



Office of the Minister

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Ms. Debbie Douglas
Executive Director
Ontario Council of Agencies Serving Immigrants
200-110 Eglinton Avenue West
Toronto ON M4R 1A3

Dear Ms. Douglas:

Thank you for your correspondence, forwarded by the Honourable Michael Bryant, Attorney General, regarding racial profiling and policing practices. I am pleased to respond.

As you are aware, our government takes a zero-tolerance approach to racial profiling. I am proud to say that Ontario is the only Canadian jurisdiction that has formulated a declaration of principles in its police statute. As set out in the Declaration of Principles, contained in the *Police Services Act (PSA)*, police services must demonstrate sensitivity to Ontario's multi-racial society. Police services must also ensure that they are representative of the communities they serve. The ministry continues to support proactive efforts that increase awareness of racial profiling in order to lower the risk of discriminatory behaviours, processes, policies and procedures, so that systemic discrimination does not exist.

Some of the existing ministry initiatives on preventing racial profiling are the result of the Ontario government's response to recommendations from earlier task force reports. The Constable Selection System, established in 1998, was designed in response to the Clare Lewis Report, *Report of the Race Relations and Policing Task Force (1989)*, to provide bias-free selection tools for the hiring of constables. Since 1992, the Ontario Police College (OPC) has included anti-racism training in all of its programs. Instructors are also provided with training on diversity, discrimination and harassment. College recruits receive training dedicated specifically to the dynamics and manifestations of racism in society and in policing. Training programs continue to evolve to provide officers with the skills they need to serve Ontario's diverse communities.

On May 31, 2005, shortly after the Kingston Police Service released the preliminary results of its police stops and race-based data collection pilot project, they, along with the Ontario Association of Chiefs of Police and the OPC, jointly sponsored a one-day information forum, *Monitoring for Racial Bias in Police Stop and Search Practices*. Although there were some concerns regarding the methodology of the data collection, the Kingston experience generated discussion and awareness on the issue of racial profiling, and identified the importance of the community's involvement. A strategy is being developed based on the discussions at the forum.

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Currently, there is no provincial policy on the collection of race-based statistics, nor does the PSA permit or prohibit the practice. Although I do not believe that this practice is the answer, I am committed to working with police stakeholders to address racial profiling.

By strengthening the communities in which we live, we are providing our people a quality of life that is second to none.

Again, thank you for writing.

Sincerely,

A handwritten signature in black ink, appearing to read "Monte Kwinter". The signature is fluid and cursive, with a large initial "M" and a long, sweeping underline.

Monte Kwinter
Minister

c: The Honourable Dalton McGuinty
Premier

The Honourable Michael Bryant
Attorney General