

16-11-22 – IPOR Kingston

[Beginning of recorded material at 00:00:02]

Pamela: Good evening Kingston, my name is Pamela Grant, I am the facilitator and strategic advisor for the Independent Police Oversight Review. I am here with the team, we have been across the province, coming a little bit to the end of our public consultations, our private and by invitation consultations continue. I would like to welcome you all and indicate our sincere appreciation for you taking time out. I know the weather has not been great and there are other priorities but the conversation this evening and it is hopefully going to be a candid and open conversation that we have, is an important one, about police or civilian police oversight in this province and that is what the review is here, to speak to and to hear from you more importantly about. I am not going to spend too much time speaking to you at this point, we are going to adjust our normal approach a little differently tonight because there are fewer of us but what that means is that we perhaps can do a deeper dive in the conversation and have a much more detailed conversation, but before I speak to that we will hear from Justice Tulloch who leads and has been leading the review to speak for a few minutes.

My colleague Danielle Dowdy will take you through the program for the night. We do hope that you will be able to work as a group, you are in three nice clusters at the moment and have your groups work on the questions that you see on the table. I would like to remind you that on the table there's a full [scap] which is the sign in sheet. Everyone who participates in our consultations will receive a link upon the release of the report at the end of March and we need your emails for that so that you will have your very own copy of the report. So it's quite critical that you do complete that so that we can actually see and read your email address because we don't want it to bounce back, alright? So without further ado, I will ask Justice Tulloch to open up this evening. Thank you.

Justice: Okay, thank you, Pamela. Good evening everyone, my name is Michael Tulloch, I am a judge from the Court of Appeal for Ontario. I am here to hear from the members of the public with respect to the issues that are relevant to the mandate that we are currently reviewing and that is – we are looking at three oversight bodies, the SIU, the OIPRD and the OCPC with a view to determine how best to enhance their transparency, their accountability and their effectiveness. Before we get into that though, I want to begin by acknowledging that we are gathered on the traditional Anishinaabe. No disrespect to the indigenous peoples of this land, I absolutely respect them, so I am acknowledging that we are on their territory, the Anishinaabe as well as the Haudenosaunee territories. I am challenged as you can – well aware, linguistically and by way of [diction], but anyway. So these lands were the meeting place for several

indigenous nations in the area and by acknowledging this we are acknowledging the importance and the significance of the traditions of the indigenous peoples.

So by way of background, on April 29th, 2016 I was appointed by the provincial government to lead an independent review of the three civilian agencies that oversee police conduct in the province of Ontario. As indicated earlier, they are the SIU, or the Special Investigations Unit, the Office of the Independent Police Review Director or the OIPRD and the Ontario Civilian Police Commission or what is known as the OCPC. Since my appointment I have assembled a team of experts, lawyers and policy advisors to assist me, a number of them are here with me this afternoon and together we've held a number of consultations with public and private stakeholders throughout the province. This include areas within the GTA, Thunder Bay, Sault Ste. Marie, Sudbury as well as Ottawa.

A few weeks ago we were also in Windsor and London and I will be holding additional consultations later on this week in the GTA as well as Kitchener, Kenora and other parts of the north, but we're close to the end of our consultation periods. I am consulting broadly and intend to draw on what I've learned to make recommendations to enhance the transparency and the accountability of the oversight bodies. And this means that we want to ensure that we make recommendations which will make the system and these bodies more effective, more efficient, more responsive to all the stakeholders concerns as well to [unintelligible 00:06:37] public confidence that is needed for any kind of police and civilian oversight system.

By March 31st, 2017 I will submit my final report to the government and also to the public at large. So as mentioned, the focus of this review is on the three civilian police oversight bodies; the SIU, the OIPRD and the OCPC. The SIU is a civilian law enforcement agency independent of the police which conducts criminal investigations into circumstances involving police and civilians that have resulted in serious injury, death or allegations of sexual assault. The OIPRD is mandated to receive, manage and oversee all public complaints about the conduct, policies and services of police in Ontario. In addition, the OIPRD also has the power to examine issues of a systemic nature that may arise from complaints about the police and make recommendations addressing them.

And finally, the OCPC is primarily an adjudicated body, its mandate, among other things, is to conduct hearings and adjudicate disputes related to police disciplinary decisions, budget disputes between municipal councils and police services boards and disputes related to the provision of police services. The OCPC can also conduct investigations into the conduct of police services boards as well as their members and police officers. Now, with the background in mind about the review and the civilian police oversight agencies, I want to take this opportunity this evening to hear from members of the public. This review is an

independent review and what that means is that I am free to critically examine how these oversight bodies operate.

Meeting with you members of the public is a crucial part of this process. I am grateful that you have taken the time to meet with me today and I appreciate that speaking about some of these issues may be difficult for some, but it is essential that a review of this kind be as thorough as possible and that is the independent review where I consider all relevant information from a variety of perspectives. I can assure you that I will do exactly that, so long as you participate and offer me your perspectives. So again, I want to thank each and every one of you for coming out tonight, to share your thoughts, experiences and recommendations and I assure you that in this process, you will all be heard. Thank you very much.

Danielle: Good evening everyone, I am just going to go really quickly through our agenda for this evening and then we will get started. So just as a disclaimer, we are not looking at past cases that have already been decided. Past judgment, past cases, we do want to hear them, if you do have an experience it is really important for us to hear in terms of context for the recommendations that we'll be doing, but we won't be able to actually open up a case and make another judgment or finding. So just as a disclaimer for everyone.

So the way that this works, this introduction which we're doing right now and then we're going to go right into the questions, everyone should have questions at the table. We're going to ask you to work through those questions and discuss them for 45 minutes and following that there is going to be a report back where you let us know what was discussed, what your recommendations are and following that it is a bit of an open mic, so if you have anything you'd like to share that wasn't captured, then that's your opportunity to let us know. And our last point is that we are on social media, so we're on Facebook, Twitter, Instagram and YouTube as well. All of our meetings are recorded. At the back of the room you will see a camera and the camera man Dylan, is waving. If you don't want to be on camera, just let us know and we will make sure that we make a note to not capture you on camera.

We will also be tweeting your comments, myself, Matthew – Matthew wave – if you see Matthew taking your picture and doing something on his phone, he is probably tweeting a comment that you made. Also Peter Rehak who is at the back of the room, he's also taking photos that we put up on our Instagram account. Again, if you don't want your photo taken or your comments used, not an issue at all, just let us know and we will move on. But you can follow us along at any of our social media platforms and we're tweeting under the hashtag #BeHeardON. ON is for Ontario, so if you click on that you can also see some of the past conversations from the other meetings that we've had. Okay? Thank you.

Pamela: Thank you Danielle and Justice Tulloch. So as Danielle was saying that each table should have a number of question sheets, there are 11 questions and we are asking you to take the next 45 minutes to as a group discuss the questions and we will be coming around to, you know, check with you to see if there are any specific questions that you may have in terms of process but not to in any way inform your answers. And then the report back will be – because we have a nice small but mighty group tonight, we can literally allow each table, you know, quite a bit of time, 5/10 minutes to feed back on their answers and then we can also allow time as Danielle has suggested for further feedback if, at the point that your table is selected for feedback all of the points are not raised, there will be an opportunity to ensure that everybody is heard in terms of specific items or points that they would like to make.

I would also like to indicate that there are many people that you may know and be in touch with over the next little while you would not have had a chance to be here tonight and who wouldn't have had a chance to give their input live, there is the opportunity for individuals before the end of this month to make comments and they don't need to be in any way formal, they can be point form, by going to our website www.policeoversightreview.ca and clicking on “Be Heard” and what pops up is the email address that you can also go directly to; info@policeoversightreview.ca and you can just key in – they can just key in any comments that you come up with over the next little while before 30 November. So there are a number of different opportunities for there to be feedback for those who are in the room and those who are not.

So I am going to press the button in about a second, as soon as I stop talking and there will be 45 minutes. I will come around and ask for the designated person who will report back, we'll be passing a mic around to each table and you'll have your 5 to 10 minutes to report back. Okay? Here we go. 45 minutes. Thank you.

So, we're about to start with Table 1 and Khaleelah, so I'm going – I'm putting the timer to 10 minutes max and please feel free to use your time strategically, you can pass the mic within the 10 minutes and then I'll go over to Table 2 with Bob and Michelle over here and then Jason at Table 3. So that will be the order, so if you can pass the mic on to each other, that would be great. So go ahead Khaleelah.

Khaleelah: Hi – oh okay, I wasn't sure it was on. That was scary. Okay! So, do you just want me to run through the responses we had and then ...

Pamela: Yeah.

Khaleelah: Okay. So as far as being aware of the three agencies, some people were aware of them, some were not. The SIU was the only one that people were aware of and nobody at our table except one, had any contact with any of those agencies so far, although the comment was made that they

wish they had known so then they would have maybe used that venue to address some issues that we've had with the police. Good experiences, helpful constables dealing with theft and – as a personal experience, having police officers go easy on you when you might not have a sticker on your plate or something like that. And the OPP was mentioned as being very helpful, being – the experience is being very positive and being very helpful in the Kingston community on the highways and seeing officers volunteering within the community.

Bad experiences, being tailed in a car repeatedly, being spoken to disrespectfully or aggressively and then when asking the officers for ID the officer refusing. The issue was brought up of police officers in vehicles that are completely unidentifiable, so not just that they're unmarked and they have the lights that in some way would show that they're a police officer's vehicle, but there being nothing at all that would identify it that way and people's experiences with being stopped. And then also being stopped and told that – being stopped and told directly by the police officer that it was because the driver was black and there had been a report of a shootout between cars and the drivers of the car were black. Even though the vehicle was occupied by a family.

So nobody had reported any of their bad experiences with police, they didn't know the means by which to do so and didn't want to report an incident with the police to police, especially in a city that's smaller like Kingston. As far as encouraging others to report to the police, we said yes and it depends. So as far as saying yes, we would encourage others to report the incidences or bad experiences, it's important that these incidents are recorded. It helps to improve future policing and training and it also improves accountability. People saying it depends, there is a fear of being targeted or appraisal for filing a report against a police officer. The fear of being discriminated against, believing that nothing will happen anyways, even if you do report.

And then also if – in the incidence where somebody might be the partner or the ex-partner of a police officer, not feeling comfortable going to the police to report an incident that involves a police officer. Just feeling the officers will know each other, they will protect each other first and looking at the idea of within policing or police officers possibly fearing bullying or isolation as an employee and therefore not wanting to report incidences.

So for the question of the openness of oversight agencies, again we said no – okay, so we said no, there's not enough openness, you just don't hear about it or read about it to the extent that it appears there are enough incidences so the question was raised as to why Kingston was chosen and although there are, I guess there have been SIU investigations here, just not even being aware of it, even though it isn't that large of a community and then as far as improving, we said more education about the agency, their role and how to contact them and the procedure that they go through in an investigation and also education, age appropriate education for students in junior high and high school

that could help to make them aware and also dispel myths or fears that they might have about policing, police officers and that whole investigation and we said that even though it's – students in high school or junior high school might not themselves have had an incident with the police, but they could have family members or community members who have and so it's still important to be able to make them aware of what the procedures are, what the processes are for investigations.

So for making the names of police officers public we said yes and no. so for yes, we said for transparency and accountability and also if an officer is investigated and their name is not public, there are still people in the public who would be aware of the investigation and so it could also work to clear that officer's name by making it public that this officer has been investigated and was found – was not charged for these reasons and so that increases the accountability and the transparency of the force, given the role that they have and the authority that police officers have in our society. The no side was that it really affects and can ruin an officer's reputation and leave them open to attack or being targeted, as well as their families.

So we said yes, police officers should work as investigators at the SIU because one of them is at our table and we felt compelled to say that but also because they have experience dealing with police. They have insight into policing and police culture and they have investigative training. On the no side, we felt police officers investigating their own will be targeted or bullied or feel peer pressure. It would be uncomfortable to investigate your peers, your colleagues and they would have a possible target on their back which would compromise their investigation or possibly lead them to making certain findings because they're investigating their own colleagues or peers.

We feel data should be collected on race, gender, age and mental health and it should be used to evaluate, assess and reassess all of the investigations and the findings. It's a way to collect data that you can use to look for issues with – systemic issues, so systemic discrimination, patterns and trends that might exist and that can then lead to the assessment and the re-evaluation in order to improve these agencies and their procedures and lead to better results. Any other recommendations on how to improve, table? Okay, thank you. I'll take it for you.

Michelle: I'm really happy to be here and I think it's great to have better communication, I think that's what it comes down to. There's a lot of misunderstanding and mistrust. I really can't say I've had a bad experience at all with the police, I believe though that we are looking at a bigger picture and how we can move forward. I think we can learn from United States, I kind of see being in Kingston, looking at Toronto and even Ottawa how things are moving in a direction that we want to focus on prevention. So one of the things that catches me with the oversight, it seems to already be when something has happened, but maybe the police in terms of the outreach of – and prevention to make things – and so that the community knows where the police are going

and their ideas and their – the society is changing and the police are a part of that society, right?

So we're all in this together, so ... one of the things is, is there a prevention? I just have that question in terms of their outreach, like even columns in the newspaper, where they're going learning and they're [processing] so that we can feel like we are connected and in this together to improve the society. I think the other – the one question that I have, I'm not really – I'm very unfamiliar with all of this actually, but I'm just wondering if there's some perception in the public of a conflict of interest with the police being on the SIU and ORPRD. I mean, there's the reality and then there's the perception of a reality which I think are two important things to consider, so I just wanted to ask that question. Maybe somebody has an answer for that.

I also think the issues in law enforcement can't be answered just by law enforcement, especially as we see a lot in the area of domestic violence and how challenging that is, it's very – like the issues that we're facing are not simple and they're very complicated and how the police are working with other agencies in terms of domestic violence or violence in the community, certain communities or disadvantaged communities, so I just think this is a good forum for – we could do this more often.

I think it would be a regular thing instead of just as a onetime deal because this is an ongoing process of learning and I've never been a police officer so I have no idea what it's like and I'm not in a racially or, you know, a disadvantages situation or, you know, to really give feedback in that way so I'm just giving a kind of general thing that I hope we really don't end up – like going in the direction of the United States and how polarized the police are from the communities and how we should focus more on the prevention and look at the complexity of the issues instead of really looking at the police, they're bad some somebody is good, but – we are all in this together, we all want to live in a safe world and a society that's more caring and more understanding and that's it.

Pamela: Thanks Michelle. Bob, did you want to add anything to that?

Bob: I specifically came tonight to find out about the SIU. After I retired I became interested in politics etc., etc., and I started subscribing to the Toronto Star and the more I read about the SIU, the more I wanted to read about the SIU and I'm telling you, I'm biased against the SIU and I want to make that very plain because I think it's outrageous some of the things that they SIU does. They stonewall the public! And there's a case in today's Star where a woman, who was shot accidentally, not involved in the altercation at all, and she simply wanted to know who shot me? Well, there's no way they're going to tell her, but she's pushing it through the Star and eventually she's going to find out. But – and when the public asks the SIU, they say sorry, they stonewall the people. So that's my position. I thought I might learn something and as I say, I want to make it clear I am biased.

Dave: I'll be very brief. My name is Dave Rowans and I arrived a little late but I was looking at a YouTube video on social anxiety and it was one of these – I was the 12th person to view it today, I guess, but I was cautioned about, you know, just as you know, anything you say can be held against you, no good deed goes unpunished, but – well, we're friendly here but I think that's the problem is that – the problem isn't the problem, the problem is that nobody wants to be hung out to dry and victims do get discredited and the police in many cases are victims, particularly ones that don't perhaps fit into the brotherhood or you know, the tribe, let's call it what it is. But it's beautiful that we're even talking about it, I don't think anybody, even five years ago, could have envisioned that this conversation would be happening publically and openly and – so when it finally arrived, I stuck to my YouTube thing again here and it's kind of funny, it's about – this one is about the Bermuda Triangle, I'll just read what it says here, it's kind of funny.

Not that this is my bible, you know, I think we all have our belief systems but having a sense of humour about everything, no matter how badly – whether your name is Jose Alejandro Vivar or whatever, just learning as I'm kind of learning the hard way about seeing the light and the other and realizing that everybody is evolving and you know, hopefully we all will be, you know, raising consciousness enough through your auspices and your good deeds and you know, actually, I don't even like the word good and bad, you know cognitive distortions and all or nothing, I think that kind of mentality which has been entrenched and perpetrated in Kingston for many, many generations, it seems to be today a drawing point.

So the humour thing was about – here about the Bermuda Triangle. Scary secrets discovered, what do we know? Anyway, it's a national geographic, maybe I'll watch it, but ... thanks for letting me have my little dippy-doodling here and really thank you everybody for – even the unseen, I mean if you believe it or not, Kingston's got a lot of – as Robertson Davies, our Whig-Standard Editor used to say – before post media, no offence Paul Godfrey at Goldentree Asset Management, but Robertson Davies used to say, "Kingston has a lot of light and dark and let's go with the light". So thank you.

Pamela: Thank you Dave. Could you pass the mic over to Jason please?

Jason: Thank you for volunteering me.

Pamela: You're welcome.

Jason: So I'll touch on what I can and the rest of the table will kind of pick up where I drop the ball. Everyone here is well aware of the three different agencies that oversee the police. In regards to good or bad experiences with the police, we all work with the police, so our good and bad are internal as opposed to probably the public's, which would be on the streets. Question three doesn't probably apply to us as much as it would to the public and question four if someone had a bad experience with

the police would you encourage them to report it? Why or why not? I would definitely encourage them to follow up on that and to seek some kind of resolution or answer, you know, what was the issue? Where did things go wrong? What was the problem? How could we learn? How could we do things better, right? If things aren't brought forward, things don't change.

Do you think the police oversight agencies are open enough about their investigations? I'll be honest, I don't know a ton about that myself, I know I've sat in on several SIU interviews as an association rep sitting there for the support of the members as the SIU conduct their investigations. How much is and is not released to the public? I honestly try to avoid the media because I find it just gets frustrating and brings you down and knowing what I know from my own perspective, I don't feel that I need to read about it in the paper because I tend to know what's going on.

So I'll kind of skip down to number seven; should names of police officers who are investigated by the SIU be made public even when the SIU decide not to charge them? Why or why not? My own personal opinion on this is if it was just me, my name being released to the public I personally wouldn't have an issue with that, but it's not just me, it's my parents, my wife, my kids, their school, their co-workers, if nothing has been – no charges have been brought against an officer or against anyone, I don't think there should be that media splash or that public shaming or whatever you might want to call it, whereas if charges are laid, police officers shouldn't be treated any differently than the public. Once that information is laid, that information is made public and names are released. So I don't see why there would be a difference.

Should former police officers work as investigators at the SIU, OIPRD, OCPC? I would personally again say yes, I think there would be some benefit having an insight to the police culture and an understanding of police procedures, years of experience in that world, just as I would agree it's important to have people who don't have that background or that biased or that previous membership to the brotherhood as someone has already said tonight. But I think that experience is important to – at least to be able to lean on and someone to talk to about, you know, have you ever experienced this kind of thing, what are your thoughts on this? Should SIU, OIPRD, OCPC collect data on things like race, gender, age, mental health? I'm going to avoid that question. That just seems loaded. I want to say collect information in all things, but I wouldn't specify those particular things, I wouldn't set them apart from any other, but ...

Dave M:

I think at our table we just decided we're going to pass the mic around and each of us touch on a few points that are on the page. I'm Dave McClain, I'm a police officer in Cornwall. I made the trek down here to participate in this tonight. I'm also the – so I'm a Sergeant in Cornwall, I'm the President of the Cornwall Police Association and I am also a board member on the Police Association of Ontario. So I wear three

hats and I could say four because I am also a member of the community and so is my family. And touching on a few points, you know, I'll skip through the ones that I'd like to comment on. One is number four and I think any of us in this room would encourage somebody that has a bad experience with police to bring it forward. You know, you hear the stories of the good old days and policing and those are long gone. I can say in the 15 years I've been a police officer, I've had a very positive experience in impacting my community in a positive way and encouraging people to bring forward their complaints because the last thing a police officer wants is a black mark on our profession. We don't want that and we want openness and transparency. We truly do.

And so I know, when I have to wear three hats in Cornwall, there are times when it's very difficult when I'm a supervisor hearing a complaint, knowing I'm also the Association President and have to possibly represent somebody who may not have possibly offered the best customer service to somebody in our community, but I do that because it's the right thing to do. And sometimes we all, in no matter what profession, need some guidance and it's important for us to keep perspective and to be honest with ourselves that none of us are perfect and in our profession we are striving through processes like this and through engagement with government and residents that we talk about the issues, like we are here and have some resolve as we move forward in dealing with them. So absolutely, encouraging people to bring an issue forward and have discussion, or a complaint, so that it can be dealt with is something that – if you speak to anybody in our shoes, absolutely we would encourage.

The police oversight agencies, do you think they're open enough about their investigations? I think it's very difficult to be open about an investigation when it's taking place. Any police investigation is very closed, it's very secretive and there's a reason for that. We cannot allow an investigation to be contaminated before it gets to a court to be heard and it's extremely important that the investigations are as impartial as possible and that the true facts of what has taken place, no matter what it is, get to the proper people to be heard in a proper fashion. And I've always explained to the public when they've come to me for advice about a case is we are simply – when we're charging somebody, we are simply the couriers of the information, that's all we are. We carry this information through a pouch, it's literally a pouch that goes to our court service and it's where the court makes a decision or finding on what we present to them. And sometimes that is a guilty and sometimes that is a not guilty, but that's not up to me as a police officer to decide and as investigators for the SIU, it's extremely important that the SIU investigators do their job and do it to the best interest of the case itself.

And sometimes as a police officer, I may not be satisfied with the outcome and sometimes as the public they may not be satisfied with the outcome, but I would hope that an SIU investigator would look at a matter in the most neutral way possible and I would also hope that that investigator has all the tools in the toolbox to be able to conduct that

investigation fairly, for everybody involved, so that when it is complete, perhaps victim's families have resolve, perhaps somebody who had a [poor reaction] with police where there were injured have the facts and the explanation as to why police may have acted in a certain way, or if a police officer is charged that, you know, why that police officer was charged and hopefully corrective measures one way or another can be taken in a case like that. So, yes, I think the cases need to be closed until they have been heard before an appropriate hearing's officer or appropriate court.

In terms of what information the public should know from an SIU investigation, they need to know the facts. They need to know exactly what happened. I think what goes part and parcel with that and I'll kind of skip to the end question and as a police officer my biggest complaint and I think the public would agree and what really creates a huge problem is a backlog and a long timeline in these investigations. As time goes on, there becomes more distrust in the process where – and I can tell you as a police officer, a turnover for a case where I'm presented with a suspect and witnesses and the evidence, generally these cases get turned over to the courts fairly quickly, in a very short timeline so that they can be heard.

Now unfortunately, our court system is backlogged and that's a whole different case that we're – you know, we can go into but when it comes to SIU, my expectation as an Association Representative is I want this matter held or heard, sorry, as quickly as possible, for the public's sake and also for my officer's sake. They have to go back to their job the next day with the cloud hanging over their head of an investigation and it's not fun times. I know, I've had that myself in an incident where ultimately I was cleared but –

Pamela: 15 seconds.

Dave M: 15 seconds? Okay. So it's just something that, you know, for – in that case, yes, we need to have some closure or some secrecy until the investigation is out. And then should former police officers work as investigators? Absolutely. I think there's some great benefit to that and something to be said when we have investigators from various fields working together, but a police background is definitely a benefit to a team setting working on investigations. I'll pass it to Bruce.

Bruce: Dave took up all my time so I'll keep it short. I've actually had the opportunity just to –

[Justice]: I've exercised my discretion to give you additional time.

Pamela: So you're not off the hook!

[Justice]: So you go ahead.

Bruce: No, I've been fortunate enough – I've travelled around the province to several of these meetings and I applaud everyone for coming out tonight because that's the importance of being here is – from the police perspective, we want to hear from the community what are we doing well? What are we not doing well? And what can we improve on? You know, I think some of the message gets lost in the translation. Ontario has the most oversight in the country, as far as a province goes and I would say in North America in general terms, but we're not doing it well and I think what – by everyone showing up tonight, here, Toronto and around the province is – what we're trying to do is do it to the best of our ability, do it better so that we have that transparency and accountability that you as citizens expect out of us as the police. And that's important to us and that's why we're here to listen to our communities to hear what they have to say, to see what we can do better, both internally and through government and through regulations or legislation, that's what we need going forward and that's what we want.

We want to work with the public, we don't like those bad apples that we have, but the only way we're going to fix that is by having the best system we can have for the police through the SIU, through the public complaints with the OIPRD and the OCPC process. So if we can do it better, that's why we're working with Justice Tulloch and his group and our communities to make sure that we do the best, we can have the best oversight system we can so that everyone trusts the system and know that it's a fair system for everyone.

Pamela: Thank you Bruce. Cam, are you going to say a few things?

Cam: I'll just be very quick. I just want to thank everybody that did come out tonight and Justice Tulloch and his team for coming to Kingston and providing us this opportunity. I am the President of the Kingston Police Association so any oversight really has an important effect on our members at the police, so any way that it can be improved will be greatly appreciated. And I just wanted to touch on the names being released, it's something I have a real hard time with if – you know, [Jay] touched on it but I think it's a real breach of the officer's privacy. We are also citizens and this is Kingston, I know my neighbours, I know my teachers and you know, my family are here and to have my name, you know, put out in the media for something I may be cleared of, you know, a year and a half down the road is really, you know, troubling for me.

It's a double standard that, you know, other citizens are protected against that and officers are innocent until proven guilty and by having their name put out in the media might, you know, create the sense that they're already guilty before the investigation has even taken place. If they are charged, obviously their name would be released like anyone else and I don't see it as a benefit to society as a whole. It may bring some peace to a family which I can completely understand if they were in a situation with a loved one that was hurt or killed by a police officer,

but for all of society, I don't see the global benefit for that. And just again, Kingston is a small town where we do know a lot of people and it could have a much more negative effect than maybe in a larger centre type thing. So again, thanks everybody for coming. That's ...

Pamela: Thank you very much Cam. And this table, you're all good? Okay, so thank you everyone for your contribution – I'll take that – thank you for your contributions and what I want to just remind you of is to ensure that everybody has signed the sign in sheet so we have your email addressed to receive the report and also to remind you that if any additional thoughts and comments come to you or through you from friends, family, colleagues, please, please, please before the end of the month feel very free to go to our website and click on "Be Heard" and submit those comments. And of course, you can go to info@policeoversightreview.ca that's the email address and key your points in right there. And thank you very, very much everyone, there's lots of food to eat back there and I'm going to call on Justice Tulloch to wrap up. Thank you.

Justice: Thank you Pam. And I want to thank each and every one of you who are here this evening, thank you guys for coming out and for sharing your thoughts, your views and your experiences with us. They are important to us as a team to hear the varying perspectives which, in my view, are extremely real to each and every one of you who have spoken. And I can assure you that we will take all of your thoughts, all of your comments and your recommendations and we will consider them and we will reflect on them and ultimately as you are aware, it's going to be a balance and process to come up with the recommendations at the end of the day, but you know, it's this process that's going to make it easy for us, it's going to help us to do the job that we need to do and so by virtue of you being here, it shows your concern, it shows, you know, your commitment to not only a better society but also a better policing system and a more responsive and responsible oversight system. So again, thank you all for coming and you know, we look forward to hearing from you in written form if you have additional submissions to give. Thanks.

[End of recorded material at 00:49:51]