




CACOLE CONFERENCE 2004



BEING HEARD *COMMUNITY ORGANIZATIONS IN CIVILIAN OVERSIGHT*

Sandra Wilson: Community
Relations: HPS



PEEL'S PRINCIPLE

- Police at all times should maintain a relationship with the public that gives reality to the historic tradition: The police are the public and the public are the police.
- In a changing demographic how do we ensure policing service as well as civilian oversight that is fair and equitable.

BEING HEARD

- What do Communities expect from Civilian Oversight Agencies?
 - * Accessibility: Equitable Service
 - * Transparency
 - * Courteous & Professional Treatment
 - * Less Formalized Process
 - * Expeditious Service
 - * Integrity

BEING HEARD

- How could Diverse Communities be more involved in Oversight?
 - ✦ Becoming more knowledgeable about the entire process...*Knowing How*.
 - ✦ Trained advocates to assist community members through the process
 - ✦ Representation reflective of our changing demographic.

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HOW CAN CIVILIAN AGENCIES ADAPT

- Viable partnerships build on a relational framework.(know the community).
- Bridge building between Policing & civilian communities
- Information Overload
- Reflective Representation
- Courageous Leadership****

EFFECTIVENESS OF *OVERSIGHT*

- Increased Reporting
- Increased satisfaction with the process
- Long term: Greater trust in the process
- Ultimate Goal: “An Ontario justice system that people have more confidence in” Att.Gen. Michael Bryant

Balancing The Public Interest in the Context of Fiscal & Legislative Constraints.

- “Reduction of crime and protection of Civil Rights-need not be in conflict nor subordinate to one another. Both are realizable and desirable goals”. Thomas Manahan New Jersey Attorney General
- The interest of the public should be paramount despite legislative and fiscal restraints.

SHAPING THE FUTURE

- *UNRELENTING: TARGETED RECRUITING.*
- The persistent chasm that exists between racialized communities and the police will only widen until the population sees themselves better reflected.
- Selling of Policing: Viable Career.

ESSENTIAL ROLE

- “The police are essential to the fabric of society not only as enforcers of first resort but as moderators of behaviors, keepers of the public peace and agents of prevention. While law enforcement is undeniably essential to maintaining good government, policing in a democracy demands more. Policing must be viewed as a means for attaining the goals of justice and the good of society and not just an end in itself”

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ESSENTIAL ROLE: CIVILIAN OVERSIGHT

- Undeniably essential gatekeepers for the police population.
- Advocate for change: Proactive
- Reducing systemic barriers to access
- Chart a future that keeps in the forefront our changing demographic and the importance of equitable service delivery.

CREATING OBSOLESCENCE

- While there will always be a need for the Civilian Oversight body the ultimate goal should be obsolescence.
- The basic underpinning/framework of all Police Services having systems in place that value, embrace, respect differences.
Organizations fully committed to living and working with our changing demographic.