

10-Point Program for Police Reform

1. End **racial profiling** (under whatever other name the police call it for now).
2. Implement **body cameras**.
3. **De-fund** mental health, wellness check, and suicide threat calls, and transfer to a civilian service.
4. **De-militarize**: give back/sell the armoured vehicle and ban the use of tear gas, pepper spray, or other chemicals at demonstrations or protesters.
5. **Training**: crisis intervention training should be at least 4 times a year, add cross-cultural mental health training, as well as implicit-bias and anti-racism training led by experts from equity seeking groups.
6. **Civilian review**: a local purely civilian (no former police) body including members of equity seeking groups with oversight, disciplinary powers, and the power to refer charges to the prosecutor; a purely civilian (no former police) ombudsperson with full access to police records and data.
7. **Publish data** on hate crimes (was done for two years), use of force by race data as required by the Anti-Racism Act (done), and race data of traffic stops/outcomes.
8. Increase **diversity hiring** to at least 15% of the recruiting class over three years and screen officers per the recommendation of the African Canadian Legal Clinic.
9. Two demands of the 8 Can't Wait campaign: require the **duty to intervene** against abuse or excessive force, prohibit shooting at moving vehicles.
10. **Include complaints** and concerns about excessive force in performance reviews.

How To Join or Support Us

Join us! We meet by Zoom every other week, or volunteer or join our email announcements list without meetings.
<https://nrara.org/how-to-get-involved/>



Donate: E-transfer to donate@nrara.org.
Donations are not tax-deductible.

What Others Say

"Well I just want you to know you and your team were very much appreciated and I am thankful you were all willing to be there for me." – Black person we supported targeted by their apartment superintendent.

"The presenters were willing to speak boldly and not shy away from challenging us, and while the content was wide-ranging it flowed well and was skillfully presented from both a base of researched knowledge and personal experience. Even in the process of first reaching out and planning the session together, the openness and engagement presented a clear message of invitation and welcome in digging into the challenging work of facing our blind spots and growing in anti-racism as 'co-conspirators'!" - Nathan Dirks, Action Pastor, Southridge Community Church

Founded in 2018 on the principle that anti-racism should be led by BIPOC people.



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Racism in Niagara

Police-reported hate crimes (not **all** hate crimes) in Niagara doubled from 10 to 21 over 2020-2021 (but up only 27% in all Canada) and doubled again to 41 in 2022.

But there have been ZERO prosecutions in Niagara, even with the vandalism of the Harriet Tubman Public School and a Caribbean restaurant in St. Catharines.

The Niagara Police's use of force against Black people is 9 times their share of the population, the second worst in Ontario and the same as Minneapolis (where George Floyd was murdered), which the US Department of Justice called discriminatory.

BIPOC people increased in Niagara from 12% to 16% of the population between the 2016 and 2021 censuses.

Black people and POC who recently moved here from the GTA tell us they have never seen the level of racism they experience in Niagara. Racism is a bigger problem here than many people would like to think it is.

There are 18-20 identified extremist hate groups in Ontario.

Our Background and History

We were founded in 2018 by a Black cis-woman and two Black and South Asian trans folks, on the principle that anti-racism should be led by BIPOC people.

Our members are from across Niagara and have generally been half BIPOC and half white. We meet online every other week.

Some Of Our Past Work

We re-started Emancipation Day with a raising of the pan-African flag at St. Catharines City Hall in 2019.

Our campaign led to separate anti-racism and LGBTQ+ advisory committees at the City of St. Catharines and a separate anti-racism advisory committee in Niagara Falls instead of one "catch-all" diversity committee. We helped stop Niagara Falls from folding its anti-racism advisory committee into its diversity committee. We got Niagara Region to vote for separate anti-racism and LGBTQ+ advisory committees, but they later reneged.

For two years the Niagara Regional Police met our demand of publishing hate crime details: what, where, when, and which protected group was targeted.

We spoke at municipal councils against police at public beaches and to shift the police budget to civilian responders.

Our Campaigns

Individual cases: we support people experiencing racism, ranging from referrals of free services, visiting them for visibility, escort during walks, media coverage, and public demonstrations.



From a rally in Fort Erie protesting an anonymous violent threat to a Black family (2021)

Employment equity: we want employers to invite employees and applicants to self-identify to track diversity, and remove barriers in interviews.

Municipal advisory committees: municipalities have a role in anti-racism.

Public forums: we work with partner organizations on anti-racism forums.

Workshops: on anti-racism, for hire.

Issue campaigns: e.g. stop Jeff Dunham, St. Catharines should not back away from removing the Watson Statue. (see back panel for **police reform**)

We've got local racism covered by Canada and local print, web, TV, and radio news.