



Canadian Association of
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August 19, 2020

Statement of the Canadian Association of Black Lawyers in response to *A Disparate Impact* the Ontario Human Right Commission's Second Interim Report on the Inquiry into Racial Profiling and Racial Discrimination of Black Persons by the Toronto Police Service, released on August 10, 2020

We read *A Disparate Impact* with great interest. This report joins many others in highlighting the negative experiences of Black people as a result of systemic racism in this country, and in Toronto in particular. Police engagements with members of the Black community far too often result in a loss of basic human dignity at one extreme or a loss of life at the other.

We echo the sentiments of the OHRC that “*It is clear from both A Collective Impact and A Disparate Impact that the time for debate about whether systemic racism or anti-Black racial bias exists within the Toronto Police Service is over. It is time for action that results in concrete changes to the institutions and systems of law enforcement that are accountable for the racial disparities found in these two reports*”.

CABL calls for police reform to address the behaviours of officers and police forces acting in our community.

CABL joins the OHRC in its call on:

- The Toronto Police Service (TPS), Toronto Police Services Board (TPSB) and the City of Toronto to formally establish a process with Black communities and organizations and the OHRC, to adopt legally binding remedies that will result in fundamental shifts in the practices and culture of policing, and to address and eliminate systemic racism and anti-Black racial bias in policing; and
- The Government of Ontario to establish a legislative and regulatory framework to address systemic racism and anti-Black racial bias in policing specifically;
- For Provincial law to require all police services in Ontario to, among other things, collect and analyze race-based data across the full spectrum of policing activities, and

provide for transparent and effective accountability processes, to effect change in behaviour and to ensure that officers who engage in racial profiling or discrimination are effectively disciplined and retrained.

In Response to the related TPSB's *Police Reform in Toronto: Systemic Racism, Alternative Community Safety and Crisis Response Models and Building New Confidence in Public Safety*

On August 11, 2020, the TPSB released its Report: *Police Reform in Toronto: Systemic Racism, Alternative Community Safety and Crisis Response Models and Building New Confidence in Public Safety*. It contains 81 proposed recommendations for the August 18, 2020 TSPB Meeting.

CABL strongly supports the OHRC's August 17, 2020 Deputation for the August 18, 2020 TPSB Meeting. It is crucial for the TPSB to work with the OHRC along with the Black community and organizations to establish legally binding remedies. A rush to vote would undermine the goodwill the TPSB has built, in working with the OHRC.

CABL looks forward to working collaboratively with the OHRC, the City of Toronto, the TPS, the TPSB and the Government of Ontario to ensure immediate action is taken. We would welcome meetings with the OHRC, the City of Toronto, the Government of Ontario, the TPS, the TPSB and other concerned Black Community associations to discuss how we can work together to realize a society and justice system that better reflects the shared goals of community safety and security.