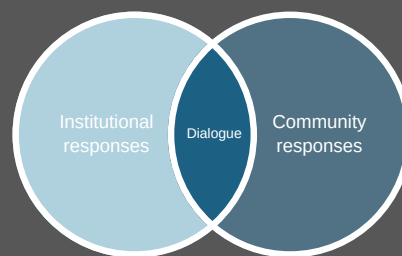


# Social and Racial Profiling in Canada: A Silent Landscape

## A PRACTICAL TOOLKIT DEVELOPED FOR CRIMINAL JUSTICE, PUBLIC SAFETY AND COMMUNITY STAKEHOLDERS IN CANADA

A collaboration with the UNESCO chair in Prevention of Radicalisation and Violent Extremism (UNESCO-PREV), the Canadian Commission for UNESCO (CCUNESCO) and Project SOMEONE.



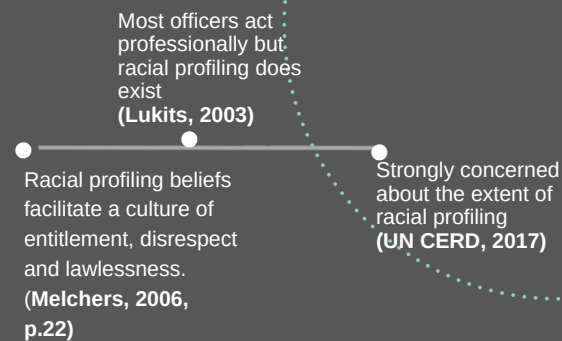
### DEFINITION

Definitions of racial profiling have consistently demonstrated a common central theme: Persons in authority attributing criminal intent to individuals or groups based on stereotypes of race, color, ethnicity or other markers of identity.

## CREATING SPACES FOR PLURALISTIC DIALOGUES

### INSTITUTIONAL RESPONSES

Responses from institutions range from denial of racial profiling to wholehearted acknowledgement that it is real and widespread. However, the responses reported below are from different points in time. The most recent responses in the literature we sampled are strong concerns about the presence and impacts of racial profiling.



### COMMUNITY RESPONSES

- **MTL Sans Profilage (2015-2018)** A three-year research project to understand racial profiling and its consequences for youth, in the culturally diverse neighbourhood of St. Michel. The report concludes that racial profiling is a product of police biases, but also of the organizational policies of the Service de Police de Montréal (SPVM)
- **Sensitivity training for the SPVM (2015-2018)** In 2015, the Montreal police force agreed to have all of its officers undergo a sensitivity training program created by Montreal indigenous groups. The training was stopped abruptly thus damaging local relationships. In 2018, the SPVM hired a consultant from the Huron-Wendat Nations in Quebec City to develop a new training program.
- **Alberta Human Rights Commissions (2017)** The Commission hosted a series of conversations with organizations across the province to hear about the human rights issues their communities are facing. These conversations were summarized in the report *Your Voice: Advancing Human Rights in Alberta* and used by communities and the Commission to move forward on addressing these issues.

## SOME NUMBERS

<p><b>4.2 TIMES HIGHER</b></p> <p>Police stops rate of Black youth in Montreal between 2006 and 2007 was 4.2 times higher than that of White youth. Arrest rate was 2.2 times higher for Black youth than for White youth (Bernard and McCall, 2010).</p>	<p><b>126%</b></p> <p>The monthly frequency of Black people arrested rose by 126% from 2006 to 2007 in Montreal Nord, while the rate for Whites rose by 40%. In the Saint-Michel district, the increase was 91% for Blacks, versus 15% for Whites (Charest, 2009).</p>	<p><b>0.8%</b></p> <p>Although people living on the streets represent only 0.8% of the population, they received 31.6% of the tickets issues because of incivility in 2004 (CDPDJ, 2009).</p>
<p><b>75%</b></p> <p>Over half of racialized and Indigenous survey respondents said they had experienced racial profiling compared to 11% of White survey respondents. Almost three-quarters of Black survey respondents said they had been racially profiled (OHRC, 2015)</p>	<p><b>90%</b></p> <p>In 2013, while the White prison population at the federal level has declined by 3% since 2003, the Black incarcerated population has increased every year during that same period, growing by nearly 90%. (Correctional Investigator of Canada, 2013)</p>	<p><b>6 X</b></p> <p>Black people are six times more likely to be stopped by cops and asked for ID than White people; Black men are the most likely to undergo street checks, followed by Arab men; and about one-third of Black men in Halifax were charged with a crime between 2006 and 2017 versus 6.8 percent of White men. (NSHRC, 2019)</p>

## CHANGING THE NARRATIVE: CHALLENGES

- **Systematic silence** and a discourse of denial around profiling. This results in not acknowledging the existence of racial profiling and a mistaken belief that its extent has been exaggerated.
- **Lack of understanding** about racial profiling – what it means, how it plays out and its impacts
- **Lack of data** to measure racial inequality, which may be an indicator of systemic racial discrimination, including systemic racial profiling.
- **Disproportionate representation** of specific ethno-racial groups in certain institutional processes.
- **Mistrust of community stakeholders.** (Lysandra, M, 2017)

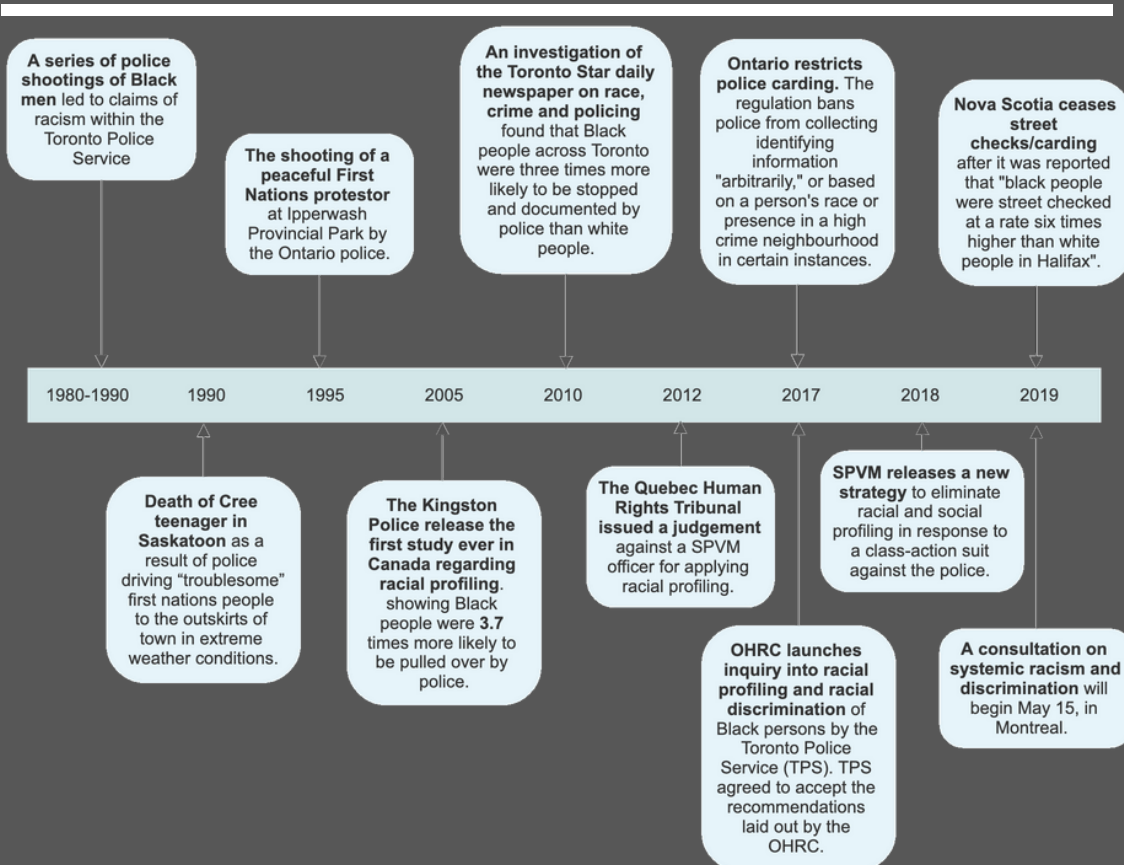
## RECOMMENDED APPROACH

Different reports offer a variety of best practices to approach the issue of profiling. Most of these are adapted from the Ontario Human Rights Commission Report (2012-14). This report combines insights from Human Rights and Organization Change theory to offer suggestions to bring about systemic change

- **Have a comprehensive approach.** A piecemeal or department level approach is less likely to be useful than a sustained, organization-level one.
- **Ensure a unified, committed and involved leadership.** Contradictory messages from leadership is counterproductive.
- **Create a shared vision and terminology.** A common understanding of what the issues are, what they mean and how they may be addressed.
- **Empower capable lead change agents.** Skilled and equipped personnel to drive the intervention, lead communication and act as an interface between communities and the police.
- **Ensure a multi-stakeholder structure and process.** The voices of the communities impacted have to find a central place in the dialogue and on an equal footing as the police to balance the power dynamic.
- **Monitor and evaluate.** Collecting, analyzing and acting on data regarding profiling helps informed decision making
- **Communicate and report.** Communicating the results of the analysis to all the stakeholders and addressing their feedback improves the process
- **Identify and plan for resistance.** Assessing the sources of resistance to such interventions, evaluating the nature of it, and finding potential ways to address it helps overcome blocks to the process
- **Choose strategic “areas of focus” for change.** Specific aspects, processes, or behaviors may demonstrate quicker or more important results, and need to be selected strategically.

## TIMELINE

Over the years, high profile incidents involving police violence and the mistreatment of Black and indigenous people amongst others in Canada have led to community allegations of police discrimination. This is not intended to be an exhaustive representation of events linked to racial and social profiling.



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