



HONOURING THE BADGE

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Pg. 8: “with 39 years of policing experience, I can honestly say this project has been a most difficult task . . . as we experienced self doubt, questioning, ridicule and sarcasm.”

Pg. 2: “It will be interesting to hear and read the critiques of our project, but the real intent behind them will be of even more significance. Will the critiques be to stifle the discussion so that data collection is dismissed as not credible in deterring or identifying biased policing and racial profiling, **or will they be honestly offered as genuine, constructive criticism to improve a first venture into a controversial issue?”**

No racial profiling by

Saying his officers do not practice racial profiling, Kingston Police Chief Bill Closs suggests a new method of record-keeping may be the only defence to combat such charges.

“Racial profiling is intolerable, improper and abusive conduct by police officers,” a

Oct 2005 **Biased policing exists unintentional / stereotyping**

s of the
April 17.

17 April 2004

Descriptors of the Chief

- **Weak, misguided**
- **Caved in to the media**
- **Miserable, horrible, dismal response**
- **Fix their own policies/training; ours OK**
- **Why is he the only police leader in Canada who sees a need for this policy**
- **Problem is at the top . . . with him**
- **Knee-jerk reaction / Too liberal**
- **Looking for a job when he retires**



**Kingston:
has its share**



No intent to hurt:
99%

“Just doing our job”
“Acting in good faith”

1995

“RACIAL INEQUALITY IN POLICE STOPS”

the police *control* public spaces

excessive and *demeaning* police contacts

how the police exercise discretion to
initiate contacts with people must change

develop guidelines . . . *police discretion* to
stop and question people

BIAS-FREE POLICING

“another critical but seldom discussed factor in our decision to enter the data collection project: the **extraordinary powers** police have over the citizens they police. . . . As we patrol city streets, our legal authority allows **discretion** in our police stops, checks, and searches. . . . [It is] imperative police leaders do everything within their authority to demonstrate that any systemic racism or abuse of police powers will be dealt with in a thorough or prompt manner.”

“We wanted . . . to test whether police treat people equally as they exercise police **discretion** and initiate contacts with citizens.”

POLICE POWERS  RIGHTS AND FREEDOMS
A CRITICAL BALANCE

We must control the streets

We are fighting the war on crime

We face violent criminals

“We’re here to save your ass . . . not kiss it.”

Police Power: **Police culture**^{mindset}

- * **Extraordinary powers**
- * **Large degree of discretion**
- * **“Out of sight” supervision**

Disparity

- Results for all Ontario publicly funded secondary schools and school boards and for the province as a whole are available at www.eqao.com.
- From February 2002 to October 2004, the **success rate** for **boys** increased from 70% to 79%, and the success rate for **girls** increased from 80% to 86%.
- The results of students who speak English as a second **language** improved by 13%, from a 37% pass rate to a 50% pass rate, during the same period.

Non-whites get different medical treatment: Report

Toronto Star 11 June 2005

*“Experts say data about **disparity** lacking in Canada”*

At the Ontario Institute for Studies in Education, researchers and experts will argue that diversity is a serious public health issue in Canada and will call for more funding *to track* what’s happening in hospitals and clinics around the province. . . . Speakers will explore the way **race, gender, disabilities and sexual orientation** can lead to *different treatment* and access in the health care sector. . . . Experts worry that the **disparities** go beyond diagnosis or treatment.

Collecting Data on Aboriginal People in the Criminal Justice System: Methods and Challenges

Canadian Centre for Justice Statistics

Statistics Canada

May 2005

- The collection of data on people in the criminal justice system is needed to maintain government accountability to the community and to inform policy and program development for people.
- Although data on identity can be collected at other points in the criminal justice system, **the collection of these data by police is crucial and unique.**
- As the point of **initial** contact for all persons in conflict with the law, police are able to provide information on those persons diverted away from the formal justice system.

Managing Disparity: A good business practice?

Is the benefit of being unaware of the totality of who is stopped, arrested, charged, searched and why (including not knowing how police power is applied) to allow organizations to deny the existence of deliberate or unintentional systemic discrimination, which means that perceptions and anecdotal stories will continue to be unproven, i.e., not reality?

Willful blindness keeps the status quo.

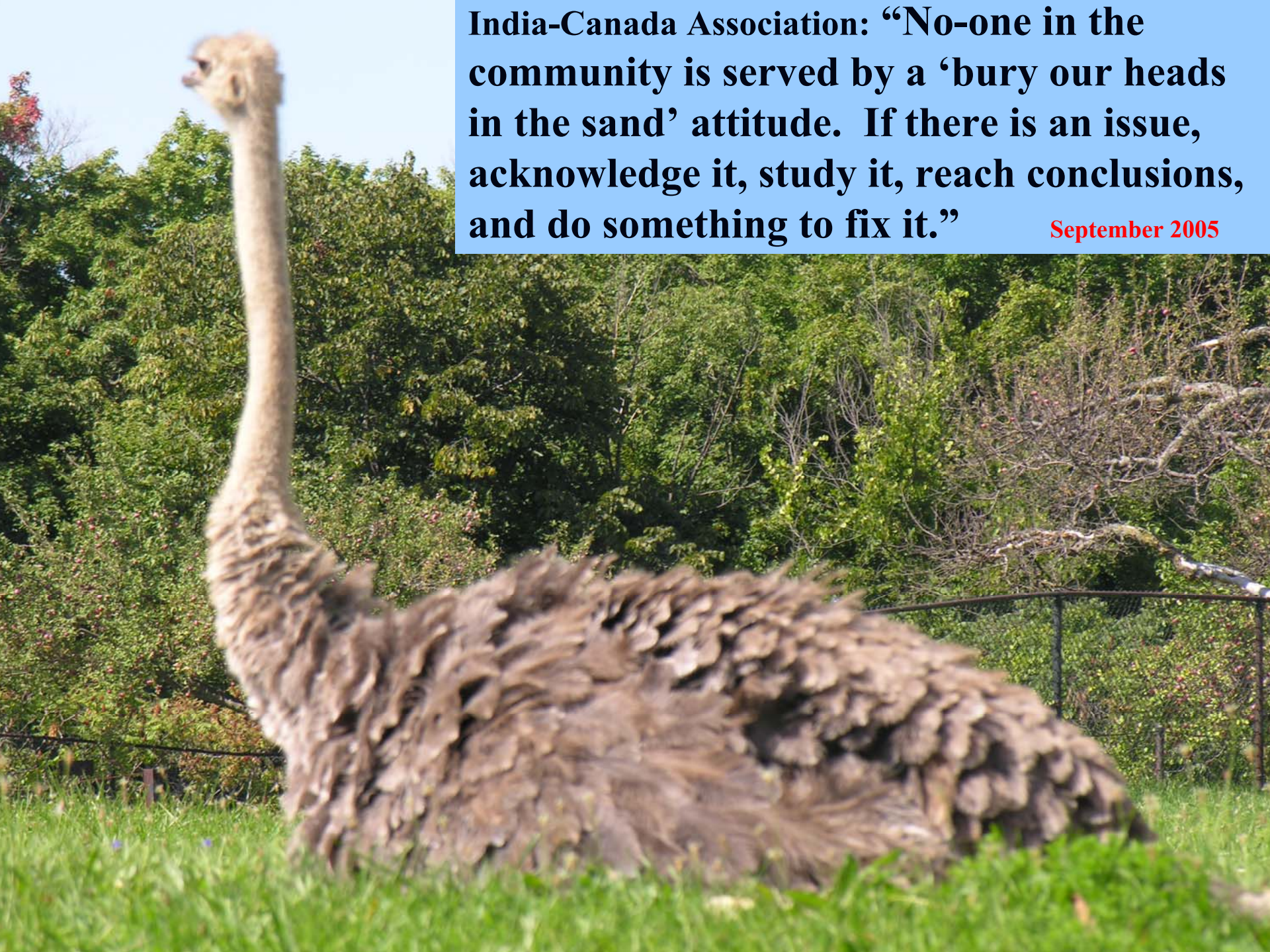
It's easy to do nothing.

“In addition, whether or not data collection has taken place, an organization or institution must be conscious of issues of representation and cannot choose to remain unaware of disparities that exist.”

OHRC

India-Canada Association: “No-one in the community is served by a ‘bury our heads in the sand’ attitude. If there is an issue, acknowledge it, study it, reach conclusions, and do something to fix it.”

September 2005



**BIAS-FREE
POLICING**

**If we do engage in racial profiling
If we do **practise** biased policing
Why so much reluctance?**

India-Canada Association: “We also applaud the front-line officers and civilian employees of the Kingston Police for carrying through with the study. No-one in the community is served by a ‘bury our heads in the sand’ attitude. If there is an issue, acknowledge it, study it, reach conclusions, and do something to fix it. . . . We think the Kingston Police has done a service to the rest of Ontario and Canada, by undertaking this study, painful as it has been. The Kingston Police deserves a pat on the back, which we give them through this letter.” **September 2005**

**If we do not engage in racial profiling
If we do not practise biased policing
Why so much reluctance?**

NORTHWESTERN UNIVERSITY

9 May 2005

“Thank you for your insightful presentation during Northwestern University Center for Public Safety’s Fourth National Symposium on Racial Profiling. Many in the audience told us that it was the best program of its type that they had ever attended. We appreciate the many perspectives presented and intend to continue to examine this very important issue.”

Alexander Weiss, PhD, Director



Kingston Police
Risk Management Training Evaluation

Why so offended/insulted?

- We do not engage in racial profiling.
(Unconscious or Subconscious?)
- Some officers find it offensive to even suggest, discuss or train them about *any* inappropriate behaviour. This mindset reduces the effectiveness of training:
“We’re the good guys, fighting the war on crime.”

Police culture

Do you have comments a

most material I found offensive, condescending and on insulting

“most material I found offensive, condescending and insulting”

(2)

Biased Policing

refers to action taken, such as:

stopping, questioning, searching, detaining, or arresting a person *based* on the person's

race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, handicap/disability, age, marital status, same-sex partnership, or family status

Contact card vs. casual contact

racial  profiling

Why?

- **Coincidence of 2 high-risk takedowns**
- **Town-hall meetings**
- **Perception and anecdotal stories**
- **The arrogant “bad apple” dismissal**
- **Belief that we all have biases**
- **Good * Unintentional/stereotypical bias**
- **STAR * Police Power * Autonomy**
- **Rhetoric: police/politicians** training supervision discipline
- **It was the right thing to do**

The Kingston Experience

- *biased policing by proxy
- *may not change bias or attitude but officer awareness may change behaviour
- *stereotypical bias can influence decisions even when no intent to hurt (good officers)
- *exposure to negative stereotypes or policing experiences creates bias

*we understand **disparity**

We have **“real”** information. We can improve.

“most material I found offensive, condescending and insulting”

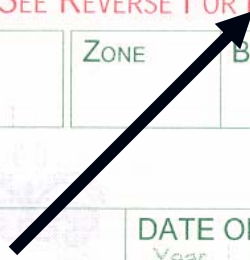
Data will not prove or disprove racial profiling. . . .

- Forms basis for self-analysis. . . . **Disparity**
- Identifies or prevents systemic trends = policy
- Real information for training without guilt
- Oversight / monitoring / early intervention
- Restores the “bridge”: public trust
- Reason Result Time Location
- Protects the officers: bias/disparity awareness
- Motivation of the police contact: but for . . .
- STAR

KINGSTON POLICE CONTACT CARD

ASSOCIATES:
 SUBMIT A CARD WITH
 SAME DATE/TIME FOR EACH
 SEE REVERSE FOR MORE INFO

1 OF 1



CONTACT DATE Year Month Day Time		ZONE	BADGE No.
LOCATION			
SURNAME		DATE OF BIRTH Year Month Day	
GIVEN			
NICKNAME			
ETHNICITY <input type="checkbox"/> E Asian <input type="checkbox"/> B White <input type="checkbox"/> F Aboriginal <input type="checkbox"/> C South Asian <input type="checkbox"/> H Arab <input type="checkbox"/> L Latino <input type="checkbox"/> D Black <input type="checkbox"/> Z Other		DISPOSITION <input type="checkbox"/> A Arrest Made <input type="checkbox"/> B Warrant Arrest Made <input type="checkbox"/> D Traffic Warning <input type="checkbox"/> F Contact Card <input type="checkbox"/> G T.T.P. <input type="checkbox"/> N Completed No Report <input type="checkbox"/> O Warning (other) <input type="checkbox"/> P Property Seized (bike, vehicle, drugs, etc) <input type="checkbox"/> R Searched Vehicle <input type="checkbox"/> S Searched Person(s) <input type="checkbox"/> W Ticket Issued (HTA, LLA, etc.)	
REASON FOR STOP <input type="checkbox"/> 1 Bulletin / Suspect Description Broadcast <input type="checkbox"/> 3 H.T.A. Violation <input type="checkbox"/> 5 C.C.C. Violation <input type="checkbox"/> 6 Drug Related Offence <input type="checkbox"/> 7 By-Law Infraction <input type="checkbox"/> 8 Citizen Generated <input type="checkbox"/> 99 Other, i.e. LLA, Provincial Statute			
COMPLEXION <input type="checkbox"/> A Fair <input type="checkbox"/> B Medium <input type="checkbox"/> C Ruddy <input type="checkbox"/> D Dark <input type="checkbox"/> E Freckled <input type="checkbox"/> F Pock Marked <input type="checkbox"/> G Acne <input type="checkbox"/> Z Other			

CONTACT CARD		ZONE 4	BADGE No.	ASSOCIATES: SUBMIT A CONTACT CARD WITH THE SAME DATE / TIME FOR EACH ASSOCIATE 1 OF 1	<input type="checkbox"/> SEE REVERSE FOR MORE NARRATIVE AND/OR INFORMATION
Year Month Day Time		LOCATION 0308030200 Bath @ Princess			
SURNAME, GIVEN NAMES, "STREET OR NICK" NAMES IN QUOTATION MARKS, (ALIASES) IN BRACKETS					
ADDRESS <input type="checkbox"/> N.F.A. <input checked="" type="checkbox"/> KINGSTON					
CONTACT NUMBERS: HOME PHONE WORK PHONE MOBILE PHONE P					
no phone					
DATE OF BIRTH	SEX	COMPLEXION	HEIGHT	WEIGHT	EYES HAIR COLOUR/DESCRIPTION
	F	W	5'0	90	Brn died blond
VEHICLE <input type="checkbox"/> NONE <input checked="" type="checkbox"/> PEDESTRIAN <input type="checkbox"/> OWNER <input type="checkbox"/> DRIVER <input type="checkbox"/> PASSENGER <input type="checkbox"/> BICYCLE <input type="checkbox"/> ASSOCIATED TO VEH					
CONTACT TYPE <input type="checkbox"/> CHARGED <input type="checkbox"/> BICYCLE <input type="checkbox"/> SOLICITING <input type="checkbox"/> ROLLERBLADE <input type="checkbox"/> SAFE STREETS ACT / BY-LAW INFO					
<input checked="" type="checkbox"/> STREET CHECK <input type="checkbox"/> WARNED <input type="checkbox"/> NOISE <input type="checkbox"/> PANHANDLING <input type="checkbox"/> SKATEBOARD <input checked="" type="checkbox"/> INFORMATION <input type="checkbox"/> OTHER <input type="checkbox"/> H.T.A. <input type="checkbox"/> TRESPASS AT <input type="checkbox"/> OTHER SHEET ISSUED					
THE NIM HAS BECOME JER 40 delusional - MAN - Suicidal					

“What’s the big deal?”

- *no proven need**
- *guilty until proven innocent**
- *monitoring/oversight**

The public *perception*



Unintentional Bias

Invest Break & Enter



Deliberate
Biased policing

Stereotyping

Fits gay profile

Weak Character

Challenge “drunk”



Deliberate
Abuse

- Supervision/accountability
- Policy
- Training

Discretion = subjective reaction

STAR Bias RP

