

**WHAT IS AN AFRICAN NOVA SCOTIAN POLICING STRATEGY?**

- Presents a way forward to address past, present and future relations between police and the African Nova Scotian community.
- Takes into account the historical and present day relationship between police and the African Nova Scotian community.
- Developed and led by members of the African Nova Scotian Community.
- Founded on a model that allows for collaboration among parties.
- A sustainably designed body with powers to implement new policies and initiatives.

**WHY IS THERE A NEED FOR AN AFRICAN NOVA SCOTIAN POLICING STRATEGY?**

- Recent timeline of events regarding street checks.
- Missing the African Nova Scotian voice from formal conversations about street checks.
- Implementation of relevant recommendations from the Wortley Report relating to the banning of street checks, data collection on police stops and improving police-community relationships (see list of relevant recommendations below).
- Ensure the HRP Action Plan described in Chief Kinsella’s apology formally includes the voice of the African Nova Scotian community at all stages.
  - Five areas of focus outlined during Chief Kinsella’s November 2019 address:
    1. Advisory Committee
    2. Community outreach
    3. Training
    4. Recruitment
    5. Youth Engagement

**WHAT PARTNERSHIPS ARE KEY FOR AN AFRICAN NOVA SCOTIAN STRATEGY?**

- Members of the African Nova Scotian Community
- Police related groups
  - Halifax Board of Police Commissioners
  - Serious Incident Response Team

- Government stakeholders
  - Office of the Information and Privacy Commissioner
  - African Nova Scotian Affairs
  - Legal Aid Nova Scotia Commission
  - The Access to Justice and Law Reform Institute
    - Independent of government, formerly the Law Reform Commission of NS, mandated to make recommendations for the improvement, modernization and reform of the law.
- Legal and academic experts
  - Saint Mary's Department of Social Justice and Community Studies
  - Dalhousie Law Professor with expertise in criminal law and social justice
  - Restorative Justice expert with frontline experience

### MANDATE FOR AN AFRICAN NOVA SCOTIAN STRATEGY

To ensure that members of the African Nova Scotian community develop and maintain a leadership role in discussions, policy changes and legal reforms concerning interactions, as well as related matters, between people of African descent and the police.

- Past
  - Harms and damage caused by street checks → How can the trauma and generational mistrust created by a history of unfair policing practices be addressed?
- Present
  - Demystifying the complaints process → What changes to current policies and new educational resources are required to simplify steps taken to make a formal complaint following an encounter with the police?
  - Police data collection post street checks ban → Following the ban on street checks, how will demographic information about civilians stopped and observed by police be collected, stored and utilized?
- Future
  - New policies, procedures, training and reporting → Moving forward, how will police actions and engagement with members of the African Nova Scotian community ensure a return to the status quo does not occur?

**SUGGESTED TIMELINE FOR THE AFRICAN NOVA SCOTIAN STRATEGY**

- **Phase I: Strategy Initiation**
  - Bring together key stakeholders to prioritize areas of concern, design strategy implementation and evaluation plan → 3-5 months
  - Share strategy priorities, implementation plan and evaluation process with the public → 1-2 months
  
- **Phase II: Strategy Implementation**
  - Begin process of working with stakeholders to implement policy as well as legislative changes → 8 months - 1 year
  - Create necessary training and educational resources for police and community members → 6-8 months
  - Design and pilot training and educational programming for police and community members → 6-8 months
  
- **Phase III: Evaluation & Long-term Planning**
  - Evaluate the following:
    - Level of implementation and effectiveness of policy and legislative changes → 2-3 months
    - Qualitative and quantitative data around use, feedback and change in attitudes following circulation of educational resources and piloted training programs → 2-3 months
    - Share evaluation information with the public and receive feedback on the the process to date → 2-3 months
    - Using feedback from the public and data gathered throughout Phase II, design long-term plan for African Nova Scotian Policing Strategy → 4-6 months

**RELEVANT RECOMMENDATIONS FROM THE WORTLEY REPORT:**

- Recommendations with respect to the banning street checks:
  - Recommendation 1.6 - A committee of police officials and community members to assess the impact of the street check ban on.
  - Recommendation 1.7 - Police should be mandated to collect and disseminate information on the personal characteristics of all civilians subject to police stops and other investigative detentions.
- Data collection on police stops
  - Recommendation 3.1 - A research committee to explore the feasibility of gathering data on police stops in addition to information on street checks.
  - Recommendation 3.3 - Periodic surveys of the general public that collect information on self-reported contacts with the police and respondent attitudes and perceptions of the police and wider criminal justice system.
  - Recommendation 3.4 - Periodic surveys should also be conducted for police 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.
- Improving police-community relationships
  - Recommendation 4.1: The HRP and RCMP develop a protocol that will screen new recruits for both cultural competency and racial bias.
  - Recommendation 4.2: The HRP and RCMP continue to develop and implement mandatory anti-bias, cultural competency and race relations training.
  - Recommendation 4.3: The HRP and RCMP 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 with modules delivered by Black community members.
  - Recommendation 4.4: The HRP and RCMP develop a testing or evaluation strategy for all anti-bias, cultural competency or race relations courses.

- Recommendation 4.9: The HRP and RCMP devote more time and resources to the development and implementation of youth-based programs.
- Recommendation 4.10: The HRP and RCMP develop a public education program for Black and minority youth to be delivered by police officials with a focus on teaching youth about their rights during police interactions.
- Recommendation 4.11: 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.
- Recommendation 4.16: 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.