

CACP

Systemic Racism

Equity, Diversity and Inclusion Committee

Draft – August 12, 2020



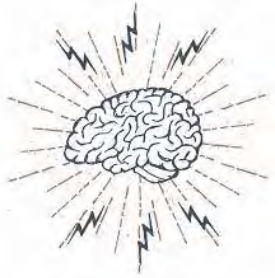
Learning Guidelines

Learning and emotions

1. **Emotions:** Guilt, discomfort, stress, resentment, disinterest, anger, frustration, anxiety
2. **Reactions:** Dismiss, deny, diminish, degrade, distract, delegitimizes, deflect
3. **Manifestations:** silence, defensiveness, argumentation
4. **Pay attention to triggers:**
 - a. When do you get tense?
 - b. When do you feel the knot?
 - c. What specifically is it that you are reacting to?
 - d. What do you need?
5. **Recognize that..:**
 - a. These emotions are normal but need to be managed in a way that's considerate of others
 - b. Learning stops if we allow negative emotions to be the focus
 - c. Focusing on your own individual discomfort, that prevents you from learning about racism



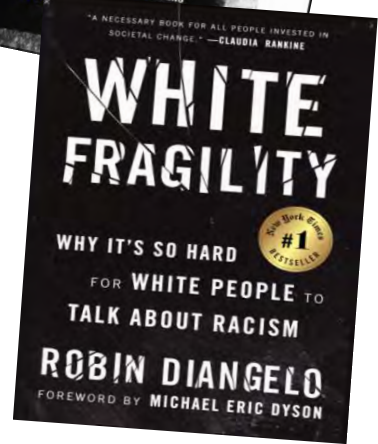
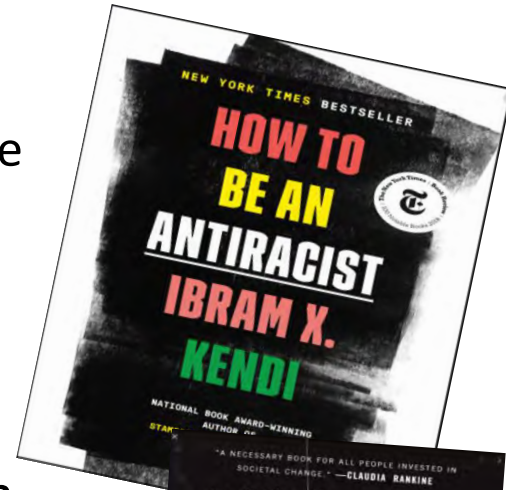
Learning Objectives



- Demonstrate a basic understanding of key concepts related to systemic racism and recognize systemic barriers and racial bias in policing
- Understand the basics of and explain the four levels systemic racism
- Have a basic understanding of anti-racism and system changes that are needed
- Identify what is needed to change systems of discrimination including systemic racism

Resources

- Throughout this training we have utilized two resources, the first, *How to be an Antiracist* by Ibram X. Kendi and the second, *White Fragility* by Robin DiAngelo.
- As we go through the presentation, please take into consideration some of the concepts about race, racism and what it means for you. Individually, how we could start to dismantle racism and policies to change the system that has not been working for everyone for centuries.



What Systemic Racism in Canada Looks Like



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Goals – Ensuring Consistent Definition and Goals to Work Towards

“Definitions anchor us in principles. This is not a light point: If we don’t do the basic work of defining the kind of people we want to be in language that is stable and consistent, we can’t work toward stable, consistent goals. Some of my most consequential steps toward being an antiracist have been the moments when I arrived at basic definitions. To be an antiracist is to set lucid definitions of racism/antiracism, racist/antiracist policies, racist/anti-racist ideas, racist/antiracist people. To be a racist is to constantly redefine racist in a way that exonerates one’s changing policies, ideas, and personhood.”

Ibram X. Kendi



Racist Ideas



To grow up in America
is to grow up, and

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MILITARY
KNOW
FACTS
CHANGING
RESISTANCE
POLICE
PROBLEM
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REFORM



RACIST

VS

ANTIRACIST

One who is supporting a racist policy through their action or inaction or expressing a racist idea.

One who is supporting an anti-racist policy through their action or expressing an anti-racist idea.



Racist Idea

- **Racism** is a marriage of racist policies, and racist ideas that produces and normalizes racial inequalities.
- **Racist ideas:** Any idea that suggests that one racial group is inferior or superior to any other racial group in anyway. Racist ideas argue that the inferiorities and superiorities of racial groups explain racial inequities in **society**. (e.g. housing, education, prison system, employment)

Racist Policies

- **Racist Policy** is any measure that produces or sustains racial inequity between racial groups.
- **Anti-racist policy** is any measure that produces or sustains equity between racial groups.



Ontario Association of Chiefs of Police's (OACP)



The Government of Ontario defines systemic racism as:

“Organizational culture, policies, directives, practices or procedures that exclude, displace or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.”

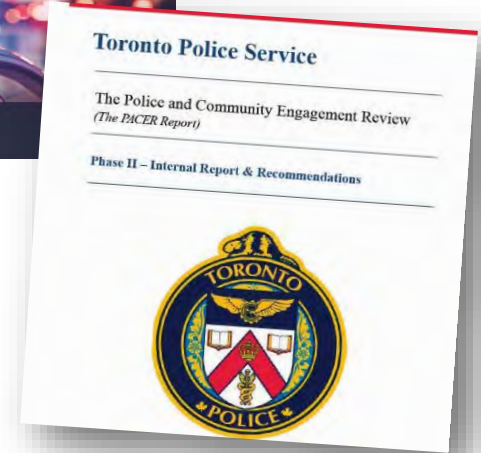
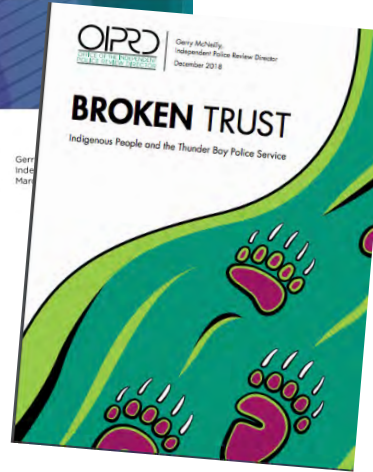
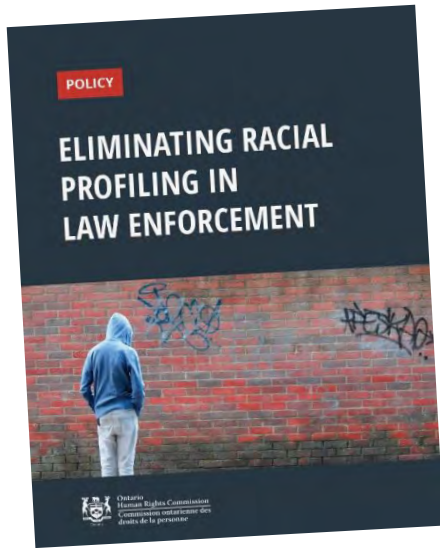
Systemic Racism in Policing



EPS-Chief Dale McFee

“This is not the first time that the issue of systemic racism in policing has been the focus of discussion. The fact that we are gathered here once more demonstrates why we must move beyond conversation and into actionable, meaningful change that focuses on implementation and not more study. The facts are irrefutable: systemic racism is real and exists within and across all social institutions in Canada. This might make many feel uncomfortable and that is ok.”

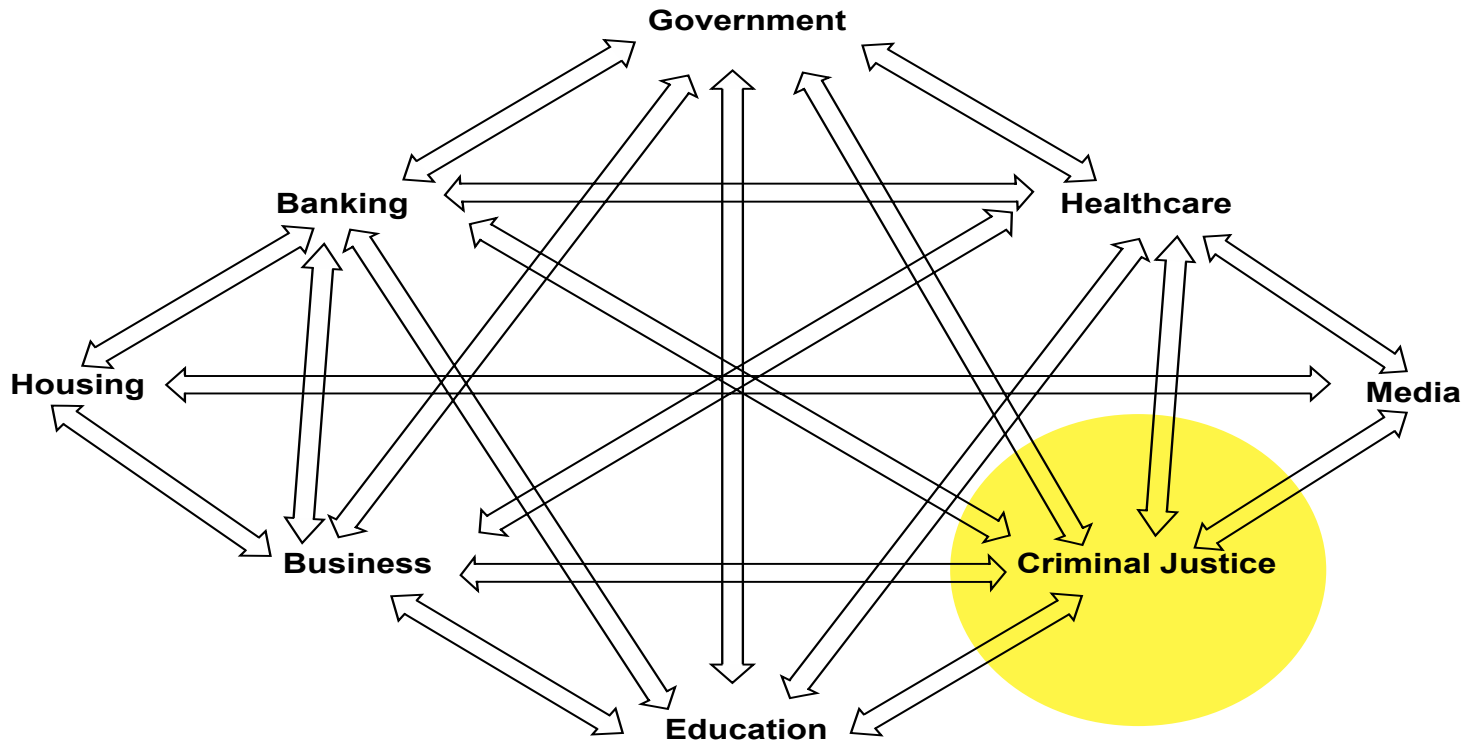
Reports Identifying Systemic Racism



Systemic Racism Diagram



How do These Interactions Work with the Criminal Justice System?



Examples of Racial Inequalities

- **Profiling:** From **2013 to 2015**, Ottawa Police Services found that Black drivers were stopped **2.3 times more often** than expected given their representation in the driving population; young Black men were stopped **8.3 times** more; Middle Eastern drivers were **stopped 3.3 times** more; and young Middle Eastern men were stopped **12 times more**.
- Government reports on **national security** focus almost exclusively on **Muslim individuals and organizations** as a source of **terrorism** – **ignoring** the more real threat of the more than **100 extreme right-wing** and White supremacist groups active across Canada.
- In 2016 the **homicide rate** for **Indigenous women** was **5 times** that of non-Indigenous women.
- **Rates of Arrest:** As a result of higher levels of scrutiny **“compared to white people, minorities are more likely to be arrested, convicted and punished”**, which has been identified as a significant contributing factor to the overrepresentation of Black males in the criminal justice system.



"Systemic Racism in Policing in Canada"



OPS Chief Peter Sloly

"Systemic racism is a well established concept rooted in our colonial past, embedded in our legislation, enabled in our institutional practices and sustained in our organizational culture.

Systemic racism exists within all Canadian institutions. Criminal activity will eventually engage the justice system into this cascading set of institutional failures. To dismantle systemic racism (along with all forms of discrimination) in policing, we need to make positive investments in police culture, police operations and the broader institutional ecosystem that the police operate in."



Systemic Racial Discrimination & Systemic Racism

Systemic Racial Discrimination

Patterns of behaviour, policies or practices that are part of the structures of an organization, and which create or perpetuate disadvantage for racialized persons.

Ontario Human Rights Commission

The “what”

Systemic Racism

When institutions or systems create or maintain inequitable policies and practices as a result of hidden institutional racial biases that privilege some groups and disadvantage others.

The “how”

Roots of Systemic Anti-Indigenous Racism (Anti-Indigeneity)

1 An Indian is... “such persons were those whose ancestors were defined as Indians at the time of the first Federal Act of 1868.”

Indian Act 1876 (amended 1951)



“Our object is to continue until there is not a single Indian in Canada that has not been absorbed into the body politic...”

Duncan Campbell Scott, 1920



4



3

Systemic Racism and Indigenous Communities



Roots of Systemic Anti-Black Racism

1

Ran away from the subscriber a few weeks ago,
A Negro Wench,
named SUE :—this is therefore to forewarn all manner of persons from harboring said wench under the penalties of the laws.
JAMES CLARK, senior.
Niagara, August 17, 1795.

Runaway slave ad, *Upper Canada Gazette*, 17 August 1795

2

In this column mark a figure (1) every coloured person's name, i.e. **negro or negress**... If **Mulatto**, mark M after his or her name; and if **Indian**, mark 'Ind'.

Bureau of Agriculture & Statistics, 1861

4



3



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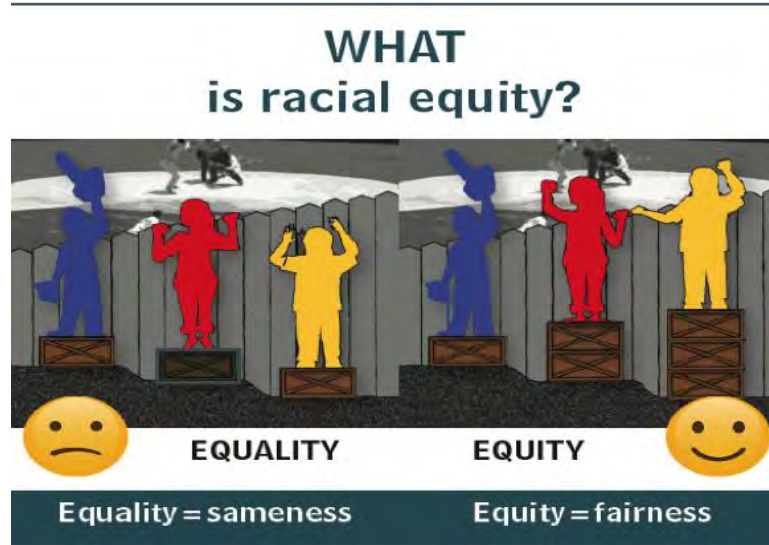
peel District School Board



Systemic Racism and the Community (Anti-Black Racism)



Racial Equality vs Racial Equity



Equal Treatment

The Assumption is that everyone benefits from the same supports

Equitable Treatment

Ensuring everyone gets they supports they need to succeed.

Goal: Racial Justice



Racial Justice: is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.

“New Racism”



Though virtually no one claims to be racist any more, racism still exists. How is this possible? Racism can still exist because it is highly adaptive. Because of this adaptability we must be able to identify how it changes over time.

Eduardo Bonilla-Silva

Colour Blind Racism

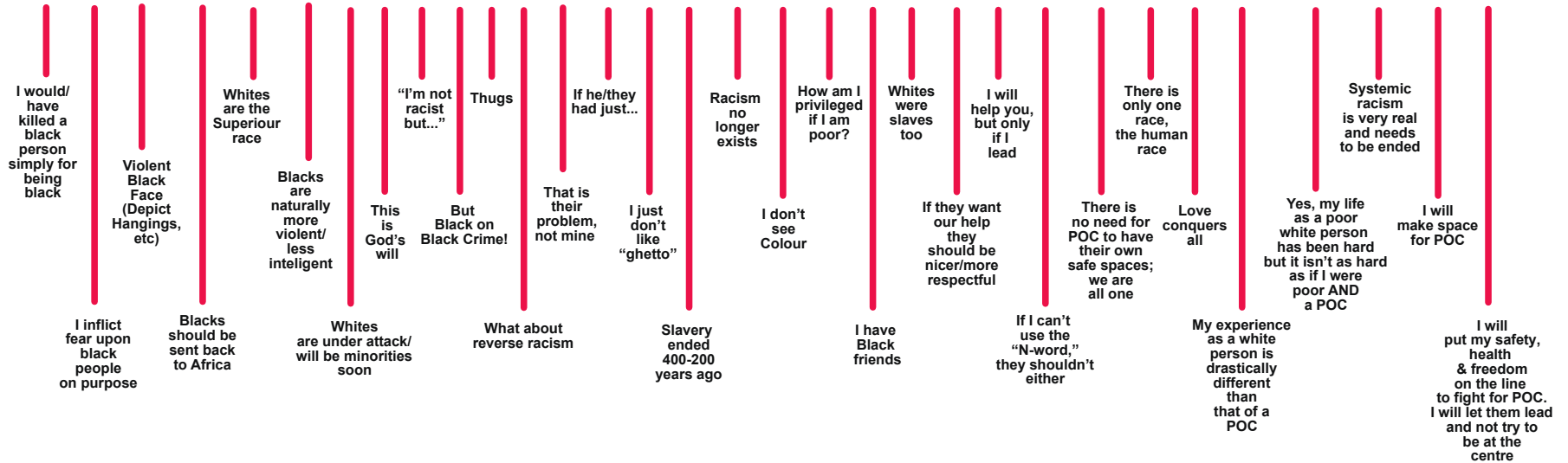
Colour Blind is an example of racism's ability to adapt to cultural changes. According to this ideology, if we pretend not to notice race, then there can be no racism. A colour blind ideology makes it difficult for us to address these unconscious beliefs while the idea of colour blindness may have as a well intention strategy for interrupting racism, in practice it has served to deny the reality of racism, and thus holds it in place. Racial bias is largely unconscious, but we cannot change what we refuse to see.



Spectrum Racism Scale

←----- Feelings of 'White Guilt' can lead to and compound many of these behaviors ----->

Terrorism Overt racism Subconscious Racism Indifference Defensive Justification Denial White Savior 'Woken' justification Performative Ally Awareness Alibi Abolitionist



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V4.0

RacismScale.weebly.com

**Note: It is common for many people to move back & forth along the scale regularly , especially the middle parts

** The term "blacks" is used to be more familiar to anyone of those mentalities

***"Blacks" can be substituted with people of any nationality/ethnicity other than European white since it's people of European descent who have held institutional power in America since its inception.



What is Racial Profiling?



Racialization in Action: Racial Profiling

The Ontario Human Rights Commission defines racial profiling as:

“Any **act or omission** related to actual or claimed reasons of **safety, security or public protection**, by an organization or individual in a position of authority, that results in **greater scrutiny, less scrutiny or other negative treatment** based on **race, colour, ethnic origin, ancestry, religion, place of origin or related stereotypes.**”

OHRC Policy on Eliminating Racial Profiling in Law Enforcement



3rd Party Racial Profiling and Policing



Six Year Old Child in Cuffs



Descriptions via Calls for Service

Remember Starbucks?

 **Melissa DePino**
@mssxydepino [Follow](#)

@Starbucks The police were called because these men hadn't ordered anything. They were waiting for a friend to show up, who did as they were taken out in handcuffs for doing nothing. All the other white ppl are wondering why it's never happened to us when we do the same thing.



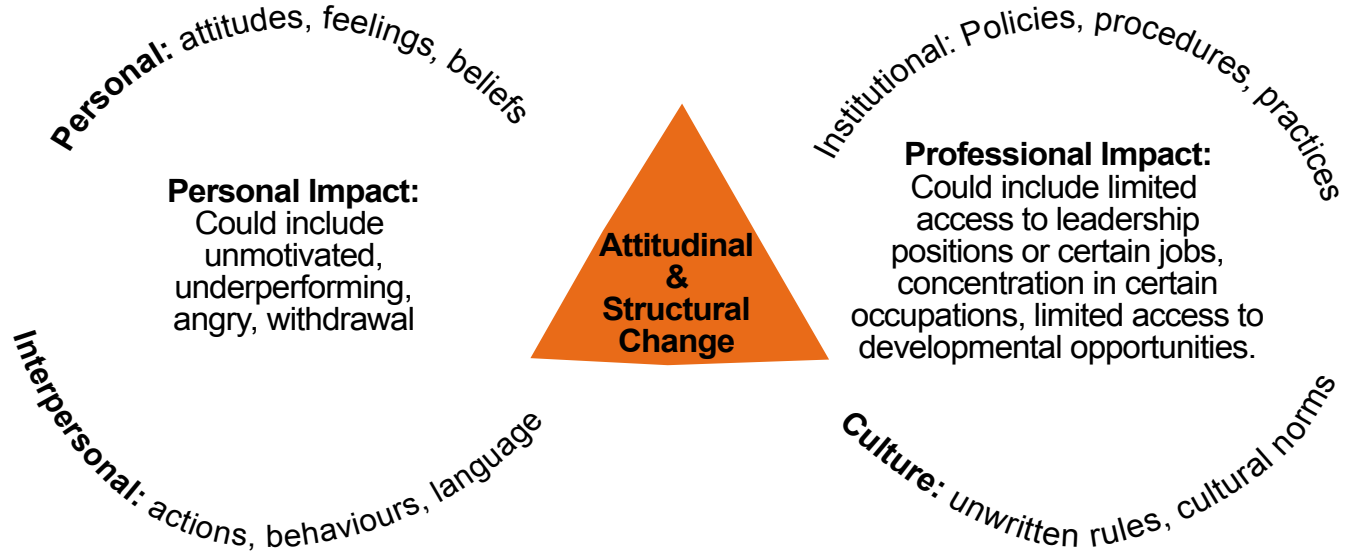
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"This is why Black people should always show up late."

Systems of Racism Within Organizations

Four Levels of Racism



© Turner Consulting Groups Inc.



Systemic Racism and Indigenous Communities



“A Few Bad Apples”



“The problem with the “bad apples” metaphor is that it obscures the systemic nature of racism.”

A common misconception about systemic racism is that it involves a few “bad apples” who engage in racist thoughts and behaviors. This is not true because imperfectly good people can commit acts of omission that allow individual racists to survive and even thrive in organizations. Imperfectly good people can also consciously or unconsciously enable systems to create and perpetuate policies and practices that work to the advantage of some groups and to the disadvantage of others.

Chief Peter Sloly

How Does Systemic Racism Impact a Member of the Service?



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Systemic Changes - Culture



Race-Based Data Collection

Three areas mandated to collect Race-Based Data: Justice, Child Welfare and Education

Legislated, the Anti-Racism Act, 2017 (ARA) provides a framework for the Ontario government to identify and eliminate systemic racism and advance racial equity in the province. The legislation sets out requirements to maintain an anti-racism strategy and establish targets and indicators to measure the effectiveness of the strategy

” The Ontario *Human Rights Code* (the “Code”) permits the collection and analysis of data based on race and other grounds, provided that the data is collected for purposes consistent with the *Code*, such as to monitor discrimination, identify and remove systemic barriers, address historical disadvantage and promote substantive equality.

What Can We Do Different?



Ottawa Police Making Changes

That is why the Ottawa Police Service has committed to making major investments in the following 3 operational strategies:

1. Neighbourhood Policing (NP) – deploying officers into neighbourhoods experiencing higher calls for service, criminality and/or social disorder where they work with local community stakeholders to prevent and address a broad range of community safety and well being issues.
2. Intelligence Led Policing (ILP) –enhancing the ILP model that will still have crime reduction as a priority but be fully aligned with NP model to prevent crime and disorder while and getting at the root causes of crime.
3. Community Safety & Well Being (CSWB) – implementing a CSWB plan that brings together the police, education, health, social services along with community stakeholders to create an integrated service delivery model that proactively assesses individual and community needs and risks and addresses them in the pre-justice space using a combination of social workers, mental health practitioners and/or police officers.



Ottawa Police -Building a Healthier Police Culture

Changing police culture is not something that can happen overnight. However, there are some specific steps that police leaders can do today that build a healthier police culture. For example, a greater critical mass of diverse sworn and civilian personnel at every level of the police service has been shown to diminish some of the more pernicious aspects of police culture. That is why the Ottawa Police Service has enhanced our recruitment, hiring and promotion processes to increase the quality of our recruits and to accelerate the diversification of our organization.

Human rights experts have helped to identify the following three things that police services should do to build a healthier culture and eliminate systemic racism:

- collecting and analyzing disaggregated race based data;
- developing an equity, diversity, and inclusion toolkit to review and update all policies, procedures, and practices; and
- identifying and removing all aspects of the organizational culture that sustains systemic racism and/or resists attempts to dismantle it.



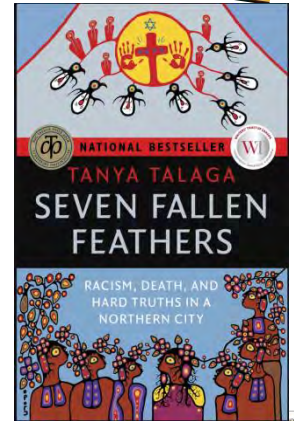
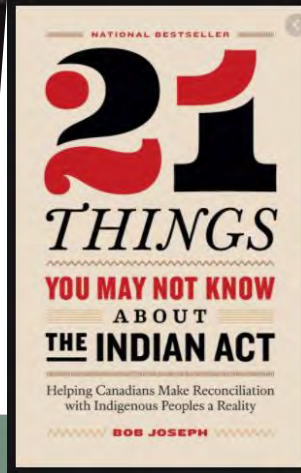
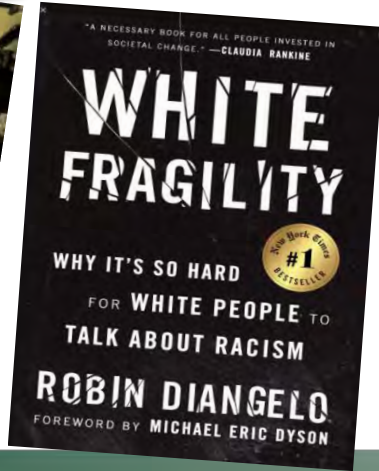
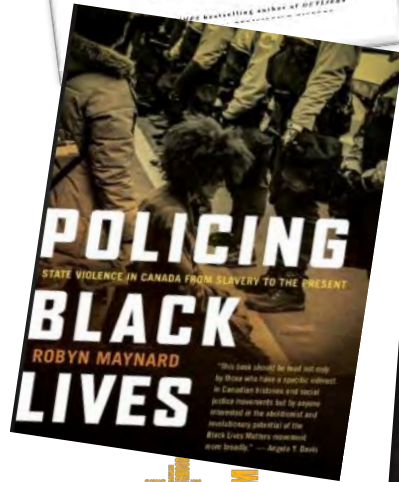
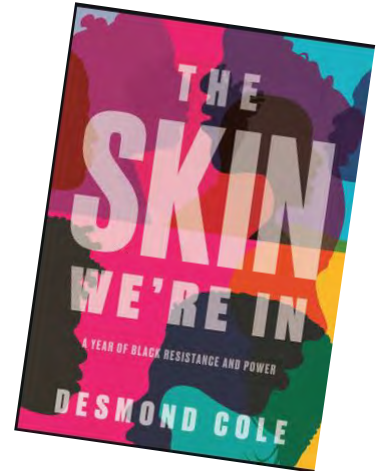
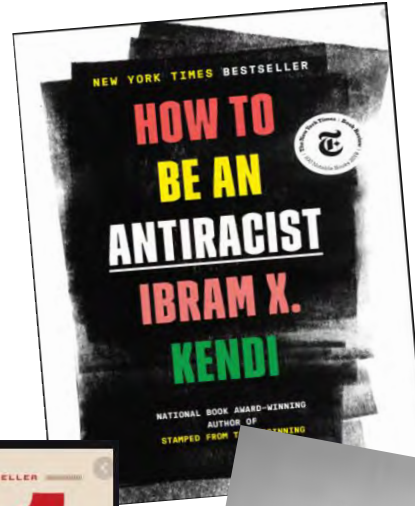
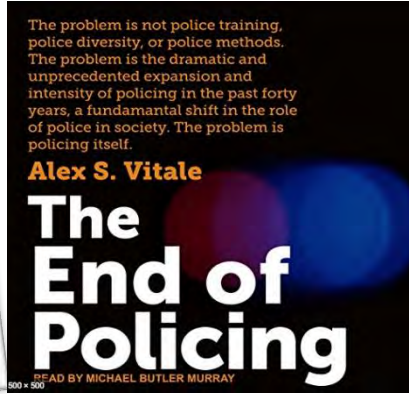
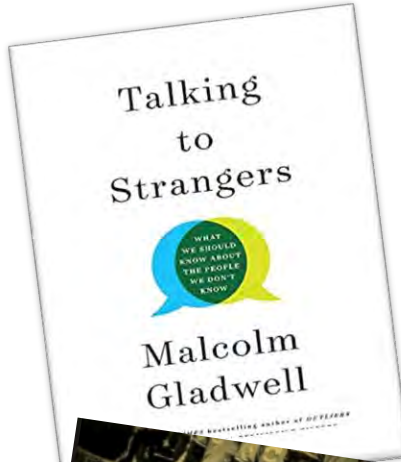
Questions

- How do you begin to look at addressing inequities within your service? (Internally and Interpersonally)
- What data is being collected, identify and analyzed to address racial disparities within your organization?
- How do different levels of racism show up in your service?
- What mechanisms does your service have to identify systemic racism or discriminatory practices in your service?

Questions

- What are 3 things that your service has done to build trust with your communities?
- What is one action plan that you could start to address systemic racism within your service?
- How do you support your service to make systemic changes with community?

Suggested Resources



Thank you

