

Southern Chiefs' Organization

**FIRST NATION
EXPERIENCES OF
RACISM IN
POLICING**

SURVEY REPORT 2021



EXECUTIVE SUMMARY

“ We have faced systemic racism for centuries now. It’s time for it to end. Indigenous lives matter, and we cannot take one more phone call or one more announcement of our people suffering or dying at the hands of the so-called justice system.”

SCO Grand Chief Jerry Daniels

As the Indigenous Lives Matter and Black Lives Matter movements grow in strength and awareness across Turtle Island, what has long been known to First Nation people is now beginning to be understood by Canadian society as a whole, police services, and the larger justice system have a serious and devastating systemic racism problem. The National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) drew attention to the issue of systemic racism in policing services and called for change in its Calls for Justice, released in 2019. Changes to address systemic racism continue to be needed.

In order to better understand the extent of racism in Manitoba’s police services and its impacts on southern First Nations, the Southern Chiefs’ Organization launched the SCO First Nation Experiences of Racism in Policing Survey, which was open to all First Nation citizens in Manitoba.

This report provides a snapshot of the experiences of First Nation people with racism in Manitoba’s policing system. Data collection and analysis for this report are organized into four sections: 1) Opinions on Police in Manitoba, 2) Interactions with Police in Manitoba, 3) Experiences of Racism from Police, and 4) Impacts of Interactions with Police in Manitoba.

A total of 1033 responses were collected from the survey and a total of 741 respondents were found to fit the criteria that makes up the sample relevant to this report. Quantitative and qualitative data collected in the survey demonstrate the following key findings relating to the interaction between First Nation people and racism in Manitoba’s policing:



Opinions on Police in Manitoba:

- 88.4% (n = 590, N = 668) of respondents expressed their agreement with the statement: "Racism is a problem in policing in Manitoba."

Interactions with Police in Manitoba:

- 90.7% (n = 672, N = 741) of the participants stated they have had at least one personal interaction with police in Manitoba in their lifetime.
- 52.5% (n = 384, N = 731) of the respondents report feeling less safe when they see police.

Experiences of Racism from Police:

- 70.7% (n = 445, N = 629) of the respondents who indicated they have interacted with police reported that they have personally experienced racism when interacting with police in Manitoba.
- 81.2% (n = 562, N = 692) of respondents report having a First Nation family member who has experienced racism from police in Manitoba.

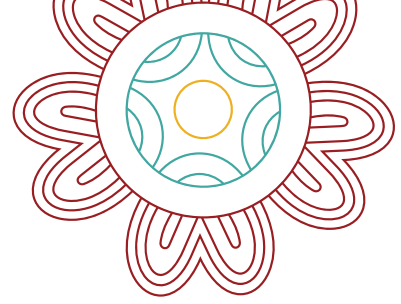
Impacts of Interactions with Police Manitoba

- 58.6% (n = 391, N = 667) of the participants indicated that they either often or always expect to face racism when interacting with police in Manitoba.
- 66.2% (n = 440, N = 665) of the participants indicated that they have avoided seeking help from police in Manitoba due to the effects of racism.

Through this survey, the participants share how racism in Manitoba's policing system is commonly experienced and the impacts of such racism on First Nation citizens is substantial. The prevalence of racism in policing increases the likelihood of First Nations having interactions with police, including being unfairly followed, stopped, questioned, searched, ticketed, and/or arrested by police. The report highlights survey data to provide more detailed insights into the relationship between First Nations and racism in Manitoba's policing system. Moreover, participants' direct quotes are included to illuminate the results of particular issues.

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INTRODUCTION

PURPOSE AND SCOPE

Prominent examples of racism in Canadian policing against Indigenous peoples have come to light in recent years. From the overrepresentation of Indigenous peoples in all levels of the justice system (Malakieh 2020), to the exponentially increased likelihood of being fatally shot by the police (Singh 2020), racism against Indigenous peoples is evident. The police shooting of J.J. Harper and the murder of Helen Betty Osborne sparked the Aboriginal Justice Inquiry in Manitoba. More than 20 years later, the shooting deaths of Eisha Hudson, Chantel Moore, and Rodney Levi in just two months in 2020 have become synonymous with systemic racism, violence, discrimination, and injustice.

In Manitoba, the statistics are damning. Policing disparities between First Nations and others living in Manitoba is wide and widening. Particularly, 2016 statistics reveal that more than 60% of people who died in police encounters in Winnipeg from 2000-2017 were Indigenous,

even though only 10.6% of the Winnipeg population is Indigenous (Marcoux & Nicholson 2018). As well, 75% of adults admitted into custody are Indigenous and more than 80% of incarcerated minors in Manitoba are Indigenous, even though only 18% of adults and 20% of youth are Indigenous (Grabish & Monkman 2018). Most recently in April 2020, Winnipeg police shot and killed three Indigenous people over the span of just 10 days (Berman 2020).

Discussion of racism and attempts to reform policing gave impetus to the creation of a survey to investigate the extent and type of racism being experienced and observed by First Nation citizens in Manitoba. This report shares the results from the SCO First Nation Experiences of Racism in Policing Survey, and summarizes a snapshot of this racism. It provides examples of First Nation experiences when facing racism and the range of effects that racism in policing has on First Nation citizens.

ORGANIZATION OF THE REPORT

This report is organized into four sections as follows:

- **Section 1** introduces the purpose and scope of this study and the study context.
- **Section 2** describes the survey undertaken as part of this study and associated methods.
- **Section 3** details the survey findings, first by the demographics of the survey, the community experiences with racism in Manitoba's health care, and the effects of such racism.
- **Section 4** concludes the report with a brief summary of the findings.

METHOD

SCO SURVEYS ON RACISM IN POLICING

STRUCTURE

The SCO First Nation Experiences of Racism in Policing Survey consisted of primarily closed-ended questions with some open-ended questions as well. One thousand and thirty-three (1033) responses were received.

DELIVERY

The survey was open for just over six weeks and was administered online, using SurveyMonkey. The dates of completed survey responses ranged from February 25th to April 13th, 2021. Data was then exported to Excel where it underwent cleaning and analysis.

ANALYSIS

DATA CLEANING

After gathering the 1033 responses, a process of data cleaning was conducted to produce a subsample that met the target criteria for the report. Firstly, 164 respondents were removed from the sample due to the fact that they did not self-identify as First Nation. Of these 164 removed respondents, 58 of them self-identified as Métis. Seven of these responses were removed because no responses were given after the demographic section. A total of 51 Métis responses are summarized in Appendix Two.

One hundred and twenty-eight individuals were then filtered out for providing incomplete survey responses; this was defined as not having answered anything beyond the demographic survey questions (question three) at the beginning of the survey. In the end, a total of 741 respondents were found to fit the criteria that makes up the sample relevant to this report. The data analysis that follows focuses on these 741 respondents, although the number of total respondents will vary by question (as not all respondents answered every question).



QUALITATIVE DATA

In total, the respondents were provided with up to four opportunities to provide open-ended responses to questions depending on how they answered preceding questions. Firstly, the survey included one open-ended question at the end where all of the participants were asked: “Do you have any comments you would like to make on racism in policing in Manitoba?”

In addition, all of the participants were also provided two opportunities to provide “Other” answers to questions that may not have been included as an option in the preceding question. The first of these prompted immediately after the participants rated their level of agreement on a series of statements regarding police in Manitoba. Here, the survey simply gave the option to provide “Other” statements on police in Manitoba that may not have been included as an option in the preceding question. The second opportunity for an open-ended response was prompted immediately after the participants selected which negative experiences they have experienced in their interaction(s) with police in Manitoba. Here, the survey simply gave the option to provide “Other” experiences they have experienced in their interaction(s) with police in Manitoba that may not have been included as an option in the preceding question.

Lastly, if respondents answered ‘Yes’ to the question “Have you ever requested help from police in Manitoba?”, they were then asked “If yes, in the most recent request, did the police provide an appropriate response?” If the respondents answered ‘No’ to this follow-up question, they were then given the opportunity to specify why they felt the police did not provide an appropriate response to their request for help.

Some of the responses to these four opportunities for open-ended responses are quoted in the data analysis on the following pages as a means of illustrating the key sentiments and themes that emerged throughout the responses.





LIMITATIONS AND ASSUMPTIONS

At times in the survey, qualitative data was analysed and summarized into categories in order to create a visual representation of responses in a graph. It should be noted that while care and precision was given to ensuring that qualitative responses were accurately reflected in the categories assigned to them, a certain level of subjectivity is inherent in this process.

Further, a group of 80 respondents that did not provide a specific First Nation were included in the 741 respondents that were found to fit the criteria that makes up the sub-sample relevant to this report. These 80 respondents either did not answer the question of "If yes, what First Nation are you a citizen of?", or answered it in a way that was not specific (i.e. answered 'Winnipeg, answered 'Canada', answered 'Manitoba', etc.).

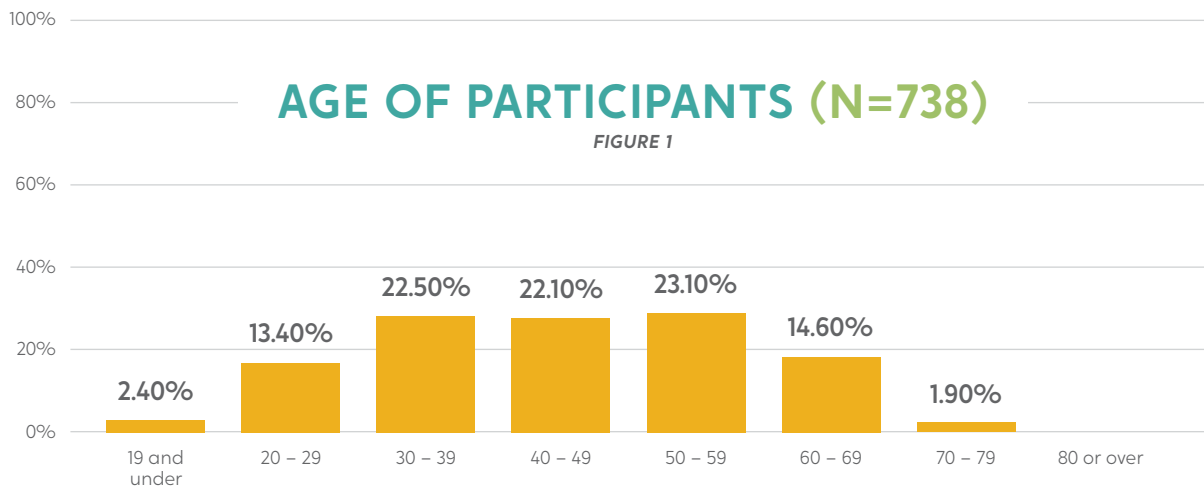
It should also be noted that 38 respondents were found to not answer any questions beyond question six of the survey. The reasoning for this is inconclusive, however, it should be acknowledged that question six is where the survey begins to ask respondents to elaborate on their personal experiences and interactions with police in Manitoba. It could be possible that participants avoided answering such questions to prevent a resurfacing of emotions and trauma experienced from previous personal interactions with police.

A total of nine (9) respondents appeared to be 'straightlining' (rushing through the survey clicking on the same response every time) in a manner that reflected unfavourably against the police. This being said, these responses may also simply reflect legitimate levels of dissatisfaction with police in Manitoba, as careful analysis of the responses that were identified as being most heavily unfavourable against the police was conducted to ensure that they were of the quality required to be included in the analysis of this report.

SCO SURVEY ON RACISM

DEMOGRAPHICS

To reiterate what is stated on previous pages, the data analysis of this report focuses on the 741 respondents of the SCO First Nation Experiences of Racism in Policing Survey. Of these 741 respondents, all of them identified as First Nation citizens. The participants were predominantly female (64.9%, n = 479, N = 738) and the ages of the participants ranged anywhere from under 19 years of age to over 70 years of age.



Data from community members from the following 76 First Nations are included in this study:

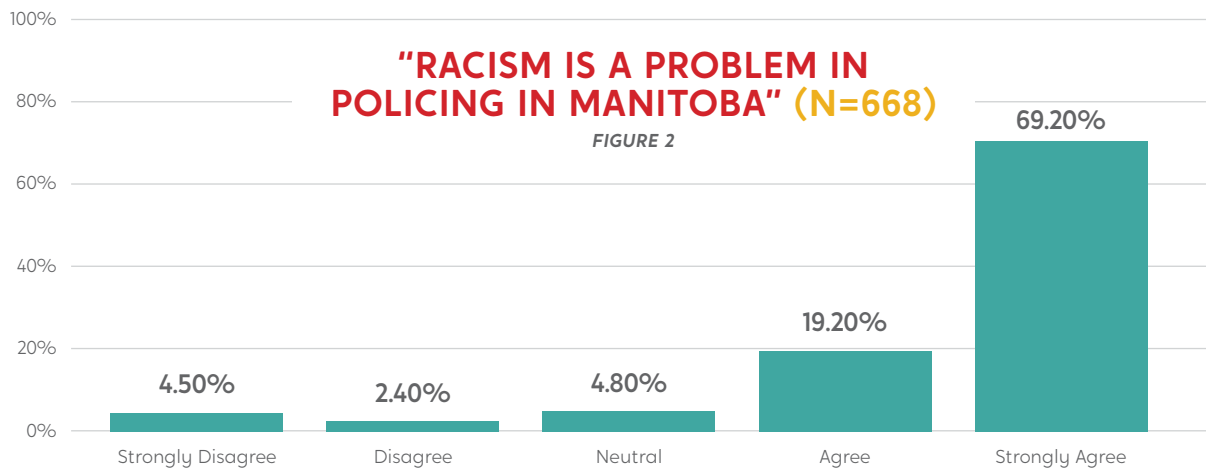
Bearskin Lake, Berens River, Big Grassy River, Big River, Birdtail Sioux, Black River, Bloodvein, Brokenhead Ojibway, Buffalo Point, Bunibonibee, Canupawakpa Dakota, Carry The Kettle, Chemawawin, Couchiching, Cowessess, Cross Lake, Dakota Plains, Dakota Tipi, Ebb & Flow, Fisher River, Gambler, Garden Hill, George Gordon, God's Lake, Hollow Water, Island Lake, Keeseekoowenin, Lac La Ronge, Lake Manitoba, Little Grand Rapids, Little Saskatchewan, Lake St. Martin, Long Plain, Mathias Colomb, Miawpukek, Misipawistik, Mosakahiken, Muskowekwan, Naotkamegwanning, Niisaachewan, Nisichayawasihk, Norway House, O-Chi-Chak-Ko-Sipi, Ojibways of Onigaming, Opaskwayak, O-Pipon-Na-Piwin Cree Nation, Peguis, Peepeekisis, Peter Ballantyne Cree, Piikani, Pinaymootang, Pine Creek, Poplar River, Rainy River, Rolling River, Roseau River, Sagkeeng, Sandy Bay, Sapotaweyak, Saulteaux, Sayisi Dene, Shoal Lake, Sioux Valley, Skownan, Squamish, St. Theresa Point, Swampy Cree, Swan Lake, Tataskweyak, Tootinaowaziibeeng, Wabigoon Lake, Wasagamack, Waywayseecappo, Wet'suwet'en, Williams Lake, and York Factory.

Note that all self-identified First Nation respondents are included in this report, and thus results are not exclusive to SCO member communities.



OPINIONS ON POLICE IN MANITOBA

All participants were asked if they agreed with the statement, “Racism is a problem in policing in Manitoba.” As shown in the graph below, the vast majority (88.4%, n = 590, N = 668) either agreed or strongly agreed with the statement, while only 6.9% (n = 46, N = 668) either disagreed or strongly disagreed.

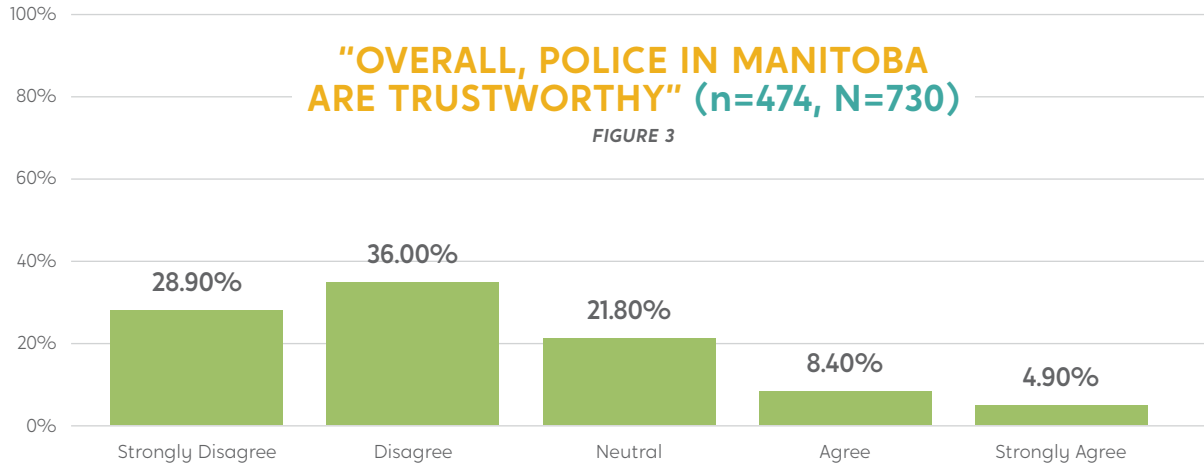


Further, all survey respondents were asked to provide their level of agreement with the following series of statements relating to police in Manitoba:

- A.** “Overall, police in Manitoba are trustworthy.”
- B.** “Overall, police in Manitoba deal fairly with First Nations.”
- C.** “Overall, police in Manitoba use force appropriately.”
- D.** “Overall, police in Manitoba are professional.”
- E.** “Overall, police in Manitoba are competent in their duties.”
- F.** “Overall, police in Manitoba respond quickly when needed.”
- G.** “Overall, police in Manitoba show empathy to victims of crime.”
- H.** “Overall, police in Manitoba take responsibility for their actions.”
- I.** “Overall, police in Manitoba are accountable for their actions.”
- J.** “Overall, police in Manitoba keep people safe.”

The varying levels of agreement with these statements are presented below.

POLICE IN MANITOBA ARE TRUSTWORTHY



The majority of respondents (64.9%, n = 474, N = 730) either disagreed or strongly disagreed with the statement that police in Manitoba are trustworthy. These feelings of distrust towards police in Manitoba were elaborated on by many in open-ended responses. Some examples of these sentiments are shown here:

“... I can only count maybe twice where police actually helped me, in 36 years in this city. I never sold or did drugs. I graduated from school, went to the (University of Winnipeg), lived downtown all my life and never did anything criminal, but the attitude I get from cops will ensure I never trust them.”

“They endanger First Nations people wellness by being untrustworthy ... who do we call to protect us when we need help?”



POLICE IN MANITOBA DEAL FAIRLY WITH FIRST NATIONS

The overwhelming majority of respondents indicated that police in Manitoba do not deal fairly with First Nation citizens, as 83.3% (n = 613, N = 736) either disagreed or strongly disagreed with the statement: "Overall, police in Manitoba deal fairly with First Nations." Some of the respondents explained this unfair treatment in further detail:

- ■ *If your skin color is brown you have no chance ... your[sic] guilty until proven innocent. They will even fight to prove you did it when you have proof, you weren't anywhere near the area."*
- ■ *I do not feel the Winnipeg Police are here to help Indigenous People. As an Indigenous [woman] with a partner who is a settler, I do not feel I would be treated the same if my partner was to call in a crime."*

POLICE IN MANITOBA USE FORCE APPROPRIATELY

Similarly, the vast majority of respondents (75.5%, n = 555, N = 735) either disagreed or strongly disagreed with the statement that police in Manitoba use force appropriately. Several respondents shared their personal instances of experiencing and witnessing excessive use of force from police:

- ■ *One officer choked me to the point where my feet were off the ground and I couldn't breathe during the choking the other officer punched me in the stomach to where again I gasped I couldn't breathe I did try to run away as I was scared [because] of what they did to me."*
- ■ *Winnipeg police beat my daughter almost broke her nose stomped her feet left my daughter hurt."*
- ■ *Winnipeg police pick up our Youth (Male) And drive them to undisclosed areas to beat them! They did this to my foster son. He was then taken to police station to be beat again."*

POLICE IN MANITOBA ARE PROFESSIONAL

Furthermore, the respondents mostly (64.1%, n = 471, N = 735) either disagreed or strongly disagreed with the statement that police in Manitoba are professional.

POLICE IN MANITOBA ARE COMPETENT IN THEIR DUTIES

Over half of the respondents indicated that police in Manitoba are incompetent in their duties, as 57.8% (n = 425, N = 735) identified that they either disagreed or strongly disagree with the statement: "Overall, police in Manitoba are competent in their duties." An example of these findings is shown here:

- ■ *Patronize and incarcerate. Incompetent, immature and are complicit in the many missing and murdered [I]ndigenous women cases. Promotes among compatriots and endorses toxic masculinity which only reinforces Canada's never-ending social conflicts that are deeply historically rooted."*

POLICE IN MANITOBA RESPOND QUICKLY WHEN NEEDED

The majority of respondents (62.4%, n = 459, N = 736) either disagreed or strongly disagreed with the statement: "Overall, police in Manitoba respond quickly when needed." Several of the respondents shared their first-hand experiences with police responding in untimely and inappropriate ways.

- ■ *My last interaction with the Winnipeg police was 20 years ago when we reported our sister missing. She was missing for over a week and when the police did show up, one of the attending officers said 'she's probably just on a bender or maybe she's sleeping it off somewhere.'"*
- ■ *My mother was murdered and the officer handling the call told me she had to call even though I explained to the officer that the man had ripped her phone off the wall and she had a [restraining] order against him. I tried to call from many different pay phones in the area and he would answer and hang up saying 'you again.'"*

POLICE IN MANITOBA SHOW EMPATHY TO VICTIMS OF CRIME

The respondents mostly indicated that police in Manitoba do not show empathy to victims of crime, as 69.7% (n = 513, N = 734) either disagree or strongly disagree with the statement that “Overall, police in Manitoba show empathy to victims of crime.” Many of the respondents elaborated on their experiences in being victim-blamed by police.

- “ I was arrested when I was the victim and asked for help.”
- “ When you’re native and have been the victim in a situation, they treat you poorly, and like it’s totally fine and you deserved it.”
- “ WPS have always treated myself/family members as if I/we are the criminal/person committing assault when we are the victims/one who called them for our own safety.”

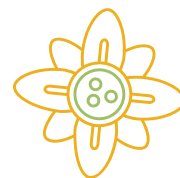
POLICE IN MANITOBA TAKE RESPONSIBILITY FOR THEIR ACTIONS

The overwhelming majority of respondents indicated that police in Manitoba do not take responsibility for their actions, as 82.3% (n = 606, N = 737) either disagreed or strongly disagreed with the notion that “Overall, police in Manitoba take responsibility for their actions.”

- “ Police beat up Aboriginal people and the police officers charge the person they beat up for assault on a police officer. But the police don’t get charged. It is their word vs the actual victim. Police talk and get their stories straight and people have criminal records because of it. It’s so unfair and wrong. Lawyers don’t help with that either. People in the justice system know its happening and it’s wrong.”

POLICE IN MANITOBA ARE ACCOUNTABLE FOR THEIR ACTIONS

Similarly, 82.3% (n = 608, N = 738) either disagreed or strongly disagreed that police in Manitoba are accountable for their actions.



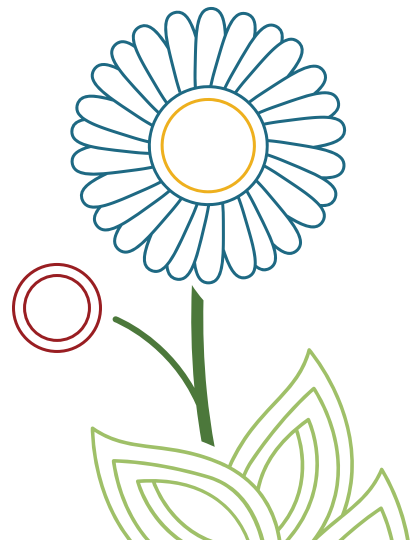
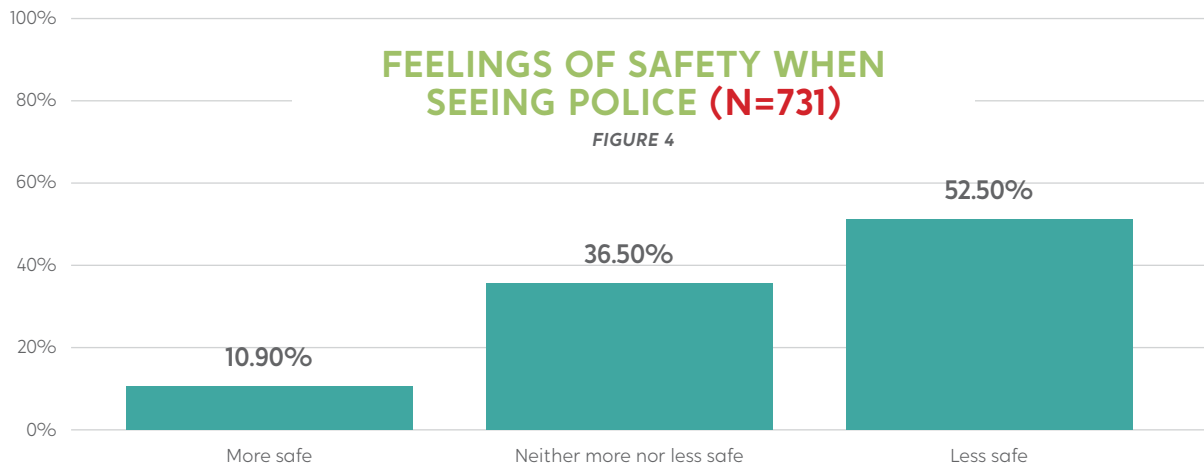
POLICE IN MANITOBA KEEP PEOPLE SAFE

Over half (51.5%, n = 377, N = 732) of respondents either disagreed or strongly disagreed with the statement: "Overall, police in Manitoba keep people safe." Several of the respondents expressed their reasoning for answering in this manner in their own words.

“As an Aboriginal, I fear for my life [whenever] the police are around.”

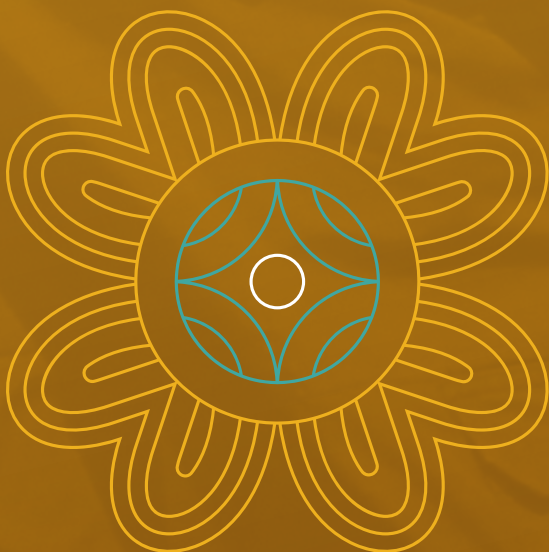
“I don't feel safe as a First Nation's woman to call on the police for any help.”

As shown in the chart below, the majority of the respondents (52.5%, n = 384, N = 731) indicated that they actually feel less safe when they see a police officer as opposed to feeling safer.



“ My son is 9 and he gets nervous about the cops even though he knows he hasn't done anything wrong. Sad reality for our youth and our people.”

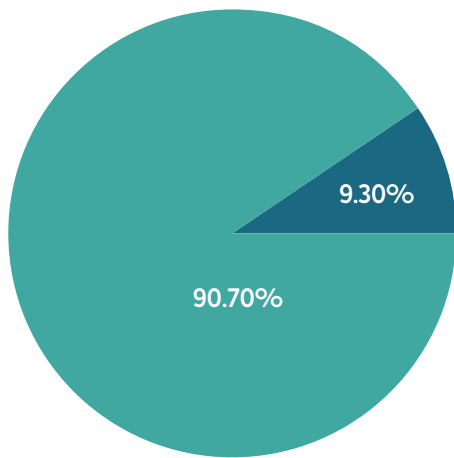
“ I don't feel safe calling law enforcement in that they would not treat Indigenous people with care or respect and interactions with the police could escalate.”





INTERACTIONS WITH POLICE IN MANITOBA

When asked if they have ever had any personal interactions with police in Manitoba, the vast majority (90.7%, n = 672, N = 741) of the participants confirmed that they had.

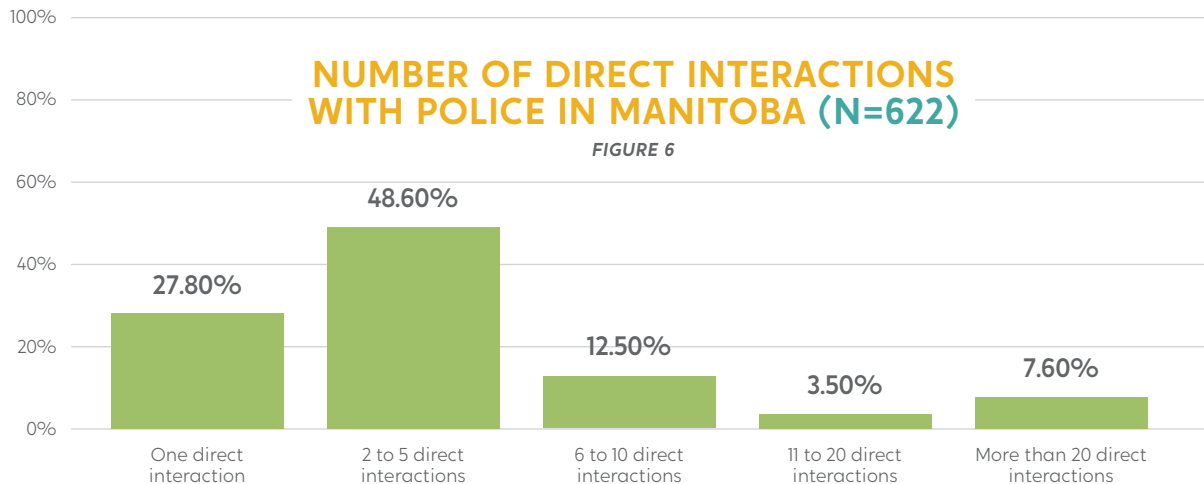


“AT LEAST ONE PERSONAL INTERACTION WITH POLICE IN MANITOBA” (N=741)

FIGURE 5

■ Yes ■ No

The 672 respondents who identified they have had a personal interaction with police in Manitoba were then asked to indicate the number of interactions they have had with police over the past five years. As shown in the graph below, almost half (48.6%, n = 302, N = 622) answered that they have had two to five direct interactions with police in Manitoba over the last five years.



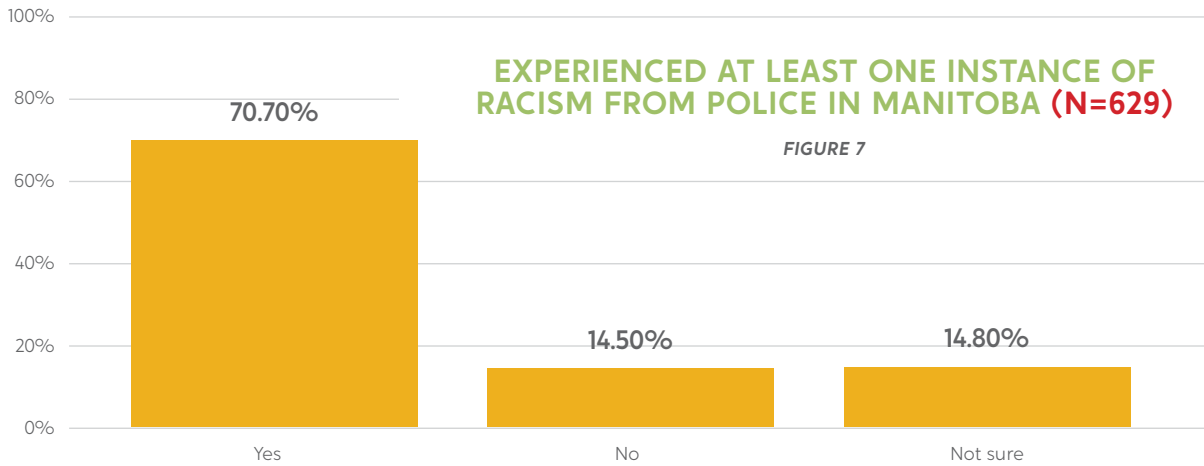
NUMBER OF DIRECT INTERACTIONS WITH POLICE IN MANITOBA (N=622)

FIGURE 6

EXPERIENCING RACISM FROM POLICE

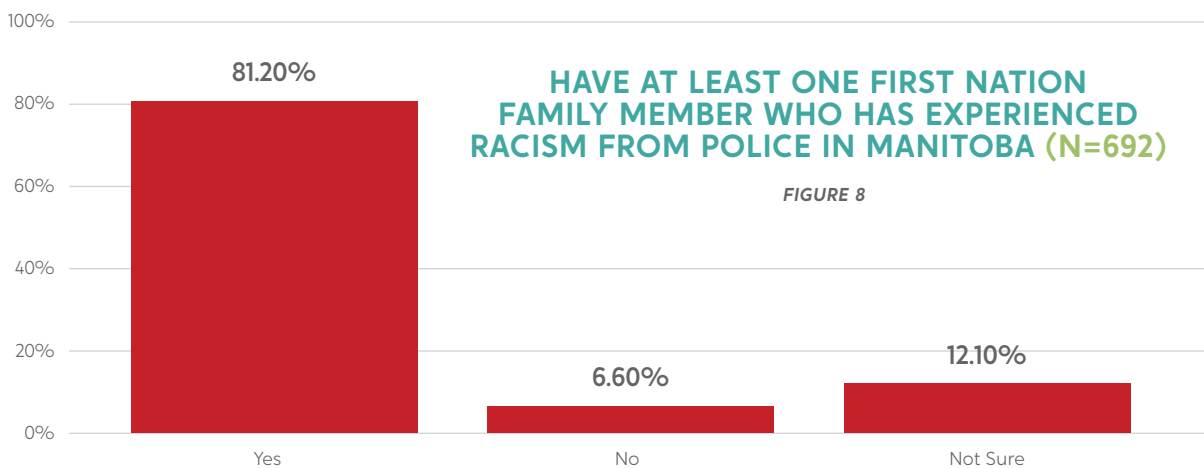
EXPERIENCES OF RACISM IN GENERAL

The 672 respondents who indicated they have interacted with police in Manitoba were then asked whether they have ever experienced racism from police in Manitoba.



As shown in the chart above, 70.7% (n = 445, N = 629) of the respondents identified that they have personally experienced racism when interacting with police in Manitoba.

When all respondents were asked whether they have a First Nation family member who has experienced racism from police in Manitoba, the overwhelming majority of respondents (81.2%, n = 562, N = 692) expressed that they do.



Further exemplifying the prevalence of racism in policing, 35.7% (n = 223, N = 625) of respondents who indicated they have interacted with police in Manitoba answered 'Yes' to the question of "Have police in Manitoba ever called on you based on an incorrect report of criminal activity?"

UNFAIR INTERACTIONS BECAUSE OF RACE

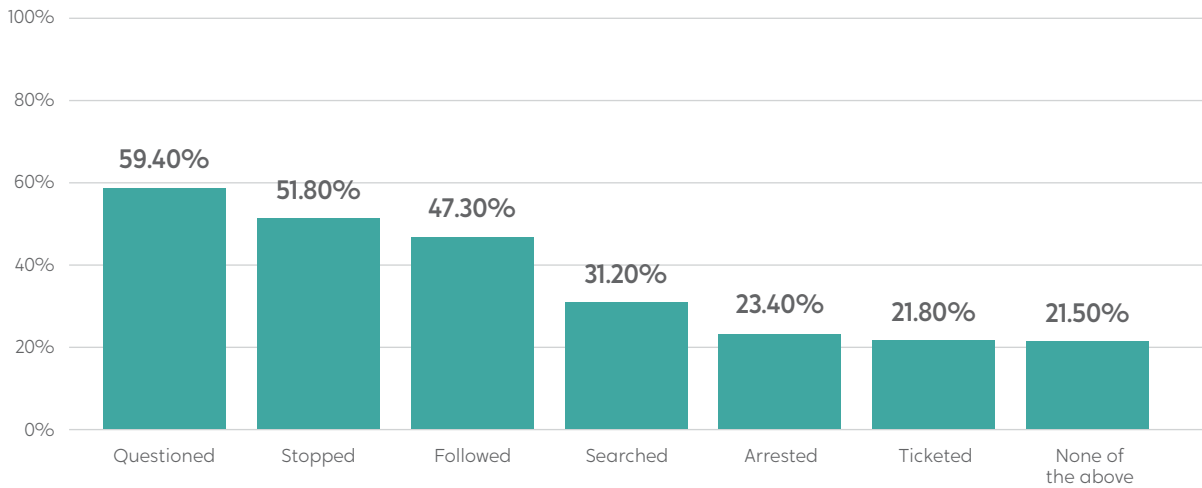
The respondents who identified that they have had a direct interaction with police over the course of their lifetime (n = 672), were also asked to identify certain types of negative interactions they have experienced with police because of their race. These interactions include being:

- A. Unfairly followed because of their race;
- B. Unfairly stopped because of their race;
- C. Unfairly questioned because of their race;
- D. Unfairly searched because of their race;
- E. Unfairly ticketed because of their race;
- F. Unfairly arrested because of their race.

The results from these questions are shown below.

UNFAIR INTERACTIONS WITH POLICE DUE TO RACE (N=628)

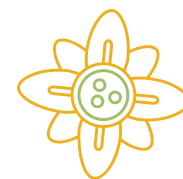
FIGURE 9



Unfairly followed because of their race

Almost half of the respondents (47.3%, n = 297, N = 628) expressed that they have been unfairly followed before as a result of their race.

“ It happens almost every day driving a car and being native you got them behind you for 20 blocks waiting for you to get nervous and ... getting [harassed] like you are a car [thief].”



Unfairly stopped because of their race

Further, the majority of survey participants (51.8%, n = 325, N = 628) indicated that they have been unfairly stopped by police because of their race.

▮▮ *My brother bought a brand new sports car. He was always pulled over. He was asked by police 'what's an Indian like you driving a car like this?'"*

Unfairly questioned because of their race

The majority of survey participants (59.4%, n = 373, N = 628) identified that they have been unfairly questioned by police because of their race.

Unfairly searched because of their race

As well, a significant proportion of the respondents (31.2%, n = 196, N = 628) indicated that they have been unfairly searched by police as a result of their race.

▮▮ *They thought I was a suspect and handcuffed me then searched me. I was just on my way to work!"*

Unfairly ticketed because of their race

21.8% (n = 137, N = 628) of survey participants expressed that they have been unfairly ticketed by police as a result of their race.

▮▮ *There are a few instances where family members were mistreated. One example—ticketing 2 boys of colour (one Indigenous, one Jamaican). the other people were let go and were of European ancestry."*

Unfairly arrested because of their race

Lastly, 23.4% (n = 147, N = 628) of the respondents answered that they have been unfairly arrested by police because of their race.

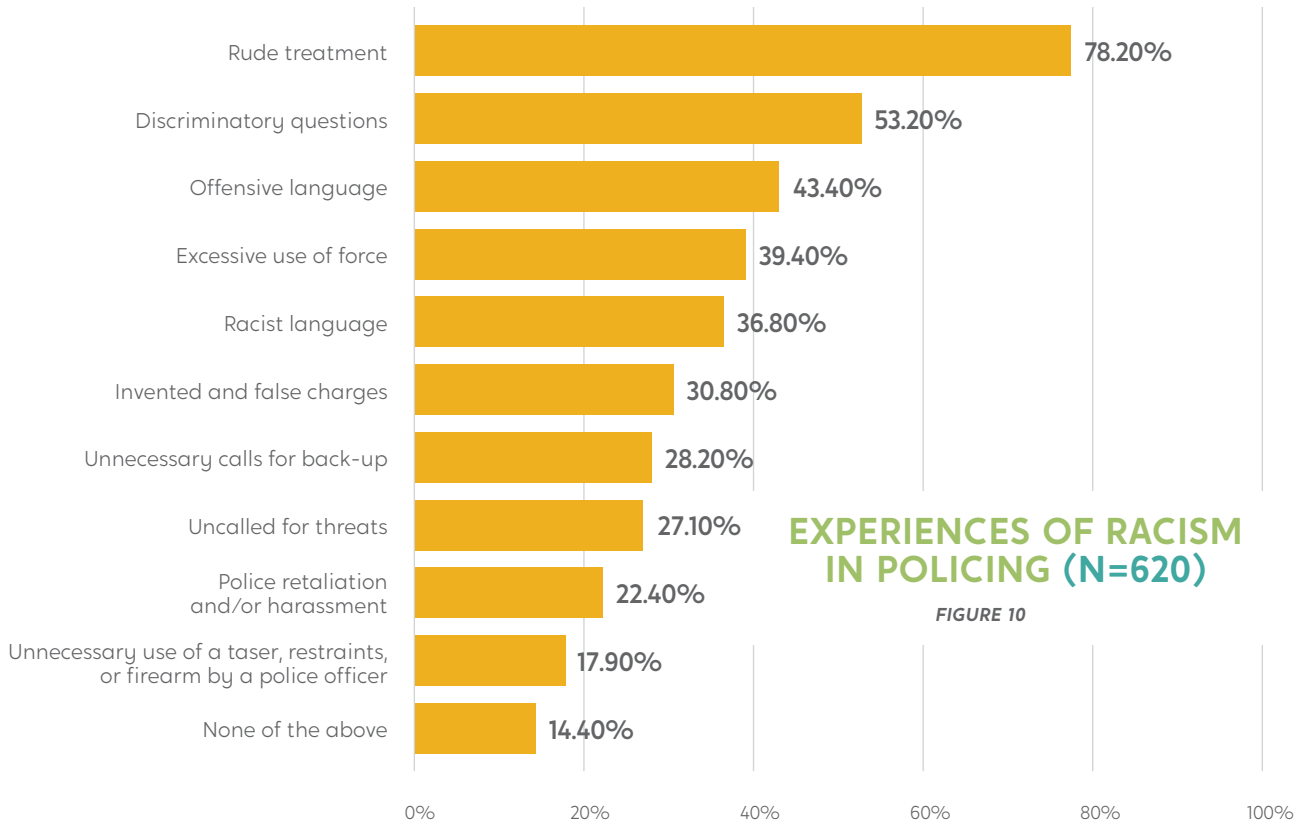
▮▮ *I called for help after my boyfriend attacked me. He said I was the one who attacked him. I was arrested. He's white."*

SPECIFIC EXPERIENCES OF RACISM IN POLICING

The participants who indicated that they have had an interaction with police in Manitoba (n = 672) were then also asked to identify specific forms of police misconduct that they have experienced from police in Manitoba, such as:

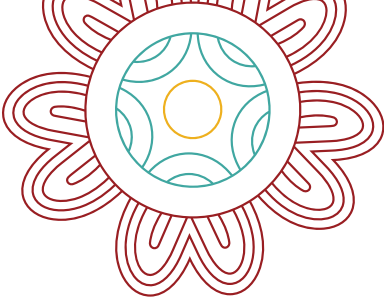
- A. Rude treatment;
- B. Discriminatory questions;
- C. Excessive use of force;
- D. Invented and false charges;
- E. Unnecessary calls for back-up;
- F. Unnecessary use of a taser, restraints, or firearm by an officer;
- G. Police retaliation and/or harassment;
- H. Uncalled for threats.

The results from these questions are shown below.



EXPERIENCES OF RACISM IN POLICING (N=620)

FIGURE 10



Rude Treatment

The vast majority of the respondents (78.2%, n = 485, N = 620) identified that they have experienced rude treatment in their interactions with police in Manitoba. Many respondents left comments addressing these experiences.

- *The police that I have dealt with were extremely rude and not understanding of Indigenous culture ... "*
- *Using more force and less compassion when dealing with the homeless population. Being rude and treating others (mainly those of indigenous status) as if they're inferior to them."*

Discriminatory Questions

Most of the survey participants (53.2%, n = 330, N = 620) expressed that they have been asked discriminatory questions by police in Manitoba.

- *... My best friends were walking home from the bar a cop car rolled up and they stopped us put us in the car and began to ask us questions. Their questions quickly turned to sexual ones and they asked us if we were hookers."*

Offensive Language


A significant proportion of the respondents (43.4%, n = 269, N = 620) answered that have experienced hearing offensive language from police in Manitoba.

- *After being sexually assaulted the older police man made ... rude comments that maybe I wanted it."*

Racist Language

Moreover, 36.8% (n = 228, N = 620) expressed they have heard police in Manitoba use racist language. Many of the participants elaborated on their personal experiences hearing police use racial slurs.

- *Sitting outside in the evening. Officer told us to 'look out, these Indian junkies would take a smoke from us with one hand and stab us with the other.'"*
- *They stole my brand new clothing when I got arrested and called me racial slurs more than once."*



“ I have witnessed and even experienced the use of negative racial stereotypes and language by WPS members to bait a reaction from the First Nation Victim, which I believed is use to dehumanize the victim and use the emotional reaction against the Indian victim—to discredit the First Nation victim and turn the victim into the perpetrator.”

“ They pulled a gun on me and my mother after a white individual lied and said we were drunk and had knives. None of that was true.”

Excessive Use of Force

A significant proportion of the respondents (39.4%, n = 244, N = 620) indicated that they have experienced excessive use of force from police in Manitoba. Many of the survey participants elaborated on these particular experiences in further detail.

- ■ *I was beaten and thrown into a police car when I was 15. They drove me out to Pipeline here in Winnipeg where they released me with no cuffs in the middle of the night. It was winter time I only had a sweater on. They left me cold and out of sight where there was no traffic."*
- ■ *My son got sicked[sic] by a dog after he had given up to police."*
- ■ *When my brother and I were kids, my brother was 13 and got into some trouble. My mom wasn't home at the time and the police kicked our door in and beat up my brother in front of me on the living room floor."*
- ■ *Another time, I was mistaken for someone else, they broke my ribs when he [threw] me on the ground and cut open my head when he [threw] me in the back of the police car."*

Invented and False Charges

Further, many respondents (30.8%, n = 191, N = 620) identified that they have experienced police in Manitoba use invented and false charges against them. Some respondents explained certain instances where they were charged with something even though they were merely a victim or witness of a crime.

- ■ *I called about an overdose on our street and the female officer not only accused my husband of supplying the guy drugs but implied that I was a battered wife."*
- ■ *My brother was stabbed last year by a 14 year old in my neighbourhood. Winnipeg police turned it around and pressed charges on my brother because he was 17 and intoxicated."*

Unnecessary Calls for Back-Up

Moreover, 28.2% (n = 175, N = 620) of respondents expressed that they have experienced police in Manitoba make unnecessary calls for back-up.

Unnecessary Use of a Taser, Restraints, or a Firearm by an Officer

Some of the survey participants (17.9%, n = 111, N = 620) indicated having experienced police in Manitoba unnecessarily use a taser, restraints, or firearm against them.

- ■ *Was also told to go back to my country if I didn't like the way I was being treated. Had taser to my face, handcuffed thrown of vehicle, searched, called down and intimidated. This only escalated matters."*

Police Retaliation and/or Harassment

Evidently, 22.4% (n = 139, N = 620) of respondents identified that they have experienced retaliation and/or harassment from police in Manitoba.

“They threatened to charge me, call CFS and get my children apprehended if I didn't apologize for calling the officer racist. I refused so they charged me with something I did not do and was given a promise to appear. A couple weeks later the crown attorney sent me an email dropping the charge. CFS was also called to my house and a file was opened due to the officers calling them.”

Uncalled-For Threats

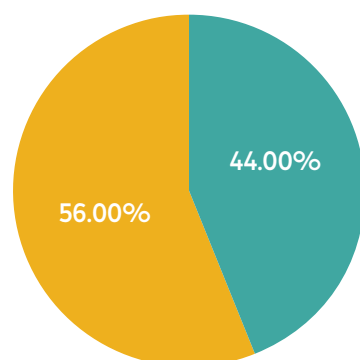
Lastly, 27.1% (n = 168, N = 620) of respondents expressed that they have received uncalled-for threats from police in Manitoba. Some respondents specifically mentioned police using the threat of reporting families to Child and Family Services (CFS) as a mechanism of forcing them to comply with police demands.

“Police lied to get into my home, they threatened to call CFS and have my child taken away if I didn't open my door for them and let them search my home for someone who was not there.”

“Police intimidation with CFS being called if my grandsons didn't speak up about who hurt the white boy at the end of the block ... ”

REQUESTING HELP FROM POLICE

When respondents were asked whether or not they have ever requested help from police in Manitoba, 70.2% (n = 487, N = 620) stated they have. Those that indicated they have requested help from police in Manitoba were then posed a follow-up question asking whether or not the response they received from police was appropriate.



APPROPRIATE RESPONSE FROM POLICE (N=620)

FIGURE 11

Yes No

As shown in the chart above, 44.0% (n = 199, N = 620) of those who answered that they have requested help from police in Manitoba identified that the police did not provide an appropriate response. Many of the respondents cited the police for taking too long to respond, blaming victims/witnesses of crimes, or not believing victims/witnesses of crimes.

IMPACTS OF INTERACTIONS WITH POLICE IN MANITOBA

SPECIFIC IMPACTS

Only the respondents who identified they have had direct personal interaction with police in Manitoba (n = 672) were asked to express whether or not their interactions with police in Manitoba have affected their mental health, physical health, trust in police, trust in the justice system, and/or trust in Manitoba society. The results are highlighted below.

Impacts on Mental Health

Most of the respondents (59.7%, n = 372, N = 623) identified that their interactions with police in Manitoba have affected their mental health.

“ *One violently pushed me, and the other grabbed me and dragged me. We were beaten, my baby son was traumatized. We all were. PTSD. I'm scared to ever call them if I need them throughout the years.*”

Impacts on Physical Health

A significant proportion (30.0%, n = 185, N = 616) of respondents expressed that their interactions with police in Manitoba have affected their physical health.

“ *... Each time I've been arrested for being intoxicated, they have been quite rough even when I'm not a resister. I speak respectfully to everyone, I'm not a fighter and even I can't prove it, I have [a] permanent injury on my shoulder from an arrest.*”

Impacts on Trust in Police

The majority of survey participants (65.4%, n = 410, N = 627) indicated that their trust in police has been affected by their interactions with police in Manitoba.

Impacts on Trust in the Justice System

Similarly, most of the respondents (63.9%, n = 400, N = 626) identified that their interactions with police in Manitoba have affected their trust in the justice system.

Impacts on Trust in Manitoba Society

Lastly, the majority of respondents (58.5%, n = 366, N = 626) expressed that their trust in Manitoba society in general has been affected by their interactions with police in Manitoba.

“ Police beat up Aboriginal people and the police officers charge the person they beat up for assault on a police officer.

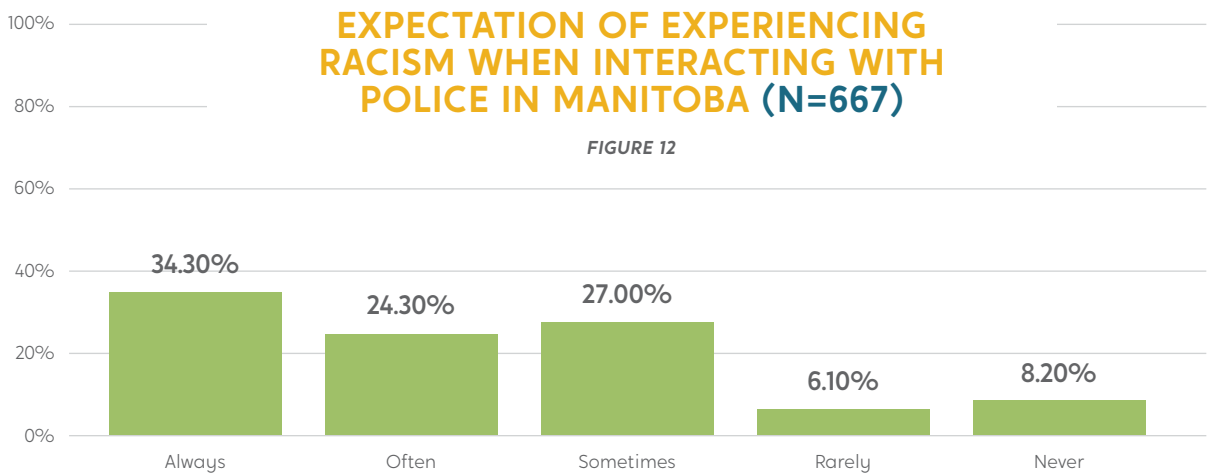
But the police don't get charged. It is their word vs the actual victim. Police talk and get their stories straight and people have criminal records because of it.

It's so unfair and wrong. Lawyers don't help with that either. People in the justice system know it's happening and it's wrong.”



EXPECTATION OF EXPERIENCING RACISM FROM POLICE

Towards the end of the survey, all respondents were asked to indicate how often they expect to experience racism when interacting with police.



As shown in the graph above, the majority of the participants (58.6%, n = 391, N = 667) agree that they either often or always expect to face racism when interacting with police in Manitoba.

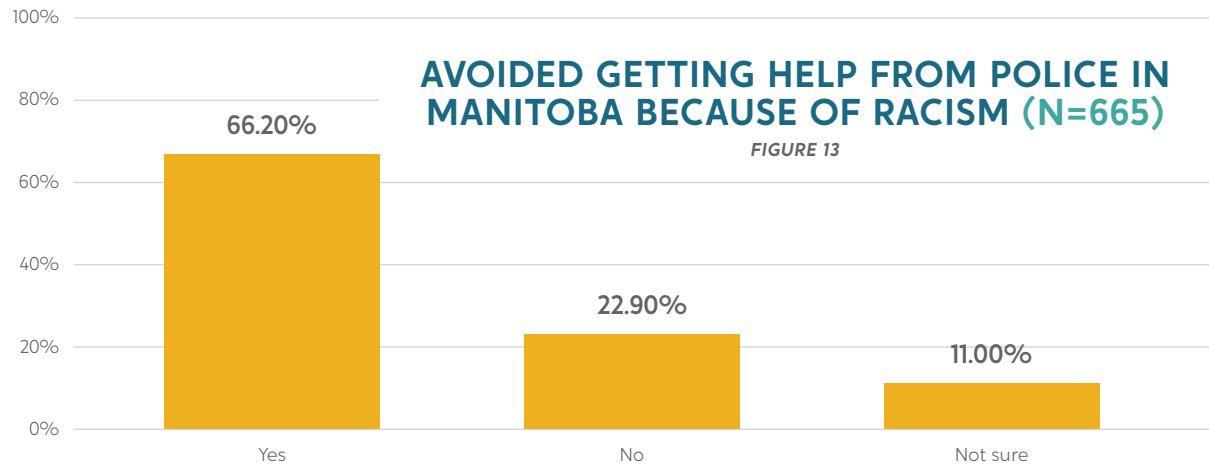
“Even my grandkids are afraid of cops as they see them as someone that will take them away, not protectors. I’m a grandmother and I’m afraid of them.”





AVOIDING GETTING HELP FROM POLICE

All respondents were also asked whether or not they have avoided getting help from police because of racism.



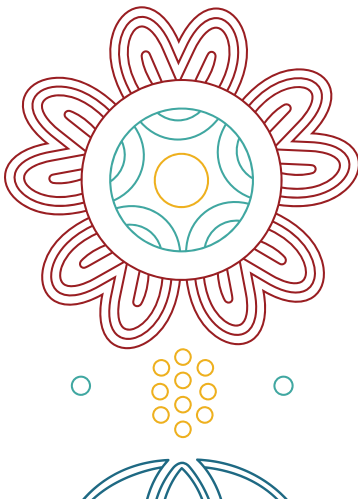
It is apparent in the graph above that the effects of racism in Manitoba's policing are significant, as the majority of the survey respondents (66.2%, n = 440, N = 665) indicated that they have avoided seeking help from police in Manitoba due to the effects of racism. Several participants elaborated by saying they were fearful of what might happen to them if they were to call for help from the police.

“ I have actually been assaulted and too afraid to report it because of racism in policing in MB.”

SUGGESTIONS FOR ADDRESSING RACISM IN POLICING


Although many respondents left comments that expressed pessimism regarding the notion that racism could be eradicated from Manitoba's policing system, many also suggested certain actions that should be taken in the process of dismantling racism. The main suggestions were:

- A.** *Increase Indigenous representation in police;*
- B.** *Implement mandatory training/education on mental health and Indigenous histories, traditions, and cultures;*
- C.** *Defund the police and invest in social wellness and community-based initiatives;*
- D.** *Increase screening requirements for police recruits;*
- E.** *Establish community-based and community-led policing initiatives.*







“ As with other institutions and organizations, policing in Manitoba would benefit by diversifying their staff to reflect the communities they serve as well as mandatory cultural sensitivity training, and also more training in mental health awareness when dealing with distraught citizens.”



“ We need more diversity in our police system. The white man feels they are losing their power and their people who protect them in this power. More diversity will add safety, more races other than white experience racism from white cops. More diversity. Less racism ... ”



“ We need more Indigenous police officers in the system. It should be mandatory for officers to learn the history of Indigenous people.”



“ Only a grade 12 education is needed to become a police officer. I think there should be higher education requirements. They should have annual screening as well to make sure these officers are mentally capable of continuing their job. They should also take annual cultural and anti-racism training.”

“ Screen any potential candidates before hiring them, learn their background and uses of social media, watch their genuine reactions to topics that [affect] the First Nations people and educate them on historic events that caused turmoil such as the Trail of Tears or Wounded Knee.”

“ There needs to be better testing to make sure that those who want to be police officers don't have any tendencies or characteristics that could lead to abuse of their position, violence and aggression. SCO should advocate for First Nations to have committees made up of a diverse group of band members to interview and review the files of potential on-reserve officers before they are brought into the community.

Band members should be able to decide who they want to work in their community and to have the ability to ensure that any officer found to be abusing their duty will be removed from their community's detachment in a timely manner.”

“ Yes, we need our own system of individuals who serve and protect US. When police are called for any situation we should be able to call our own who will ensure our safety. This is our land. Why do we have to rely on their government for protection?”

CONCLUSION

SUMMARY

Based on the survey findings, First Nation citizens who completed the survey may have been treated as lesser by police in Manitoba compared to non-First Nation people. The range of experiences expressed by the respondents demonstrates the many ways in which racism in Manitoba's policing is understood by First Nation people. Alarming high proportions of the respondents who indicated they had interacted with police before, reported instances of rude treatment, discriminatory questions, excessive use of force, invented and false charges, unnecessary calls for back-up, unnecessary use of a weapon/restraints, police retaliation and/or harassment, and/or uncalled-for threats from police.

Both the effects of the prevalence of systemic racism and first-hand experiences of racism directed at them by individual police officers in Manitoba clearly elicited strong feelings for participants of the survey. In particular, racism is observed as contributing to distrust and fear of police in Manitoba, as demonstrated in the participants' responses indicating that most of them in fact feel less safe when in the presence of police.

Across the board, the majority of respondents disagreed with statements referring to police as being trustworthy, using force appropriately, dealing fairly with First Nations, being professional, being competent in their duties, responding quickly when needed, showing empathy to victims of crime, taking

responsibility for their actions, being accountable for their actions, and keeping people safe – all of which undeniably encompass fundamental police duties.

It is also apparent from the results of the collected survey data that the prevalence of racism in policing increases the likelihood of First Nations having interactions with police. Substantial proportions of the respondents who indicated they had interacted with police before identified that they have been unfairly followed, stopped, questioned, searched, ticketed, and/or arrested by police because of their race.

Considering all of this, racism evidently has a significant and direct impact on the health and safety of First Nation peoples in Manitoba, as most of the respondents indicated they choose not to seek help from police because of it. Even for those that do request help, racism seemingly negatively affects the quality of those requests.

Lastly, several survey respondents shared some of their thoughts as to how the issue of racism in policing could be addressed. Particularly, many respondents suggested increasing Indigenous representation in police, implementing mandatory education on mental health and Indigenous worldviews, defunding police and investing in social wellness and community-based initiatives, increasing screening requirements for police recruits, and establishing community-based and community-led policing initiatives.



“Defund the police and fund schools, organizations and shelters.”

“All police have inherent racism built within their structures and systems, but Winnipeg Police's racism is so obvious and blatant, and they need to be defunded of their bloated police budget so we can fund services and ensure the needs of our people are met.

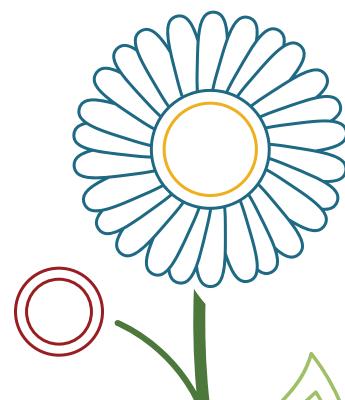
There is strong evidence and research that tells us that when communities are well supported, crime is greatly reduced. Winnipeg must strive for this.”

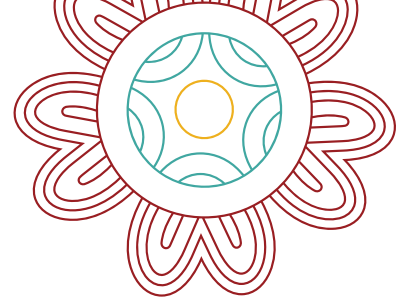
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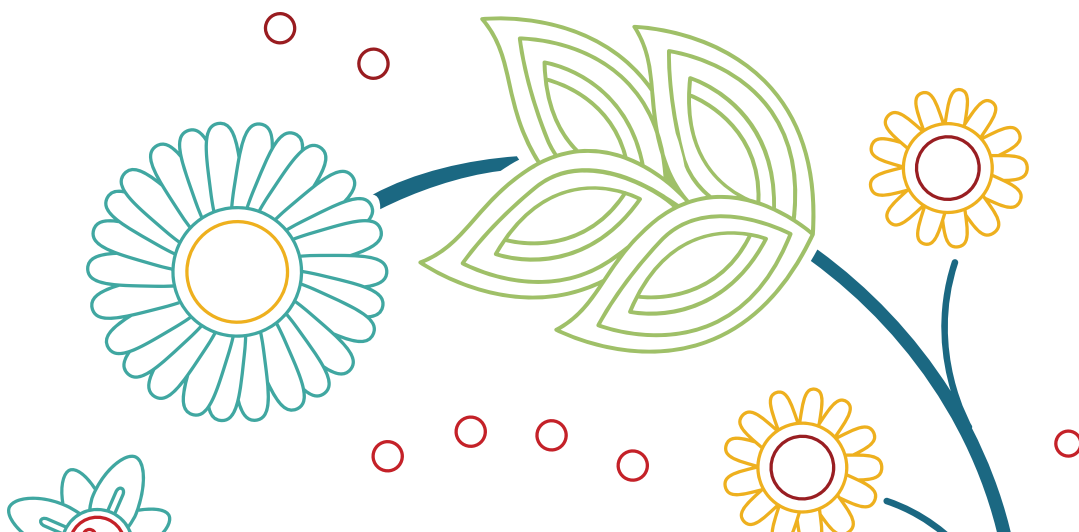


APPENDIX 1

ADDITIONAL QUOTES

- “ I was walking to the store once and got stopped. The officer’s excuse was that we all look the same and I fit the description. When I responded with shock He asked me if I was drunk. He proceeded to ‘give me a lift’ about 15 km a way before telling me I can go and left. They wouldn’t have done this if I was white.”
- “ They were responsive till they asked for a name that was clearly aboriginal then said, sorry we cant do anything to help you, then hung up on us.”
- “ [The police were] very disrespectful made me feel like my values and concerns were not important. Made me feel like I was the problem.”
- “ In one instance we called for assistance because someone threw large rocks through two windows in the middle of the night, the police showed up a few hours later and were very judgemental making comments such as ‘oh [you] must have pissed someone off’ making me feel like it was our fault and said there was nothing they could do ... even chuckling when I said the glass was on my bed inside ‘better move your bed then so the next time it happens you won’t have glass in your bed’ I felt so bad. It was a waste of my time and I was made to feel I wasted their time. I know the treatment was because I am First Nations.”
- “ My cousin had called them because she was being stalked by a stranger, he had broken into her house at one point and beaten her. He called again so she called the police and they kept asking how many boyfriends she had (none—he was a stalker) and calling this man her boyfriend who had broken into her house a month prior and beaten her (she had to go to hospital).”
- “ I’ve been beaten up [twice] by the Winnipeg police and [once] by the RCMP. I’ve had my property broken and damaged by the RCMP.”
- “ I’ve been kicked in the face while laying facedown in the ground & handcuffed. Charged with resisting arrest and put in jail where I suffered such intense jaw pain I couldn’t eat. The guards saw this on video. Nothing was done about it. I now have degenerative bone disease in jaw. I was 26 at the time and am now 31. And I’m a female. This was a male police officer with boots on.”

- ■ *Beaten and made to run in front of a police cruiser handcuffed and beaten so many many times with so many settler witnesses whom never came forward."*
- ■ *Cousin was paralyzed by a female cop who repeatedly hit him in the back with her baton as he was already subdued by 2 male officers ... very infuriating!!!"*
- ■ *They use excessive force when they don't need to, and they abuse their positions because they know nobody can do anything against someone with a gun & taser. They use their gun, their position to intimidate others."*
- ■ *I had an officer in [Winnipeg, Manitoba] who took me out of town, [robbed] me and took me out on the highway, took my shoes and burnt my hair which burnt my shoulders. I was 25."*
- ■ *I've been assaulted [three times] by the [Winnipeg] police. I've got scars on my head and damage to my right shoulder socket. A RCMP officer assaulted me. Broke my glasses and then threatened me if I pressed assault charges on him."*
- ■ *Didn't get my side of the story, just talked to the white people and walked away."*
- ■ *Sexual assault & being taken advantage of while being stopped."*
- ■ *It is stuck in a time when the policing was first created. They do not understand our way of life and beliefs. The laws are made for their society, not ours!"*
- ■ *Racism is systematically destroying native communities and culture. Police are a part of that system trained to hate natives and use excessive force. No amount of training will undo centuries of them thinking native people are less than human."*
- ■ *They are systematically racist, and it will take a miracle for First Nation people to be treated fairly in Canada."*
- ■ *They treat indigenous women like they don't matter, and it scares me if I'm ever in trouble and need help!"*
- ■ *Please quit shooting first and asking later. I miss my step son."*



APPENDIX 2

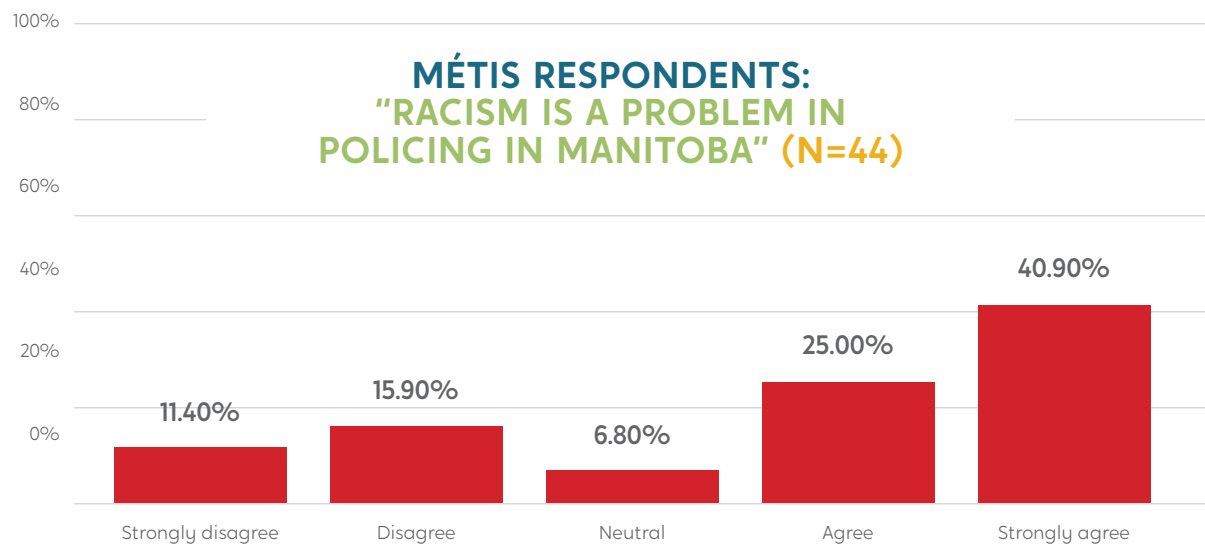
MÉTIS DATA

This section is included in the report out of respect for the Métis citizens who completed the survey.

DEMOGRAPHICS

In total, 51 of the survey respondents identified as Métis. 28 of these respondents were female, 21 were male, and 2 identified as 'other.' The ages of the Métis respondents ranged from under 30 years of age to over 70 years of age, with the majority (58.8%, n = 30, N = 51) falling in the range of 50-69 years old.

OPINIONS ON POLICE IN MANITOBA



All participants were asked if they agreed with the statement, "Racism is a problem in policing Manitoba." The vast majority (65.9%, n = 29, N = 44) either agreed or strongly agreed with the statement, while 27.3% (n = 12, N = 44) either disagreed or strongly disagreed.



Further, all survey respondents were asked to provide their level of agreement with a series of statements relating to police in Manitoba. The results from these questions are shown below:

“Overall, police in Manitoba are trustworthy.”

13.7% (n = 7, N = 51) strongly agreed, 25.5% (n = 13, N = 51) agreed, 21.6% (n = 11, N = 51) were neutral, 21.6% (n = 11, N = 51) disagreed, 17.6% (n = 9, N = 51) strongly disagreed.

“Overall, police in Manitoba deal fairly with First Nations.”

10.0% (n = 5, N = 51) strongly agreed, 20.0% (n = 10, N = 51) agreed, 10.0% (n = 5, N = 51) were neutral, 28.0% (n = 14, N = 51) disagreed, 32.0% (n = 16, N = 51) strongly disagreed.

“Overall, police in Manitoba use force appropriately.”

13.7% (n = 7, N = 50) strongly agreed, 17.6% (n = 9, N = 50) agreed, 17.6% (n = 9, N = 50) were neutral, 25.5% (n = 13, N = 50) disagreed, 25.5% (n = 13, N = 50) strongly disagreed.

“Overall, police in Manitoba are professional.”

11.8% (n = 6, N = 51) strongly agreed, 23.5% (n = 12, N = 51) agreed, 23.5% (n = 12, N = 51) were neutral, 23.5% (n = 12, N = 51) disagreed, 17.6% (n = 9, N = 51) strongly disagreed.

“Overall, police in Manitoba are competent in their duties.”

15.7% (n = 8, N = 51) strongly agreed, 23.5% (n = 12, N = 51) agreed, 21.6% (n = 11, N = 51) were neutral, 21.6% (n = 11, N = 51) disagreed, 17.6% (n = 9, N = 51) strongly disagreed.

“Overall, police in Manitoba respond quickly when needed.”

7.8% (n = 4, N = 51) strongly agreed, 21.6% (n = 11, N = 51) agreed, 23.5% (n = 12, N = 51) were neutral, 17.6% (n = 9, N = 51) disagreed, 29.4% (n = 15, N = 51) strongly disagreed.

“Overall, police in Manitoba show empathy to victims of crime.”

13.7% (n = 7, N = 51) strongly agreed, 13.7% (n = 7, N = 51) agreed, 19.6% (n = 10, N = 51) were neutral, 23.5% (n = 12, N = 51) disagreed, 29.4% (n = 15, N = 51) strongly disagreed.

“Overall, police in Manitoba take responsibility for their actions.”

9.8% (n = 5, N = 51) strongly agreed, 13.7% (n = 7, N = 51) agreed, 23.5% (n = 12, N = 51) were neutral, 15.7% (n = 8, N = 51) disagreed, 37.3% (n = 19, N = 51) strongly disagreed.



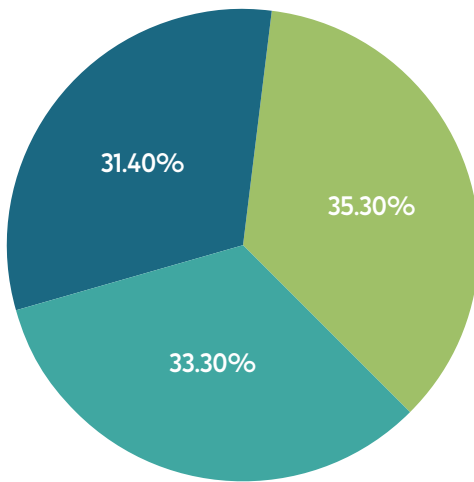
“Overall, police in Manitoba are accountable for their actions.”

10.0% (n = 5, N = 50) strongly agreed, 16.0% (n = 8, N = 50) agreed, 20.0% (n = 10, N = 50) were neutral, 18.0% (n = 9, N = 50) disagreed, 36.0% (n = 18, N = 50) strongly disagreed.

“Overall, police in Manitoba keep people safe.”

17.6% (n = 9, N = 51) strongly agreed, 19.6% (n = 10, N = 51) agreed, 23.5% (n = 12, N = 51) were neutral, 21.6% (n = 11, N = 51) disagreed, 17.6% (n = 9, N = 51) strongly disagreed.

As shown in the chart below, slightly more of the Métis respondents indicated that they feel less safe when they see a police officer as opposed to feeling safer.



**MÉTIS RESPONDENTS:
FEELING SAFE WHEN
SEEING POLICE (N=51)**

More safe
 Less safe
 Neither more or less safe

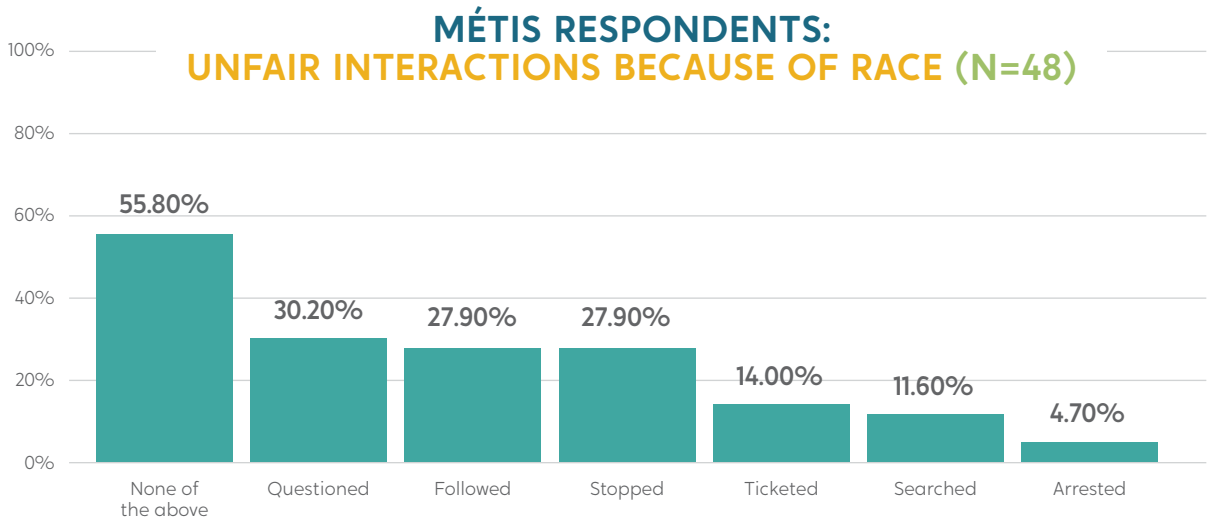
INTERACTIONS WITH POLICE IN MANITOBA

Of all the 51 Métis participants, 94.1% (n = 48, N = 51) identified they have had at least one interaction with police in Manitoba over the course of their lifetime. Of those that identified they have had a personal interaction with police in Manitoba (n = 48), respondents were asked how many direct interactions they have had with police in Manitoba over the last five years. 38.1% (n = 16, N = 42) said one interaction, 42.9% (n = 18, N = 42) said two to five interactions, 7.1% (n = 3, N = 42) said six to ten interactions, 4.8% (n = 2, N = 42) said 11 to 20 interactions, and 7.1% (n = 3, N = 42) said more than 20 interactions.

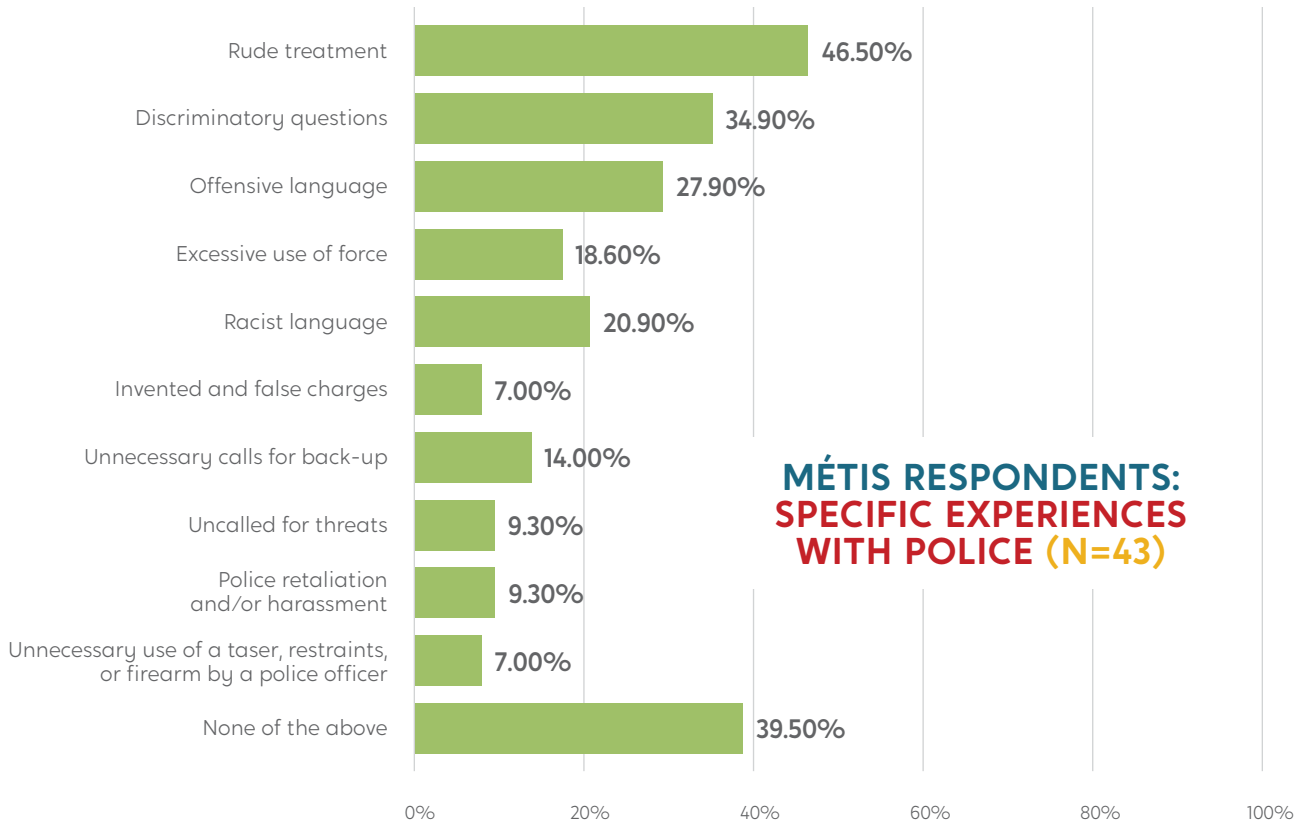
EXPERIENCING RACISM FROM POLICE IN MANITOBA

Only those who identified they had experienced a personal interaction with police in Manitoba (n = 48) were asked whether or not they have ever experienced racism directed towards them from police in Manitoba. 42.2% (n = 19, N = 42) of these respondents identified that they have personally experienced racism when interacting with police in Manitoba. Also, when all respondents were asked if they have a First Nation family member that has experienced racism from police in Manitoba, 54.3% (n = 25, N = 46) expressed that they do.

The participants who expressed that they have had personal interaction with police in Manitoba (n = 48) were also asked to identify certain types of Manitoba police interactions they have experienced because of their race. The results are shown below:



As well, the 48 respondents who have interacted directly with police in Manitoba were then asked to point out certain types of negative police interactions they have experienced with police in Manitoba. The graph below presents the findings from this question:



When the 48 respondents who have interacted directly with police in Manitoba were asked: "Have police in Manitoba ever called on you based on an incorrect report of criminal activity?", 74.4% of the Métis respondents answered 'No.'

When all respondents were asked whether or not they have ever requested help from police in Manitoba, 78.3% (n = 36, N = 46) stated they have. Of those that had requested help (n = 36), 41.2% (n = 14, N = 34) identified that the police did not provide an appropriate response.

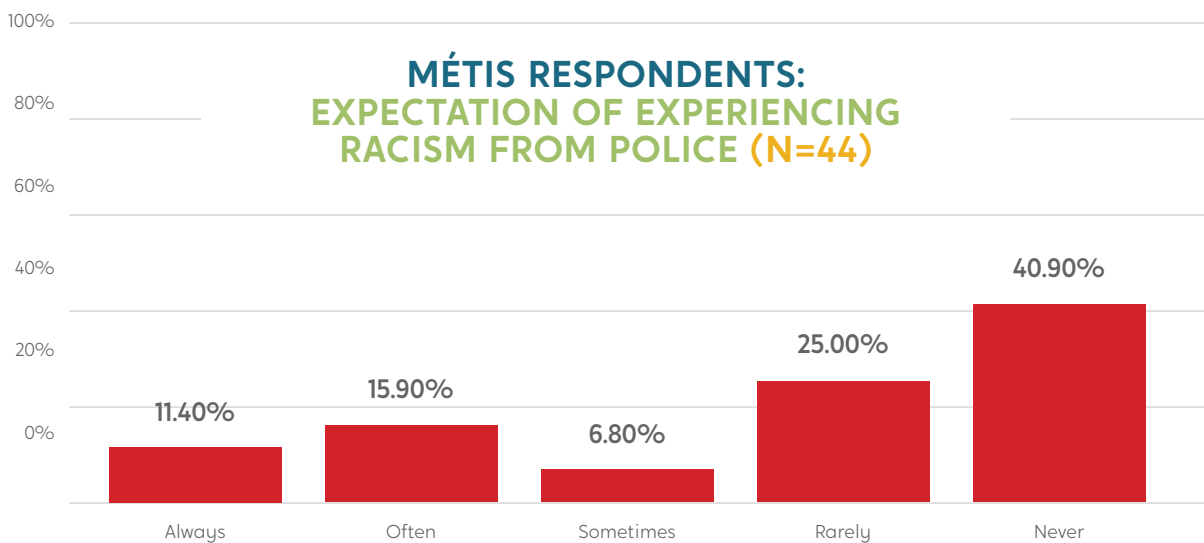


IMPACTS OF INTERACTIONS WITH POLICE IN MANITOBA

All respondents who expressed they had interacted directly with police in Manitoba were asked to express whether or not their interactions with police in Manitoba have affected their mental health, physical health, trust in police, trust in the justice system, and/or trust in Manitoba society. The results were as follows:

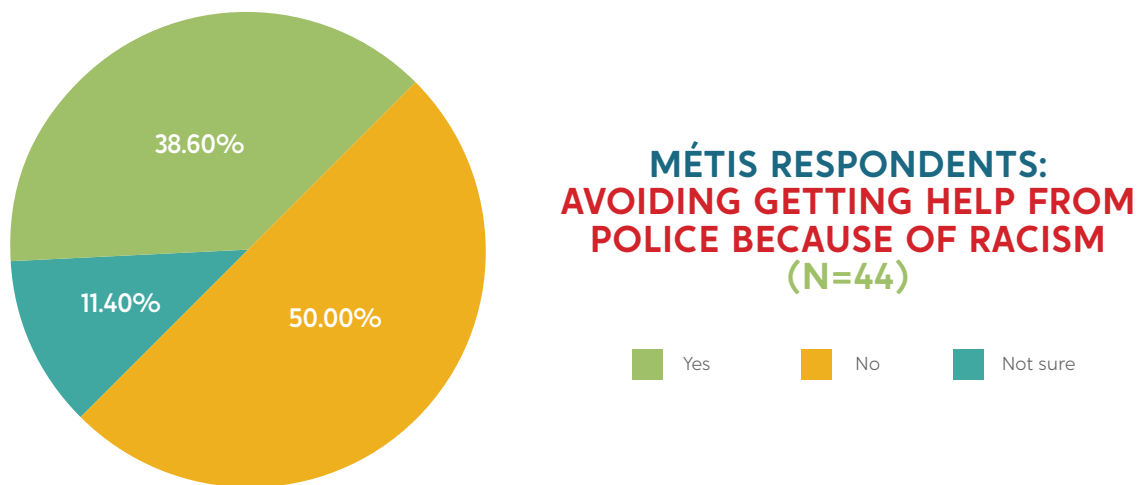
- A. 38.1% (n = 16, N = 42) identified that their mental health was affected;
- B. 7.3% (n = 3, N = 41) identified that their physical health was affected;
- C. 46.5% (n = 20, N = 43) identified that their trust in police was affected;
- D. 46.5% (n = 20, N = 43) identified that their trust in the justice system was affected;
- E. 34.9% (n = 15, N = 43) identified that their trust in Manitoba society in general was affected.

All Métis participants were asked how often they expect to experience racism when interacting with police in Manitoba.



As shown in the graph above, 34.1% (n = 15, N = 44) of Métis participants either always or often expect to experience racism when interacting with police in Manitoba.

An additional impact of racism in policing is shown in the graph below. Particularly, when all Métis participants were asked if they have ever avoided requesting help from police because of racism, 38.6% (n = 17, N = 44) indicated they have avoided getting help from police because of racism.



GENERAL COMMENTS

Some of the Métis participants described both these personal instances of experiencing racism, as well as witnessing racism, in detail, when given the opportunity to provide open-ended responses in the survey. As well, some provided suggestions as to how the issue of racism in Manitoba policing could be addressed. The following quotes from Métis respondents are the most relevant to the scope of the report.

- “ When my daughter was beat up by the Winnipeg Police and threatened to throw her in the river and then told her to run I still have the pictures from the baton marks on her back.”
- “ They absolutely have no respect for Aboriginal peoples. When they take our people into custody they beat them some to death, as my one of my family members was beaten to death.”
- “ There are different rules for anyone that doesn't look like [they're] from the suburbs. If you look white too you're alright.”



- “ Not all cops are bad but, I know for a fact the brutality toward anyone of Indigenous descent are treated very much different than non-Indigenous. Indigenous, Métis, Inuit.”
- “ I have called police with concerns of other Indigenous people’s safety or wellbeing and have witnessed multiple excessive use of force on people who are in need of medical assistance.”
- “ I was in an abusive relationship, I called 911 when I felt things were starting to get out of hand. They sided with my ex’s story because he was white.”
- “ I had found a woman not clothed outside in the dead of Winnipeg winter. It was -45 that day. I had dressed her and called for mental health crisis intervention and medical assistance for her obvious hypothermia and frost bite. The police came, asked me if I dressed her, stripped her of her clothes I gave her and forcibly dragged her into the back of the cop car after calling off medical assistance. They dragged her face first over the road and ice and she was begging for them to stop. It was a horrifying thing to witness. When I confronted the police and asked them to stop they threatened to arrest me and told me to leave the scene.”
- “ They started yelling at the victim and she jumped off the bridge. They were in no hurry to cut her down either, sickening.”
- “ When I was mugged, I called the police because I had no way of getting back home. One of the officers had asked if I was a prostitute, I was 16.”
- “ It is such a systemic issue. The racism with police perpetuates into all situations because it gives non-Indigenous people the stance to show the same racism and disrespect when working with Indigenous folks. You see this in the way security guards in stores deal with Indigenous customers. You see it everywhere. The police have god complexes and take out their frustrations into Indigenous people.”

GENERAL COMMENTS FROM MÉTIS RESPONDENTS (CONTINUED)

- ■ *The racism within the RCMP and WPS is systemic and irreparable ... time to move."*
- ■ *More Indigenous people in the upper management of the [Winnipeg Police] would help. Stop the old white way of thinking."*
- ■ *Police Department NEEDS to hire MORE First Nations People! ... "*
- ■ *Police in MB need to learn to be more understanding and open minded when dealing with Indigenous peoples. They are very judgmental and jump to conclusions rather than hearing you out. Almost every interaction I've had, I have been seen as "the bad person" when I was the one calling for help. This has resulted in me not wanting to call police for help anymore."*
- ■ *Defund the police, refund the community. 25% of the city's budget goes to the WPG police."*
- ■ *I am a light skinned Métis person, so I do not experience overt racism, I just wanted to clarify. However, I have been involved with the police in other ways whether in personal or professional capacity. We need to start redirecting budget finances to communities and building ourselves up instead of moving towards militarization, as seen with purchasing armoured vehicle and having a police chopper. Better resourced communities have less crime, and less need for police interference."*
- ■ *Police applicants need to be assessed on their racial views. They all need education, training and awareness regarding Indigenous culture. They also need to learn how to respond to trauma and domestic violence without re-traumatizing the victim. Also, I am a white skinned Métis which is why I have not experienced racism directed at me. But I have experienced sexism during domestic violence disputes. I have heard police making racist comments about the Indigenous population in their off hours. They would benefit from a Hateful Conduct policy similar to the Canadian Armed Forces."*



“Other systems may lead us into conflict with the law and then it just responds—the system is systemically flawed because it is based on discriminatory laws and practices grounded in colonialism—Indian Act, underfunded programmes and schools and police officers are products of their environment.”



RACISM

noun

Systemic racism refers to the ways that white supremacy is reflected and upheld in the systems in our society. It looks at larger colonial structures such as education systems, health care systems, policing and justice systems, rather than individual biases and behaviours.

All these systems are built with an already ingrained bias, a racist and discriminatory lens that doesn't provide or allow for equal or fair opportunities for racialized peoples to succeed.

In a settler colonial state like Canada, the systems that were put in place at the creation of the country benefited colonists and disadvantaged Indigenous peoples. Much of our society today continues to reinforce this power dynamic.

Chi-miigwetch, Pidamiye, and thank you to everyone who took the time to complete the survey. Your voice is respected and reflected in this call for change. Thank you to The Firelight Group for your expertise and dedication to this important project.

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