



**A.B.L.E.**  
Leaders for the future

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**For Immediate Release**

**A Disparate Impact – Statement from the Association of Black Law Enforcers (A.B.L.E.)**

The Ontario Human Rights Commission’s (OHRC) Interim Report entitled “A Disparate Impact” solidifies what racialized communities have long known: compared to other groups, Black people are more likely to be arrested, charged, injured and killed by the Toronto police.

It’s time to transform the word “impact” from a noun to a verb and take measures to eradicate anti-Black racism.

A.B.L.E., therefore, calls for:

- Eradicating racism within the justice system as a whole – not just policing. The OHRC focused on the Toronto Police Service specifically, but we call for all law enforcement agencies to be invested and actively engaged in combatting anti-Black racism.
  
- Cultural transformation within the law enforcement community to embed principles of Anti-Racism. While it’s important to *“adopt legally binding remedies that will result in fundamental shifts in the practices and culture of policing,”* A.B.L.E. members realize that meaningful change cannot only be effected through enacting laws. Adequately funded training at all levels is required – not just as a “once and done” approach.
  
- A clear and consistent commitment to accountability at all levels, including policing boards and associations. Multiple laws, policies, and training can be implemented, but without transparency and accountability, nothing will change.
  
- Objective academic research to confirm the value of proactive policing methodologies, especially in light of the report referencing that Black people are over-represented in cases involving proactive compared to reactive policing practices. We support and encourage collaboration between police organizations and academic researchers to accomplish this objective.

As members of the law enforcement community and racialized individuals, A.B.L.E.'s members sit at the intersection of these two worlds and therefore are uniquely positioned to provide insight into meaningful reform. We know that collaboration is needed to develop bold action plans, and welcome the opportunity to participate in finding solutions.

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**The Association of Black Law Enforcers**

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