

# HAMILTON POLICER SERVICE BOARD MOTION

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## Racial Profiling in Law Enforcement

MOVED BY Member A. Menezes

SECONDED BY

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WHEREAS in the recent ruling of the R. v. Elawad case found that two Hamilton Police Service Officers racially profiled a Black man, with Justice Bordin noting, “The *Charter* breaches were very serious. The police engaged in racial profiling... Racial profiling undermines effective policing by alienating law-abiding members of the community who are members of the targeted race.”

WHEREAS the Hamilton Police Services Board is committed to ensuring equitable and bias-free policing practices in the City of Hamilton;

WHEREAS the Community Safety and Policing Act, 2019 highlights the importance of Board Members and police service members to understand human rights, systemic racism, and recognition and respect for the “diverse, multiracial and multicultural character of Ontario society;”

WHEREAS the Ontario Human Rights Commission (OHRC) has undertaken extensive work to address systemic racism, racial profiling, and the disproportionate use of force against Racialized communities through initiatives such as the “Policy on Eliminating Racial Profiling in Law Enforcement” and the “Use of Force by Police: A Human Rights Perspective” report;

WHEREAS education, training, and access to best practices on these issues are essential to fostering trust between the Hamilton Police Service and the communities it serves.

THEREFORE, BE IT RESOLVED –

- (a) That the Hamilton Police Services Board formally invite the Ontario Human Rights Commission to provide education, training, and resources to the Board, Hamilton Police Service leadership, and officers on addressing racial profiling and the use of force in policing, at the next available public board meeting available to both the OHRC and HPS Service board.
- (b) That the Board direct the Chief of Police to engage with the Ontario Human Rights Commission to develop a plan for training implementation and integration of human rights-based policies within the Hamilton Police Service;
- (c) the Hamilton Police Services Board commit to ongoing collaboration with the Ontario Human Rights Commission to ensure continuous learning and improvement in policing practices that uphold human rights and public trust.