRP employees.	
RCMP	The RCMP will explore, as per 3.4a.	

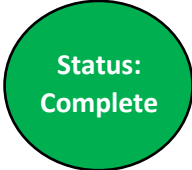
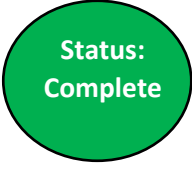
RECOMMENDATION 3.5 – Regular release public reports on the results of data collection and research activities.

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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DOJ	In its Final Report and Recommendations on the Collection of Race-Based Data in Nova Scotia, the WRRC has recommended the advancement of this recommendation.	
HRP (Update)	HRP fully supports and will participate in the work of the WRRC to advance development and implementation of the race-based data collection model.	
RCMP (Update)	As the original dataset will continue to be held in the respective databases subject to ATIP and FOIPOP, the working group recommends that communications be made informing the public of their right to order, retrieve and review their own street check record. This further complies with recommendation 1.4. This National Race Based Data Pilot is led by a number of RCMP Experts examining options for various data bases across the country. They recently visited Nova Scotia.	(Update) 

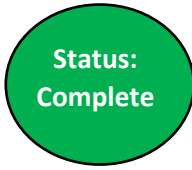

RECOMMENDATION 4.1 – Develop a protocol that will screen new recruits for both cultural competency and racial bias.

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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
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.	
RCMP	The RCMP implemented 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.	

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



The HRP and RCMP should continue to develop and implement mandatory anti-bias, cultural competency and race relations training.


LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DOJ	DOJ 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.	
HRP	HRP introduced Journey to Change Anti-Black racism Training in 2020. JTC 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. Nine sessions of Journey to Change (JTC) have been held since its introduction in October 2020. The plan is to offer the training service wide to both sworn and civilian members as well as volunteers. Additionally, the Legitimate and Bias	

	Free module was developed and is being offered to the entire frontline membership as well as supervisors.	
RCMP	The Nova Scotia RCMP developed 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 united against racism training has approximately 95% compliance in HRD as of April 2023.	

RECOMMENDATION 4.3 –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.


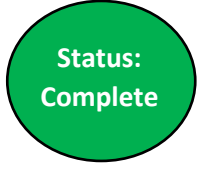
The HRP and RCMP should continue to develop and implement training modules designed to educate police officials about local Black history and the contemporary social and law enforcement concerns of the Black community. These modules should be delivered, onsite, by Black community members. Such efforts will give members of the Black Nova Scotian community a stake in police training strategies and could help build mutual understanding, empathy and compassion.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DOJ	DOJ collaborated with the RCMP to facilitate delivery of the RCMP’s African Canadian Experiences (ACE) training to municipal police. DOJ is working with the RCMP to support future training sessions for municipal police and DOJ staff.	
HRP	HRP introduced Journey to Change Anti-Black Racism Training in 2020. JTC 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. Nine sessions of Journey to Change (JTC) have been held since its introduction in October 2020 and more are planned.	

RCMP	An orientation package for RCMP employees working in Halifax District, which was developed by employees and community members. 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 in specific black communities. This is in conjunction to the African Canadian Experience.	
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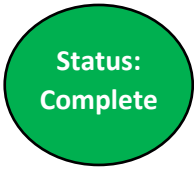
RECOMMENDATION 4.4 – Develop a testing or evaluation strategy for all anti-bias, cultural competency or race relations courses.

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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	<p>HRP is in the process of exploring what options are being used within policing for evaluation of bias in general through their professional networks, and potential application within their processes.</p> <p>The cadet training programs include evaluations and the potential for cadets to fail assessments, including those related to bias.</p>	
RCMP	The RCMP is 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. Refer to 4.2. All RCMP online courses have testing which is required to pass the courses.	

RECOMMENDATION 4.5 – Continued hiring of police officers from diverse backgrounds.

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.

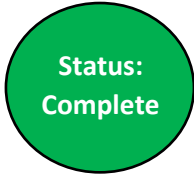
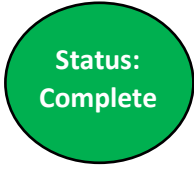
LEAD	CURRENT STATUS OF THE RECOMMENDATION	
<p>HRP (Update)</p>	<p>The three most recent HRP recruitment campaigns led to the hiring of a much higher percentage of women and members of various diverse communities, compared to previous campaigns. The recruitment process for the 2024/25 HRP Police Science Program is currently underway, with a continued and targeted focus on attracting candidates from diverse backgrounds. There is direct outreach to diverse communities, with the assistance of community partners and a newly established HRP Ambassadors program. HRP Ambassadors represent HRP members from diverse backgrounds and different levels of the organization, and play a direct role in helping conduct engagement for the class.</p> <p>This recruitment approach and framework is an established and integral part of the HRP hiring process.</p>	<p>(Update)</p> 
<p>RCMP (Update)</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 National Diverse and Inclusive Pre-Cadet Experience (DICE) program which was successfully piloted in Sept 2023 and will have 3 troops going through Depot in 2024. 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> <p>In March 2023, HRD conducted town hall meetings throughout the District. An RCMP recruiter attended a number of these events, including in diverse communities such as North Preston. In March 2024, the inaugural Diverse Recruitment and Employee Advancement Model (DREAM) workshop was held in Halifax to support and promote mentorship and career development for Black, racialized and under-presented employees across all ranks and classifications.</p>	

RECOMMENDATION 4.6 – Black and other minority officers be promoted to positions of upper management.

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.


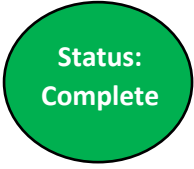
It was suggested that appointments to the police executive would also have great symbolic value and could contribute to an improve police-community relationship.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
<p>HRP</p> <p>(Update)</p>	<p>HRP continues with a focus on diversity in its promotional processes.</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 all levels including senior positions. HRP tracks promotions for black and minority officers.</p> <p>This approach and framework are an established and integral part of the HRP promotions process.</p>	<p>(Update)</p> 
<p>RCMP</p> <p>(Update)</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 the 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>In April 2023, the OIC, C/Supt. Christie has set up meetings with all black members of HRD. It is the OIC's intention to fill senior positions, such as a potential District Sergeant Major with a BFOR position which is in line with our Divisional/National Diversity goals. As mentioned in 4.5 above, in March 2024, the DREAM workshop was held in Halifax to support and promote mentorship and career development for Black, racialized and under-presented employees across all ranks and classifications.</p>	

RECOMMENDATION 4.7 – Devote more time and resources to community policing efforts.

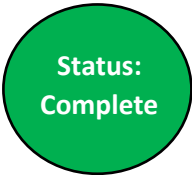
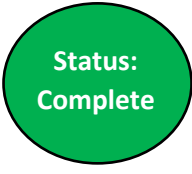
It is recommended that both the HRP and RCMP devote more time and resources to community policing efforts. Both community members and police officials stressed that the police should get to know better the people they are policing, and that the community should get the chance to know the police. It was 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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
<p>HRP (Update)</p>	<p>Despite the challenges of the pandemic, HRP continued to engage with the community through sports events, virtual stakeholder meetings and special events.</p> <p>Some of HRP’s community engagements include virtual sessions for recruitment with diverse communities, a newly established Police Activity League (PAL) program, Community Policing Town Halls in Dartmouth North, community engagement related to recruitment and the establishment of a new Hate Crime Unit, to name a few. 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> <p>During the 2025/26 budget process, several new positions were approved for HRP, including four Community Resource Officers, and one Hate Crime Investigator. These positions will assist and strengthen our continued focus and efforts towards building and maintaining positive and collaborative community partnerships, which continues to be central to our daily work and strategic priorities.</p>	<p>(Update)</p> 
<p>RCMP</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 is to enhance relationships between police and community partners/stakeholders by better aligning the strategic direction of the police with community needs.</p> <p>In March 2023, a new Community Program Officer was hired for the North Preston detachment whose mandate is to work with the communities for this purpose.</p>	

RECOMMENDATION 4.8 – Establish more community-level detachments.

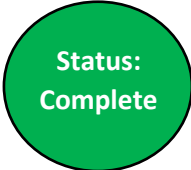
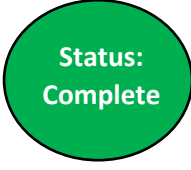
It is recommended that the police establish more community-level detachments like the one recently developed in North Preston. Such local detachments should operate seven days a week, twenty-four hours a day. In the absence of local detachments, it is recommended that both the HRP and RCMP deploy more community liaison officers to cultivate local relationships, develop local knowledge and act as mediators between the community and regular patrol officers.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	HRP currently has three divisions with multiple offices throughout the jurisdiction that welcome community members and provide some services while being headquartered in Halifax. While not strictly a detachment model, having these multiple offices provides important local touch points for community and police officers. Through our community relations officer and school resource officers, there is direct assigned engagement that takes place regularly with neighbourhoods and localities within the service area.	
RCMP	Community Consultations were conducted throughout HRD by Senior Management throughout the month of March 2023 Funding detachments is a contractor issue. If HRM would like to fund new detachments, this can be engineered by HRM to DOJ/RCMP.	

RECOMMENDATION 4.9 – Devote more time and resources to the development and implementation of youth-based sports, recreational and mentorship programs.


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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
<p>HRP (Update)</p>	<p>HRP reviewed its HRP Youth Program through a diversity lens in 2022 to establish new opportunities. A new objective was 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." With the pandemic now behind us, HRP plans to take steps to enhance recruitment of youth from ANS and minority communities to the program as part of future recruitments. Additionally, HRP launched a new youth program, HRP Policy Activity League (PAL) focused on athletic initiatives involving schools and youth and outreach to newcomers to Halifax. Another notable annual event is HRP Sports Pal which started in August 2010. The programs are led by HRP Community Response Officers and Community Relations and Crime Prevention team.</p> <p>HRP is also a supporter of Camp Courage; an empowering program that introduces Nova Scotian young women and gender-diverse youth, ages 15-19, to careers in emergency services.</p> <p>HRP will continue this existing work, and explore new options and opportunities with community connections.</p>	<p>(Update)</p> 
<p>RCMP</p>	<p>There are ongoing organized RCMP/public events in Preston, including community basketball games, softball games, and weekend litter clean up. Many officers are also volunteer coaches within youth organized sports.</p> <p>A positive reinforcement initiative based out of Preston Detachment but for HRD as a whole was rolled out in June 2021. In partnership with donor businesses within the HRM, RCMP members gave 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> <p>North Preston detachment has continued the annual hockey tournament, put on a weekly book buddies program, has put on Women's Self Defence classes, etc. Members continue to be engaged in their communities.</p>	

RECOMMENDATION 4.10 – Develop a public education program for Black and minority youth.

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.

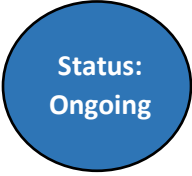
LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DoJ	DOJ coordinated an initial meeting with the Nova Scotia Human Rights Commission, Nova Scotia Legal Aid, Halifax Regional Police, RCMP, African Nova Scotian Affairs, and the Office of L’nu Affairs. This initiative will be community led.	

RECOMMENDATION 4.11a – Form a committee to study the strength and integrity of the current police complaints process.

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.

However, during consultations, community members expressed serious doubts about these organizations. Community concerns included:

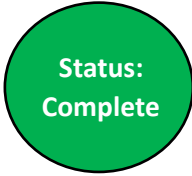
- A lack of community awareness about how to file a complaint.
- The inability to file verbal complaints.
- The inability to file third-party complaints.
- The six-month time period for filing.
- A lack of independent complaint investigation and adjudication (i.e., the fact that complaints are returned 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.


LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DoJ	<p>As an initial step, amendments were 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 the timelines for filing complaints against RCMP officers. Authority was given to the Police Complaints Commissioner to extend the time limit for making a complaint if it is in the public interest.</p> <p>Funded by the provincial government, the establishment of the African Nova Scotian Justice Institute by ANSDPAD in 2021 will include a community justice legal defense program. This aspect of Rec 4.11 has been completed.</p> <p>DOJ will be working with ANSDPAD, the African Nova Scotian Justice Institute and other key stakeholders to further address this recommendation.</p>	

RECOMMENDATION 4.11b – The proposed committee should make recommendations for improving the current police complaints system and increasing community confidence in the complaints process.

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.


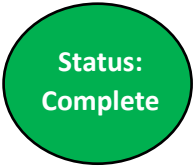
As part of the police oversight process, the government should also consider creating and funding an African Nova Scotian Legal Advocate or Legal Clinic. Such an organization would help Black youth and adults negotiate the police complaints process and provide them with legal advice on other criminal justice matters. The creation of such a body might also serve to increase confidence in the overall criminal justice system.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP (Update)	<p>In January 2021, HRP made a strategic decision to move its Professional Standards Division from its central police station to Halifax Shopping Centre 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>A “Partners in Policing” pamphlet was developed by the RCMP and HRP. The pamphlet was originally done in both English and French</p>	<p>(Update)</p> 

	<p>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>HRP will adapt to any recommended changes arising from the provincial review of this area.</p>	
RCMP	<p>The RCMP's public complaint process is overseen as per legislation by the Civilian Review and Complaints Commission</p> <p>RCMP have provided pamphlets and posted posters regarding the process in our lobbies. This information is also available on the RCMP's websites.</p>	

RECOMMENDATION 4.12 – 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.

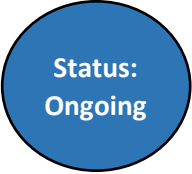
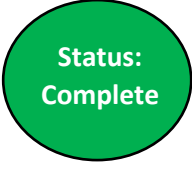
It is recommended that the HRP and RCMP develop additional training modules that will improve officer adherence to the principles of procedural justice and ensure respect for civil rights during all civilian encounters. Such training should focus on developing officer communication skills and their ability to explain lawful police actions to civilian actors.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	<p>Legitimate and Bias-Free training module was developed and introduced to reinforce officers' knowledge of authorities, proper articulation to the public, and bias-free policing interaction in the daily exercise of their duties. With the completion of training for frontline supervisors in patrol, the training will be offered to all uniformed officers.</p>	
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>	

RECOMMENDATION 4.13 – Develop new policies to address the police code of silence and empower officers who challenge the illegal or unprofessional activities of their colleagues.

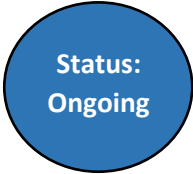
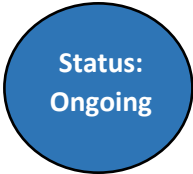
It is recommended that the HRP and RCMP develop new policies to address the police code of silence and empower officers who challenge the illegal or unprofessional activities of their colleagues. Punishment for the violation of these regulations should be clearly communicated and consistently enforced.

Officers should receive continual training with respect for both existing and emerging departmental regulations.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
<p>HRP (Update)</p>	<p>This is addressed in Mission, Vision and Values, as well as Oath of Office and Police Act. All new members have a session with Chief that is documented to review expectations.</p> <p>This is reinforced through block training and non-commissioned officer (NCO) training with members and in turn the supervisors who disseminate information to front line officers.</p> <p>HRM has recently released a new Respectful Workplace Policy, a new Whistleblower Policy, and a revised Code of Conduct. HRP is also working towards creating its own policies in these areas, and alternative dispute resolution. As part of the work to address employee engagement, there is a focus on workplace culture, which may identify the need for new or updated policies.</p>	
<p>RCMP</p>	<p>The RCMP addresses this through their Mission, Vision and Values, the RCMP Code of Conduct as well as 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. HRD have engaged H Division professional responsibilities unit to put on presentations or otherwise engage the front-line members for further education/training.</p>	

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

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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
<p>HRP (Update)</p>	<p>Performance evaluations and rewards are largely a functional of well-defined clauses in HRP collective agreement. However, HRP has put a tremendous focus on employee recognition in recent years, most notably through the Chief's Recognition Board that presents awards for criteria that include going above and beyond their call of duty. With two years since the start of the new Recognition Board process, HRP is set to review the program and will consider including a category reflective of this recommendation.</p> <p>The recently re-established Employee Engagement Working Group is working to address a number of key themes, including a focus on improving the current personal development and performance evaluation system. This recommendation will be considered when designing and developing the new framework.</p>	
<p>RCMP (Update)</p>	<p>The RCMP uses competency-based evaluation based on their job codes, and competencies include things such as community engagement, meeting clients needs, 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 these competencies. HRD recognizes their members who go above and beyond by way of informal or formal recognition.</p>	

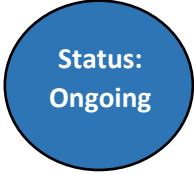
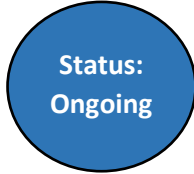
RECOMMENDATION 4.15 – Engage in efforts to evaluate the effectiveness of all anti-bias initiatives and community building strategies.

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.

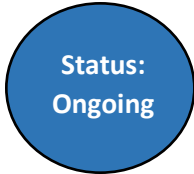
The police should engage with objective, outside experts to develop evaluation methodologies and analytic strategies. The results of evaluation projects should be fully disseminated to the public.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
HRP	<p>Future Surveys can play a role. Refer to responses 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>This issue is ongoing as part of program development. Refer to recommendation 4.4.</p>	
RCMP (Update)	<p>HRD is working with HRM Public Safety regarding surveys, are working closely with the RCMP's national Race Based Data pilot as well as the Preston file review project. HRD continues to hold community meetings and encourage open, honest communication. This National Race Based Data Pilot is led by a number of RCMP Experts examining options for various data bases across the country. They recently visited Nova Scotia.</p>	

RECOMMENDATION 4.16 – Form a committee to monitor progress towards the implementation of the recommendations produced by this report.

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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DoJ	<p>The Wortley Report Action Planning Working Group was formed to develop an action plan and accountability framework. While the committee is no longer active, DOJ continues to engage bilaterally with the African Nova Scotian organizations that participated.</p>	

RECOMMENDATION 4.17 – Extend examination of racial bias beyond police street checks to other aspects of policing and the broader criminal justice system.

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 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.

LEAD	CURRENT STATUS OF THE RECOMMENDATION	
DoJ	DOJ in partnership with community is developing both an African Nova Scotian Justice Action Plan and an Indigenous Justice Action Strategy to address the broader issue of systemic racism in the justice system.	