

**From:** [Kojo Dampety](#)  
**To:** [Stevenson, Kirsten](#)  
**Subject:** Systemic Racism in Policing - Hamilton  
**Date:** Thursday, October 8, 2020 11:01:27 AM  
**Attachments:** [HCCILettertoCityCouncil\\_SystemicRacisminPolicing\\_2020.pdf](#)

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Dear Kirsten Stevenson,

May you please add this to the upcoming Hamilton Police Service Board meeting on Oct 15th, 2020. The document contains recommendations from Justice Tulloch's Independent Police Oversight Review and the Commission on systemic racism on the Ontario Criminal system.

**Report of the Independent Police Oversight Review**

This report looks at the Ontario's three civilian police oversight bodies, the Special Investigations Unit (which investigates police-civilian interactions that result in serious injury or death to a civilian, the Office of the Independent Police Review Director (oversees public complaints about the police in Ontario) and Ontario Civilian Police Commission (which primarily adjudicates appeals of police disciplinary hearings, among a number of other functions).

Recommendations for Police Service Boards

1. The Ministry of Community Safety and Correctional Services should establish selection criteria for police services board appointees.
2. The Ministry of Community Safety and Correctional Services should develop mandatory training for police services board members. This training should be developed in partnership with the Ontario Association of Police Services Boards and post-secondary institutions with expertise in the areas of public sector and not-for-profit governance.

**Community Policing – Recommendations from the Commission on Systemic Racism in the Ontario Criminal Justice System**

\*Traditional structures of police governance are insufficiently accountable and accessible to the community

\* Police board were said to be too weak to regulate effectively, too distant from the concerns of ordinary people and too close to police leadership to provide oversight.

Here are the recommendations on Community policing in the report

1. Each Ontario service should conduct a comprehensive review of its commitment to racial equality, publicize action plans in most common languages in the service areas, progress on implementation should be reported to police board and to the public.
2. Police boards should establish local community policing committees around either divisional levels, geographical area or community groups in conjunction with Police boards.
3. Minister of Solicitor general & correctional services in association with police boards and services fund community surveys regarding safety.
4. Ministry of Solicitor general develop guidelines for the exercise of police discretion to stop

an question people with the goal of eliminating differential treatment of black and other racialized people. Guidelines should be translated into common languages

5. Ministry of Solicitor General develop a comprehensive public complaints database about police stops of Black or other racialized people and fund education on formal and informal police complaint mechanisms.

6. Police Service boards ensure policies for policing schools reflect the goals of community policing policies and standards in the local area

We would like a response from the Hamilton Police Service Board pertaining to the recommendations outlined in the document and above. A written correspondence to if the recommendations have been enacted, if not when can we expect implementations with timelines, and if they are not going to take up any of the recommendations can the board please provide reasons why.

Thank you for your time and consideration.

**Kojo Damphey**

Interim Executive Director

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**From:** Kojo Damphey

**Sent:** 22 September 2020 12:01

**Subject:** Systemic Racism in Policing - Hamilton

Dear Mayor & City Councillors

CC: Members of Provincial Parliament in Hamilton

I am writing to you this morning to ask for your commitment to addressing the ongoing issue of systemic racism in Policing. There has been a range of reviews and reports that speak to the over policing of racialized communities. These realities have gone unheard and have bubbled over into social movements we know as #BlackLivesMatter and #DefundPolice.

As the Chief of Police addresses City Council tomorrow it will be important to have the necessary historical and factual work that has been done to ask why Police services continue to engage in racist practices and behavior such as [carding](#), [police brutality](#), and [disregard for marginalized communities](#).

The letter provides you with a number of reports and recommendations that have been commissioned provincially. It is not lost on us that many of the recommendations suggested in the reports lie within the Police Act which is under Provincial jurisdiction, however, we feel it is important for our municipal leaders and the Hamilton Police Board to be aware of the implications on residents.

If you have any questions HCCI will be happy to answer them. Thank you for your time.

**Kojo Damphey**  
Interim Executive Director  
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