

16-10-04-IPOR-Brampton

[Start of recorded material 00:00:00]

Pat: Well hello Brampton. Good evening and thank you for coming. Welcome to the public consultation for the Independent Police Oversight Review, held here in Brampton this evening. As you know and would have heard, this is one of what will be 19 public consultations that we will be holding across the province until mid-December or so, and is one of several other consultations with key stakeholder groups that we have been holding and will continue to hold through that period. Really appreciate the force in which you've come out this evening. It's a testament to your concern as citizens of Brampton and your interest and your support of police oversight in the province.

So we thank you and appreciate that there are any number of things that you could be doing tonight, and know that your efforts will be rewarded.

The program tonight is going to be perhaps a little different from any programs that you might have experienced in terms of public consultations. And my colleague, Daniel [Doughty] will speak to that and introduce you to the evening. Before that I will introduce Justice Tulloch, who will give a few opening remarks. In terms of housekeeping, I think you all know where the washrooms are. This is a very informal program so please feel free to move about as you wish and as you need to. And we'll ask in terms of the feedback session that we have following that we allow everyone to speak into the mic, and that's important because we are recording the proceedings tonight and it's important that only one person be speaking at a time. But I'll give you more information about that as we go on.

So without further ado, I'll introduce Justice Tulloch.

Tulloch: I want to thank you Pam. Good evening everyone. Thank you very much for coming. As you've heard, my name is Michael Tulloch. I'm a judge from a court of appeal for Ontario, and I've been tasked by the Ontario government to conduct this review for civilian oversight of police.

First I want to acknowledge that we're currently on the traditional territory of Mississauga's of New Credit First Nations, and the meet in place of several other indigenous nations.

Now we're here in Brampton this evening to hear from you. And to hear your views as to how we should make recommendations to the government for Ontario on enhancing both the transparency and the accountability of three oversight bodies. The SIU, the OIPRD, and the OCPC.

Now, this is one of two meetings in Peel. We've been doing a number of public consultations throughout Ontario. We've had a number of them in the Toronto area. And last week we were in Thunder Bay and we're here tonight in

Brampton. It's the first of the two in Peel. Tomorrow night we'll be I Mississauga. Now Brampton is special to me personally because I grew up here, or I spent a significant amount of my teenage years here, and I graduated from high school here. From Central Peel. I also - when I left and went to university and came back, you know, my first job as a lawyer was as a Crown Attorney, or assistant Crown Attorney here in Brampton. And I left again and I went to Toronto but strangely enough I was back here in Brampton in 2003 when I was first appointed to the Superior Court of Justice as a judge. So I just can't get away from Brampton. And I spent nine years as a trial judge here until I was elevated four years ago to the Court of Appeal.

So I have, you know, a real affection in my heart from Brampton. And the people of Brampton and every time I come here I feel very much at home. I see the mayor here and I thank you Your Honour for coming out. It shows not only your support, but your leadership to this particular community. And I also want to acknowledge all the other council members and trustees that are here.

Civilian oversight is a very important function of our democracy. And we're here to hear from each and every one of you. And you know, we want you to have a very free and open conversation with us. So that we can report back what your views are. I do believe that all of your views, regardless of what your particular experiences are, are legitimate. And I can assure each of you that it's - we will consider your positions and it will be reflected in our final report.

We're due to report back to the government on the 31st of March, 2017 and I can assure you that we will meet that deadline and all of your voices, like we say in our, you know, in that poster, you will be heard.

So thank you very much. We're going to ask Daniel Dowdy to come now and sort of show you a PowerPoint presentation on the process of tonight's consultation. Thanks.

Danielle: Good evening everyone. I'm just going to run through really quickly what the agenda's going to be about. And then we can get started.

At the table just outside these doors there was some forms that you could have picked up. One of them is on the civilian oversight bodies, just explaining the three entities and this is what they're about and this is what the review is about.

So if you just could grab - if you didn't get a chance to get one they're just outside. Just pick up a form and read about the SIU, the OIPRD and the OCPC.

Just as a disclaimer, the review - we're not looking at stories specifically in terms of reopening cases or revisiting past judgements. We do want to hear your stories because they're very important for the context of this review. But just so that you know, we're not looking to reopen matters and to re-judge them.

So the way that the evening is going to proceed, we're going to be - this is the introduction here. Then we're going to move into a round table discussion, and after that the questions that are that the table, and Pamela will go over this with you, the questions at the table is what we're going to ask you to talk about amongst yourselves, and then during the report back if you can just let us know your feedback on what was discussed at your table.

[Speaking French 00:08:42]

We're also on social media. So on Facebook, Twitter, Instagram, if you want to share your thoughts or tweet. I see Dionne is here, and she's an active tweeter to our account. So thank you very much, we appreciate it. We tweet under the hashtag [independentreviewonforontario](#), and [beheardonforontario](#). So if you have any questions or you want to tweet at us or you have any comments about this evening or even going forward, please tweet at us or send us a post on Instagram or post on our Facebook page and use those hashtags. And that's all.

Thank you very much.

Pam: Thank you Justice Tulloch, and thank you Danielle.

Just to re-emphasize the importance of understanding that perhaps upon reflection after tonight's discussion you may have comments, you may have a desire to put in a written submission. That is something that is easy for you to do by going onto our website, it's there. But you can also send an email to info@policeoversightreview with your comments, and we will receive them and they will all be taken into consideration.

I will remind you of what Danielle said in French, is that we have interpretation, interpretation booth in the back, and it's very important that even though we may be speaking in English that we speak into the mic so that the interpreter is able to translate. Okay?

I'm still seeing a couple of tables where there are maybe one person or two. For this to be a fruitful conversation and discussion it really is quite helpful if you try to fill tables. Particularly those of you who know you may be leaving soon. Who won't be here until 8 o'clock it would be important to sit at a table where there are a number of people. So I'll just make one last plea for that. This table here, and that table there are very sparse. If you can, feel please free to move up.

What will take place is that for 45 minutes or thereabouts, we will go through the questions, or ask you to go through the questions on the table and you should each - each table should have a list of questions for discussion. And we will, as a team, be rotating, so if there's any need for clarification or any information that you don't have, or you feel you need to have in order to continue your conversation in a fruitful way, we're here to assist.

And at the end of that 45 minutes we will ask each table to report back, and that's the point at which we will pass the mic to one person from each table to report back. I ask that given the size of the room and the time that we have, which will only be about an hour, that if one group has already indicated a particular point or series of points, you might want to go to the next thing on your list that indicates - that you've discussed that hasn't been yet heard. Or - I mean you're most welcome to say that what you discussed is similar to what has already been discussed, but with the size of the room and the need to really hear from everyone and hear the discussion, it would be good to perhaps do a ditto on some of those.

So if there are not any questions before we start I will simply ask you to check - each table to check and make sure they do have the seven or so questions with recommendations on the back at your desk - at your table. And really to remind you this is an opportunity to be very candid and open. And allow us to hear you by telling us what you'd like to say.

Okay? So I'm going to put my timer on and I'll give you some time checks within the 45 minutes, and we can start now.

Thank you.

[Table discussions]

Pam: Ladies and gentlemen, can I have your attention please? Thank you. I'm going to call on Latoya Grant. La Tanya Grant, sorry, to be the first person to report back. At the back table. ... And where is ...

La Tanya: Okay, so. My group had a lot to say. A lot to say.

In regard to the first question, we feel that a lot of these police oversights are not even known to the community. Nobody knows about the OIRPD. No one knows about the OCPC. So when these things happen, they go to police stations to complain on the same police, and I'm sure that report goes nowhere. So I feel that we need to be - there needs to be more marketing in regards to these police oversights and how they're accessible, where they can be found, and maybe little seminars can be done in communities to let them know about this. Because a lot of people don't know that these oversights exist.

Number two, has anyone had any good or bad experiences, only bad from this table. Nothing good. Maybe not even from our whole community, because I don't know how you guys feel, but in Peel, Peel is like the worst - they're the worst police. I feel they're very arrogant, they're very disrespectful, they're sneaky. I mean they murdered my cousin Jermaine Carby. I'm sure you guys know who he is and then planted a knife at the scene. So when they have these type of track records, it's only going to be negative experiences coming out of the police.

My friend, Dwight will answer number three.

Dwight: If you have had a bad experience with the police, did you report it? If yes, who did you report to, what happened? If no, why didn't you report it?

So when I was 17 I recall coming back from a close friend's house of mine, who just lives roughly about five minutes away. At that - as I was now I'm walking up to my driveway a police cruiser was coming by and he stopped me. And he asked if I live here. So I was like, yes officer, I do live here. So then he proceeded to card me, you know, ask for ID, so I gave him my ID, not too long after as he was running it, I guess waiting for word from the dispatcher it was at that point of time that another cruiser came up. As the other cruiser approached, the officer who was then searching - I mean running my name, he was like, search him.

Next thing I know I'm being thrown up on the back of a cruiser. The officer is then proceeding to empty out everything out of my pockets and throw it in the snow. And then he said - and then they're accusing me of apparently looking in people's cars on a cold winter night when I was just a five-minute walk from my own house. They're accusing me of looking in people's cars, when I all wanted to do was be in the warmth of my home.

So at that point of time when they realized that I wasn't known to police, they then saw that I do live - that I was stopped in front of my house, they were then, like, oh, it's a good thing that you actually are in front of your house otherwise we'd f- you up right now for looking in people's cars. And they said have - and then they were, like, have a good night and I proceeded to take my things out of the snow and went inside.

I told my parents about it the next morning. My father was very irate and he insisted on filing some sort of report, which I said it really serves no purpose. It's not going to go anywhere. He still dragged me down there to file a report, which we filed. And that was, what? I'm 30 now. That was - I was, like, 17 at the time and I'm yet to hear anything happen about that.

So that just gives you an idea as to - yeah. Well that's my feedback on question number three.

If you know someone who had a bad experience with the police would you encourage them to report? Why or why not?

I guess I would still - although I don't have faith in the reporting, or how it's being implemented, I would still encourage people to report, more so just because I feel that I guess like, there's still strength in numbers. And I do know for a fact that a lot of racialized youth, or black youth do feel discouraged or afraid to even come forward, so I know that half - half of the things that do happen will never get reported, you know, because a lot of people are like, nothing's going to happen out of it anyways. But I would encourage them to do otherwise and to report.

La Tanya: And to finish that question off, the reason why we feel there's an issue with reporting it is because of the time limits. Sometimes - it could take forever for an investigation to happen, and I find that they do this because they want families to get tired, or they want you to give up or just say, you know what? Forget about it. Things need to be done more expediently. They need to take these things serious, whenever there's a complaint they need to do investigations. If they need to rehire people instead of having Peel Regional Police officers sitting down talking to each other maybe they should take that money and put it into people that can do proper investigations.

Number five, do you think that the police oversight agencies are open enough?

Not at all. I mean for two years I've been dealing SIU in regards to my cousin, Jermain Carby's case, and I had to be calling them every single day to find out what's going on. I had to show up at their office because they didn't want to call me back and let me know what's going on.

And I recently found out that Ontario is the only province that doesn't release their SIU reports publicly. Only the attorney general can read it, and she's too busy to read it, so why does every other province release their reports, but yet Canada feels that we need to be secret, because we feel that, oh, Canada's a nice place. Come to Canada. Things are just as bad as the States, we just know how to hide it better, or the media doesn't cover it, or people like La Tanya Grant don't exist to expose what's going on in Canada, but these things are happening here and I feel that - we just need more transparency and accountability in regards to all these police oversights.

Any oversight that you go to I feel that they're not transparent with the family. They don't even - not even one person called my aunt to even say sorry about her son being murdered. They didn't call to tell her what's going on in the investigation. They didn't tell her anything. I had to push for answers. I had to keep bothering them and pestering them to the point where the SIU secretary just knew my voice when I called. Okay La Tanya, I'll transfer you. Because that's how much I had to priority answers out of them.

Number six. If you think they don't share what could they do to improve?

We think that the SIU needs to be disbanded. It's supposed to be made up of a civilian oversight and the majority of the people are ex-police officers. Now do we really trust police policing police? I don't think they do. They don't do proper investigations. I find them mediocre. I find that they more - I think it's like a 95 percent clearance rate that the SIU has, so they more protect their officers than care about the interest of the community and community members and family members that are being killed by the hands of these police officers.

Should the names of the officers who are investigate -?

I'm not even going to finish that sentence. I think any time an officer kills someone their name should be on the news. Because what I find that they usually do [applause] and the reason that I say that is because it's not released unless the officer's charged. So this officer kills this young man, he's not charged. Then he goes and kills this young man, we cannot see that there is a track record of this officer using excessive force if we don't even know what officers are doing the killings.

So I think that's something that needs to be disclosed to us.

And number two, whenever the officers kill someone their information is all over the news. We know about all their past, their track record. We don't know anything about this officer. We don't know if they've been reprimanded before. We don't know if they've done something before. We know nothing about them. I feel officers need to get drug tested too, because we don't even know what's in their system when they're murdering or harassing people and having these egotistical power trips because they have a gun on their waist.

Number eight. Should former police officers - we already mentioned that. No, we don't feel former police officers should work in these oversight - and any of these oversights we feel that people can be trained. It could be someone that's done criminology, it could be people that have a background in that area, but I don't think it necessarily has to be a police. It could be a lawyer, it could be a regular civilian, and if people are trained properly to do thorough investigations it doesn't take a rocket scientist to find out what happened. We don't need an officer to discuss that.

Dwight:

So questions nine and 10 kind of tie in together, so I guess I'll kind of answer them the same. Should the SIU, OIPRD, the OCPC collect data on things like race, gender, age and mental health, and the second part is, if you think they should collect data, how should that data be handled and what should be done with it?

To be honest with you I actually studied my undergrad in northern Alabama and I've had experiences with police on both sides of the border, and to be honest with you I haven't really seen much of a difference. One of the biggest differences that I would say is that because American does collect race-related data, they're - at least there's a way that they can actually track progress or track what's being done.

Because here in Canada we prefer to sit under this envelope of multi-culturalism and we prefer to live in this bubble where we just act as if racism doesn't exist and everyone's the same, we're reluctant to take this sort of data, but it is very imperative that we do so. Because at the end of the day there is literally hardly any other way for us to really track progress and to accurately seek a solution until we actually diagnose the problem.

And do you have any recommendations on how to improve the SIU, the - those guys just kind of went through that. Or anything else. Yeah. What are the recommendations that we have?

La Tanya: We just feel like we said, the SIU should be disbanded and made up of civilian members and not ex-police officers. We feel that the information needs to be more public to know how people can go about complaining. And just officers should act accordingly. I mean they should be held accountable for their actions. They're paid with our tax dollars to serve and protect us. Not to murder us in the streets or harass us in dark alleyways. And I feel that this whole issue with carding needs to stop, because carding is what killed Jermaine Carby. He was a passenger of a car. They had no reason to speak to him. They mentioned that he was not causing any trouble. They weren't doing an investigation. They took his name. They decided to run it through and then four minutes later he's dead.

So if he wasn't carded that day, my cousin Jermaine Carby would still be here. If they didn't have a - a rookie officer that had a - I guess he was trigger happy, that came on the scene four minutes, not even knowing why the car was pulled over, shooting my cousin three times, that shouldn't of happened. And these things shouldn't happen. No family should lose their family member by the hands of the people who were supposed to serve and protect us - [applause] - so I feel that we need to do more.

It's not just about coming and having this meeting. I feel that Chief Evans needs to resign because [applause] under her leadership, I don't know what's going on, but she's - she's condoning carding, which killed my cousin, and she condones a lot of things that happen with the Peel Regional Police officers. And it starts from the head. If she's corrupt, everyone else is going to be corrupt underneath her. And that's the last thing that I'll say is Chief Evans needs to resign. [Applause]

Pam: Thank you La Tanya. [Aman Preetbal] who is right beside you, Justin, thank you.

Aman: I'm Aman Preetbal, I live in Mississauga, but because tomorrow's meeting is in Mississauga and I'm going to be busy, so I decided to make special effort to come out here. Finally it took a lot of effort, a lot of noise from the community all across Ontario to get our government out of this slumber, and we have this review and regarding this - the three bodies that you named, yes I know about one and three, not about two. And this is all through my activism right from the beginning when I came to Canada 1981 I remember going out on the street protesting with members of the East Indian Defence Committee and members of the African - like, community on police brutality back then. Which brought some changes, but again, here we are in 2016.

Moving on to the question number one, do you know any of these - so I answered that. No contact on personal level.

Number two have you had any good or bad experience with the police. No personal experience, but I have a nephew and his friend is also from Jamaican family. Well respected in our area. Both parents lawyers, and a couple occasions they were pulled over because they fit the profile. My nephew is 6'4, plays basketball, wears a cap in a certain ways, and I always tell them, guys, keep yourself clean, keep straight, this is the environment we live in. As an Ontario citizen I feel frustrated with Sammy Yatim and Andrew Loku and the case that I heard.

I feel that there's a culture of circle the wagon. Protect. That needs to be broken.

On question three, if you had a bad experience with the police do you report it, or what happened? Again, as I said, no personal experience.

Number four, if someone you know had a bad experience, yes I always encourage to report. And work within the system. But always just don't sit back and wait for the system. Push for change, and that's why I'm here.

And I also feel that the odds are against you, even though I always encourage that let's work with the system, try to change the system. Odds are against you.

Number five, do you think the police oversight agencies - in my opinion they don't share enough with public.

Number six if you think that they do not share enough - my opinion that we should make the reports public, including name, just as we do with the other criminals.

Number seven, should the name of the police officer investigated by the SIU be made public? Yes. If they're convicted, make the name public and make the database available.

On the - investing ex-cops in the SIU and the OCPC and all that, I'm going to respectfully disagree. I think there's room to work together and I would say that maybe 40 percent ex-cop, but the 60 should be public. Maybe 10? Okay. Something we can - because I'm of the firm opinion that not all apples are bad. There are rotten apples.

[People speaking away from microphone]

Should the SIU and all these bodies collect data? Yes, definitely, mental health and all that. And e-data. Make it available all across.

And the final one, my recommendation, appeal is that we should be on a regular basis not only as a knee-jerk reaction when there's an uproar over issues.

Pam: Francine, right beside ...

Francine: Hello, my name is Francine. I've lived in Brampton for 11 years. I lived in Vaughn before that. As a young child if there was a problem there was always two police officers that came out, and these days it's in the 20s, so my colleague here is going to read the questions.

Female: The first one. Do you know ... sorry, do you know who these agencies are and what they do? Have you had any contact with these police oversight agencies?

Francine: They are - the agencies by name may not have - have been known, but they understand that there's - it's going on. There has been in our group two people that have dealt with the agencies.

Female: Have you had good or bad experiences with the police?

Francine: My question is how could life have just bad or just good? I've had wonderful experiences myself with police officers as well as tough ones. And a part of my group there's been very difficult times with the police officer case where there was innocence and it was difficult. And they're still dealing with it. And the rest just never dealt with it at all.

Female: If you have had a bad experience with the police did you report it? If yes, who did you report it to? What happened? If no, why didn't you report it?

Francine: There was two of us, I'm one and another one that doesn't want to speak about it, but I will speak about my case. When I first came to Brampton I was a very angry person going through a very difficult time myself. Off of a - no car, divorced, everything. And I didn't like what I was seeing, the injustices on the transit. So I had a voice and it wasn't a very proper voice, but people started to know me. And eventually Brampton Transit got fed up with me, gave me no trespassing. I got so tired of walking, stepped on a bus and the police were called.

Now the police - I said police, this is between me and Brampton Transit, and they removed me very difficultly, they really hurt my arm. And then they brought me - it was either - where did you bring you? Either the jail or the hospital. I'm not a criminal, they brought me to the hospital and they looked at me and said to me, didn't you know that there's a provincial law that allows me to do this to you? I was not a criminal. And I - I still don't understand why the police are supporting a private - it boggles my mind. They shouldn't even - it's okay.

Female: If someone you know had bad experience with the police would you encourage them to report? Why or why not?

Francine: Everybody in my group would love to go to the police and yes, they agree on reporting. Today as a calm person I call 905-453-3311, not just for - it's a non-emergency police, so any situation that I have that I don't understand or don't know where to go, they always give me good advice, and that's where I go. And I've also - being a part of Knight's Table, regeneration, redemption and the

oppressed society of Brampton where there's a lot of oppression, I'm also encouraged by with my phone, with these people that are murders and they're drug addicts, I hand my phone over to talk to them and say, the police is your friend. I am trying very difficulty to create a bridge. A positive one.

Female: Do you think the police officer agencies are open enough about their investigations? In particular, do you think the SIU shares enough with the public about their investigations of police officers?

Francine: I - do I see - okay. No, I don't think they share enough. They should share - I think I'll go with exactly what you were saying. I agree with that. The other thing that we talked about was - sorry. Just get my notes. ... What was the other thing? I forget now. ...

Pam: You have about two minutes left.

Francine: Okay. Maybe we'll move to the next question. Sorry.

If you think that they do not share enough, how do you think that they could improve what information the public should know after SIU investigation?

I believe it shouldn't be, personally, not in the media because they mess it all up. We all agree that there should be reports done, investigations done, and it should be delivered in the proper manner. The media just is - has biases one way or another that they have said bad things about the police, they've said bad things about people. So I hate the media personally.

Female: Should the names of police officers who are investigated by the SIU be made public, even when the SIU decides not to charge them? Why or why not?

Francine: Everybody agrees that they should be reported. Personally, how do you create justice in this world? There is no justice. Let's face the fact there's no justice. Personally as a citizen what is it going to do to me, I mean, to know who did what? If there was justice it would have been taken care of and there's no more crime.

Female: Should the former police officers work as investigators at the SIU, the agencies?

Francine: It was agreed that it was good to have fresh people in the agencies with new ideas and great ideas. But we also respect the wisdom and the experience of the old police officers.

Female: Should the data be collected?

Francine: Sorry?

Female: Should the data be collected? Should it be collected?

Francine: The group believed that the data should be collected, but I - I question to what level. First of all, data is very general. It doesn't really give you much. If it's too specific it's really difficult - it's difficult because it's subjective. I mean it has to be analyzed and then it's subjective, so.

Female: Difference, yeah, some of them. If you think - sorry - if you think they should collect data, how should the data be handled? What should be done with it? Do you want to answer it?

Female 2: We agreed that definitely the data should be collected and it should be used to improve situations and that's what we discussed. And ... for the last one, did we have any recommendations? ...

Francine: I have seen in preschools and I've seen a student on the bus who was from Sheridan and they were representing the police officers and they were going out and educating in the school systems what the law is, what the police officers do. And there is a problem because there's parents are not there, teachers are not there, and everything is on the police officers. I feel there should be some compassion. There's post traumatic syndrome. They are dealing with tragedy every day. It's got to get to you.

Pam: Your time's actually up. But if there are other quick recommendations from that table. Very quickly. Another few seconds and then we'll move on.

Mr. Joseph is next. Right beside you.

Mr. Joseph: Hi, my name's [Cassion] Joseph, I'm a Brampton resident for the last 20 years or so. So, we talked about, and the first question on our table we didn't know anything about two and three, we only knew about the SIU. That's always in the news, and we're more aware of it, so that's the only organization we're aware of.

Do you have any bad experiences I personally have at the table hasn't had it, except for our young lady who had an experience, she wants to speak about it.

Victoria: Good evening everyone, can you hear me? My name is Victoria and I've been a resident in Brampton for over 25 years. I grew up here. I'm originally from Jamaica. So I have two experiences, one good, one bad. So since everyone has something bad to say I'll start with the good.

I was having a really bad day and I decided to go for a drive and I took my son with me, at the time he's probably about a year old. And I was driving along just minding my own business and then I was pulled over by an OPP officer. And he said to me, do you know what the speed limit is in this area. And I said, yes, it's 80. I've been living in this neighbourhood for over 10 years. And he said, well no, it's not, it's 60. And I said, well, since when? And he's like, well you're right, it was recently changed. It was 80 about last week or so. And he's like, okay, well unfortunately I'm going to have to write you a ticket.

And just to add to my horrible day, I was like, oh my gosh, I cannot believe this is happening. So he went away and I started crying when I was in the car. And he came back and I wiped my face, but he saw my eyes were red, and he's like, are you okay? And I said, you know, it's just one of those days. And he said - he ripped up the ticket, and he said, you know what? Just go on. I understand, and try to have a good day, and drive safely. So that was a really good experience. I'm not sure if he was allowed to do that, but it certainly made my day better.

As for a negative experience, just to reiterate what others have said, I've had too many negative experiences with police officers and I do try to remember that one good incident. So we live in a predominantly well-off neighbourhood. My brother and I were taking a stroll, it was in the summer around 7 PM. And we're best friends, and we had our arms linked together like this, and we were just going on and having a good conversation, and we heard, like, some fireworks go off and we thought it was just kids being kids. And at the time we're about 16. I was about 16. And we just kept walking.

The next thing we know we're getting pulled over - well police asked us to stop and move over, to speak with us, to ask us - and they asked us if we heard anything suspicious in the neighbourhood. And we said, well not really, we just heard fireworks. And they said, well somebody reported that there were gunshots in the neighbourhood. Now we live in northeast Brampton on [Connor Bircham 00:41:41] Drive, I'm not sure if you're familiar with that area, but it's - the homes there are about a million dollars, if not more. So just to give you an idea, like it's not in a sketchy area. It's a very beautiful area.

And then they asked my brother and I to separate, so they took him across the street onto the sidewalk, kept me on the other side. I was wearing sweat pants, like loose sweat pants and a t-shirt. He was wearing basketball shorts and a t-shirt with a marina underneath, and I'm telling you this because they asked us to undress. They split us apart, took us on one - like he was on the other sidewalk and I was on the other. They asked me to - well they didn't ask me to take off my pants, but they frisked me, but they asked my brother to remove his pants, and to remove his t-shirt, and we were so humiliated. Only for them to turn around to say, okay. Sorry. Didn't even say sorry. Okay. You have no weapons on you. Good day.

And we were so humiliated being in this neighbourhood and seeing other people see that happen to us. And to know we were completely innocent. And it turned out that when we had walked further that there were some kids in the McDonald's parking lot playing with fireworks. Right there. On the main road. So if they had just continued driving and continued their investigation they would have seen that there was at least 10 other kids somewhere else instead of - and they were all white kids playing at McDonalds and not - we were the only black kids visibly around that were anywhere close.

So that's just the experience that we had.

Mr. Jordan: Okay, so the fourth question, if someone had any bad experiences should you report it?

In - on our table we agreed upon that we should report it. That's one way you will come to some kind of solution, hopefully they'll come to an answer at the end.

Question number five, do you think the police oversight agencies are ... open enough about the investigations?

No, they're not. We agreed upon that the transparency of the SIU, it's not there. Even when any kind of incident happened, we only get a blurb of it, we do not get the whole information, and I think that the public should be aware of what's happening and what happened and so they're able to make their own judgements. Because whenever the SIU makes just an investigation it favours the police officers who are - who are involved in the incident. That's our opinion.

So should the names of the police officers who are investigated by the SIU made public, we agreed upon no. But according - for someone who is involved with the OIPRD who has any conduct complaints should be made public. Because for example, on our table somebody said that if somebody complained about a police officer who's being rude, we cannot - we cannot kind of prove that he was rude, but if I complain about it, somebody else complain about it, now his name is under that - he has two complaints for the same issue. That will kind of come up. So I think the names on the OIRPD should be brought up.

Collection of data, should the SIU collect race, gender, age? Yes, they should. I think it will help with the investigation and also future incidents regarding that.

And we also have some recommendations we have come up to. The selection process needs to be reviewed for the SIU. As well as we said, instead of having one director for the SIU we should have three.

Pam: Okay. Thank you. Can you pass the mic just beside you to Victoria in the orange - or golden ... thank you.

Victoria: Question number one. Do you know these agencies? And what do they do? Have you had any contact with any of these police oversight agencies?

No. I know what the SIU is. That's the only one I know about. And did you say anything about that? No.

Do you have - do you know who these agencies are and what they do?

Number one, I know the one. Number one, what they do. They investigate police officers after an incident that - a shooting or something like that.

Number two, do you have any good or bad experiences with the police?

Personally I do not have any. But I had - I visited the hospital last year ... there was a young woman who had a fight with her sister at home and the police was called, and I went to the hospital to see her, and as I got to the hospital she was walking down the hallway in handcuffs and the police - she said she wanted to go to the bathroom. There was a male officer. She was handcuffed with her hands behind her, and as I walked closer he directed her to go to the bathroom, with the handcuff on her hands. And I said to him, how do you expect her to use the bathroom. You have handcuffs on her behind her back. How can she use the bathroom? And he said, oh, if I was not present, what would have happened?

So that's something that really concerned me.

If you had a bad experience with a police officer did you report it?

No, I didn't report it. There's a degree of fear of the police officers. People are afraid that if they report an incident there will be repercussions. So sometimes they do not report it. And ... I wish we'd all be bold enough to report these incidents. And if we report it, we're feeling what is the outcome? What's going to happen? Will there be changes? We're not sure. We're not sure about that. And so we do not bother to report it. But if we know it's going to be heard and dealt with then we'll do it. ...

And again I'm not sure I would encourage reporting. I'd like to think about that.

Do you think the police oversight agencies are open enough about the investigations?

I'm not sure either if they're open. Because they're police officers. They're retired police officers and I'm not sure of their qualifications. It has been reported that a lot of first responders including police officers, fire fighters, emergency workers suffers with post-traumatic stress. Now if these police officers have some traumas and they end up being SIU agencies, what are we going to get? I'm not sure. So a healing has to happen first.

Number six. If you think they do share enough - if you think they do not share enough how do you think they can improve?

I - do you have any answer? To that question?

Male:

What I think, what many people are saying, it's already redundant. It's the same thing we're going over and over again. So the thing is that happened, personally I believe that if somebody already says something, didn't go to something else, my recommendation is, okay, recommendation is that I was an adjudicator. And I had terms. Three-year terms, and I could be appointed for another three year. I did six years. I believe the SIU people should have terms, because what happened when you get used to [applause] something too much, right? And you get to know people too much, and you become friendly you don't do the same - good of a job that you would normally do.

So I believe - my recommendation is that the SIU officers that are hired, they should be hired on a term basis. Thank you.

Pam: Victoria, you don't need to read the questions, just give us the answers that you came up with. And if it sounds like something that's already been said you can just say we agree and move to the next part.

Victoria: Okay. My - the - I think I'm down to number seven. ... We agreed that the names of the officers, if they're convicted, should be made public. If they're convicted.

Should former police officers be part of the SIU? We're not sure of their qualifications either. So I disagree with that. I don't think they should all be SIU or OIPRD or OCPC officers. What are their qualifications? Are they fit to serve in that area? We have to respond to that.

We - all of the others we have agreed with. Data collection, what is it for? What is the data being used for. That's a question that has not been answered yet. Go ahead, collect your data. What are you using it for? So the public should really know that if you're collecting the data what are you using it for.

Pam: Ideas of what it could be used for, question 10, specifically asks if it is collected what should it be used for?

Victoria: What should it be used for? ...

Some people at my table agree that it could be used for tracking. If we know what it is used for, then that's fine. Thank you.

Pam: Thanks very much Victoria. Mark? Mark, can I remind you please we don't need the questions read. Just give us those responses that don't sound like those that have come before.

Mark: Yeah. Hello, my name's Mark, I'm a resident of Brampton here. In our group there's the mayor and there's four gentlemen here. They weren't aware of the group. They were aware of SIU, but most of us are just aware of what we see on the TV. But I would say most of us, very unlikely whether any of us will be involved with the SIU.

We should look at the second one, which is the OIPRD. Of all the things that I've heard, you can make complaints, minor complaints, and that's what it's there for. And people should use it. We're all hearing stories of what happened years ago. We should actually do something about it. These forms are available or you can look it up on the internet. It is there. All right?

Now then, the - I will just jump around a bit. As far as the SIU and being open and anything, our group would say, well the SIU, when they finish their report, when they say the officer's found guilty or found guilty or not guilty, if he's found not guilty they would like to see the reason why. That is - that is just what they

said there, give us the reason why, not just say we don't find him, because that just - some people then are not happy with the result of being found not. So make the SIU responsible. Okay?

And as far as naming the officers they agree that, yes, if he's charged. If he's not charged the answer is no. They had no objection to former police officers being on the SIU team, because they say that is the experienced officers, or the experience of doing an investigation, because I understand the SIU get the investigation even before anybody else does. Okay. So they should be allowed.

They should be allowed to collect information and to use it for the future. I cannot ever see being released out of the public. It's for their use, their own internal use.

So therefore, you know, I will finish by saying all the people who want to complain, and things have happened to different people. I'm sure lots of people had negative. Well, don't tell us now. Tell us - you - agents are being put together to allow these complaints. They all say, we don't want - we don't want to report to the police because we don't trust the police. Well the government and other people are putting things there for you to complain to. I mean, as the SIU, and they deal with the far more serious, God forbid homicides or sexual assaults or serious, but I can't see many of us being actually involved in SIU. But the next one, that's what you should look at if you wish to complain because there is a process for it for you to do as opposed to just trying to find the press.

And there is an independent so therefore you can't say, well it's biased because it's police. It is independent and that's why it's called the Office of the Independent Police Review Director. So if you have a complaint, use it. Okay? That's all I have. Thank you.

Pam: Thank you Mark. Can you move it over to Cathy please? She's right beside you.

Cathy: So my name is Cathy and I've lived in Brampton for about 25 years. And I'm basically going - oh, this way? Sorry. ...

So, I'm basically for one, two and three I'm going to lump together because we have similar answers for one. Everybody knew what the SIU was. We weren't aware of the other two agencies. Also none of us on the table personally had negative experiences with the police, or our family members, but we knew people that had negative experiences with the police. Oh, and your son, Margery's son had a negative experience.

Also, we would encourage people to report any experience - negative experiences to the police because we think information could be used and helpful in the future.

And yes, we would encourage someone who had a bad experience to report it to the police. Now that being said, we know that kids won't usually report, let's say

an injustice they received to the police. And sometimes even parents are afraid to complain because they're afraid of being victimized, so we'd encourage them, for example, to go - you have agencies that can help them, so it's more like educating the public where to go if something negative happens and you feel you need to report it, because you know, some people don't know how to really advocate effectively for themselves. So we thought agencies like Rescue, for example, would be a good agency to let the public be aware of.

And also a lot of people are cynical in terms of if they think they will get any justice. So what's the good of reporting anything to the police? Nothing's going to happen anyway. But you know, that's where the agencies came in.

Number five, we did not feel that they oversight agencies were open, and based on what we - you know, the media was saying and the public outcry from when incidents occurs to different families and we hear their negative experience, we think it needs to be more transparent. And we also believe that it should be mandated that any situation, parents and kids, for example, shouldn't have to be demonstrating and waiting indefinitely to get information. So we should have some kind of mandated - some kind of procedure for information to be released to - especially, like, family members and even to the public. Yeah, and the process should be clear so you can increase public confidence.

Also, for number six, we don't think that they share enough information and in terms of improving it, the - for example, if ... sorry, lost my paper. If you - if something happens, if you share - when you tend to hide the information the public will get suspicious, because we feel you're hiding something. So if there's nothing to hide, really, you should release information to the public, especially if you are, you know, done things the way they ought to be. So I think perception is very important to the public, because people's perception sometimes is their reality, right?

Also we strongly believe that the names of police officers should be released because just like the names of the public, when somebody's charged, so it shouldn't be like a two-tier system, so we feel that, because if I'm innocent and somebody accuses me of shooting somebody and they arrest me, you know, my name is public. I have to now go and clear my name. So you know, the names of the police officer we're not sure why, you know, they wouldn't want to release it. And we think we should have one set of laws for everyone.

Number eight, we agree with a lot of the comments, but one thing I just wanted to add is that you have civilians. For example in - for jury duty, you have no special qualifications to be a juror. So everybody, once you're a citizen and whatever rules they have, they call you up for jury duty. And I think we don't think that police officers should be investigating at the SIU, OIRPD or the OCPC, because you have a lot of qualified - I'm a scientist by training, I'm now a politician - who knew that would ever happen? So you know, anybody, you know,

you have a bright, intelligent people who aren't police officers that are capable of doing investigating work.

For number nine, for the collection of data we strongly believe that data could be collected. I respectfully like to disagree when somebody said that data is subjective. Data is concrete. The interpretation may be subjective, but I think data is extremely important, especially as a member of the black community, a lot of our black youth, and the black community I find is over criminalized in the media. So I think the data would be eye-opening for people when they realize even the simple - the statistics on crime, for example, because if you listen to the media you think that every thief, every murderer in Canada is a black person. So all the drug dealers. Even - you know, when they're taking out people from Woodbridge, they won't show the colour of those people's skin. Blacks are always criminalized in the media. So I think we can't - data will help to dispel a lot of speculation, and even in other communities because it's interesting when members of other communities would look at you being different, because they don't see you being what the media is portraying to them. So again, we are very strong for all data to be collected.

Now how you use the data. Because I think data could be used in a very positive way because you could use the data to create services, develop programs. You can use it to help crime prevention education, and even finding out and trying to find out the reason why the different crimes were committed. It could be used as a way to reach out to the community and build relationships. And - there was another point about the data. Oh, and - to reach out to the community and build relationships and educate, and also ... we thought that there could be a lot - in terms of when the data's collected, a lot of the kids that were arrested you could sort of divert them to the pretrial or - sorry, pre-charge and diversion programs. So we thought that would be a good reason to collect the data.

Also - I think it would also help to decriminalize especially the black community. Also, so that was kind of answering 10. Right? And then for other -

Pam: Your time ran out a while ago. So - you - yeah. But are there any recommendations that you have that we haven't heard that you might just want to share with us, Cathy?

Cathy: I just said, sharing information with agencies to help these agencies create the programs as well as partner with other, like, for example school boards also ... go to - oh, and faith centres.

Pam: Just a reminder as we move over to Sydney right behind you at that table, that we're asking for you to leave your notes. We'll collect those as well. And we have a few minutes before it is actually eight, so I will test the room for staying over so that we can hear from the last two tables, Ranjit and William.

John: Yes, hi. My name is John. I have lived in Brampton for 30 years. I'm a real estate broker for probably the last 20 years the majority of my customers just happen to be black. I guess not as many white people like me.

For 20 years I've been hearing virtually the same complaints. Now I've never once heard a cop say, I hate black people. Never had that happen. But the results I see quite often kind of indicates something - if nothing else it's a lack of respect, and it's maybe a lack of - it's a lack of leadership in the police department.

Now I was unaware that we had three oversight bodies. Where the hell is all the tax money come to pay these three groups? We pay a police chief [applause] we pay three deputy chiefs, we pay God knows how many sergeants and superintendents and God knows what other ranks they have.

We pay these people. But we can't expect them to do the job right. We have to have three bodies to also remind them, I guess, and encourage them to do it right. What's the cost for these? I - probably nobody knows, okay? Even though we've got people from the Attorney General's Office, I guarantee you they don't know. It's just more money.

I have an incident a couple of months ago. Involving one of my clients, who was put at a serious disadvantage because of involvement by a police officer. It turns out that in all likelihood, and it's the only logical reason I can see, this was a cop favour for another cop. Now it very negatively impacted my young lady, who's black. When I went to attempt to defuse the situation the nice man with a gun threatened me and when that didn't work out so well, then the sergeant got involved and I got another threat. What I asked for when I walked through the door at 21 Division, was a conference room with a video. And that, apparently, you shouldn't do. Because you can get arrested for that. I was told that twice.

Now I don't know how many different bodies we pay, but frankly I don't give a crap. When I manage people I manage them. I get paid to do that. So in my simple mind, I'm going to phone the police chief and let her know. In the meantime I also have a false report, and these people aren't exactly geniuses, because I recorded the whole conversation, and yet, you know what? If I was - if I was in that situation I'd be terrified, but they're not. Why are they not worried? Yeah. Yeah. The majority of cops are good people. Okay? I've got family members who are in there, and yet some of the stories they tell me aren't very flattering.

Now I think the good ones are sitting back very quietly while whatever else happens just happens. Where the hell is the management in the police department? Fourteen calls to the chief, so far I got this response. I spoke with - I guess he's gone - the head of the police services board - no, I didn't speak to him. I spoke with his answering machine about eight times. He never got back to me. When I met with him face-to-face tonight, oh my God, I'll call you tomorrow.

Why does that have to happen? What do we pay a police chief for if not to manage the police department? Why do we pay all those people all the ranks, all the way down, okay? You know what? I talk to some of these cops, they are given the impression, by their union I'm sure, because management doesn't do anything, they are given the impression that there's a mad man with an Uzi behind every door. There's a lunatic behind every parked car. And those cops are walking out on the street terrified. I mean you get told that often enough - nobody gives them the statistics, apparently. According to the Toronto Star, since 1804, not 1904, 1804, police officers killed in the line of duty, including the ones recently, 97. Since 1804. You know how many soldiers? A million. Over a million? You know how many construction workers? 67,000. Okay.

Now when they tell me they go out every day and put their life on the line, that's a crock. Okay? That's not true. You want a dangerous job? Try delivering pizzas on Jane Street on Friday night. Okay? That's dangerous. There are no cops doing that part time.

So let's get back, let's put a system in place, or work with the one we've got, but for God's sakes, let's not add another layer. Insurance companies win most of the time because they have one tactic, one strategy: stall, delay, ask for an expert. Get another expert. File a motion. Okay. Well we have three oversight bodies who are doing the insurance company thing here. If you have an incident that's important enough that you should report it, you'd better hope to hell it happens near your holidays, or you're going to be taking a lot of time off work to try to get this done.

Wait what happened to the - I hate to say it because it sounds so conservative, but what happened to the common sense approach to this? Are we going to add - and I'm sorry, I took all their time. I have a group of people who are actually very nice. They're a lot nicer than I am. They answered all the questions. I didn't answer any because answering questions that I've been given tells me ... the answers aren't going to matter. But look at my questions. And on that happy note I'll give you this nice gentleman.

Sydney: Good evening everyone. My name is Sydney [Wier]. I guess my - John maybe take some of my time, however I'm going to be brief.

First thing I - for the records, this is my second time in eight days I've been to a forum like this. I want to ask the question, is there anybody from the Peel Police here tonight? Okay. Why I ask the question that I was at the International Centre last week and as you know there is another, if you want to say investigation or inquiry going around, which is a systemic racism, and it was publicized all over the media, I would think having a chief and three deputy chief, as senior police officers would be there - not to participate in the discussion, but even to listen, because we are here tonight talking about them. Repeatedly [applause].

So that's why for the records I asked if anybody is here tonight, and we should ask our chief why somebody was not there last week when there were about 250 people were there, and why somebody is not here tonight.

Okay. I will be brief, first I think our group here more or less concur with most of the observation or answer to question that was asked. My colleague here has been will - ask the question and I will not go in detail. I'll just say yes or no, but there are two, one good experience, and one bad, which I would like to read what we came up with.

Pam: You have one minute left, though.

Sydney: Oh boy. I don't think - so then like I use the word concur, but I'm going to try number three. Okay. He's here so maybe, sir, because quick they say.

Mr. Evans: Incident. I was going about my own business on one occasion and left work going to my garage to have my van looked at, a burnt out taillight, and suddenly a police lady pulled me over and I explained to her what's wrong, and that wasn't seems to be what she was looking for. However she needed all my particulars, insurance, etcetera, licence. I entertain her, I gave it all to her. And she took so long checking me out that by this time I'm diabetic and I realize my sugar level was dropping, so wherever I travel I always travel with something to eat, my lunch etcetera.

And on her way back from her car to my van, I was sat in my van eating and to her surprise she just couldn't believe what was going on, so she started yelling, screaming at me, what's wrong? Why are you eating? I said, none of your business, you know, I'm having my lunch, I'm hungry. You kept me here waiting, I'm diabetic I have to have something to eat. By this time she got overly excited, oh, can I get the - can I get the ambulance? Can I get - I said no, forget it. Go back to your car, when I can talk to you I will. Until then just leave me alone. I don't want to talk to you. My wife will take you on part B.

Lunette: Well, we - sorry, good evening. My name's Lunette Evans. We have a situation at our house. We've lived in Brampton for 35 years, seen it made many changes. And - and on a very cold winter night the neighbour across the street, somebody had come past and hit their truck. And as we lived on the corner of the street there's several people we've come by and turn around go back the other way because the numbers don't match where they're looking for, and we heard, halfway through the night, like maybe about one o'clock, we heard a knock on the door, we went to the door, opened the door, the police. We went outside to see what was going on. He said your neighbour reported that somebody hit his car, and we think it's you guys.

We had a truck that we had driven onto the driveway and it was left there. It was never reversed back or anything, but they assumed it was us, my son - our son, actually, 18 years old. The police grabbed him up, handcuffed him, put him up

against his cruiser. I don't believe you guys. I think you guys are all liars. And we were - I was so upset I just start crying. I said we pay for you - we pay you, you know, we pay taxes for you to get paid, and you're supposed to protect us, but you're calling us liars when we explain to you what happened.

And anyways, the following day, they arrested our son, took him down to the police station, 21 Division, that was at Bramalea City Centre. We went there, we explained to the duty sergeant what happened. He actually ended up going back speaking to the other - the police officer that came to our house, apologizing Mr. and Mrs. Evans, we're very sorry, this should never have happened. Released our son, got the police officers to come out and apologize to us.

So this is a case of something that started good and turned out bad - sorry, started bad and turned out good. So reporting is very important.

Pam: Thank you. Ranjit is next. Justin, Ranjit is standing over at the far table.

Ranjit: Okay, being five foot nothing I guess it's hard to see me.

So, my name is Ranjit and going to quickly go through all the questions. I'm not going to go through one by one because a lot of the stuff has been said. We didn't know at this table all of the three different agencies. And what they do differently. So that was a learning experience.

We thought it was really important for the agencies to get out and get the information around what we can complain about and to whom. And what sort of incidents. So for example we didn't know that OIPRD would take a systemic or can listen to a systemic racism case. And this would be the agency that we would go to, apparently there's already a case with Thunder Bay where they're looking at systemic racism, which is really important. So I think it's critical to have the three agencies, and I think it's critical to have that voice, and this is the place where we would go. But we need to know exactly how each agency is different and what exactly they do and where that training should come from or how that information is sent out to the public in a more cohesive way.

We also felt that the fact that they are all police officers that are on all of the bodies that are looking at the complaints, and dealing with them is totally ridiculous, so we need an external agency. We need people from the community that are on those committees [applause] that are making those decisions, and we can get training. We can get training, and we can be well-informed, and we can move it forward so that we have different lenses that we look at.

I mean I don't know too many police officers that would use an anti-racism lens when they're looking at cases. So it's our responsibility to make sure that we pull in people and begin to hold them accountable for making sure that they have the training that's necessary and implement it. Because quite frankly we don't have a lot of confidence in the police going forward. And that's having lived in Peel for 30 years, and having been a teacher for 35 years, and listened to the youth for all

30 years, and understanding what the issues are, and the issues that were there 30 years ago unfortunately are still there right now. And we do have to hold our leadership accountable, and it's our responsibility to hold them accountable.

So when we do have a chief that doesn't listen to her police services board, when we do have a chief that cannot take direction from her board - and when we - or, well both the mayors are actually on the board, and can literally move away and feel that that's okay, and we need to hold them accountable to make sure that we can define the difference between the policies and the operations, so that we can hold her accountable for the decisions she makes.

So there appears to be zero accountability, so when we look at a chief who claims and has been on record to say that there have been zero complaints against the police, that to me is totally ridiculous, because we know for a fact that there are so many people that have claimed that there are a whole ton of things happening, but may not have gone through the process, because yes, they do fear reprisal.

And so to me when I hear the word zero complaints it's either because the system is so fantastic, they're doing such a great job that everybody's really happy with what's happening. Or it's totally dysfunctional and they're really not listening, and they're acknowledging what the issues are and are refusing to do anything about it.

So that has to be the leader. It has to be the leader that is held accountable. And quite frankly we do feel that the leader, in Ross's words, should be fired. If they were in a business, they should have been fired already, and because they're not in a business they have a contract. So that contract is an issue, because if that contract is keeping somebody in a position where they can perpetuate the nonsense that's been going on and not do anything about it, then yes, we have to hold them accountable and perhaps the OIPRD would be the place where we go for the systemic racism situation.

So the equity lens is really important, and the data, the race data is really important. It is critical that we collect the race data, but if we're not linking it, if we're not using that empirical evidence to do something, then it's worthless. So let's make sure we use that empirical evidence and we use it in the way that it needs to be used to make improvements. And if we don't see improvements coming out of it, then quite frankly why collect the race data. Right? Okay.

Have I missed anything out? A whole ton of things.

Female: Obviously Ranjit said everything and everyone here said everything as well, in addition to what Mrs. Evans raised, it is so important acknowledgement goes a long way. And as Mrs. Evans and Mr. Evans have already identified, a bad situation turned into a good one, why? Because the superior in that situation

acknowledged the error. Remedied it. Apologized and that appeased Mr. and Mrs. Evans.

This is what is failing the public today, that there is a lack of acknowledgement for error, mistakes, misconduct, and wrongdoing. [Applause]

So I believe the public is also advocating the need of a public acknowledgement that systemic racism exists within policing. If systemic racism exists in the public, it definitely exists within policing. So there needs to be a public acknowledgment to that effect.

And to go further with that, that we need to see a change in the police service act wherein any employee of the police services must publically acknowledge in writing or publicly, I think writing is the best, when they're signing a contract, that they acknowledge that systemic racism exists, that the chief of police public say - and this is my personal thing, I would love to hear every chief of every police service in Ontario acknowledge and say, black lives matter to me. To make such a statement is all inclusive of Islamophobia, of any kind of racism, homophobia, racism against people - brown and ... anyone of colour, essentially. So to say that black lives matter to me, why is it so hard for a police officer or even a union representative to say black lives matter to me? Why would that be controversial? But yet we have never heard anyone from policing make that statement publicly.

Pam: Thank you.

Female 2: We are equal.

Female: Thank you sister.

Female 2: We are not just part of colour.

Female: Thank you sister. And the issue of collecting data, not only extends to race-based data, but collecting data on members of police services, each time a conduct issue is filed or raised. And I think this goes back to what La Tanya was saying, that you know, you may have officers having complaints, but nobody knows about this because that information is not contained, although the police do have within policing a file that they keep. But that's not made public. So we don't know about the ongoing complaints that one officer or two officers, a multiple of officers have had made by the public.

So in addition to that, promotion of officers should be associated with performance, and if you have these numerous complaints, officers should not be advanced. Again. [Applause] It becomes a systemic problem that I know for a fact there is a court action with one of the members of Peel Police that is currently employed but has been advanced to a position of - what's the next step up from officer? Sergeant. So that person has had numerous complaints against

them, has a court action outstanding in the courts currently for assault. But yet he was promoted to sergeant.

Where's the accountability in that?

Pam: You have a minute left.

Female: And then in addition to that ... I just want to go to a point where we talk now to legislators. Because really it's the legislators that have asked the Honourable Justice Michael Tulloch to do this review today with his team. And there's a difference between asking something, expecting an outcome, or expecting something and telling them the outcome that you want.

The public is tired of constantly having the elected tell us what we want. The electorate tells you what we want and that's the change we expect to see. I think Mayor Linda Jeffrey and Mayor Bonnie Crombie, who are also on the police services board, and Ranjit said it, if the chief of police is not listening to the mayor, who provides the finances that employs the chief, this is a problem. So if [applause] you have a disconnect with the oversight bodies having no rule over the police, and not even the police service board having no rule of the police, who has the rule over the police? And the change in the police services act must include a change in the operations of policing. Because that is what the police constantly say, that boards do not have any direction of our operations. But if we allow them to continue to function in a way that does not support what the public's needs are, then they'll continue to dismiss our voice, even though we're the ones paying for them, and I have one last comment [applause]

Sorry, I made it big so I could remember it. ...

A number of reviewed complaints should result in dismissal. Thank you. [Applause.]

Pam: William, Bandana, front. We are at 8:20 by the way. So I apologize to everyone that we are behind schedule, but - William.

William: Hi, my name is William. I am a Shiatsu therapist. I moved to Brampton years ago because I love Indian and Caribbean food.

All three of us pretty much knew of the SIU, neither of us knew of the other two agencies, so very on par with a lot of people here this evening.

Two of us have had good and bad experiences with the police. One bad - one of us have had bad experiences exclusively.

We do recommend reporting incidents on some level, at least there's a record of it. There's mixed feelings at the table, I think, even on both sides of the fence with some of that. There's fear of retribution. Somebody has spoken with a lawyer, but yeah, it comes back down to accountability and responsibility and

I'm sure again between our own personal examples and what we've - if anybody's read the Brampton Guardian over the past year, how many articles have been in the police - about the lack of them being held accountable when they do wrong or commit crimes even. So. ...

Again, lack of faith in the experience, but - sorry, number four. ... Sorry, there are number five, I guess. No, they are not open enough about their investigations. We do believe the names of the officers should be shared. I personally speaking, I think charged or convicted, if, again, charges are brought up against us, why are we any different again. It's a double standard that's just a little too sickening these days really.

The facts - number six, if facts with transparency and accountability and again facts, some people feel they're subjective and I guess when it comes to investigations perhaps they are. But again, if these things aren't shared on some level and there's no record of them, then what can be done about it? So.

Number eight was a no. Depends on experience. In terms of the actual officer's working at the SIU or the other organizations there. And it's - even - our communication this evening you're hearing how often we're saying SIU and the other two. Like, I've never heard of these two, and I read the newspaper fairly often. I don't know.

The collection of data. It depends on, again, what it's being used for and how it's being used, by whom. If any recommendations, I would come down to, and anybody who knows me I could go on about this for hours, but the lack of training is continuously failing the police officers and in turn it's failing us. I could give ample examples from things I read in the newspaper. I could give examples - I work this side of a massage table, I have patients of mine who are police officers, you should hear some of the horror stories they've got about some of their colleagues. It would make your head spin. Again, I can't actually breach patient/therapist confidentiality, so some of those I can't actually share, but yeah, I am ... anything else? Yeah? Okay.

Govinder: Good evening ladies and gentlemen. My name is [Govinder Singh Mahal]. I migrated to Canada in 1975 with my mother. I became a Canadian citizen with my father when I was 12 years old.

William: One more thing, somebody touched upon it here very nicely as well where they talked about fear and that is one of the greatest obstacles with the police officers in terms of the lack of training. If you're putting an individual, poorly trained in a situation where they're a human being and they could react fearfully, I would rather train police officers with awareness so they go into a situation looking at what is as opposed to what ifs. If you're teaching somebody, what if this, what if that, you're in essence you're teaching somebody to live with anxiety. You're teaching somebody to perform their job under a state of poor mental health as

opposed to dealing with things as they unfold and are in front of you and instead this tendency of everyone is a suspect.

One quick example I'll give where I've - I witnessed a - a former friend of mine, eight years off - eight years fresh off the boat from India, I watched this nice, altruistic generally kind-hearted and compassionate individual - I listened to him a few weeks on the job verbally ... justifying racial profiling. After he - oh no, that's the old Peel - that's the old police force. It's changed, and this and that. I heard this visible minority justifying profiling other people based on race. And it was a horrific little story if anybody out here has ever heard of the green toque and the gold bell? No, okay. If you want to come talk to me after I'll make your head spin.

Govinder: So back to me.

Pam: You have a few minutes left. It is 8:25.

Govinder: I'll be short. I just got a couple of notes.

Pam: Two minutes.

Govinder: So what I was saying is, yeah, I became a Canadian citizen with my father when I was 12 years old, I'm a Sikh by faith, I'm grouped as a south-Asian and above all I am a very proud Canadian. I'm particularly proud for what we stand for, and this includes our constitution and our charter or rights and freedom. This is what makes Canada great. And I believe we should stick to those principles, and one of the things our charter does not allow is discrimination based on race.

Our government officials are sworn to uphold the constitution of our charter, I believe. And I believe that we should all be holding them accountable to at least uphold our charter, before we get into any police service act, or any police policies, I believe that every officer is also - has taken the oath to uphold the charter of our - of Canada. And - they should - and that is what the peace officer, the difference between a peace officer and a police officer is the peace officer will uphold the charter, whereas a police officer is now conducting an investigation. So there's a difference that they need to adhere to. One or the other. And that would help go a long way.

If we had just done, you know, upholding our constitution we wouldn't be here today. I would be, you know, these kind of meetings wouldn't be necessary. Since we are here, it only goes to show there is a very needed change in policy and procedures. This meeting is a good start. If this is all we do, hold town meetings and round table discussions, things are not going to change on their own. One only needs to look to the States and see that there are protesting almost every state stemming from what they feel as racism investing the police.

But to what avail? Black lives matter in the GTA have protested to the overhauling of the SIU, and this is one of our big concerns as well, that those

bodies that are actually overseeing the wrong doings and the negligence and whatever else you want to put on the police officers are not as one person stated, 95 percent people are just kind of dismissed, oh, that's okay.

We can talk about transparency and all these other things and this is all - you know, it's all good in theory. But until these things actually happen we're - there's going to be very little progress. And I'm going to give this meeting as a general example. If you Google - Google search our meeting, Loafer's Lake, you can't find anything on it. So how is a committee or an inquiry supposed to do any justice if the community around the - whose they're supposed to be making decisions on is not aware. Like, you can see, if this was in the Mississauga News, on CP24, this place would be filled. You wouldn't have an opportunity for individuals to come and talk and share about their experiences because everybody's experience is unique, and everybody has an experience. And most of them, if you ask the community are not good. You know.

I can give you a list, you know - a list, and that's that. If I'm talking about police officers where - you know, I grew up you know, saying hey, if you're in trouble, look for a guy with a gun and a badge and a hat and go to him. That's safe. I don't think you can say that to people. Now it's the opposite. Now it's - you know, you look for - you see a gun and a badge, run the other way, and if you're lucky you might escape without getting fired at. You know. This is pretty bad times if you look at it as to where we're going.

I know my friend mentioned something about the training. I agree that officers should be on a - on a - retrained on an ongoing basis, and especially in de-escalation. Magical words. [Applause] De-escalation. If you can't take de-escalation and understand what that means, it doesn't mean pull your pistol first and use that. First thing that they should be drawing is a TASER. They have other - other stuff to - at their disposal that a gun should not be the first thing that comes out.

And if you guys only took an online poll, it would - you would see it would be a totally different thing.

I wanted to discuss - I know that we're talking about the police, and I think the biggest problem is the chief of our - for Peel Region Police [applause]. People have lost respect and faith in her ability to provide leadership. Because of her leadership the community and our police force are in complete disconnect with their community. How can there be any connection when she refuses to hire and groom ethnic officers for leadership roles?

And this is in a region which is most ethnically diverse. We have - if you look at our officers of ethnicity, it pales in comparison to what the community that it represents. There's a problem first. [Applause] Huge problem.

She ... Chief of police Evans seems to only know the language of conflict. She has been in serious open conflict with the police service board, to which Linda Jeffrey our mayor, and Mississauga mayor are also a board of, this - are part of that board, which has both mayors. And so in other words she does not want to listen to the PSB nor the mayors.

She has locked horns with community groups because they criticized her leadership. She believes in silencing her critics through intimidating actions and words. She wants to form community advisory committees which are full of her yes-men. These committees exist to validate her claims of all being all is well. And if she has any problems she'll take those members out, like Patti Ann Trainor, for instance.

Her leadership style has brought stories to the front pages of the newspaper which are full of officer misconducts, meanwhile she claims that she runs the best police force in North America. If only someone could find out what the total dollar value is of all the law suits pending against Peel Regional Police, and what the total dollar value is of the cases that are settled out of court, one would be shocked.

She has done nothing to answer and explain to the public how she will deal in the future when media reported that some 30 percent - 30 percent of her force has been disciplined formally or informally. A third of her force has been disciplined. And yet they're out there policing. There's a serious problem when a third of the police force has to be disciplined of some sort.

What can any provincial oversight do to a leader like - like Evans when she refuses to admit that there's a problem? For example carding and racial profiling remain well and alive in Peel. The police service board of this region should be ashamed of carrying on with this chief when she has openly disobeyed their discretion, challenges them in every meeting and confronts them with inciting her own officer's association to take action against the board.

We want this chief removed. If PSB cannot, we want the province to step in and do something before another Jermaine Carby is shot and killed. [Applause] Thank you.

Pam: I'd like to thank everyone for their contributions and again apologize that we've gone quite a bit overtime. So Brampton you now have the honour of having gone half an hour over, where none of the other groups have. But I'll call on Justice Tulloch to bring some closing remarks, and thank you again know that we absolutely appreciate the time and the information that you've shared with us, and Justice Tulloch will tell you how that will play out in his mind and that of the teams.

And please remember to keep the - or leave your notes on the tables so that we can collect them if you like. And info@policeoversightreview.ca for any

additional comments upon reflection or that you were not able to share with us tonight.

Thank you.

Tulloch: Okay, I'm just going to say right here, again I want to reiterate what Pam has said, and thank each and every one of you for coming out. You know, it's an effort and a sacrifice that all of you have made, and I certainly appreciate and I recognize that.

Again, you know, I just want to say that this is a totally independent process, and what that means is we're not at the - we're appointed by the government but we're not at the behest of the government. So the end result is going to be a determination by our team and the independent review.

I also have listened very carefully and I've heard each and every one of you loud and clear. Your perspectives are different, but they're legitimate to all of you, and so we will consider them. And at the end of the day the ultimate report will be reflective of what we've heard. So again, thank you very much. [Applause]

[End of recorded material 01:46:13]