



## ARAC External June 9, 2021 Minutes

A/Inspector Martin shared personal thoughts regarding the 215 children and the murders in London, Ontario. She acknowledged these events and we stand against these actions. Work needs to be done towards real meaning and change.

Land acknowledgement was given.

Anne re-introduced herself to the committee and reminded everyone she is available when needed. Shu acknowledged that Anne's presence on these calls mean a lot to the committee.

The CPS wants to roll out our orange ribbon campaign to remember victims of residential schools. Will be June 21 – July 21. The Committee was asked if they agreed? The Committee agreed and A/Inspector Martin will let the RSM know.

### Co-Chairs Report:

Shu took the first few minutes to acknowledge Stephen, Kim, Fauzia and Chief Yellow Old Women. Due to the recent trauma in Canada. She advised if these conversations become overwhelming please feel free to leave the call. If anyone wants to debrief after time will be made available. Shu will take most of the questions for today to let Kim deal with the issues. It is important to take care of yourselves first.

Some of the committee members have sent in their action items. Shu wants members to oversee what they want while they are here. If members have not sent in their action items, please do so ASAP. If anyone wants to add to their items that have already been submitted, please send them to Shu.

There were two points brought up with the terms of reference. One is the one-year commitment on the committee and the other was regarding the number of meetings. Initially when the committee was established it was one meeting per month. This will not be going to work as a lot of work needs to be done.

Most members are in favor of a longer term (2 years) and two meetings a month if online is an option.

Stephen and Adam are on the training sub committee along with members of the Internal ARAC. Work will be done on the curriculum and everything will come back to the full committee. Hope to start work next week.





## Anti-Racism Internal Committee Meeting

Meeting Minutes

June 2021

ISC: Protected A

Today we will be looking at our strategy. Each meeting an update will be given to reflect the committee's work done.

This committee work is not a sprint. Need to be patient with the process.

Shu turned the floor over to Adam who had a few items to bring up. He spoke about the presentation on race-based data. The question is whether race-based data is being collected? A/Inspector Martin said there is race based data that is collected but we need to make some changes to how we collect. This information is posted publicly. Adam asked if this can be accessed. She will check into this and report back to the Committee. Adam asked about Info Posts. Supt. Cliff O'Brien will be giving a presentation on Info Posts. This presentation is in August. Katy copied the link in the chat. PSS has been collecting race-based data and they will be presenting to the Committee in July. Shu suggested that Adam include these questions in his action items. Adam was asked by a member of the community if a black or brown person is pulled over by an officer what is being done to make them feel safer. Adam asked about getting an officer's name and badge number. Perhaps a quick fix is a box of blank cards in the car where they can put their name and badge number. This could be a tangible fix. What are the possibilities to make this happen? A/Inspector Martin agreed that this is a solid easy small deliverable.

A/Inspector Martin and Adam will speak offline about the Annual Police Plan (APP). Could we set up a presentation on the APP? A/Inspector Martin will follow up with Deputy McLellan regarding the APP.

Chief Yellow Old Woman thinks Adam is very articulate and the CPS needs to have people on board. When you selected all these individuals everyone has different strengths they bring to the table. Thank you for the psychological support that is available. First Nations people are very spiritual and that is where they get their strength from.

A/Inspector Martin provided follow up from the last meeting. Thin Blue Line (TBL) report is going to ELT June 22. Will include TBL and external ARAC recommendations along with the Advisory Boards and Super Board. The other follow up is with Koby. An invitation was extended to Koby and his family to meet again. This was declined. They may file a complaint with PSS.

Adam asked if the report sent to ELT can be shared with the committee. A/Inspector Martin will follow up with the Deputy McLellan. Perhaps a summary of the findings can be shared.





Strategy Plan: Katy would like to land the strategic plan for the committee were hoping to dive into the strategic planning. Getting the committee's thoughts on a couple of items. Where is the CPS currently and where do you think we need to be?

Shu read over the action items.

Of the action items that were addressed there a few key words that kept coming up. Transparency and accountability. How is the CPS not being transparent and what does transparency look like?

Transparency – what is the current state.

Lack of transparency in general. There can be no rock that cannot be turned over. This is where mistrust happens. Lack of trust with the community.

This is an example of the drop-down box. No explanation.?? (what does this mean?)

Was it intentional to leave information out?

Bring up all information.

A different tone on how police interact with marches, anti maskers, and white nationalists. Why are these groups being treated like this and other groups are being treated differently?

Transparency is linked to accountability.

A/Inspector Martin asked Inspector Voros for a brief comment. She explained that the Diversity Resource Team and are heavily involved in the protests. The goals of the teams when they go to these events, they try to ensure the safety of the protestors and their right to protest. The CPS does not have enough people trained. Perhaps one of them can come and explain what the role is.

What other things does the committee want to see that is not being shared right now?

Turmoil put on a youth on mental health. (what does this mean?)

How is CPS communicating to the public? What format are they using? What are they releasing to the public especially on people of colour?

Is CPS communicating in a proper way to protect people of colour. Giving the public enough information.

If community at large does not feel safe. How is it impacting the community and the victims of these crimes?

Why is there a difference of pictures at an anti mask protest and a BLM protest?

If an officer goes against their duty and are harming people. What actions are taken so that person is not in their position.

If someone perpetuates a hate crime something will be done about it.

Transparency with the reallocation of funds was released this week. 67% of the money is going back into the CPS.





What does the internal review PSS process look like? Would like a thorough review done.

Budget needs to be transparent.

A PSS presentation will be given in July.

Inspector Voros added that the 26 projects that were approved are public documents. They are online. The number is higher than \$83,000. More money will be allocated in 2022. Part of the PSS money is to hire six civilian investigators. This will get the turn around of investigations done quicker.

Kitt gave a brief overview that the CPS has committed \$8M to advance our anti-racism work.

A question was asked what criteria was used. Can we see the organizations that were not chosen?

Kitt gave a brief overview of the funding criteria. The organizations were ranked and scored.

The community engagement position has not been decided on.

Change Management \$500,000 was allocated for training for this committee. What options are available for the change agent. Our PM person is currently looking at this and it will come to this committee and the training sub-committee. This money was set aside for the committee's purpose.

Can the committee send some of the \$500 k be sent to another organization?

Were any organizations minority led? Is this something that will be reallocated on a year by year basis.

There is flexibility on the \$500k. However, these dollars are spent. Those dollars must be spent when we say we are going to spend them. Perhaps we could have someone from Finance attend to go through this. Part of this is Anne's position.

Leslie gave some information on the budget allocation.

Did any black organizations get any funding? They feel like they were not included. It looks top down and not grassroots. Kitt explained the calls for proposals. An open call for proposals was sent out in March.

Black organizations did not receive funding. Proper feedback needs to be provided why the black organizations did not receive funding.

How can we change the system to include grassroots operations?

The federal government had the Black Empowerment fund where most of the leaders were black.

Set up a better funding approach and address the systemic barriers preventing certain organizations from accessing funds.

What are barriers between justice and the communities. How are the barriers dismantled?

Large organizations seem to be always awarded these contracts.





# Anti-Racism Internal Committee Meeting

Meeting Minutes

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ISC: Protected A

## **Future State:**

Have a specific meeting on the barriers that are in the CPS. Look at the contract process. Get feedback from the committee and discuss with Katy and A/Inspector Martin.

Committee spent the last 30 minutes themselves.

