

ROYAL CANADIAN MOUNTED POLICE
"H" Division.

OCT 22 1941

O.F.D. ROOM

PLEASE QUOTE

Sydney Sub-Division,
Sydney, N.S., October 20, 1941

No.

9236-1-1111

CARDED

APPENDIX A

The Officer Commanding,
"H" Division,
R. C. M. Police,
HALIFAX, N. S.

588919 OCT 27 41

Sir:-

Re: Applicants for Engagement.

1. On this date, two coloured men, namely Leslie Bryan and Alfred Coward, aged twenty and twenty two years respectively, both residents of Sydney, N. S., made application for engagement in this Force.

2. While it is felt that these men are eligible, I would be pleased to have your comments, before proceeding further with their applications.

1000,
lice,
, Canada.

F. T. Evens
Inspector,
(F. T. Evens)
Commanding Sydney Sub-Division.

This problem has
been before, and been dealt with in other Divisions. May w
E/. how such applications should be treated.

wa Scotia,

J. W. Keapston
Inspector.
(J. W. Keapston) for
Officer Commanding "H" Division.

APPENDIX A

Re: Applicants for Engagement

1. Referring to Inspector EVENS' report of October 20th in connection with two coloured men, Leslie Bryan and Alfred Coward, who have applied for engagement, the Commissioner directs that these men should be afforded the opportunity of writing the educational test with the hope that we shall find that they have not successfully passed, as to definitely refuse them the opportunity of applying on account of policy, which the Commissioner does not wish to do.

2. Their educational tests should be forwarded here for the Commissioner's examination before any definite reply is made to them, unless they are so bad they could not be considered when, naturally, they may be so advised.

BY ORDER:

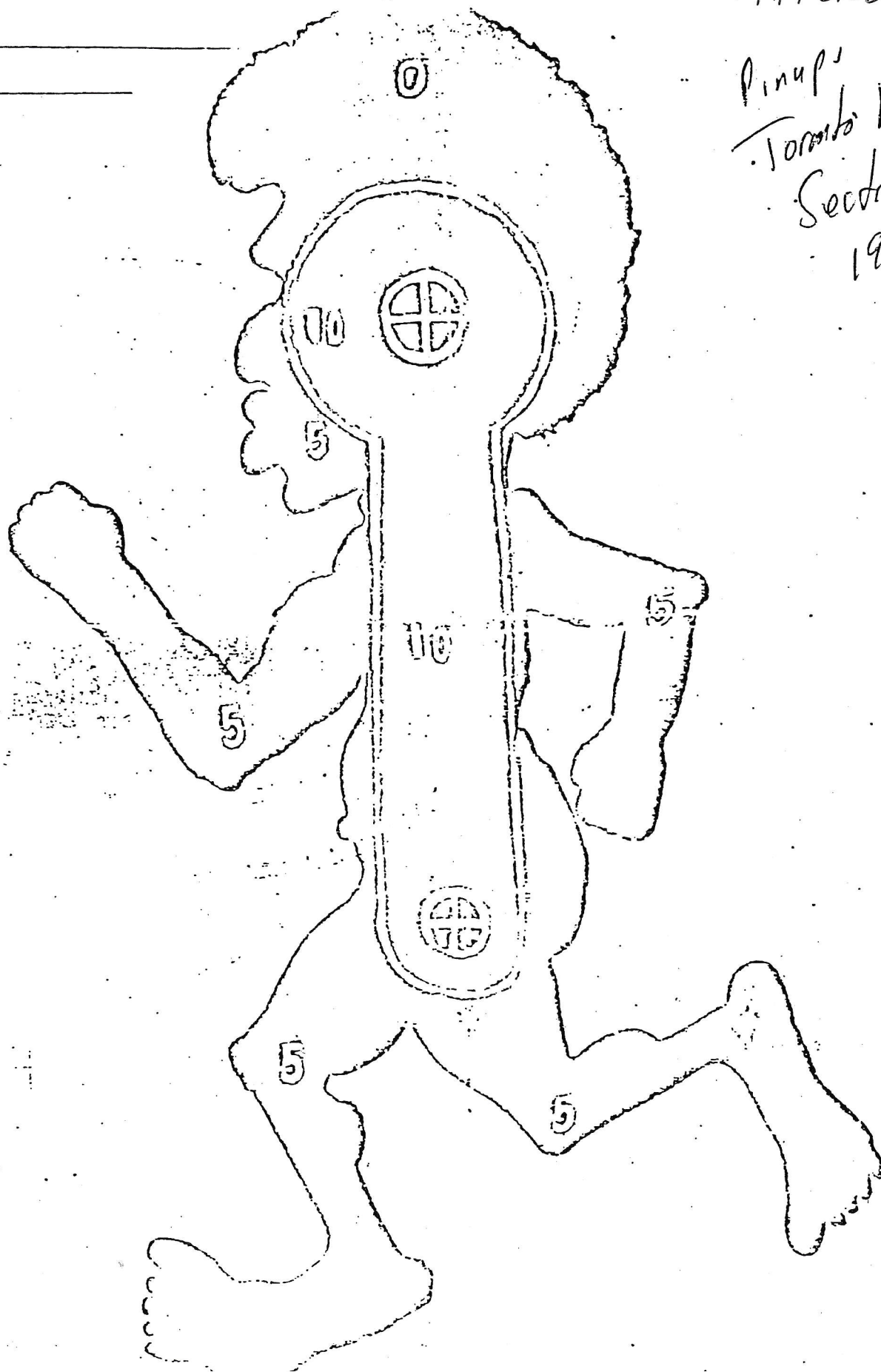
(F.A. Blake)
Superintendent.
Adjutant.

FILED.

Official Runnin' NIGGER Target

APPENDIX B

Pinup
Tomb Dray
Section
1980's



APPENDIX B

NIGGER FORM APPLICATION FOR EMPLOYMENT

(It is not necessary to attach photo since you all look alike)

*Pinup's
1980's
Toronto Day Series
(Let's write my
Basketball)*

ite _____
me _____
ldress _____

(if living in automobile, give make, model & license no.)

ame of Mother _____
ame of Auto: Cadillac _____
Continental _____
Imperial _____

Name of Father _____

Lincoln _____

Other _____

Financed _____

or Stolen _____

f financed - What is repossession date? _____

arital Status: Common Law _____

Shacked Up _____

(Other) _____

pprox estimate of income? Theft\$ _____

Welfare\$ _____

Relief\$ _____

Unemployment\$ _____

lace of Birch: Charity Hospital _____

Cotton Patch _____

Other _____

Free Public Hospital _____

Back Alley _____

Zoo _____

o ay words do you give a minute _____

Machine you can operate: _____

Crow Bar _____

Pinball _____

Straight Razor _____

Record Player _____

Rubber Machine _____

heck food you like best: Bar B Q _____

Muskrat _____

All of the above _____

Carp _____

Watermelon _____

Coon _____

heck illness you may have had in last year: _____

Measles _____

Mumps _____

V.D _____

Food stamp poisoning _____

Other _____

bilities: Gov't employee _____

Demonstration Leader _____

Evangelist _____

Veneral Disease Spreader _____

Rapist _____

Unemployment bureau worker _____

Used hubcap salesman _____

Waterbed, mattress demonstrator _____

ow many known children do you have _____

1st wife _____

2nd wife _____

3rd wife _____

Neighbours wife _____

Shack ups _____

in 50 words or less: List your greatest desire in Life: (other than a white girl)

Signature _____

THE BELOW LISTED PINS WERE BEING SOLD IN RELATION TO ISSUES AND DISPUTES
IN THE R.C.M.P. AND CANADA

APPENDIX B

HEAD DRESS



QUEBEC SEPERATION



METRO / THE PROVINCE

Monday Profile

At the same time, he adds, "there were people on the force telling us: 'You're police officers now, so you should refrain from going to clubs in the black community.' " If one of the black officers drew a plum assignment, Lawrence remembers, some other cops would dismiss the supervisor who made the assignment as a

"nigger-lover." And there were guys on the force who would say things like, 'You and Ricky (Smith, another of the new black officers) are OK, but the rest (of the black community) are niggers.' "

Lawrence dealt with the stresses of the job by spending more and more off-hours in the gym. Taylor Gordon, Canada's Olympic boxing coach, encouraged him to take up amateur boxing. In 1975, he won the Canadian Amateur Heavyweight Boxing Championship, and could have represented Canada in the 1976 Olympics, but his bosses in the Halifax Police Department said no. They turned down his request for time off to train and travel.

Calvin Lawrence is careful — as always — to make the point that "I can't sit down and say for a fact that this was racial. But, in all honesty, I have to include that in the equation."

But the boxing incident was only one small part of the equation that had taken shape in Lawrence's mind by then. "Life is basically made up of perceptions," he begins, "and my perception — call it a gut feeling, a sixth sense — was that advancement for blacks on the Halifax police force was going to be very long in coming. I'm not saying it was a conspiracy and I'm not saying it's something anybody said, but my perception was that blacks were not on the fast track for advancement."

Deciding he wanted a career with the possibility of advancement rather than just a job, Lawrence resigned and — on Jan. 5, 1978 — joined the RCMP.

Lawrence's RCMP career has taken him from rural Newfoundland "where you got a sense of personal accomplishment because you knew the people who needed you and you dealt with them directly," to downtown Toronto where he served on the local drug squad, to Ottawa where in 1989 he became a member of the elite training unit in the VIP security group assigned to protect the prime minister and other dignitaries.



LAWRENCE: "I can't sit down and say for a fact that this was racial."

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the Spectrum

Vol. 21 No. 11

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APPENDIX B

"I made a difference!" CPL Sergeant says after racism complaint vs RCMP is settled

A 27 year veteran of the RCMP who used to be part of Prime Minister Chretien's security detail, is back on the force after two years fighting racial discrimination. The Canadian Human Rights Commission (CHRC) was finally able to mediate a settlement of his case last month.

CPL Sgt. Calvin Lawrence wrote Prime Minister Paul Martin, Solicitor-General Wayne Easter and then Multiculturalism Minister Jean Augustine about racial discrimination he says has blocked his promotion in the force. *Transfer to Ottawa*

In his March 26 letter to the Prime Minister, Sgt. Lawrence said he was informing him about the racial discrimination he had suffered and he asked, "Who, sir, do you hold responsible for destroying my career?"

CPL Sgt. Lawrence, 55, was on paid leave from the RCMP while the Canadian Human Rights Commission investigated his complaint.

His letter to the Prime Minister had said that RCMP members were being promoted while they were under investigation by the CHRC.

"I can only assume that the RCMP members involved were rewarded for their actions with promotions and that an internal investigation is not warranted due to racial discrimination in the RCMP being acceptable."

He also complained of unethical treatment by some members of the RCMP.

"I have been lied to, my memos ignored, and deceived. Two RCMP members who I have accused of these actions have been promoted. The Officer who represented the RCMP in my unsuccessful mediation was himself the subject of a Human Rights Complaint of racial discrimination in which a tribunal was ordered."

A 7th generation Black Canadian, Mr. Lawrence was a Halifax City Police Officer from 1969 to 1978 at which time he

resigned and became a member of the RCMP.

On September 24, 2002, Sgt. Lawrence issued the following message:

"On January 20, 2002, I embarked on a painful journey for justice and correctness in Policing. I accused my employer, The Royal Canadian Mounted Police (RCMP) of Racial Discrimination and lodged a complaint with the Canadian Human Rights Commission.

"The complaint has been mediated and a settlement agreed upon. The details of the settlement must remain confidential."

"I had a great deal of time to ponder my situation during this conflict. When I went to bed at night I would think: If they knew my father (6th generation Black Canadian) was wounded in World War II, would they have treated me in this negative manner? Would they have sent joking e-mails if they knew I was grieving my mother's sickness followed by her death? Did they go home to their families and brag how they destroyed my career? Did it make them feel powerful to do what they did? I know that I will never have the answers to those questions.

"I do know however, that I conquered isolation, anger, fear and defeat. Today I know that anything is possible if I demonstrate courage. Today, I stand for something!

"Today, I made a difference!"

APPENDIX C

Ex RCMP officer's book on racism

By RON FANFAIR



A retired Royal Canadian Mounted Police (RCMP) officer believes he was denied promotions because of his skin colour and the unyielding position he took on becoming an advocate for visible minorities within the national police service.

Nevisian-born Lynell Nolan, who took early retirement in January 1998 a decade after he was promoted to the rank of Corporal and eight years after he was assessed as eligible for promotion to Sergeant, makes the startling revelations in his new book *Being Black in Scarlet*.

The book provides an inside look at the inner workings of the RCMP and the struggles encountered by visible minorities who challenge perceived racial practices and policies.

"My time in the RCMP taught me many valuable life lessons," Nolan told Share while in Toronto recently for the Association of Black Law Enforcers (ABLE) gala awards banquet. "Among the most important was the importance of treating people fairly and with respect. Injustice and discrimination are dangerous weapons, and the wounds they inflict last a very long time."

Nolan said that the Promotions Board "seemed to favour those who socialized with them and those who were subservient." For many years, he said he was denied the recommended promotion because "of what they claim was a lack of documented supervisory experience."

"Subsequent efforts and a transfer to another section where this documented supervisory experience could be obtained did not yield the expected results," he wrote. "At the final review where annual assessments were used as the criteria for promotion, my file went before the board with two years of assessments missing."

"This happened because my supervisor refused/neglected to complete the assessments on time."

A founding member of the ABLE and chair of the first four annual awards ball, Nolan worked tirelessly to bridge the gap between the Black community and law enforcement.

He says he has no regrets for taking a principled position in working to advance the rights of visible minorities.

"By becoming an advocate, I knew it was going to affect me moving up in the RCMP," admitted Nolan who began his police career with the Royal St. Christopher-Nevis-Anguilla Force where he spent seven years before emigrating to Canada in 1972. "I however have no regrets that I took that position because I have seen some changes."

"...More Blacks and other visible minorities now have a place in the organization. They also have a voice. I do not take all the credit for this, but I know that my actions in some way contributed to this empowerment."

Despite the challenges, Nolan said he was proud to have been part of what he believes is one of

APPENDIX C

the best police forces in the world.

"The RCMP is not a perfect organization," he points out. "There are many issues that need to be acknowledged and changed."

After arriving in Canada, Nolan lived in Ottawa and was employed with a private investigative service for a year before joining the RCMP in November 1973. Following his training in Saskatchewan, he was transferred to the Richmond Township Detachment in British Columbia where he performed general duties in uniform for nearly three years.

Nolan spent most of his time with the RCMP working in Toronto in various areas, including the Immigration Task Force, Executive Diplomatic Service and the Commercial Crime Section.

After retiring from the RCMP, he returned to Nevis to work as a security director at a public firm. Two years ago, he joined the Nevis Assembly as a nominated member.

Nolan is not the first Black officer to speak out against racism in the RCMP.

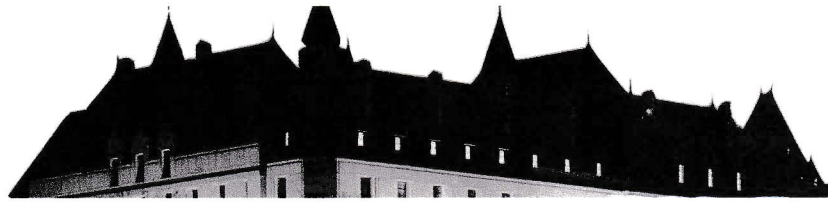
Corporal Calvin Lawrence, a 25-year veteran of the RCMP, launched a racism complaint against the force after failing to receive a promotion despite securing several commendations.

The two parties have reached a settlement pending approval by the Canadian Human Rights Commission.

And, a Canadian Human Rights Tribunal is hearing the case of former RCMP Constable Jean Luc Morin who says he was treated so badly by the organization that he was forced to quit.

Budgetary constraints forced the Canadian Human Rights Commission to abandon its initial commitment to fund his complaint, leaving Morin to fend himself against the RCMP.

(21)



The FCA Finds Racial Discrimination By The RCMP In Tahmourpour v. Canada (AG)

BY ALLISON MACISAAC · JULY 28, 2010

Iranian-born Canadian Ali Tahmourpour has finally found success with respect to his discrimination complaint at the Federal Court of Appeal (2010 FCA 192 (<http://www.canlii.org/en/ca/fca/doc/2010/2010fca192/2010fca192.html>)). Last week, a panel of three justices decided that, ten years ago, Tahmourpour was dismissed from the Royal Canadian Mounted Police ("RCMP") as a result of racial and religious discrimination. Tahmourpour will now be permitted to re-enroll in the RCMP and will also receive substantial damages, including lost salary commensurate with potential promotions, pain and suffering and special compensation.

Background

In July of 1999, Ali Tahmourpour began training at the RCMP Training Academy in Regina, Saskatchewan. Shortly after, Tahmourpour allegedly suffered discrimination after requesting to wear a religious pendant during physical education (where no jewelry was allowed). His leader, Sergeant Hebert, in a derogatory manner, announced to the class that Tahmourpour was an exception to this rule and would be allowed to wear the necklace. In addition, a Corporal Boyer allegedly discriminated against him based on ethnic origin by commenting on Tahmourpour's Persian signature style, and was verbally abusive and hostile towards Tahmourpour.

A performance evaluation was conducted on September 8, 1999 outlining communication deficiencies, which Tahmourpour attributed to discriminatory treatment he received during training. An incident where Tahmourpour's pistol was improperly cleaned was also referenced in the evaluation, which Tahmourpour challenged, citing that Corporal Boyer's assessment was flawed due to the Corporal's prejudice against Tahmourpour's ethnicity and religion.

Shortly after, Tahmourpour's training contract was terminated. In December of 2009, a recommendation was made that he not be permitted to re-enroll in RCMP training.

In 2001, Tahmourpour filed a complaint with the Canadian Human Rights Commission against the RCMP, alleging violations of sections 7 and 14 of the *Canadian Human Rights Act* (<http://www.canlii.org/en/ca/laws/stat/rsc-1985-c-h-6/31718/>). (“CHRA”)

The relevant sections of the CHRA state:

“ 7. It is a discriminatory practice, directly or indirectly,
(a) to refuse to employ or continue to employ any individual, or
(b) in the course of employment, to differentiate adversely in relation to an employee
on a prohibited ground of discrimination.

15. It is a discriminatory practice,
(a) in matters related to employment,
to harass an individual on a prohibited ground of discrimination.

Tahmourpour’s complaint resulted in a hearing before the Canadian Human Rights Tribunal (“CHRT”) in 2007. The Tribunal concluded that he had experienced adverse discrimination, and ordered that the RCMP take remedial action. On appeal to the Federal Court for judicial review, the court set aside the order of the CHRT, referring the complaint back to the CHRT for a re-hearing. The case at hand dealt with Tahmourpour’s appeal of that judgment.

The Federal Court of Appeal Disagrees with the Federal Court

At the Federal Court (2009 FC 1009

(<http://www.canlii.org/en/ca/fct/doc/2009/2009fc1009/2009fc1009.html>), Zinn J. found that the complainant rested on Tahmourpour’s feelings, stating that, “A finding of discrimination must require more than just a complainant’s own perception that he has been identified as different.” Tahmourpour contended the Federal Court judge erred in coming to this conclusion, citing multiple reasons in his submission. For this post, I focus on two.

1) The FCA Held That The Federal Court Used the Improper Standard of Review

Tahmourpour argued that the judge erred by relying on *Dunsmuir v. New Brunswick*, 2008 SCC 9 (<http://www.canlii.org/en/ca/scc/doc/2008/2008scc9/2008scc9.html>) as authority for the proposition that the standard of review for CHRT decisions is reasonableness for findings of fact, and correctness for questions of law. Sharlow J.A., writing for an unanimous Federal Court of Appeal, disagreed, stating that most elements of a CHRT decision (including questions of law) are judged on the

standard of reasonableness – *Toronto (City) v. C.U.P.E., Local 79*, 2003 SCC 63 APPENDIX D
(<http://www.canlii.org/en/ca/scc/doc/2003/2003scc63/2003scc63.html>) . Though it was not explicitly written in her reasons, Sharlow J.A. in fact reconciled her decision with *Dunsmuir*, which supports the proposition that a flexible and pragmatic approach may be taken with questions relating to the appropriate standard of review.

The court also reiterated that the role of the court, where a judge has not chosen the correct standard of review, is to consider an application *de novo*. (*Dr. Q. v. College of Physicians and Surgeons of British Columbia*, [2003] 1 S.C.R. 226
(<http://www.canlii.org/en/ca/scc/doc/2003/2003scc19/2003scc19.html>)).

2) The FCA Confirmed The Test For Adverse Differential Treatment

This ground of appeal stemmed from Tahmourpour's assertion that he suffered adverse discrimination from a remark made about his religious pendant during physical education training. Tahmourpour claimed differential treatment occurred then, as well as for days *after* the incident. The court was tasked with considering how "adverse discrimination" is established. At the Federal Court, Zinn J. held that, absent evidence that Tahmourpour was treated differently as a result of the announcement, no adverse differential treatment could be established. Zinn J.'s conclusion was based on an understanding that the complaint was substantiated solely by Tahmourpour's perception he had been treated differently. Sharlow J.A. disagreed, stating that a contextual approach was required to determinations of adverse discrimination.

The contextual approach set down by Sharlow J.A. requires a claimant's perception of differential treatment to be considered in light of the factual context. These contextual factors are considered and compared to the claimant's subjective perception of differential treatment. The judge took into account:

1. The RCMP Dress and Hygiene Instructions
2. The fact the announcement was made at the first training session
3. The fact it resulted in Mr. Tahmourpour being immediately singled out from the other cadets
4. The fact it resulted in Mr. Tahmourpour being questioned, uncomfortably, over a couple of days, about his religious practices
5. A RCMP Sergeant admission that it would have been better to publicly inform cadets about the rule and exceptions without mentioning any names.

After adopting this contextual approach, Sharlow J.A. stated, "I conclude that it was reasonable for the Tribunal to conclude, as it did, that Mr. Tahmourpour's complaint about Sergeant Hebert's

announcement was substantiated. I would allow the appeal on this issue.”

APPENDIX D

By the court’s own admission, this ground of appeal was “minor” in comparison to the rest of Tahmourpour’s complaint. On its own, this ground would not have justified a remedy apart from altering the RCMP training protocol. However, regardless of the relatively unimportant status of this ground of appeal in the entire decision, I am concerned this specific issue may leave the public confused as to the rules surrounding human rights complaints. While it was appropriate for the judge to use a contextual approach, the decision does not outline if each factor should be weighted equally, or what might be done in the case of conflicting contextual factors.

In complaints like the ones in question, it would be useful to have a more in-depth, clear description outlining the ideal use of a contextual approach. In my opinion, the factor where Tahmourpour stated he was singled out and questioned by fellow cadets would, ideally, be weighted more heavily.

But, what if a contextual factor is unsubstantiated?

I am left wondering what the appropriate action is if one of the contextual factors in the analysis lacks supporting evidence, as it did in this case. By his own admission at the CHRT, Tahmourpour was unable to present evidence from fellow trainees that he was treated differently after the fact (Factor number 4, see above). While the CHRT decision explored the possibility that Tahmourpour may have been questioned about his religion by other cadets, no evidence apart from his own testimony was presented that he was made uncomfortable by fellow trainees. Does that mean this factor was (and should be) weighted less heavily? Or, did the court consider his lone testimony sufficient? It would be helpful to have guidance in matters such as these.

Conclusion

The Federal Court of Appeal should have provided a more in-depth account of their reasoning with respect to adopting a contextual approach to allegations of adverse differential treatment. No doubt this is due to their opinion that the incident in question was not a significant ground of appeal. However, the rest of the reasoning’s made a clear case as to why Tahmourpour did receive discriminatory treatment and will act as a convincing warning to employers in stereotypically “tough” professions to tread carefully when it comes to characteristics such as race and religion.

Tags: Judicial review RCMP

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RCMP, instructor settle human rights complaint

Last Updated: Tuesday, May 20, 2008 | 5:49 PM CT Comments 1 Recommended 13
CBC News

A settlement has been reached in the case of an RCMP instructor at the Training Academy who launched a human rights complaint over his treatment by the force.

Sgt. Yarinder Brar, who is of East Indian origin, alleged he suffered harassment and discrimination from other officers during the four years he worked as an instructor at the facility in Regina.

He also claimed his advancement in the force was curtailed because of his background.

The case went before a human rights tribunal earlier this month, but the process wrapped up early when a settlement was reached.

Brar, who has been on leave, will return to working with the RCMP in a few weeks. He has received an apology, according to his lawyer, Paul Champ.

"Visible minorities do have a place in the RCMP and I hope that the RCMP continues to reflect the reality of Canada," Champ said. "I hope that one day we'll have an RCMP commissioner who is a visible minority. I hope that my client's cases are but a small step towards that."

It wasn't Brar's first complaint. An earlier case involved the display, in RCMP offices, of posters that he said mocked his background. That case was also settled.

The current complaint took six years to get to a hearing. Details of the settlement haven't been made public.

Brar is also linked to an unrelated discrimination complaint against the RCMP — he was a witness for a cadet who recently won compensation for harassment. The RCMP is appealing that case.

The force wasn't commenting Tuesday about either case.

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Commissioner's mandate letter

APPENDIX F

Brenda Lucki, Commissioner
Royal Canadian Mounted Police
RCMP National Headquarters
73 Leikin Drive
Ottawa ON K1A 0R2

Dear Commissioner Lucki:

Congratulations on your appointment as the 24th Commissioner of the Royal Canadian Mounted Police (RCMP). As Commissioner, you have a key role in ensuring that the RCMP are keeping Canadians safe, and safeguarding Canadians' rights and freedoms in an open, inclusive, and democratic society. Canadians deserve a police service which reflects our shared values and the diversity of Canada, from coast to coast to coast. In May 1873, the Parliament of Canada established the RCMP and Canadians are proud to celebrate this 145 year history. You will be building on the existing strengths of the RCMP and its members and employees; you will be leading a world-class organization, unlike any other.

Open and Accountable Government (2015) recognizes that the integrity and coherence of government activities depend strongly upon Ministers' ability to coordinate their respective portfolios in an integrated way while respecting any necessary operational independence. Section 5(1) of the *Royal Canadian Mounted Police Act* provides that, under the direction of the Minister, the Commissioner has the control and management of the RCMP and all matters connected to the Force. I want to be clear that the Government of Canada recognizes and respects that police independence underpins the rule of law and ministerial direction cannot infringe on the independence of the RCMP in the exercise of police powers in criminal investigations. In exercising the authorities conferred upon me in the *Department of Public Safety and Emergency Preparedness Act*, section 5, I will rely on your advice and input to help me establish strategic priorities for the RCMP and to anticipate and manage issues that affect public safety or the soundness of the organization.

In leading one of Canada's oldest and most prestigious institutions, your role will be to reinforce the very best of the RCMP and to support the organization through a period of transformation to modernize and reform the RCMP's culture. This transformation includes continuing to ensure the health and safety of RCMP employees and members are protected, including from harassment and violence in the workplace, and enhancing its role in reconciliation with Indigenous Peoples. Ultimately, these actions will bolster the efficacy, the credibility and the trust upon which the RCMP's authority depends.

I have great confidence in your ability to lead the RCMP through a transformation of its culture and management practices. Innovative governance is an enabler of cultural change and I look forward to hearing your views on ways to enhance the RCMP's internal and external governance structures and practices. You will want to ensure that the RCMP is well managed and that it efficiently and effectively delivers policing services based on appropriate priorities while keeping Canadians safe and protecting their civil liberties.

In support of culture change, you will need to prioritize that the RCMP is free from bullying, harassment, and sexual violence, including a comprehensive response to the underlying issues identified in recent reviews undertaken by the Civilian Review and Complaints Commission for the RCMP and Sheila Fraser. Part of that work will also be leading the organization through the unionization of regular members and reservists and engaging constructively with a new bargaining agent.

A priority will also be to implement measures that address mental health and wellness across the RCMP, including the issues identified in the 2017 Spring Report from the Auditor General of Canada on Mental Health support for employees.

I know you will continue to act and lead the RCMP in a manner that supports our continued efforts for a renewed, nation-to-nation relationship with Indigenous Peoples, based on recognition of rights, respect, co-operation, and partnership given the current and historical experiences of Indigenous Canadians with policing and the justice system.

I would encourage you to foster a collaborative and cooperative working relationship with all stakeholders and partners including the RCMP's civilian review bodies, the new National Security and Intelligence Committee of Parliamentarians and other national security review bodies, Public Safety Portfolio agencies, and other federal departments and agencies.

It is important that Canadians see themselves reflected in the people that police them. To that end, I would encourage you to ensure that the RCMP is representative of Canada's diverse population, including gender parity, and that women, Indigenous Peoples and minority groups are better reflected in positions of leadership.

The presence of the RCMP in our communities is a vital component of both our public safety and our national security. At its best, the RCMP embodies what Canada and Canadians aspire to be: upstanding, loyal and committed to the pursuit of justice.

The RCMP must be a modern organization that reflects Canadian values and culture, and has the trust, confidence and the enthusiastic support of the people they serve.

As a proven leader with almost 32 years of service in the RCMP, there is no question you are equipped to keep our communities safe and secure and to transform and modernize the RCMP. As the Commanding Officer of Depot, your commitment to ensuring cadets receive the best possible

training – including on diversity, inclusion and a respectful workplace – and your work to improve the relationship between Indigenous communities and the RCMP in northern Manitoba are important building blocks upon which to strengthen the foundation and set a new course for the RCMP.

Know that you have my support to advance measures to address your key mandate priorities and I look forward to a productive and collaborative working relationship.

Yours sincerely,

The Honourable Ralph Goodale, P.C., M.P.

Minister of Public Safety and Emergency Preparedness

Date modified:

2018-05-07

APPENDIX 4

Politics

Systemic racism exists in RCMP, Trudeau argues – after commissioner says she's 'struggling' with the term

Commissioner Lucki says RCMP doesn't have a systemic racism problem

Catharine Tunney · CBC News · Posted: Jun 11, 2020 11:56 AM ET | Last Updated: June 11



Prime Minister Justin Trudeau said today that systemic racism is an issue right across the country in all our institutions, including within the RCMP. (Valerie Zink/Reuters)

comments 

Prime Minister Justin Trudeau said today the RCMP and other police agencies

across the country have a problem with systemic racism — a day after RCMP Commissioner Brenda Lucki said she's "struggling" with the term and denied racism is entrenched within the organization.

"Systemic racism is an issue right across the country, in all our institutions, including in all our police forces, including in the RCMP. That's what systemic racism is," said Trudeau when asked about Lucki's comments by reporters during a news conference in Ottawa this morning.

"In many cases it's not deliberate, it's not intentional, it's not aggressive, individual acts of racism, although those obviously exist. It is recognizing that the systems we have built over the past generations have not always treated people of racialized backgrounds, of Indigenous backgrounds, fairly through the very construction of the systems that exist."

Calls to change policing to better protect racial minorities are reverberating across the country.

During an interview with the CBC's Rosemary Barton on Wednesday, Lucki — who was appointed by the Liberal government in 2018 — was asked directly if there is systemic racism in policing in Canada.

Watch: Trudeau questioned about systemic racism in the RCMP

Prime Minister Justin Trudeau says he believes systemic racism is an issue in institutions across Canada, including police forces and the RCMP. 2:50

"That is an interesting question because in the last couple of days I have honestly heard about 15 or 20 definitions of systemic racism," she said.

"If it refers to an unconscious bias that exists ... we definitely have that in the RCMP and we are not immune to it at all. There are times when our members don't act in accordance with our core values, which includes racism, and it's those times that we have to make sure that that doesn't happen."

Lucki was asked a similar question by other news outlets during back-to-back interviews yesterday, in response to renewed allegations against Mounties of discrimination and excessive use of force.

- [Trudeau has 'serious questions' after watching video of Chief Adam's arrest](#)
- [VIDEO RCMP dashcam video shows officer tackling, punching Chief Allan Adam during arrest](#)
- [Five years on, Trudeau's vow to build a diverse public service still unfulfilled](#)

She also told [Global News](#) she is "struggling with the definition of systemic racism" and then [later told the Globe and Mail that](#) "if systemic racism is meaning that racism is entrenched in our policies and procedures, I would say that we don't have systemic racism."

Trudeau said some Canadians are now recognizing what many Indigenous Canadians and racialized Canadians have known for a long time — "that there is systemic discrimination right across our country, in every part of our country, and in our institutions."

Watch: RCMP head clarifies comments on systemic racism

What is the definition of systemic racism? The head of the RCMP says that may be at the centre of

"I have confidence in Commissioner Lucki and I know that the changes that she has already begun to bring to our national police force, and the work that we're going to be doing together in the coming months, is going to make a huge difference in combating systemic racism and reducing it in this country."

'The RCMP is a racist institution:' May

Lucki's comments followed controversial statements by the RCMP's deputy commissioner in Alberta, where officers are being questioned about their use of force following allegations they abused an Indigenous chief during an arrest last March.

"I don't believe that racism is systemic through Canadian policing," [Deputy Commissioner Curtis Zablocki](#) said during a [news conference in Edmonton on Monday](#), when asked about protests in the United States over the death of George Floyd and debates over police violence around the world.

- [Boushie family lawyer among voices condemning top-ranking Mountie's denial of systemic racism in policing](#)
- [RCMP commissioner vows to review use of controversial neck hold restraint](#)

"I don't believe it's systemic through policing in Alberta," he said.

Lucki has since spoken to Zablocki and said he misinterpreted the term "systemic racism".

"His intention was to simply say that, you know, if there is racism, he didn't believe it in his thoughts that it was rampant across the organization," she said.

APPENDIX 6

Watch: 'I think the RCMP is a racist institution,' says May

Green MP Elizabeth May says she feels she was arrested "nicely" during a Kinder Morgan protest in 2018 because she's white, compared to how the RCMP has dealt with Indigenous protesters in recent years.
1:38

Over the weekend, Chief Allan Adam of the Athabasca Chipewyan First Nation in Alberta alleged that he was beaten by RCMP officers back in March when police stopped him for an expired licence plate in Fort McMurray. That arrest is now under review.

Just a few days earlier, a video appearing to show an RCMP officer in Nunavut [using his truck's door to knock a man over](#) before arresting him spurred outrage. That incident is also under review.

"From the outside looking in, I have to be honest, it does not look like a reasonable response," Lucki said in reference to the Nunavut arrest.

Indigenous Services Minister Marc Miller said he won't pass judgment on the commissioner's comments, but will be watching to see what she does next.

- **EXCLUSIVE** [RCMP violence against Inuit happening because few are stopping systemic racism, Indigenous leaders say](#)

"I will not judge the commissioner on a series of interviews that she made yesterday. I'll judge on promises she made to Indigenous peoples when it comes to my portfolio," he said.

"We must acknowledge that there is institutional racism in Canada. The RCMP is not immune, nor is any organization, and that re-examination requires a tremendous amount of education and self-awareness, frankly."

APPENDIX 4

"This will take tough leadership within the RCMP, but I think indeed most officers will welcome it."

The Green Party's Parliamentary leader Elizabeth May called the force a "racist institution" and said she feels she was arrested "nicely" during a Kinder Morgan protest in 2018 because she's white.

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APPENDIX 4

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Systemic racism exists in RCMP, commissioner admits after backlash



By [Kerri Breen](#) • Global News

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WATCH ABOVE: RCMP Commissioner says 'unconscious bias' exists in the RCMP, struggling with definition of systemic racism within force

RCMP Commissioner [Brenda Lucki](#) is expressing regret for not acknowledging systemic racism within the police force after her recent comments sparked widespread criticism.

“During some recent interviews, I shared that I struggled with the definition of systemic racism, while trying to highlight the great work done by the overwhelming majority of our employees,” she [said in a statement](#) Friday.

READ MORE: [Trudeau defends RCMP head, says many Canadians ‘struggling’ with idea of systemic racism](#)

“I did acknowledge that we, like others, have racism in our organization, but I did not say definitively that systemic racism exists in the RCMP. I should have.”

3:42

George Floyd protests: Trudeau decries violence again

[George Floyd protests: Trudeau decries violence against Black, Indigenous Canadians](#)

Systemic racism, she said, is part of every institution including the RCMP, and historically as well as today, the force has “not always treated racialized and Indigenous people fairly.”

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Policy on Legal Assistance and Indemnification

Establishes the framework to provide legal assistance and indemnification to Crown servants and matters greatly for the protection of the Crown's interest, the fair treatment of its employees, and the effective management of an organization.

Date modified: 2020-04-09

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► **1. Effective Date**

► **2. Application**

► **3. Context**

► **4. Definitions**

► **5. Policy Statement**

▼ **6. Policy Requirements**

6.1 Approval authorities are responsible for:

6.1.1 Decision making: Making decisions to approve or not approve requests for legal assistance and indemnification from Crown servants, within the scope of authority as set out in Appendix A. Decisions in respect to a request for legal assistance or indemnification are the responsibility of the approval authority for the organization where the incident giving rise to the request first arose.

6.1.2 Timely response: Ensuring timely responses to Crown servants who are requesting legal assistance or indemnification under this policy, and for ensuring that claims or threats of suits are acted upon quickly and that dispute resolution mechanisms are considered, as appropriate.

6.1.3 Eligibility: In making a decision on whether to approve a request for legal assistance or indemnification, ensuring that the Crown servant meets:

- the three basic eligibility criteria as described in 6.1.5; or
- the exceptional circumstances as described in 6.1.8; or
- the two qualifying criteria pertaining to parliamentary proceedings, commissions of inquiry, inquests or other similar proceedings as described in 6.1.9; and
- the requirements set out in Appendix B.

APPENDIX H

The approval authority may seek the advice of any officials who may have knowledge of the facts, as well as the legal advice of the Department of Justice Canada prior to making this decision. The decision should be made before legal counsel engages with the Crown servant to avoid a potential conflict situation, which would be detrimental to the interests of both the Crown servant and the Crown.

6.1.4 Initial presumption: In assessing the requests of Crown servants, presuming initially that they have met the basic eligibility criteria as described in 6.1.5 unless or until there is information to the contrary.

6.1.5 Three basic eligibility criteria: In considering Crown servants for legal assistance or indemnification, determining whether the Crown servant:

- acted in good faith;
- did not act against the interests of the Crown; and
- acted within the scope of their duties or course of employment with respect to the acts or omissions giving rise to the request.

6.1.6 Legal assistance: Deciding whether to approve legal assistance requests of Crown servants who meet the three basic eligibility criteria in the following situations:

- when they are sued or threatened with a suit;
- when they are charged or likely to be charged with an offence;
- when they are named in a legal action or under threat of being named in a legal action; or
- when they are faced with serious personal liability before any court, tribunal or other judicial body.

6.1.7 Indemnification: Providing indemnification when the Crown servant meets the three basic eligibility criteria as described in 6.1.5.

6.1.7.1 Pre-approval of monetary settlement: Deciding whether to pre-approve a monetary settlement of a claim or an action made or brought against a Crown servant based on the Department of Justice Canada's recommendation.

Wednesday July 26th 2017

Leaving the RCMP

To Assistant/Comm. Jane Allemekinders

I write to your office today to advise that I will be leaving the RCMP and have attached a copy of my signed 1733 which can be shared with my line officer Insp. Bruce Ward. This decision has been a very difficult one for me to make. I have done a lot of soul searching but today I remain unable to personally validate and defend any rationale to stay on anymore as a regular member in the RCMP.

I am still a proud 20 + year member of our national police force but cannot continue to work in an organization where I feel honesty, accountability, compassion and honour are no longer the core values of leadership at the most senior commissioned ranks of our RCMP.

This lack of leadership and accountability was clearly demonstrated recently by the actions and testimony of our past Commissioner and his direct reports at the Moncton trial for our fallen members in New Brunswick.

In my 20 + years of service I have helped and made a difference for thousands of people in the public, I was sworn to serve and protect in the myriad of successful investigations I have had conduct of and units that I been a part of.

I have also had the honour to assist thousands of my colleagues nationally during my service and have made a significant, irreplaceable, positive difference in their lives and that of their families as the national President of MPPAC.

We fought the most righteous of all fights for a unionized RCMP and won at the Supreme Court of Canada in 2015, against all odds; the federal government, senior management in the RCMP, and the SRR who now form the NPF.

I wrote to the CO's office on May 30th 2017, seeking a meeting in an attempt to bring closure to the significant harm that has happened to me personally and professionally along with many other members, as a result of a significant Privacy Breach, a Criminal Breach of Trust that the past Commissioner, the current interim Commissioner, several senior RCMP managers and health professionals committed in E' Division.

Several years since this occurred, there has been no closure to the egregious, unlawful actions taken by the past Commissioner, the interim Commissioner, past and current Health providers (working for the RCMP in E' Div) and several senior Commissioned officers some who have retired and others who still work in the RCMP today. I can no longer work for an employer who continues to fail when it comes to protecting its people and looking after their well being and safety.

In my career, I have encountered managers who continue to operate without any accountability or transparency and our organization continues to promote and advance these people. These self serving individuals are morally and ethically bankrupt and should not be in our organization. This is where we are continuing to fail our people, our RCMP and the Canadian public. This fractured leadership I believe, is leading to our demise as an organization. We can still save our organization but you need people who have the courage and vision to do what is needed to be done and it needs to be done yesterday!

I still believe that policing is a noble profession and will hold my head up high and remain proud of the difference I have made for the thousands of lives I have positively impacted during my career in the RCMP. This comes from making a difference for others, standing up for those who are unable to defend themselves, being accountable, respectful, honourable in my actions and 'Maintiens Le Droit' for others. It does not come from man made titles, nor nepotistic rewards of favouritism and promotion without merit in the rank.

I am proud of the legacy that I will leave behind in the RCMP. I have made a difference for our public, for our people and for the future of the RCMP. This is who I am, who I always will be and why I became a Peace Officer.

I wish you the very best in your career Jane.

With respect,

Rae Banwarie.
Regimental # 45888.

That which we are we are
The equal temper of heroic hearts
Made weak by time and fate but strong in will
To seek, to strive, to find and not to yield.

Alfred Lord Tennyson