

Human Rights & Police Governance

Mohammed Hashim
Executive Director, Canadian Race Relations Foundation



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1. **The Problem:** Ongoing Human Rights issues facing Racialized Communities
2. **The Solution:** Community-Led, Data-Driven, Accountability-Focused Reforms



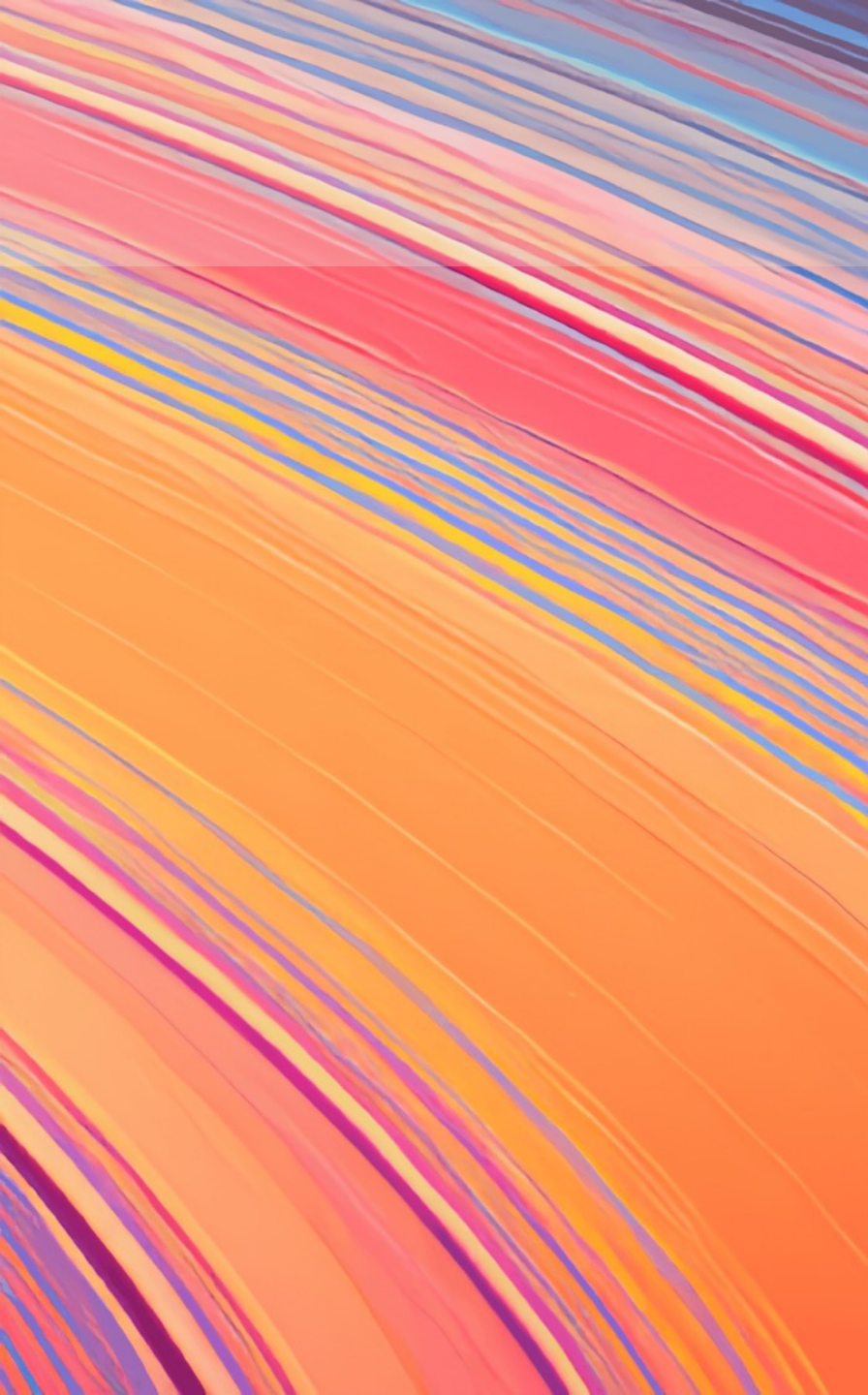
Ongoing Human Rights issues facing Racialized Communities

Concerning Trends in Use of Force Incidents

Figure 11

Use of Force – Persons by Race Percentage										
Year	Black	White	East/ Southeast Asian	South Asian	Middle Eastern	Latino	Indigenous	Multiracial	Undetermined	Total
2020	31.2%	27.5%	17.8%	14.0%	3.4%	1.5%	0.4%	0	4.2%	100%
2021	31.1%	27.7%	18.8%	11.4%	4.8%	1.4%	0.5%	0	4.4%	100%
2022	34.3%	26.6%	3%	25.9%	5.9%	3%	0.9%	0.3%	0	100%
Variance since 2020	3.1%	-0.9%	-14.8%	11.9%	2.5%	1.5%	0.5%	0.3%	-4.2%	0
2021 Peel Region Population	9.8%	29%	11.2%	38.1%	4.7%	2.2%	0.5%	2.1%		

Total includes 2.3% NIE (Not Included Elsewhere)



The Persistence of Racial Profiling

- Racial profiling has been, and continues to be, an issue of significant concern in Peel Region.
- Numerous cases demonstrate the pervasive nature of racial profiling in Peel, resulting in harmful experiences for racialized individuals.
 - In 2022, a judge found that a 2020 traffic stop was motivated by racial profiling by Peel police and dismissed the charges.
 - In 2023, another judge found that a traffic stop that occurred in 2020 was motivated by racial profiling.



**Community-Led, Data-Driven, Accountability-Focused
Reforms**

Recommendations:

01

Rejecting a One-Size-Fits-All Approach

Acknowledging the impact of historic over-policing on certain communities.

02

Adopting a Community-Focused Approach to Racial Bias Training

Borrowing Montreal's immersive training model.

03

Implementing Data-Driven Individual & Institutional Accountability Measures

Reject a One-Size-Fits-All Approach to Engaging with Racialized Communities

Engagement

AND

Disengagement

Interrogate “priority”:

- Recognize that historic over-policing of certain communities, namely Black communities, has played in the creation and maintenance of the vulnerability that cause these communities to not be designated as “priority”

Recognize that over-policing perpetuates criminalization

Adopt a Community-Focused Approach to Racial Bias Training



Firsthand Perspective

Offering officers a firsthand perspective of community experiences.



Meaningful Training

Ensuring racial bias training is a meaningful experience, not a box-checking exercise.



Learning from Montreal

Have been implementing immersion training for new recruits since August 2023.

Implement Data-Driven Accountability Measures—Individual & Institutional

01

Automated Individual Review

Leveraging data to monitor the conduct of individual officers.

02

Regular Institutional Review

Convening a sub-committee of experts for annualized review of policies based on data.



Thank You