



- MINUTES -
COMMITTEE AGAINST RACISM
Tuesday, March 28, 2017, 6:30 p.m.
City Hall, 71 Main Street West, Room 192

Present: Marlene Dei-Amoah, Janice Webster, Joseph Scott, Louic LeBlanc, Winston Morrison, Tyrone Childs, Steve Petgrave, David Jacob, Taimur Qasim, Ashok Kumar

Also Present: Maxine Carter, Jennifer Mak - City Manager's Office, Human Rights, Access & Equity, Councillor Lloyd Ferguson

Regrets: Roger Cameron, Nerene Virgin, Jessica Brennan, Amirah Hassan, Councillor Doug Conley

Absent:

Guests: Jovaune Rhodes

Chair: Marlene Dei-Amoah (Vice-Chair)

1. Welcome and Introductions

- All were welcomed and everyone introduced themselves

2. Declaration of Interest

- None declared

3. Review and Approval of Agenda

W. Morrison/L. LeBlanc

That the Committee Against Racism's agenda for March 28, 2017 be accepted as presented.

CARRIED.

4. Presentation

4.1 Nancy Goodes-Ritchie, Superintendent of Hamilton Police Service-Professional Development Division – Training and the Street Check Policy

- Superintendent Nancy Goodes-Ritchie, Staff Sergeant Michael Spencer, and Sergeant Jason Tadeson made a presentation on the Training and Street Check Policy
- Copies of the Record of Interaction and the Ontario Regulation 58/16 were provided to Committee members
- Streets checks are referred to as the Collection of Identifying Information in Certain Circumstances (Ontario Regulation 58/16)
- All active members of the HPS are required to take the Collection of Identifying Information training
- The training is six hours in total consisting of four hours of in-class training and two hours of online training; the online portion has a test which requires a minimum of 80% to pass
- Individuals who fail are required to re-take the test(s)
- Sergeant Jason Tadeson provided an overview of the Ontario Regulation 58/16 (hereafter referred to as the Regulation) and provided examples of situations in which the Regulation would apply/not apply
- The purpose of the Regulation is to ensure consistency throughout the province in the attempt to collect identifying information from individuals
- Further, the Regulation requires police officers to inform individuals about why there is an attempt to collect identifying information and that they are not required to provide the information and are free to walk away
- If identifying information is collected, individuals are provided with a copy of the documentation, known as the Record of Interaction (formerly known as cards), which is kept on file for five years
- Records of Interaction are not used to measure job performance

Questions

Q. How is the learning curve measured?

A. There is no formal evaluation process to measure the learning curve/progress. If there appears to be an issue with a Record of Interaction, the issue(s) will be addressed and the issuing officer may undergo retraining, remedial training, etc. as applicable.

Q. Are Records of Interaction stored on the NICHE Records Management System?

A. No they are stored in a separate records system.

Q. What is considered suspicious behaviour?

A. Suspicious behaviour looks different to the HPS than it does to citizens. Regardless, reports of suspicious behaviour are investigated.

Q. Will a regulation similar to the Ontario Regulation 58/16 be enacted at the federal level?

A. So far, police services in some other provinces have reviewed the Ontario Regulation 58/16 and used it as a template. However, it is unknown whether a similar regulation may be enacted at the federal level.

Q. What does the online training entail?

A. There are six components, such as an overview of the Regulation, professionalism in policing, proper conduct, and implicit biases, which all have sub-tests.

Q. How may officers understand racialized community members' perceptions of the HPS's power and how this perception may impact racialized communities?

A. Officers use body language, cultural cues, e.g. spatial distancing, emotional intelligence, awareness, etc. to recognize emotions and implicit biases.

Q. Is there sensitivity training for mental health issues?

A. Yes, officers who are part of the Mobile Crisis Response Team receive 10-hour training.

Q. How do officers respond to individuals who may have a mental health issue?

A. Mental health training starts at the recruit level in which training is facilitated by experienced officers, social workers, nurses, and mental health workers.

Q. Does anyone ever fail the online training?

A. Not sure because the online training is self-led and if an individual fails it is tracked through IT.

Q. What happens in the case where an individual answers the test questions 'correctly' just to finish it and not because they necessarily buy into the Regulation?

A. The effectiveness/understanding of the training and of the Regulation is measured by reviewing the Reports of Interaction.

Q. What percentage of the training is dedicated to racism and anti-racism?

A. One-hour of the training is dedicated to cultural sensitivity, discrimination, and bias. An expert panel assisted with the development of the training package which meets the threshold of the Regulation.

Q. Because the Regulation contains some ambiguous language, how is the circumvention of the Regulation prevented?

A. The Regulation is enhanced in the training package.

Q. Do officers explore and identify their own implicit biases and biases?

A. Training for recruits include block training which consists of cultural competency and presentations made by a range of diverse community members/groups.

Q. Why is the reason for attempting to collect identifying information not included in the Record of Interaction?

A. The HPS wanted to keep the Record of Interaction simple, short, ensure that the Regulation is followed.

Q. Would the HPS be interested in partnering with CAR to raise funds for the Anti-Racism Resource Centre?

A. The Superintendent of Community Mobilization is in charge of fundraising and should be contacted.

J. Scott/S. Petgrave

That the Committee Against Racism receive the presentation made by the Hamilton Police Service Professional Development Division.

CARRIED.

4.2 Equity and Inclusion Policy: Update – M. Carter

- Tabled to the work planning meeting

4.3 Accessibility for Ontarians with Disabilities Act ACSS – M. Carter

- M. Carter indicated that she will follow-up with Committee members who have not yet submitted their signed acknowledgement forms

5. Approval of Minutes

5.1 February 28, 2017

W. Morrison/J. Scott

That the Committee Against Racism's minutes of February 28, 2017 be accepted as presented.

CARRIED.

5.2 Business Arising from Minutes

- There was no business arising from minutes

6. Business Items

Work Plan Reports

6.1 Chair's Report

- There was no report

6.2 Sub-committee I – Education, Training, Resource Centre Project.

6.2.1 Anti-Racism Resource Centre

- The contract is currently being finalized between the partners

6.2.2 Grants Review update.

- Tabled to when the work plan is being developed

6.2.3 Working Group Developing ARRC Steering Committee Matrix

- The Working Group is currently narrowing down the ethno-racial organizations for the matrix

6.2.4 Black History Event

- Tabled

6.3 Sub-committee II – Awareness Raising, Participatory Democracy, Community Outreach, A/R Policies and Racist Incidents Report. – tabled until work plan discussion

- Tabled to the Work Plan meeting

6.4 Lincoln Alexander Day Celebration Working Group – update

- Tabled

6.5 Employment Systems Review – Tabled until work plan discussion

7. New Business

- No new business

8. Correspondence

- No correspondence

9. Announcements and Information Sharing

- J. Webster shared the following information/attended the following events:
 - Hamilton Steelworkers Area Council held an event for the International Day for the Elimination of Racial Discrimination on March 18, 2017
 - Beth Jacobs Synagogue held an Interfaith Prayer Service on March 22, 2017
 - The Muslim Women's Association of Hamilton is hosting their Seventh Annual Women-Only Interfaith Conference on April 30 from 2:00 to 4:45 p.m. at St. Thomas Moore Catholic Secondary School

10. Next Meeting:

- April 25, 2017

11. Adjournment

- The meeting was adjourned at 8:49 p.m.

J. Scott/L. LeBlanc

That the Committee Against Racism's meeting of March 28, 2017 be adjourned.

CARRIED.