



# Royal Canadian Mounted Police 2020 Environmental Scan

An aerial photograph of a dense forest with vibrant green foliage, filling the entire background of the slide. The trees are packed closely together, creating a textured, patterned appearance of various shades of green.

# Executive Summary

The Royal Canadian Mounted Police (RCMP), Canada's iconic national police force, operates in a rapidly evolving and complex global, national and regional environment. The RCMP's mandate is multi-faceted and includes preventing and investigating crime, maintaining peace and order, enforcing laws, contributing to national security, ensuring the safety of state officials, visiting dignitaries and foreign missions, and providing vital operational support services to other police and law enforcement agencies within Canada and abroad. The RCMP is unique in the world given its role as a national, federal, provincial, and municipal law enforcement agency.

In order to effectively meet its broad mandate, it is important that the RCMP conduct periodic scanning of their external operating environment to inform the development of internal strategies. By accurately understanding its environment, the RCMP can ensure that their plans adequately consider all factors and seek to optimize the services the RCMP provides to all Canadians.

Environmental scanning allows the RCMP to undertake their strategic planning process in a way that learns from past trends, responds to current trends and prepares for those trends that are emerging. Understanding the external environment is critical to the RCMP's ability to work effectively with local, Indigenous, national and international law enforcement partners to keep Canada safe.

The intent of an environmental scan is not to present the risk or impact on the RCMP of the identified trends, but rather, it is intended to reflect the external operating context and identify key aspects of trends that can be used as a reference for planning. When used in conjunction with other key organizational documentation, such as the RCMP's Corporate Risk Profile, Departmental Results Framework and operational intelligence products, it allows planners to develop fulsome strategies with a view to the future, that demonstrate how the RCMP will adapt to changes and influences in its operating environment.

The environmental scanning process undertakes a systematic review of the political, economic, social, technological, legal, and environmental trends and synthesizes these into consolidated themes, or **mega-trends**, that reflect relevant and emerging aspects of the RCMP's operating environment - those that are critical to consider in preparing strategies.



The core scanning team, in consultation with stakeholders from across the RCMP's core responsibilities and internal services, synthesized the findings of the scan into six mega-trends. These mega-trends are listed, and briefly described below. The key findings within each of the six mega-trends are outlined at a high level in this executive summary. Relevant details and supporting evidence pertaining to each of the trends can be found within this environmental scan.



### **National Security and Transnational & Serious Organized Crime**

Ideologically motivated extremism, foreign actor interference and the increasingly transnational nature of organized crime continue to influence Canada's national security position. Groups whose interests are harmful to Canada and Canadians represent a complex and ever-evolving threat.



### **Protecting Human Rights**

Human rights issues have come under increasing public attention and have been the subject to highly visible legal proceedings. In response to this societal focus, the Government of Canada and its police services strive to protect the most vulnerable from harassment, violence and infringements on their human rights.



### **Demographics & Society**

An aging demographic and a mobile global immigrant population continue to change the social structures of Canadian society. With five generations currently comprising the Canadian workforce, the requirements and demands of the public have never been more diverse.



### **Climate Change**

Climate change has grown to be one of the most significant threats to environmental sustainability. Public awareness of and involvement in this crisis has manifested in protests around the world, while parts of the globe navigate environmental disasters, record heat waves, melting ice caps, flooding and extensive forest fires.



### **The 4th Industrial Revolution**

Innovation is driving emerging technology at unprecedented rates with individuals having ever-expanding access to these advancements. Technology is becoming increasingly connected, merging the digital and physical realms in new ways that uniquely enable both law enforcement and criminals.



### **Trust, Confidence & Transparency**

Political pressures, social change and a more vigilant and involved public have impacted the trust that Canadians have for their police forces and all levels of government. Changing perceptions have created the requirement for increased transparency and openness on the part of our public institutions.



# National Security and Transnational & Serious Organized Crime

**Ideologically motivated extremism, foreign actor interference and the increasingly transnational nature of organized crime continue to influence Canada's national security posture. Groups whose interests are harmful to Canada and Canadians represent a complex and ever-evolving threat.**

From a national security perspective, the threat landscape for Canadians and Canadian interests has evolved significantly over the past decade. In the post-Afghanistan conflict era, the threat of ideologically motivated violent extremism (IMVE) has stabilized in Canada and abroad with the activity by these groups dropping in North America in favour of destabilized regions and countries. In Canada, although IMVE activity has stabilized, hate crimes are on the rise. Crimes related to racism, religious intolerance and discrimination against sexual orientation have seen a sharp rise in recent years in Canada.

Beyond the purely national security perspective, organized crime groups continue to increase their level of sophistication and are evolving into complex, diversified criminal enterprises. Organizations such as Outlaw Motorcycle Gangs are expanding in Canada

and developing sophisticated, interconnected, cross-border networks that leverage all levels of traditional crime groups from street gangs to international drug-trafficking consortiums. All of these organizations are pushing their presence online in order to capitalize on modern ways of moving funds and engaging in online crime that capitalize on low, or no-touch, activities such as identity theft and financial exploitation.

The most significant trend in national security has been a continued increase in the volume of transnational crime being reported and investigated in Canada - drug trafficking remains the largest crime in terms of the illicit funds it generates for criminal organizations globally. The rise in complexity of transnational crime has been seen with the increased prevalence of foreign actor involvement, primarily Russia and the People's Republic of China (PRC) in social media, traditional media and other areas where they can influence sentiment within other countries.



# Demographics and Society

**An aging demographic and a mobile global immigrant population continue to change the social structures of Canadian society. With five generations currently comprising the Canadian workforce, the requirements and demands of the public have never been more diverse.**

Canadian demographics have seen dramatic changes over the past few decades. A steady increase in the level of urbanization and an increase in the average age of the Canadian population have been the hallmarks of recent changes. The rising population density in Canadian urban centres has seen a marked rise in rural crime rates as police agencies struggle to adequately cover the sparsely populated rural areas of Canada. The aging population, increased ethnic diversity, particularly in urban centres, and the declining growth rate of Canada all have a direct impact on the policing workforce. While improvements in the presence of minorities and women have been seen in police services, they continue to lag behind other industries in terms of diversity.

Societally, Canada remains one of the most progressive and affluent nations in the world and remains in the top ten across all indices such as poverty, education and health care. Canada is also seen as a global leader in diversity, both through its immigration policies but also through the demonstrated changes in societal norms around diversity and inclusion. Canada is an increasingly connected society that both expects services to be available online. This expectation of online channels will drive a requirement for police agencies to offer increasingly online means of interaction. Additionally, as the opioid crisis intensifies globally, Canadian society, particularly urban centres and vulnerable populations are seeing its impact. While the rates of homicide overall are decreasing in Canada, those tied to domestic incidents have been increasing.

Canada's economy has traditionally been stable, however, the impact of the COVID-19 pandemic's global economic devastation will place the Canadian economy at risk for the foreseeable future. This, coupled with changing political influences such as the decline in the United States' global influence and the rise of emerging global powers, will set the course of the economic and political landscape inside and outside of Canada for the coming years. Most importantly, recent events have served to highlight the slow progress that has been made when it comes to reconciliation with the Indigenous Peoples of Canada. Advancing this agenda will remain a priority despite economic and political challenges caused by COVID-19.





# The 4th Industrial Revolution

**Innovation is driving emerging technology at unprecedented rates with individuals gaining ever-expanding access to these advancements. Technology is becoming increasingly connected, merging the digital and physical realms in new ways that uniquely enable both law enforcement and criminals.**

The rapidly changing technology landscape has fundamentally altered the nature of criminality. The “going dark” phenomena has seen a large proportion of criminal interaction move to the Dark Web where activities are significantly more difficult to monitor and track. The same rapid advances in technology that enable our highly connected society to prosper also raise significant privacy concerns. Facial recognition technology, artificial intelligence (AI) and quantum computing all raise concerns related to the ethical use of technology in monitoring and enforcement activities of law enforcement agencies. New technologies that are rapidly becoming more commercially available such as drones, 3D printing, blockchain technology, and the Internet of Things (IoT) all provide opportunities for law enforcement to expand its capability but similarly, offer criminals new opportunities to exploit these technologies for nefarious purposes.

The introduction of new technologies requires law enforcement agencies to keep pace. The rapid advancement in the means to digitally enable law enforcement requires sourcing a workforce with the applicable skills or closing the digital skills gap within police agencies. On the opposite end of the spectrum, legislative changes such as legalization of cannabis have necessitated rapid advances in technology to allow for detection of intoxication. The application of modern technology and trends such as advanced techniques for social media monitoring, the prevalence of private genealogy databases and DNA phenotyping all represent further opportunities for law enforcement agencies to capitalize on advancements in technology.

Probably the most important impact on Police Services of the 4th industrial revolution will be the need to digitize their services to keep pace with the volume of data and the realities of the modern world. Next Generation 911 (NextGen 911), advanced encryption and decryption techniques, digital evidence collection, management and sharing and the application of robotics and robotic process automation (RPA) are all key trends and advancements within the technological space that will require investment and adaptation by police services.



# Protecting Human Rights

**Human rights issues have come under increasing public attention and have been the subject of highly visible legal proceedings. In response to this societal focus, the Government of Canada and its police services strive to protect the most vulnerable from harassment, violence and infringements on their human rights.**

Although Canada remains amongst the top ten countries for maintaining the rule of law, globally, more and more countries are failing to uphold basic civil rights and corporate accountability. This impacts the stability of the global law enforcement capability and increases the risk of transnational criminality. Despite Canada's top ranking status, domestic human rights challenges persist. Maintaining a high degree of corporate accountability, ensuring the universal rights of people with disabilities and upholding the protection of religious freedoms remain challenges within the Canadian context. Additionally, workplace sexual harassment remains widespread in Canada, primarily impacting women. Although positive advances have been made to reduce gender-based challenges, such as progress in institutionalizing the principles of Gender Based Analysis Plus (GBA+), limited ability to measure its success remains a limitation.

In response to continued diversity challenges in Canada, an increased number of activist organizations are promoting civil discourse around diversity, inclusion and basic human rights. The advancement of Indigenous rights in Canada through the Truth and Reconciliation project continues but there remains challenges related to land claims, access to clean water and the lack of adherence to proposed timelines. Positive signs are beginning to appear in Indigenous communities across Canada, suggesting a positive economic tipping point is approaching in some communities. Despite these positive signs, Indigenous Peoples remain overrepresented across a number of negative societal factors such as incarceration, addiction and poverty.

A key aspect of protecting those who are vulnerable relates to the increased prevalence of mental health issues in Canada. In recent years, the ongoing dialogue in Canada has shown signs of reduced stigma associated with mental health and mental illness, however. Irrespective of this positive change, mental health issues are being driven by the negative impact of social media as well as workplace stressors. Mental illness and mental health issues are the greatest risk factor for suicide. With the rising prevalence of mental health issues in communities, police are more and more required to act as first responders to mental health crises. The nature of the policing profession leads its members to be at higher risk for mental health issues.



# Climate Change

**Climate change has grown to be one of the most significant threats to environmental sustainability. Public awareness of and involvement in this crisis has manifested in protests around the world, while parts of the globe navigate environmental disasters, record heat waves, melting ice caps, flooding and extensive forest fires.**

In Canada, extreme weather events such as floods, wildfires and tornadoes will continue to impact an increasing number of regions and will place further stress on law enforcement agencies to respond to atypical scenarios. Additionally, the changing climate will increase risk of infectious diseases. COVID-19 is an unprecedented example of how police and the RCMP are responding to disease-driven health crises, enforcing emergency laws and quarantine conditions.

Climate migrants and climate activism are two trends that will continue to grow as the climate change movement takes hold. It is estimated that over the coming decades, climate change will displace an estimated one billion people. Climate protests, like those inspired by Greta Thunberg, have shown that large groups of activists are willing and capable of mobilizing quickly and effectively. This will only place additional stressors on the ability of law enforcement agencies to respond appropriately to increased incidence of activism.





# Trust, Confidence & Transparency

**Political pressures, social change and a more vigilant and involved public have impacted the trust that Canadians have for their police forces and all levels of government. Changing perceptions have created the requirement for increased transparency and openness on the part of our public institutions.**

The ability to spread disinformation and misinformation has been enabled by technology and accelerated by the malicious use of social media. Perceived or real “fake news”, the ability to pass off “deep fakes” as valid media clips and the prevalence of foreign actor interference in the electoral process has generated an increase in the distrust that citizens feel toward government and non-government institutions. From a policing perspective, the fact that the cost of policing services in Canada is rising while the number of police per capita is dropping has further decreased public confidence in police services, including the RCMP. Additionally, public concerns related to law enforcement techniques such as street checks and proactive policing have raised privacy and discrimination concerns and further serve to undermine the trust that Canadians have in their police, leading to increased demands for transparency.

As the trend toward increased sensitivity and scrutiny around privacy accelerates in Canada, in particular when it comes to personal privacy, laws are becoming stricter around the enforcement of personal privacy infringement. This trend has impacted police agencies’ ability to execute their investigative functions. Furthermore, sensitivities around information sharing across jurisdictions and between organizations further hampers police investigative efforts. The lack of permissive legislation around the sharing of information impacts law enforcement agencies both within Canada and internationally.





# National Security and Transnational & Serious Organized Crime





We are deeply concerned by new developments in security-related issues that affect us all, such as cyber security and counter-radicalization to violence. Thanks to our shared commitment to facing these new challenges, we will adapt our approaches and find innovative solutions. I am convinced that our productive exchanges, a spirit of openness and the sharing of best practices will lead to significant concrete initiatives in public safety and justice.

**Pierre Moreau**

Minister of Municipal Affairs and Land  
Occupancy and  
Acting Minister of Public Security of Quebec

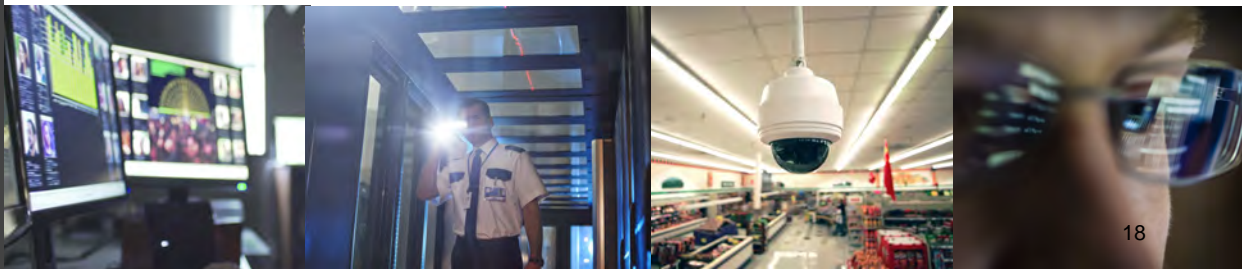
National Security and Transnational & Serious Organized Crime

## Overview

**Ideologically motivated extremism, foreign actor interference and the increasingly transnational nature of organized crime continue to influence Canada's national security posture. Groups whose interests are harmful to Canada and Canadians represent a complex and ever-evolving threat.**

**For Canada and the RCMP, key focus areas include (but are not limited to):**

- Organized crime in Canada ranges from Traditional Organized Crime Groups (Mafia) and Outlaw Motorcycle Gangs with increasingly sophisticated crime networks to Street Gangs with direct and visible impacts in local communities.
- Organized Crime Groups are expanding from a singular market focus to a 'poly-market' approach so as to exploit new criminal opportunities within their maturing, established networks.
- The security of Canada's citizens and infrastructure are under increasing threat from Chinese and Russian interference, ideologically motivated extremists and transnational crime.



# Overview

Illegal online gambling vs legal

**\$500**  
million

Legal gambling wagers

**\$4** billion

Illegal gambling wagers

**44%**  
6 years

Increase in online scams and phone scams in 6 years



**200%**

5 years

Global financial impact of cyber crime

**\$3.0**

trillion in 2015

**\$6.0**

trillion in 2020

**10%**

Increase in homicides linked to organized crime



**1500%**

Increase in Fentanyl



**28%**

Increase in Methamphetamine



**5%**

Increase in Cocaine

Drug involvement by organized crime in last 4 years



# Sophisticated Organized Crime

Organized crime in Canada ranges from Traditional Organized Crime Groups (Mafia) and Outlaw Motorcycle Gangs with increasingly sophisticated crime networks to Street Gangs with direct and visible impacts in local communities.

# Sophisticated Organized Crime

**OCGs are expanding across the country with networks that are becoming increasingly interconnected and entrenched**

## **Outlaw Motorcycle gangs are growing<sup>1</sup>**

- Outlaw Motorcycle Gang (OMG) networks are the most prominent organized crime groups (OCGs) in Canada and are supported by extensive illegal and illicit drug operations.
- In 5 years, OMG chapters have grown 55% (to 70 chapters), while their supporting Motorcycle Gangs, have grown 260% (to over 140 chapters).

## **Traditional Organized Crime Groups are using local and international connections<sup>1</sup>**

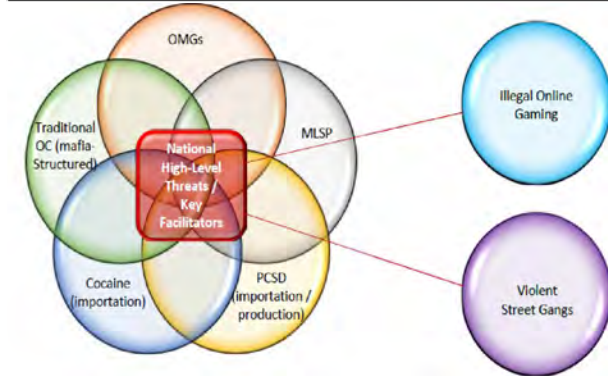
- Canada's traditional 'Mafia-structured' organized crime networks consist of about 24 OCGs and are based in the Greater Hamilton, Toronto and Montreal areas.

- Traditional OCGs have the most interconnected networks and as of 2019, 90% of these OCGs maintain international links.

## **Street Gangs continue to act for other OCGs<sup>1</sup>**

- Canada was estimated to have approximately 375 active street gangs in 2019. These groups are typically involved in high-visibility crimes such as mid-level drug distribution, theft-related activities, violence and sex crimes.
- These street gangs have on occasion been known to commit murders in support of the Mafia or OMGs.
- Ontario based gangs are increasing intra and inter-provincially, Toronto and Ottawa based gangs have expanded operations, as well as the use of firearms violence.

**Figure 1** - Below is a graphical representation of the scope of the 680 assessed OCGs, illustrating the depth and breadth of their criminal networks



2019 CISC Public Report on Organized Crime

# Sophisticated Organized Crime

**Over 20% U.S. linked OGCs have connections to Mexico. U.S. and Mexico are transit countries for illicit drugs shipped from South America coming into Canada<sup>2</sup>**

Product	National sourcing	International transit node	International production point
Fentanyl and its Analogues	Vancouver and Toronto are two of Canada's busiest container ports and air cargo destinations for Fentanyl	The Dominican Republic, Mexico and the U.S. are established transit nodes using established smuggling routes	Fentanyl and precursors are provided by China and Mexico
Methamphetamine	The majority of production is based in British Columbia and Ontario (Quebec and Alberta to a lesser degree)	The Dominican Republic, Mexico and the U.S. are established transit nodes using established smuggling routes	Methamphetamines are provided by Netherlands, largely supplied by Mexican 'super labs'
Cocaine	Canada is one of the top origin countries for cocaine sent to Australia and New Zealand	The Dominican Republic, Mexico and the U.S. are established transit nodes using established smuggling routes	Colombia accounts for 68.5% of the global cocaine cultivation
Heroin	Majority of import activity based in British Columbia, followed by Ontario and Quebec	South Africa continues to be a key transit point for heroin to Canada	Primarily from Afghanistan, with some originating in Mexico
Cannabis	Majority of producers are located in Ontario and British Columbia	U.S. Cross-border seizures present a risk to OGCs	Canada produces cannabis for the illicit sale in U.S. markets

# Sophisticated Organized Crime

## Organized Crime Groups are exploiting connections to remote and/or Indigenous communities and networks

- Indigenous groups have growing connections with outside OCGs to support the transport of drugs, illegal tobacco and in some instances, human smuggling. For example, a small British Columbia street gang, the Kelowna Warriors, has forged connections with Canada's largest Outlaw Motorcycle Gang, the Hells Angels.<sup>3</sup>
- Some organized crime groups and Indigenous gangs exploit connections to reserves and/or small, remote northern communities where scarcity pricing allows for high margins and a lucrative drug trade.<sup>4</sup>
- Between 2013 and 2018, the Indian Posse became one of Canada's largest gangs. In the past five years, they have surpassed Outlaw Motorcycle Gangs and Italian organized crime syndicates as the largest single group held in federal prisons, with 536 members serving federal sentences.<sup>4</sup>



In Winnipeg, a rock of crack cocaine sells for \$10 to \$20. In The Pas, it's \$50 to \$70 for a rock the same size. Farther north in Thompson, Man., it's \$100 a rock. It's pretty easy to see how fast you can make money."<sup>4</sup>

**Sgt. Patrick Olson**  
Royal Canadian Mounted Police





# Evolving Criminal Enterprise

Organized Crime Groups are expanding from a singular market focus to a 'poly-market' approach so as to exploit new criminal opportunities within their maturing, established networks.



# Evolving Criminal Enterprise

## Cybercrime is increasing as organizations collect more and more digital information

Around the world, organizations are racing to implement new technologies while using data to innovate products and services. The collection, storage and safekeeping of data is critical as the risk of criminals targeting information increases.

- In 2018 around 60% of Canadian internet users experienced one or more cybercrime incidents.<sup>5</sup>
- 15% of Canadian businesses have experienced a cybercrime crisis within the last 5 years.<sup>6</sup>
- In 2019, Canadians lost \$43 million to cybercrime.<sup>7</sup>

- Cybercrime incidence rates may be underrepresented due to victim embarrassment, fear of reputational harm and the perceived lack of recourse. It is suspected that this may naturally limit the formal reporting of cybercrime to the appropriate authorities.
- By 2024, the collective global cost of data breaches could reach \$5 trillion.<sup>8</sup>

“

With the revolution of information technology cybersecurity has become a major concern over the past two decades

**Ralph Goodale,**  
Public Safety Minister (2019)



# Evolving Criminal Enterprise

## **Cryptocurrency an opportunity to move money and an attractive target for cyber theft**

- By 2021 it is expected that 70% of all annual cryptocurrency transactions<sup>9</sup> will be for illegal activity, 20% higher than current measurements.
- Globally, approximately \$72 billion of illegal cryptocurrency activity per year involves bitcoin.<sup>10</sup>
- In 2019, Australia had 60 open investigations<sup>11</sup> into global instances of crypto-crime and aggressive tax avoidance.
- The anonymity employed that allows cryptocurrency to be an effective means to move money also makes it an attractive criminal target. Losses from cryptocurrency theft increased by 150% during the first nine months of 2019 up to \$4.4 billion from \$1.7 billion in 2018.<sup>12</sup>

- In 2019, \$195 million was stolen from the Canadian crypto exchange QuadrigaCX.<sup>13</sup>

## **Ransomware becoming a common threat, targeting individuals, small businesses and government organizations**

- Ransomware is damaging for any business or organization as it causes costly downtime, often bringing the ability to conduct even basic IT-related tasks to a standstill.<sup>14</sup>
- A Canadian insurance company's computers were disabled for more than one week due to a ransomware attack that resulted in a payout of \$1.4 million in bitcoin.<sup>15</sup>
- In 2019, Government of Nunavut services - from health to justice - were locked out by a ransomware cyber attack.<sup>16</sup>



- Criminals leveraging ransomware often demand cryptocurrency for payment as a means to enforce anonymity and elude identification.
- Globally, ransomware attacks have increased by more than 74% between 2018 to 2019.<sup>17</sup>

# Evolving Criminal Enterprise

## **Financial crimes are growing among OCGs and include money laundering and a broader, more diverse set of criminal activities**

- 40% of Outlaw Motorcycle Gangs are involved in financial crime because of its lucrative nature. In 2018 the Canadian Government reported the loss of over \$15.8 million due to fraud.<sup>18</sup>

## **Money Laundering through casinos and real estate**

- OCGs have laundered hundreds of millions of dollars in criminal proceeds. This money laundering is often through casinos and the purchase of real estate assets to conceal sources of funds.
- In 2018, \$7.4 billion was laundered through British Columbia and \$5 billion of that was funnelled through B.C.'s real estate market, effectively increasing prices by an estimated 5%.<sup>19</sup>

- This form of crime (or “money laundering”) is considered low risk among OCGs. From 2000 to 2016 the conviction rate of people accused of money laundering was 27%.<sup>20</sup>

## **Extortion is on the increase**

- Extortion increased by 170% between 2012 and 2018.<sup>21</sup> This increase was driven by the appearance of online scams and false Canada Revenue Agency phone calls.

## **Growth of counterfeit goods due to online shopping**

- Counterfeit online sales have become a significant issue due to broader, easier access to the internet. Counterfeits are expected to grow to a \$4.2 trillion business globally and put 5.4 million legitimate jobs at risk by 2022.<sup>22</sup>



## **Identity Theft is being enabled by technology**

- 40% of identity thefts are conducted via debit or credit<sup>23</sup> card cloning, which is subsequently sold on the Dark Web.
- Canadians lost \$21.2 million related to identity theft in 2018, up from \$11.7 million in 2017.<sup>24</sup>
- Identity theft accounts for 29% of all reported cases of fraud in Canada.<sup>25</sup>

# Evolving Criminal Enterprise

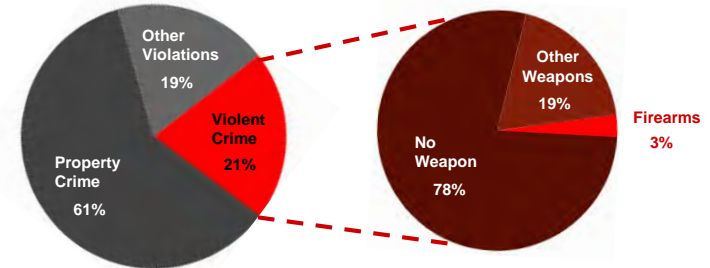
## Mass Marketing Fraud (MMF) being leveraged more frequently by criminals

- Many of the scams are being committed by organized crime groups operating globally in locations such as India.<sup>26</sup>
- OCGs are leveraging mobile devices to target sensitive personal and financial information conduct identity theft and mass marketing fraud.<sup>27</sup>
- In 2018, 4,545 seniors (aged 60+) in Canada were victimized by MMF.<sup>28</sup>
- The Canadian Government reported the loss of over \$26 million to MMF in 2018.<sup>28</sup>
- In 2019, 760 Canadians reported more than \$22.5 million in losses as a result of romance scams via fake dating profiles, making it the top fraud reported in 2019. Approximately \$9 million of this amount was attributed to romance scam fraud executed against senior citizens. This specific type of fraud accounted for approximately 25% of all losses amongst Canadian seniors.<sup>28</sup>

## Firearm-related violent crimes by gangs is increasing, remains small portion of violent crime overall

- While currently representing only 3% of all violent crime, the use of weapons to commit violent offences has seen a significant increase in the past 4 years.<sup>29</sup>
- 16 Canadian cities experienced an increase in firearm-related crime.<sup>29</sup>
- Since 2013, gang-related firearm homicides have almost doubled.<sup>29</sup>
- Rates of firearm-related crimes are similar between urban and rural regions, however, urban crimes typically involve handguns while rural crimes most frequently involve rifles or shotguns.<sup>29</sup>
- Overall, firearm-related violent crime rates are highest in the Prairies and the Territories.<sup>29</sup>

**Gun crime is less than ½ of 1% of overall police-reported crime in Canada**



# Evolving Criminal Enterprise

## **OCGs use networks, are often highly-entrenched, and use multiple importation facilitators for drug smuggling**

OCGs have extensive international criminal connections to facilitate both the importation of drugs into Canada and the export overseas. Over 90% of organized crime groups were involved in at least one illicit drug market as of 2018.<sup>2</sup>

## **Methamphetamine**

OCGs import precursor chemicals for methamphetamine from China and Mexico for domestic production. Chemicals/powder are often purchased online from China and the purchaser presses them into pills. Despite high domestic production, Mexico cartels are increasing the export of methamphetamines into Canada.<sup>2</sup>

## **Heroin**

South Africa continues to be a key transit point of heroin to Canada from Afghanistan. Other common heroin transit countries include Malaysia, India and Pakistan.<sup>2</sup>

## **Cocaine**

Five organized crime groups, representing a significant threat to Canada, are involved in some of the largest cocaine importing networks in Canada, involving Mexican and Colombian drug trafficking organizations.<sup>2</sup>

## **Cannabis**

Transnational crime groups legally produce cannabis in Canada in order to sell products illegally within the U.S. Cross-border seizures present a risk to OCGs and those criminal entrepreneurs whom are actively exporting Cannabis to the U.S. and other countries.<sup>2</sup>



# Evolving Criminal Enterprise

**Organized crime groups exploiting existing criminal pathways, legitimate business structures and emerging technology to create new criminal opportunities**

## Illegal Gaming Websites

- The number of illegal gaming websites is increasing.
- The current volume of illegal gaming dwarfs that of regulated offerings. Canadians wager \$4 billion annually through illegal gaming while the provincial sports lotteries see only \$500 million in legal wagers. The illegal gaming industry is predominantly controlled by the traditional OCGs and/or OMGs.<sup>30</sup>
- One OMG ran an online gaming site that earned \$13 million in 7 months in 2019 and was likely to gross \$131 million in 5 years if not stopped by police.<sup>31</sup>

## Human Trafficking

- Human trafficking has slightly decreased. Between 2016 and 2018, human trafficking activities executed by organized crime networks dropped by 14%.<sup>32</sup>
- In 2018, 34% of reported human trafficking incidents in the province of Ontario were linked directly to OCGs.<sup>33</sup>

17%

All violations attributed to OCGs

11%

Homicides attributed to OCGs

4%

Assaults attributed to OCGs

35%

Robbery attributed to OCGs

117%

Intimidation attributed to OCGs

138%

Identity Theft attributed to OCGs

\*Average yearly growth of police-reported organized crimes between 2016-2018

# Evolving Criminal Enterprise

## Overfishing is a substantial portion of global fishing

- As many as 12 OCGs have been known to be involved in illegal fishing.<sup>34</sup>
- Unregulated fishing accounts for about 30% of all fishing activity globally, representing up to 26 million tonnes of fish caught annually, with an estimated value of between \$10 billion to \$23 billion.<sup>34</sup>

## Millions earned on contraband tobacco

- Illegal or contraband cigarettes are feeding a massive illegal industry run by organized crime groups with a tax evasion cost in Ontario alone of approximately \$1 billion per year. Nationally the cost of tax evasion attributed to illegal cigarettes is estimated at between \$2 billion and \$3B annually.<sup>35</sup>
- Illegal cigarettes are often manufactured at plants on First Nations reserves in Ontario and Quebec and have earned \$30 million in profit between 2017 and 2018.<sup>35</sup>

## Social Media used by Street Gangs for secure communication

- Street gangs are leveraging their social media presence for recruitment by promoting the benefits of a gang lifestyle, particularly in Ontario and Quebec.
- Online gang feuds that were initiated on social media have in some cases resulted in real-world, physical violence.
- The continued use of communication tools such as Snapchat, Instagram, and WhatsApp by gang members pose complex investigational challenges for law enforcement agencies due to varying levels of encryption and content deletion.<sup>36</sup>

# Evolving Criminal Enterprise

## Loan-sharking continues as an OCG tool

- Lending money at unreasonably high-interest rates is a common revenue/profit generating tool used by traditional OCGs.<sup>37</sup>
- Loan sharking can take many forms, it often involves lending to consumers of illegal goods and services, gamblers are frequent targets. Similarly vulnerable are clients of drug dealers. Some drug dealers will directly lend to their customers with the potential to profit more from lending than trafficking in illicit drugs.<sup>37</sup>
- There is also a demand for loans from entrepreneurs who either cannot borrow from the formal banking system or would find it risky to do so. Entrepreneurs selling inherently illegal goods may have no other source of start-up money or working capital. Loan-sharking becomes an attractive option.<sup>37</sup>

## Casino money laundering is spreading east

- Suspicious transactions at B.C. casinos plummeted from a high of \$20 million per month in July 2015 to just \$200,000 a month in February 2018.<sup>38</sup>
- The Ontario Provincial Police (OPP) logged 945 suspicious transaction investigations at casinos in 2017, doubling to 2,266 transactions in 2018. This represents an increase of roughly 140% in one year.<sup>38</sup>
- It is estimated that the Ndrangheta organized crime syndicate may have laundered roughly \$70 million through Ontario casinos.<sup>38</sup>



It's just mind-boggling, the sheer volume and the size of these transactions on a regular basis in casinos is just astounding."

**David Eby**

British Columbia's Attorney General (2018)





# Evolving Criminal Enterprise

## Vehicle theft and illegal export has areas of focus

- Between the years 2000 and 2018, there was a 55% decrease in the rate of motor vehicle theft across Canada. The decline in motor vehicle theft is primarily due to anti-theft technology in newer cars, such as engine immobilizers.<sup>39</sup>
- There are multiple transit routes through which stolen vehicles are directed and smuggled.<sup>40</sup>
  - Cars from Vancouver are shipped to Hong Kong, Thailand, Vietnam, Indonesia and China.
  - Cars from Toronto, Montreal and Halifax are shipped to U.S., Belgium, Germany, Poland, Finland and Italy.

## Exotic animal trade has increased due to potential profit

- The exotic animal trade is the fourth largest illegal market in the world, worth roughly \$205 billion annually.<sup>41</sup>
- The illegal animal trade has increased in the last 10 to 15 years. Between 2011 and 2018 more than 4,000 animals and animal parts have been seized by the Government of Canada, representing an average of 330 seizures per year.<sup>41</sup>

## Chinese illegal organ trade attracts international business

- Between 60,000 and 100,000 human organs<sup>42</sup> are transplanted in Chinese hospitals each year. Many of these organs are illegally sourced, largely through prisoners.
- The illegal organ trade globally generates approximately \$840 million to \$1.7 billion (USD) annually.<sup>43</sup>
- Due to wait times in the Canadian medical system, Canadians are counted among those that are considered 'medical tourists': individuals who travel abroad to procure medical and/or surgical procedures.

A hand is shown in the upper left, with fingers slightly curled as if hovering over a glowing green digital interface. The interface consists of horizontal lines of light, creating a sense of depth and movement. The background is dark, making the green light stand out.

# National Security

The security of Canada's citizens and infrastructure are under increasing threat from Chinese and Russian interference, ideologically motivated extremists and transnational crime.

# National Security

## Arctic Sovereignty disputes more prevalent as global warming uncovers routes and resources

- If Arctic ice reduction continues, by the mid-2030s Canada's Northwest Passage and Russia's Northern Sea Route will be more accessible, significantly shortening commercial maritime routes connecting Europe and East Asia.<sup>44</sup>
- In 2018, China released its plan for the "Polar Silk Road"<sup>45</sup> which would reduce shipping durations by approximately 20 days and identify new areas for the development of oil, gas and mineral resources and other non-fossil energies as well as explore fishing and tourism opportunities in the Arctic.

- Russia also stated its intent in 2018 to increase its fleet of nuclear-powered icebreakers and construct new ports and other related infrastructure in the Arctic.<sup>46</sup>

## Foreign actor interference has become a meaningful and serious threat

- China and Russia have focused on boosting extreme viewpoints and creating further polarization of political views.
- The People's Republic of China (PRC) poses a significant risk of political and economic interference in Canada. PRC has been known to compel Chinese citizens and others to co-operate with Beijing's intelligence-gathering agencies.<sup>47</sup>
- PRC and Russia have targeted and manipulated a number of the 650 publications, 120 radio and TV programs from "ethnic media" outlets in Canada.<sup>47</sup>



- Foreign actor interference activities have actively targeted the electoral process, elected officials and staff; and sub-national areas of the Canadian government.
- During the US election, the PRC posted 448 million<sup>48</sup> times on social media, of which 1 out of 5 tweets<sup>47</sup> were sent by a bot with the express purpose of spreading misinformation

# National Security

## Global changes in Ideologically Motivated Violent Extremists (IMVE)<sup>49</sup>

- Islamic State (IS) inspired attacks in North America, Europe and Australia declined by 50% between 2017 and 2018.
- After the IS lost territory in Iraq and Syria in 2017, it shifted focus to other countries with fragile security environments, particularly Afghanistan, Nigeria and the Philippines. Further, the IS doubled its attacks in these areas in 2018.
- Spain's risk level decreased as the disruptive demonstrations in favour of Catalan independence have subsided.

## Ideologically Motivated Violent Extremists (IMVE) a concern for law enforcement

- Canada's terrorist threat environment remains stable. The principal terrorist threat to Canada continues to stem from groups inspired by Daesh or al-Qaida (AQ).<sup>50</sup>
- As of 2019, approximately 190 extremists abroad have a connection to Canadian and could return, increasing the potential of actions against Canada or Canadians.<sup>50</sup>
- In 2018, a flash mob of Antifa members (classified as far-left) vandalized local businesses and attacked police in Hamilton causing \$100,000 in property damage.<sup>51</sup>

- Violent right-wing extremists typically target anti-government, racial separation and anti-immigration sentiment. These attacks have been directed at mosques, synagogues, refugee centres and other symbols of multiculturalism and immigration.
- Approximately 45% of these attacks in 2018 were arson-related, while 38% involved knives or firearms.<sup>49</sup>
- The Far-Right have a completion rate of 70% for planned attacks executed in Europe and North America while Jihadist attacks resulted in a completion rate of 28%.<sup>49</sup>

# National Security

## Radicalization most successful with young male adults

- Online and social media platforms are leveraged by extremists to target groups with tailored messages to indoctrinate and recruit.
- Recruited Canadians are 95% male with an average age of 27.<sup>52</sup>
- In 2017 Rumiyah, the ISIS online propaganda group, used social media to motivate “lone wolves” to execute attacks using knives and vehicles.<sup>53</sup> Most incidents in North America<sup>54</sup> were carried out by recruits who executed attacks in this manner.
- In response to extremist motivated attacks, Facebook removed 6 Canadian pages in an effort to enforce its policy on extremist content and hate groups in 2019.<sup>55</sup>

## Canada’s National Strategy on Countering Radicalization to Violence<sup>56</sup>

- In 2018, the Government of Canada published the National Strategy on Countering Radicalization to Violence.
- The strategy is intended to engage with a variety of actors from police to community organizations to identify and prevent radicalization to violence before tragedies occur.
- The National Strategy has three main purposes:
  1. To explain radicalization to violence and the destructive and harmful behaviours involved, including their impacts on Canadians and communities;



2. To outline the Government of Canada’s approach to preventing and countering radicalization to violence through early prevention, at-risk prevention and disengagement from violent ideologies; and
3. To outline three priorities that have been identified by the Canada Centre for Community Engagement and the Prevention of Violence: a. Building, sharing and using knowledge; b. Addressing radicalization to violence in the online space; and c. Supporting interventions.

# National Security

## **Terrorist organizations using technology to diversify how they distribute funds**

- Daesh in Syria and Iraq continues to have significant financial resources to fund and attacks in Afghanistan and sub-Saharan Africa.<sup>57</sup>
- Hezbollah obtains funds from sympathetic individuals and employs a diversified funding structure involving businesses and charities.<sup>57</sup>
- Some groups are suspected of using Zcash, a cryptocurrency which provides the potential ability to use and transfer the currency offline, making it extremely difficult to trace illicit transactions.<sup>58</sup>
- The Government of Canada employs a strong anti-money laundering and anti-terrorist financing legislative framework which also provides important safeguards for citizens' rights and privacy.

- This framework is established by the Proceeds of Crime (Money Laundering) and Terrorist Financing Act (PCMLTFA) and its Regulations.<sup>59</sup>
- As of June 2019, all cryptocurrency transfers above \$10,000 CAD must be reported to Financial Transactions and Reports Analysis Center of Canada (FINTRAC) in an effort to prevent terrorist financing.<sup>60</sup>

## **Hate Crimes are on the rise in Canada and across social media**

- Eastern European and Central Asian countries (Russia, Poland, Albania, Bosnia-Herzegovina, Kosovo and Montenegro) are all considered unsafe for LGBTQ due to high levels of discrimination, hate-based violence and hate crimes.
- U.S. hate crimes increased by 9% across 30 large cities in 2018.<sup>61</sup>
- In Canada, hate crimes increased 30% from 1,295 reported incidents in 2014 to 1,798 in 2018.<sup>62</sup>
- Canadian hate crimes were predominantly perpetrated against the Jewish and Black communities. Between 2014 to 2018 there were 173 hate crimes against the Muslim community and 35 against Indigenous Peoples. The most violent experiences were against the LGBTQ2SI community.<sup>63</sup>
- 4chan, an English-language imageboard social media site, found that hate messages and hate speech had increased by 40% since 2015.<sup>61</sup>

# National Security

## Transnational crimes are growing globally

Transnational crime will continue to grow due to high profits and relatively low risk levels. The revenues generated from transnational crimes are estimated to be between \$2.2 trillion and \$3.1 trillion per year<sup>43</sup>

Transnational crime	Estimated annual value		
Drug Trafficking	\$594.4 B	to	\$909.7 B
Small Arms & Light Weapons Trafficking	\$2.4 B	to	\$4.9 B
Human Trafficking			\$209.6 B
Organ Trafficking	\$1,172 M	to	\$2.4 B
Trafficking in Cultural Property	\$1.7 B	to	\$2.2 B
Counterfeiting	\$1,287 B	to	\$1,576 B
Illegal Wildlife Trade	\$7.0 B	to	\$32.1 B
Illegal Fishing	\$21.6 B	to	\$50.8 B
Illegal Logging	\$72.6 B	to	\$219.1 B
Illegal Mining	\$16.7 B	to	\$67.0 B
Crude Oil Theft	\$7.3 B	to	\$16.6 B

Source: Global Financial Integrity, Transnational Crime and the Developing World (2017)

## Increasingly criminals are traveling to Canada to engage in 'Crime tourism'

- Canada, U.S. and Australia have each experienced a surge in crime tourism. For example, earlier this year, Halton police helped Australian law apprehend a Chilean crime syndicate responsible for the robbery of 70 houses in the Halton region and another 400 home invasions in Toronto. Police recovered \$2.7 million<sup>64</sup> worth of stolen goods from the apprehended members.
- Crime tourists and thieves have been found to be from several countries, the biggest group targeting and operating in Canada appear to come from Chile.<sup>64</sup>

# National Security

## Tension with Russia continues but risk of escalation is low

- There is a low likelihood of a global crisis, however, the Russian-Ukrainian dispute is not close to resolution.<sup>65</sup> During the closing months of 2019, Russia and Ukraine have pursued confidence-building measures, such as prisoner exchanges and separation of forces in eastern Ukraine to reduce the risk of serious conflict.
- Russia has little interest in escalating the fighting and is focused on persuading the European Union to ease sanctions.
- As recently as January 2020, Russia's government resigned to make way for major constitutional change.<sup>66</sup> Many believe that the president of Russia is laying the groundwork for a transition in 2024 that will likely see him abandon the presidency, but remain Russia's dominant politician as an augmented prime minister or in the government's State Council role.<sup>66</sup>





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- <sup>63</sup>Police-reported hate crime in Canada, 2018. Statistics Canada. (2020, February 26). <https://www150.statcan.gc.ca/n1/pub/85-002-x/2020001/article/00003-eng.htm>.
- <sup>64</sup>Haber, P. (2020, January 24). Organized break-and-enter gangs arrive as tourists and target Canadian neighbourhoods. ctvnews. [https://beta.ctvnews.ca/national/w5/2020/1/24/1\\_4782025.amp.html](https://beta.ctvnews.ca/national/w5/2020/1/24/1_4782025.amp.html).
- <sup>65</sup>Council on Foreign Relations. (2020, January 8). Top Conflicts to Watch in 2020: A Crisis Between Russia and Ukraine. Council on Foreign Relations. <https://www.cfr.org/blog/top-conflicts-watch-2020-crisis-between-russia-and-ukraine>.
- <sup>66</sup>Clinch, M., & Ellyatt, H. (2020, January 16). Putin consolidates power as Russian government resigns. CNBC. <https://www.cnb.com/2020/01/15/russian-government-has-resigned-report-says-citing-pm.html>.

# Demographics and Society





The opportunity to take part in enriching experiences that celebrate our rich multicultural heritage not only bolsters our community spirit, it breaks down barriers—building a Canada that promotes respect, equity, equality and dignity. Our government is proud to support these projects that support our youth, and promote diversity and inclusion, while addressing issues of racism and discrimination in communities.<sup>1</sup>

Pablo Rodriguez  
Minister of Canadian Heritage and  
Multiculturalism

## Demographics and Society

# Overview

An aging demographic and a mobile global immigrant population continue to change the social structures of Canadian society. With five generations currently comprising the Canadian workforce, the requirements and demands of the public have never been more diverse.

For Canada and the RCMP, key focus areas include:

- Canada is comprised of an aging population and continues to experience migration to urban centres.
- Canadian society continues to be challenged by violence, drug abuse, mental health and poverty, while taking positive steps to address education gaps and equality.
- The economic landscape is in flux with a downturn and job impacts expected to increase crime rates.
- 'Politics-as-usual' has been impacted by the global health pandemic, while China exploits COVID-19 as an opportunity to become a global superpower.



## COVID 19 in Canada

2.8 million

Expected job losses in March and April 2020

\$27 billion  
Canada's stimulus package

16%  
Decrease in mental health

20%  
Expected increase in crime due to mass layoffs

83%

Since Bell Let's Talk began

of Canadian reported believing attitudes about mental illness have changed for the better

Canada's urban population

81%

Present



90%

2050

30%  
Higher crime rate in rural/remote

Canada in 2018

1 in 3



Homicides were **firearms** related

1 in 5



Accused of violent crimes suspected of having **mental illness or developmental disorder**

25-30%

of Canada's population will consist of immigrants by 2036



Percentage of population 55+

18%  
Global 55+

32%  
Canada 55+

18%  
Indigenous 55+

5 times higher



Rate of homicide of **Indigenous People** compared to Non-Indigenous

## Truth and Reconciliation

2057  
Projected for all calls to action to be completed

94  
Calls to action

21  
Projects to progress

10  
Completed





# Demographics

Canada is comprised of an aging population and continues to experience migration to urban centres.

# Demographics

## By 2050, 90% of the Canadian population will live in urban areas

### Urban areas favoured by immigrants and youth

- The proportion of the global population living in urban centres is 56%, an increase of 24% since 1955.<sup>1</sup>
- 81% of Canada's population live in an urban centre, up 34% since 1955.<sup>1</sup>
- Indigenous youth are increasingly favouring city life, bringing with them their community traditions and values.
  - As of 2017, approximately 10% of Winnipeg's population is Indigenous, many stores have signage incorporating indigenous languages such as Cree, Dakota, Michif and Inuktitut.<sup>2</sup>

### Many small towns and reserves are suffering as a consequence of urbanization

- Small towns are losing banks, libraries, schools and other services like transportation creating a feeling of neglect.
- Business owners are not being replaced as they retire, creating gaps in local services, such as general stores, gas stations, etc.

### Crime rate in 2018 was 30% higher in rural and remote Canada as compared to cities

- Crime rate relatively higher in the Prairies: Manitoba at 42%, Saskatchewan at 36% and Alberta at 38%.<sup>3</sup>

- Organized crime networks are expanding to rural and remote areas as lack of police and law enforcement presence creates opportunity.
- A study by the House of Commons maintains that effective crime reduction in rural Canada requires adequate police resources, partnerships across communities, robust victim support and a justice system that inspires public confidence.

### COVID-19 spread by travel and exacerbated by population density in urban centres

- The world is travelling more than ever, with roughly 4.5 billion airline passengers in 2019.<sup>4</sup>
- Having people living within close proximity in densely populated areas enables the spread of infectious disease.
- Police and the RCMP have implemented safety precautions to protect themselves and the general public that they serve.
- Governments and organizations around the world will dedicate significant effort to learning from this pandemic and planning for the potential of a recurrence in the future.

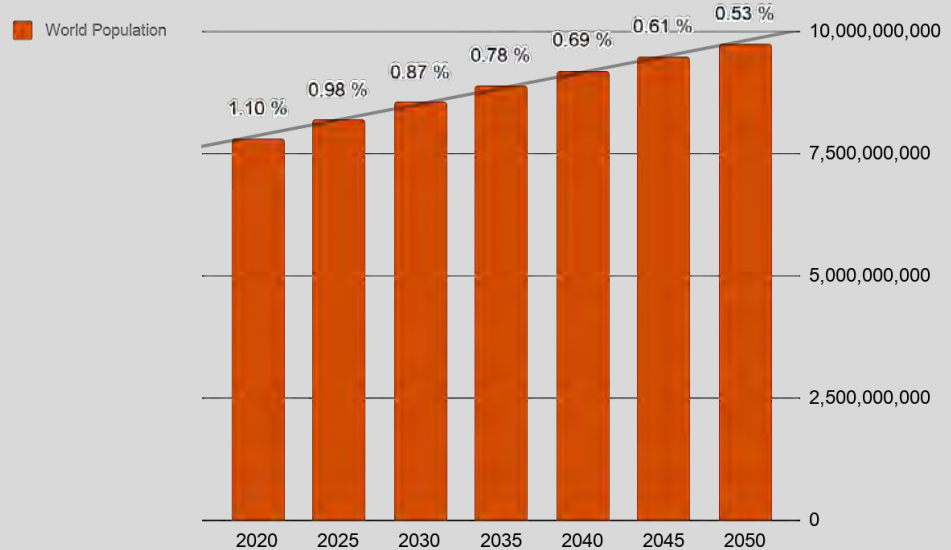
# Demographics

**Canadian population growth has declined with the exception of Canada's Indigenous population**

**Global population expected to be 10 billion by 2055<sup>5</sup>**

- As of 2020, the global population is over 7.7 billion.
- By 2025, the global population is projected to be 8 billion, reaching 9 billion by 2040.
- The global growth rate is currently declining and is projected to continue to decline in the coming years (reaching 0.53% by 2050 and 0.03% in 2100).

World Population and Yearly % Change



# Demographics

## Canadian population expected to be 45 million people by 2050

- As of 2020, Canada's population is over 37.7 million, comprising only 0.5% of the global population.<sup>6</sup>
- By 2025, the Canadian population is projected to be just over 39 million, reaching 43 million by 2040.<sup>7</sup>
- Canada's population growth rate is currently 1.4% and declining. It is projected to continue to decline in the coming years (reaching 0.47% by 2050).<sup>8</sup>

## Indigenous population expected to increase to over 2.5 million by 2036

- Canada's Indigenous population was over 1.6 million as of 2016 with Statistics Canada reporting a 42.5% increase from 2006. It is expected to increase by just over 55% to approximately 2.5 million by 2036<sup>9</sup>



# Demographics

## Canada's aging population outnumbers younger members for first time since 1871

### World population is aging

- The world's largest age segment is 25-54 years<sup>10</sup> at 40.6%, well above all other age segments.
- It is expected that by 2050, 16% of the world will be over age 65, up from 9% in 2019.

### Canada's aging population is almost double relative to the rest of the world

- Ages 25-54 represents just over 40%, comparable to the world demographic.
- Segments 55-64 and 65+ years are almost double that of the same global age demographic at 32.2%.

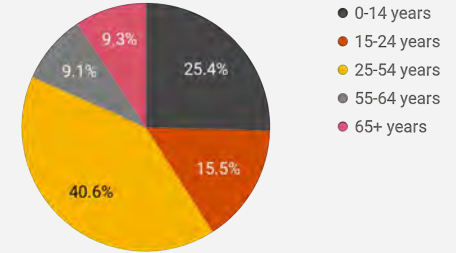
- Youth ages 0-14 are 15.8% of the Canadian population. That's about 10% less than the world age distribution.
- Canada's aging population and low fertility rate of 1.5 are key drivers for the lower proportion of youth. A fertility rate of 2.1 is generally required for a generation to replace itself without immigration.

### Canada's Indigenous population is comparatively much younger

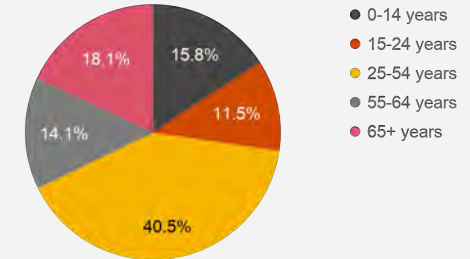
- Youth represent 44% of the Indigenous population versus those 65 and over who comprise only 7.0% of the Canadian Indigenous population.

Source: World Demographics. Worldometer.  
<https://www.worldometers.info/demographics/world-demographics/>.

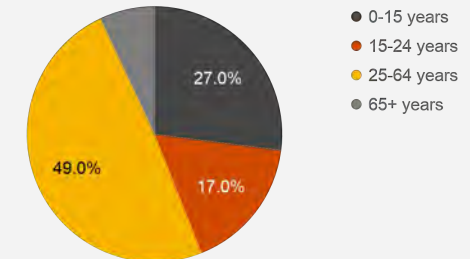
World Population Age Demographics



Canadian Age Demographics



Canadian Indigenous Peoples Age Demographics



# Demographics

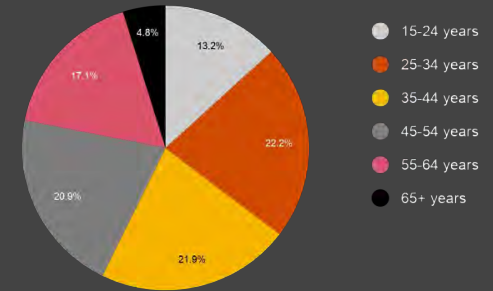
## By 2026, 1 in 4 working Canadians will be 55 and over

- As Canada's population ages, so to does its workforce. In 1996, there were 2.7 workers aged 25 to 34 for every worker aged 55 and older. By 2018, the ratio declined to 1.0 workers.<sup>11</sup>
- From 1996 to 2018, the proportion of workers aged 55 and older almost doubled, from 10% to 21% of the workforce.<sup>11</sup>
- Immigration will account for 80% of Canada's population growth in 2031, an important contributing factor to maintaining the country's labour force.

## Canadian labour force participation expected to decrease

- Statistics Canada predicts that the labour force participation rate will fall to between 61% and 63% by 2036, due largely to Canada's aging population.<sup>12</sup>  
Consequences include:
  - Some sectors face the prospect of labour shortages based on the rate at which they are able to replace their retiring workforce.
  - Fiscal revenue pressure on funding for essential social and economic services and programs.

Percentage of Employed Persons in Canada by Age Group (2019)



Source: Duffin, E. (2020, January 20). Canada - employment by age group 2019. Statista.

<https://www.statista.com/statistics/437700/employment-in-canada-by-age-group/>

# Demographics

**For the first time in history, there are five generations in the workforce**

## **Silent Generation remain in workforce (1928- 1945) <sup>13</sup>**

- Individuals 75 years and older, representing the smallest segment and expected to be less than 1% of the workforce in 5 years.<sup>14</sup>
- Some continue to hold leadership positions and play a key role in shaping their organizations.

## **Baby Boomers chose work over retirement (1946-1964)**

- Individuals aged 56-74 years and will represent 15% of the labour force in 5 years.<sup>14</sup>
- Since 2000, the average retirement age has risen from 61.6 to 63.8, a trend unlikely to reverse.<sup>15</sup>
- This group is characterized by their competitive nature and loyalty to their employer.

## **Generation X are currently largest portion of workforce (1965-1980)**

- Individuals aged 40-55 are expected to represent 29% of the workforce in 5 years.<sup>16</sup>
- Generation X favours diversity, work-life balance and are characteristically quick to move on if their employer fails to meet their needs.

## **Millennials will be three-quarters of workforce by 2025 (1981-2000)**

- Millennials, aged 20-39, represent the largest group segment of the workforce at 44% in 2025.<sup>14</sup>
- Millennials are characterized by their vocal requirement for transparency in the workplace, a need for challenging work, growth, and work-life balance.



## **Generation Z just entering the workforce (2001-2020)**

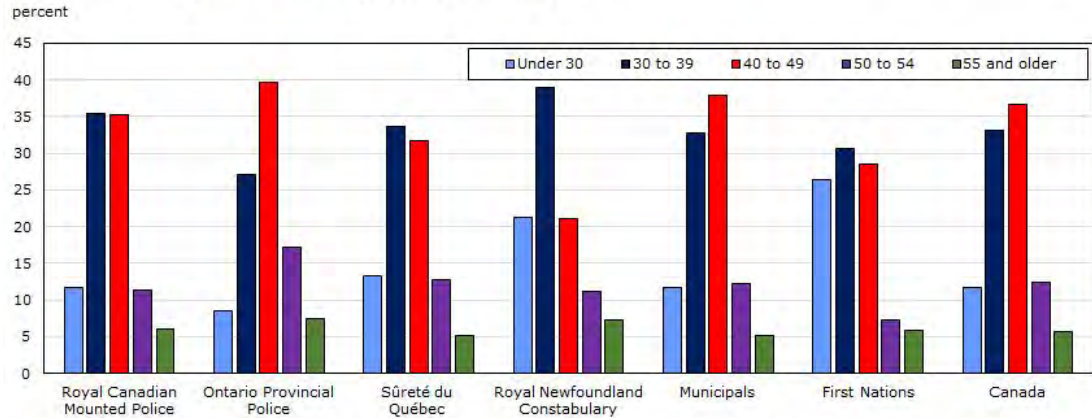
- Individuals born in 2001 and later represent the future global workforce and will comprise approximately 11% of the labour force in 2025.<sup>14</sup>
- While many within this cohort have yet to enter the labour force, they value independence and individuality, express strong preferences to work with like-minded millennial managers, place significant emphasis on innovation and embrace the use of emerging technology.

# Demographics

## Canada's policing workforce<sup>17</sup>

- According to Statistics Canada, in 2018 55% of Canada's police officers were over the age of 40.
- The proportion of police officers over the age of 50 has grown from 15% in 2012 to 18% in 2018.
- In 2018 there were 14,943 female officers in Canada, accounting for 22% of all police officers.
- Representation of women as police officers has steadily increased since 1986 when data on gender were first collected and women represented 4% of officers.
- 4% of police officers and 3% of recruits identified as Indigenous in 2018.
- Also in 2018, 8% of officers and 12% of recruits in Canada self-identified as belonging to a visible minority group.

**Chart 7**  
Age distribution of police officers, by level of policing, 2018



**Note:** Information on age of police officers is not available for 0.4% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations.  
**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.



# Demographics

## Vulnerable members of society more susceptible to impacts of COVID-19 pandemic

### In 2018, there were over 74 million persons of concern around the world

- Vulnerable groups or persons of concern include refugees, asylum seekers, internally displaced persons and stateless people.
- The global COVID-19 health pandemic is of particular concern for vulnerable persons as their risk of infection is higher while they may be challenged to access effective healthcare.
- The United Nations Refugee Agency reported Canada admitted the largest number of resettled refugees in 2018 and globally, had the second highest rate of refugees who gained citizenship.
- The annual global trends report shows that Canada took in 28,100 of the 92,400, or 30% of the refugees who were resettled in 25 countries during 2018.<sup>18</sup>

### Approximately 1 billion of the world's population experience some form of disability

- In 2017, 6.2 million people in Canada had one or more disabilities.
- Disabilities tended to increase with age, 13% of people aged 15 to 24 reported a disability versus 47% for those aged 75 years and over.<sup>19</sup>
- Slightly more women (24%) have a disability than men (20%).<sup>19</sup>
- Disabilities related to pain, flexibility, mobility, and mental health were the most common disability types.<sup>19</sup>
- COVID-19 presents unique challenges for individuals with disabilities such as inability to access existing support mechanisms, families not being able to get respite support and broader fears around contracting the disease.<sup>20</sup>



# Demographics

## More than 150 million homeless worldwide

- In Canada, there are over 235,000 Canadians who experience homelessness every year<sup>21</sup>
- 20% are young people aged 16-24, with two of the fastest growing impacted groups being children and families.<sup>21</sup>
- Homelessness remains a critical issue impacting Indigenous Canadians. Nearly 1 out of every 3 respondents in the 'Everyone Counts' 2018 homelessness study was Indigenous.<sup>22</sup>

## Aging population considered most at risk

- Those 60 and older are considered most vulnerable to contracting COVID-19.
- A Statistics Canada survey found 6 in 10 or 60% of seniors report feeling very or extremely concerned about their own health (versus 23% of the population aged 15 to 24).<sup>23</sup>
- For example: In Canada, hundreds of seniors in long-term care homes represent the most deaths due to COVID-19.

## Migrants and refugees can fall victim to discrimination and abuse

- The United Nations urged that all – including migrants regardless of migratory status – are included in efforts to mitigate and roll back COVID-19 impact
- They caution on the rise of xenophobia, especially towards the Chinese community





# Society

Canadian society continues to be challenged by violence, drug abuse, mental health and poverty, while taking positive steps to address education gaps and equality.

# Society

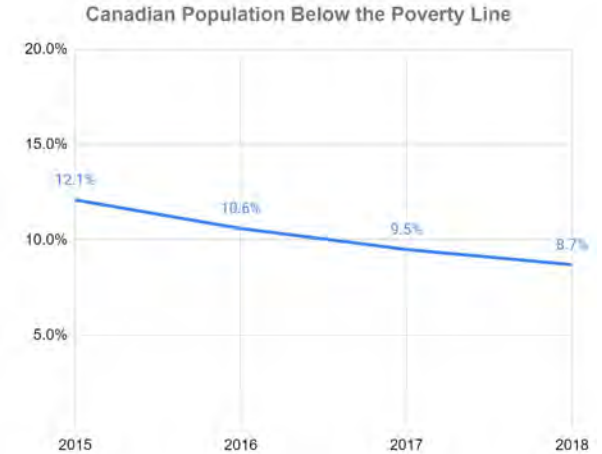
## Fewer Canadians are living below the poverty line

### Fewer people globally are living in extreme poverty

- As of 2019, 23% of the world's population suffers from varying levels of malnutrition, poor drinking water, limited electricity and poor quality of work and schooling.<sup>24</sup>
- Since 1990, a quarter of the world has risen out of extreme poverty,<sup>25</sup> with less than 10% of the world population falling into this category.<sup>7</sup>

## In 2018, 8.7% of Canadians were living below the poverty line

- Canada's poverty rate has fallen to a historic low in one of the sharpest three-year declines on record.<sup>26</sup> The poverty rate has steadily decreased from 12.1% in 2015 to 8.7% in 2018. This represents 3.2 million people in Canada living in poverty.<sup>26</sup>
- The Canadian government aims to reduce the poverty rate to 6% by 2030.<sup>26</sup>
- In Canada, the child-poverty rate is relatively unchanged (from 2017) at 8.2% in 2018.<sup>26</sup>
- Canadians with fewer resources may feel more strained during the COVID-19 crisis. This includes food insecure households, low-income families, and families that do not have enough savings to maintain well-being for three months.<sup>27</sup>



# Society

## 100 years before developing countries reach education level of developed nation

### Canada ranked 9th among 38 developed countries in terms of providing children a fair start in life<sup>28</sup>

- Canada's education system is among the most equitable in the developed world.
- Income inequality remains a barrier to closing education gaps.
- COVID-19 measures have temporarily closed schools across Canada.
- To level the playing field for poorer families, school boards are providing internet-connected devices to those who require them. For example, the Toronto District School Board planned to have 50,000 devices distributed to students by May 2020.

- Home situations of students vary, with at home support varying significantly. This is particularly acute for those requiring a high level of support or those with special needs.

### Education inequalities persist between developed and developing nations

- The Worldwide Inequality Database on Education states that fewer than 50% of the poorest children have completed primary school in 39 out of 88 countries.<sup>29</sup>
- More than 50% of young people in 58 out of 133 countries<sup>30</sup> have not completed upper secondary school.



The most recent round of international Pisa tests, found Canada was one of a handful of countries to appear in the top 10 for maths, science and reading.

The tests, run by the Organization for Economic Co-operation and Development (OECD), are a major study of educational performance and show Canada's teenagers as among the best educated in the world.

**Programme for International Student Assessment**

Organization for Economic Co-operation and Development

# Society

## World-wide opioid crisis expected to intensify due to COVID-19

### 35 million people worldwide suffer from drug-use disorders

- Opioids cause the most harm, accounting for two-thirds of drug-related deaths in 2017.<sup>31</sup>
- Opioids contributed to over 45,000 deaths in the United States in 2018.<sup>32</sup>
- In Canada opioids were attributed to almost 4,500 deaths in 2018, up from approximately 3,000 in 2016.<sup>33</sup>
- and provide service.

### The worldwide COVID-19 pandemic has the potential to intensify the current opioid crisis

- Individuals using illegal forms of opioids are now considered at greater risk of overdose or poisoning.<sup>31</sup>
- Studies suggest that poor economic conditions lead to distress and increased instances of substance abuse.<sup>31</sup>
- Social distancing guidelines are impacting the ability of support groups to convene.



The opioid overdose crisis continues to devastate many Canadians, their families and their communities from coast to coast to coast.

**Dr Theresa Tam**

Canada's Chief Public Health Officer  
and

**Dr Saqib Shahab**

Saskatchewan's Chief Medical Health  
Officer



# Society

## Canada remains a committed global leader in diversity through open immigration policy

### Global mobility and migration continue to be a consideration for sought after countries like Canada

- The total international migrant population is estimated at over 272 million and represents 3.5% of the global population.<sup>34</sup>
- Many are choosing to leave their country due to political instability, climate change, poor economic conditions and violence. For example, there is a migrant surge from Central America (Guatemala, Honduras and El Salvador).<sup>34</sup>

### Statistics Canada projects immigrants will represent between 25% and 30% of Canada's population by 2036<sup>35</sup>

- It is projected that between 35% and 40% of the working-age population (15 - 64 years) could belong to a visible minority group by 2036.

- Individuals of South Asian origin are forecasted to comprise the main visible minority group, followed by Chinese.
- The most rapidly growing groups will be Arab, Filipino and West Asian groups.

### Non-official language population projected to increase<sup>35</sup>

- 86.2% of Canadians have working knowledge of English while 29.8% have a working knowledge of French
- 20.0% of Canada's population reported speaking a language other than English or French at home.
- Indigenous languages are spoken by less than one percent of the Canadian population.

- By 2036 close to 70% of the Canadian population's mother tongue will be neither English nor French. However, 40% will have adopted English or French.

### Religious affiliations in Canada will continue to be diverse<sup>35</sup>

- As of 2018, Catholics and Protestants comprised over 59% of Canadian's religious affiliations.
- By 2036, it is expected that Catholicism will remain the religion with the largest number of followers (between 29% and 33%).
- Similarly, there will be a forecasted 28% to 35% who report no religious affiliation
- By 2036, 13% to 16% are anticipated to be affiliated with non-Christian religions, almost double the current proportion of non-Christian affiliated religions.

# Society

**By 2030, there will be a global shortfall of almost 18 million healthcare workers**

**Half of people worldwide not receiving the health services they need<sup>36</sup>**

- There is anticipated to be a global shortfall of almost 18 million healthcare workers by 2030, primarily in developing nations.
- Over 930 million people (approximately 12% of the world's population) spend at least 10% of their household budgets on healthcare.
- All UN Member States have agreed to try to achieve universal health coverage by 2030, as part of the Sustainable Development Goals.

**83% of Canadians believe mental illness attitudes have changed for the better**

- Improved visibility of mental health programs via media campaigns (e.g. Bell Let's Talk).

- While it is anticipated that the stigma around mental health problems will continue to decrease, depression is currently ranked third in the global burden of disease, projected to rank first by the year 2030.
- While mental health problems globally account for 23% of all health-related illnesses, Canada dedicates only 7.2% of its health care budget to mental health.<sup>37</sup>

**Canada's Universal Healthcare does not reach all equally**

- Canada is experiencing similar shortages in healthcare workers, in particular family doctors, paramedics/ambulance services and mental health professionals.
- Although Canada does have Universal Health Care, some are concerned with the long wait times and the inequality of services for those without medical benefits.



- The Pan-Canadian Health Inequalities Reporting Initiative published in 2018 found significant health inequalities were observed for those with lower socioeconomic status, Indigenous peoples, sexual and racial/ethnic minorities, immigrants, and people living with functional limitations (such as physical or mental disabilities).<sup>38</sup>
- Socio-economic contexts were associated with differing health outcomes.
- There is a strong relationship between health and income, education levels, employment, and occupational status.
- Health outcomes worsened progressively with every step of lower socioeconomic status.



# Society

## Internet connectivity plays a significant role in everyday lives

### 59% of the global population are active internet users

- In 2020, there are 4.54 billion (59% of global population) considered active internet users.<sup>39</sup>
- During 2019, Canadian online services reached almost 96% of the population with 34.6 million internet users.<sup>40</sup>

### Social media usage has become increasingly mobile

- In 2020, there are 3.8 billion active social media users the globe, 3.75 billion of which leverage predominantly mobile technology.<sup>41</sup>
- In Canada, 67% of internet users (over 23 million people) visit social networking sites (as of January 2020). This number is expected to grow to 27.1 million by 2023.<sup>42</sup>

- As of 2020, Facebook accounted for 45.3% of all social media site visits in Canada, followed by Twitter at 18.6% and Pinterest at 18.3%.<sup>43</sup>

### COVID-19 shedding light on internet inequalities

- With 41% of the global population without internet,<sup>41</sup> they lack equal access to pertinent information on COVID-19. Similarly, this impacts their ability to conduct remote work.
- Canada's Rural Economic Development Strategy is focused on providing rural and remote communities with equal opportunities through improved internet access.



### Remote work puts extreme strain on the critical technology infrastructure

- With a massive move to remote work, there's unprecedented congestion and strain on supporting technology infrastructure.<sup>44</sup>
- Federal Government Departments are working in shifts to manage this congestion while at the same time making rapid investments to improve connectivity for its displaced workforce.

# Society

## Homicide and domestic violence have decreased, while domestic homicide spikes are concerning<sup>45</sup>

### Women and girls continue to bear the largest burden of gender-based violence and lethal victimization

- While national rates of homicide, domestic violence and dating violence have decreased since 2009, recent spikes in domestic homicide have experts concerned.<sup>45</sup>
- In 2018, 148 women and girls were killed by violence in Canada.<sup>46</sup>
- The highest rate of domestic homicide was in Nunavut followed by the Yukon, New Brunswick and Manitoba. The lowest rate was in Quebec followed by British Columbia and Nova Scotia.<sup>46</sup>
- Indigenous women and girls were overrepresented as victims, comprising about five percent of the population in Canada, but 36% of these women and girls were killed by violence in 2018.<sup>46</sup>

- Most homicides were committed by firearm (34%) followed by stabbing (28%) and beating (24%).<sup>46</sup>
- Where an accused has been identified, 91% are male accused, consistent with national and international patterns.<sup>46</sup>

### 1 in 3 homicides in Canada were firearm related in 2018<sup>47</sup>

- Police reported 651 homicides in 2018, 15 fewer than the previous year.
- The national rates for both firearm-related and gang-related homicides declined in 2018, by 8% and 5% respectively. This marks the first decrease in firearm-related homicides since 2013 and the first decrease in gang-related homicides since 2014.

- The rate of homicide of Indigenous peoples is five times higher than that of non-indigenous people.
- Almost one in five persons accused of a violent crime are suspected of having a mental or developmental disorder.

### Street gang violence is affecting Canadian communities<sup>47</sup>

- Street gangs continue to spread violence and pose public safety concerns across Canada.
- Cities that report higher volumes of firearm-related violence typically have a higher number of street gangs or increased instance of street gang activity.
- Street gangs are more frequently involved in shootings than other organized crime groups.

# Canada's Economic Landscape

The economic landscape is in flux with a downturn and job impacts expected to increase crime rates.

# Canada's Economic Landscape

**COVID-19 has devastated world economies and continues to create uncertainty as globe navigates recovery**

## **Global economic slowdown suspected to be worse than the 2008 recession**

- To stop the spread of COVID-19, countries around the world have closed their borders and implemented social distancing, quarantines and lockdowns.
- Many countries across the globe have elected to close all non-essential businesses.
- UN has called for countries to implement quick stimulus packages for healthcare budgets in addition to economic activities aimed at protecting people and their jobs.

## **Unprecedented circumstances make economic forecasts extremely difficult**

- Economists forecast the world economy would shrink by as much as 6% in 2020, others predicted a 0.7% growth.
- Consensus suggests a 1.2% contraction.<sup>48</sup>

## **Impacts to the economy expected across Canada**

- Alberta, Newfoundland and Labrador, and to a lesser extent Saskatchewan, will likely be hit hardest due to their greater sensitivity to global commodity prices.

## **Canada's rapid stimulus package aims to limit economic impacts**

- Income support will be provided to those who are unable to work as a result of COVID-19 (e.g. the Canadian Emergency Response Benefit).<sup>49</sup>
- The Canada Emergency Wage Subsidy (CEWS) supports employers hardest hit by the pandemic.
- The subsidy generally covers 75% of an employee's wages – up to \$847 per week – for employers of all sizes and across all sectors who have suffered a drop in gross revenues of at least 15%.
- Additional financial support for individuals includes improved access to essential food support (\$100 million to purchase, transport and distribute food), direct support to the homeless (\$157.5 million to the Reaching Home initiative), women and children fleeing violence (\$50 million to women's shelters, sexual assault centres and Indigenous community facilities) and further funding for essential services to those in need (\$350 million through charities and non-profit organizations that deliver these services).



# Canada's Economic Landscape

## UN predicts 195 million job losses in second quarter of 2020

### Canada is expecting 2.8 million job losses by end of April 2020

- Statistics Canada reported 1 million job losses in March of 2020.
- Almost all job losses are the result of temporary layoffs.
- Quebec, British Columbia, and Ontario were the most affected provinces.<sup>50</sup>
- Unemployment rate jumped from 2.2% to 7.8% during March 2020, the largest one-month increase on record.<sup>51</sup>

### New reports suggest crime may jump by 20% due to job loss tied to COVID-19 health pandemic

- Unemployed individuals are more likely to engage in criminal activity to replace lost earnings.
- A recent study in the Journal of Labour Market Economics cited an overall 20% increase in criminal-charge rates in the year after a significant layoff.<sup>52</sup> Property, traffic, violent and alcohol/drug-related crime tends to rise during times of economic stress and hardship. Criminal activity may be further exacerbated due to psychological factors associated with navigating imposed unemployment (i.e., mental distress, self-control).



These numbers represent more than one million Canadians and more than one million Canadian families who are experiencing great hardship and who are really afraid.

**Chrystia Freeland**  
Deputy Prime Minister



# Canada's Economic Landscape

## Canadian oil prices and political complexities impact the development of the Trans Mountain Pipeline

### The \$12.6 billion Trans Mountain<sup>53</sup> pipeline continues to be built

- The pipeline is expected to create 1,400 direct and 5,400 indirect jobs in Alberta and contribute \$30 billion in provincial revenues over the life of the project.<sup>54</sup>
- Critics suggest the pipeline may no longer be a sensible investment. In April 2020, Alberta oil was selling at \$5 per barrel,<sup>53</sup> while Mexican oil was selling at \$19 per barrel.
- Five of the six elected band councils within Wet'suwet'en Nation have agreed to the pipeline construction, while the hereditary chiefs have maintained opposition, insisting they never agreed to the project.<sup>55</sup>
- As of early 2020, 55% of Canadians support the project while the proportion that oppose the pipeline sat at 37%.<sup>56</sup>



We need to create wealth today so we can invest in the future. We need resources to invest in Canadians so they can take advantage of the opportunities generated by a rapidly changing economy, here at home and around the world

**Justin Trudeau**  
Prime Minister



# Canada's Economic Landscape

## Trade deals remain a key component of Canada's economy

### New NAFTA deal worth an additional \$6.8 billion by 2025

- The new NAFTA (called CUSMA) deal is anticipated to create a 25% gain in GDP when compared to having no continental trade
- Without this agreement the U.S. could impose tariffs on Canadian steel, aluminum and automotive exports.
- C.D. Howe Institute reported that the negatives will outweigh the positives for all three parties. Most of the negative affects of the trade deal will result from the U.S. quest to protect its manufacturing sector hurting Canada and Mexico.<sup>57</sup>

### U.S./China Trade War puts additional strain on global value chains

- Over the past decade, China has overtaken the U.S. as the major supplier of goods to Europe, Asia, Africa and South America.
- The escalating trade war has seen the U.S. impose tariffs in two waves to encompass around \$400 billion worth of goods shipped between the US and China.
- Canada imports almost \$70 billion worth of goods from China (mainly consumer goods), more than three times what Canada sold to China.

## Supply chains and production hardest-hit by COVID-19

- COVID-19 has impacted supply chains as factories closed in China and throughout the world.
- Lack of parts and materials for global buyers have contributed to further disruptions throughout international supply chains.
- Airlines have cut their shipping capacity by 75% to 90%.
- Exporters are scrambling to secure the shipment of time sensitive goods.
- Shipping impacts have led to a near doubling of both shipping costs and transit times.

### Protectionists measures are on the rise

- Nations and their governments will often turn to protectionism when facing a severe economic downturn.
- Some governments are banning or limiting the export of medical supplies.
- In Canada, many factories are retooling to produce these supplies and some believe this may lead to a broader "Made in Canada" push.

# Canada's Economic Landscape

## Trade disputes with China are anticipated to continue between Canada and the US

- The rivalry between China and the United States is anticipated to continue in the long term. The trade dispute between the two countries is suspected to be causing damage to the U.S. economy.<sup>58</sup>
- The Chinese have implemented a ban on purchases of American agricultural products and stalled the activities of U.S. companies operating in China.<sup>59</sup>
- To reduce tension the Chinese government has proposed negotiations with the U.S. to discuss trade issues and security issues specific to technology transfers.<sup>59</sup>
- China-Canada tensions have risen since December 2018 when Huawei's CFO was arrested in Vancouver based on an extradition request from the United States in regards to fraud charges. The Chinese telecom giant has been accused many times of stealing secrets for the Chinese government, threatening U.S. national security.<sup>60</sup>
- Shortly after arrest of Huawei's CFO, China detained two Canadians, accused of conspiring together to steal state secrets.<sup>61</sup>
- China has subsequently placed pressure on Canada, including trade bans on key exports. For example, China put limits on Canadian canola products, citing concerns of pesticides and bacteria. China has also placed limits on soybeans and peas.<sup>61</sup>

## The gender wage gap in Canada has decreased, but persists<sup>62</sup>

- In 2018, female employees aged 25 to 54 earned \$4.13 (or 13.3%) less per hour, on average, than their male counterparts. Effectively, these women earned \$0.87 for every dollar earned by men.
- In 2018, female employees aged 25 to 54 earned \$4.13 (or 13.3%) less per hour, on average, than their male counterparts. In 1998, female employees in the same age group earned \$5.17 (or 18.8%) less per hour than their male counterparts.
- The reduction in the gender wage gap between 1998 and 2018 is largely explained by changes in the distribution of men and women across occupations; women's increased educational attainment; and the decline in the share of men in unionized employment.
- According to the World Economic Forum, the top three countries with lowest gender wage gap were: Iceland; Norway; and Sweden. Canada ranked 16th.<sup>63</sup>





# Canada's Political Landscape

'Politics-as-usual' has been impacted by the global health pandemic, while China exploits COVID-19 as an opportunity to become a global superpower.

# Canada's Political Landscape

**Global power dynamic is shifting away from the US to other emerging global players**

## **China plans to be a global superpower by 2050<sup>64</sup>**

- China is claiming their hard work on combating COVID-19 as a global success story.<sup>65</sup>
- They are actively streaming propaganda articles highlighting the effectiveness of their government and its response.
- In contrast, the US is struggling as many perceive Donald Trump and his government as having mishandled the crisis.

## **China's strengthened position threatens democracies**

- China has been strengthening its position as a nation successfully living under centralized, authoritarian rule.
- India, Brazil, Turkey and Russia following suit.

## **Diplomatic relations between Canada and China have been damaged**

- Due to the apprehension of Huawei chief financial officer, Meng Wanzhou in Vancouver in 2018; diplomatic relations between Canada and China have been damaged.



If the U.S. remains absent without leave, China may take the crisis as an opportunity to start setting new rules

**Mira Rapp-Hooper**  
US Council on Foreign Relations



# Canada's Political Landscape

## Canadian political parties united in the fight against COVID-19

### Minority Government working well with opposition for the wellbeing of Canada

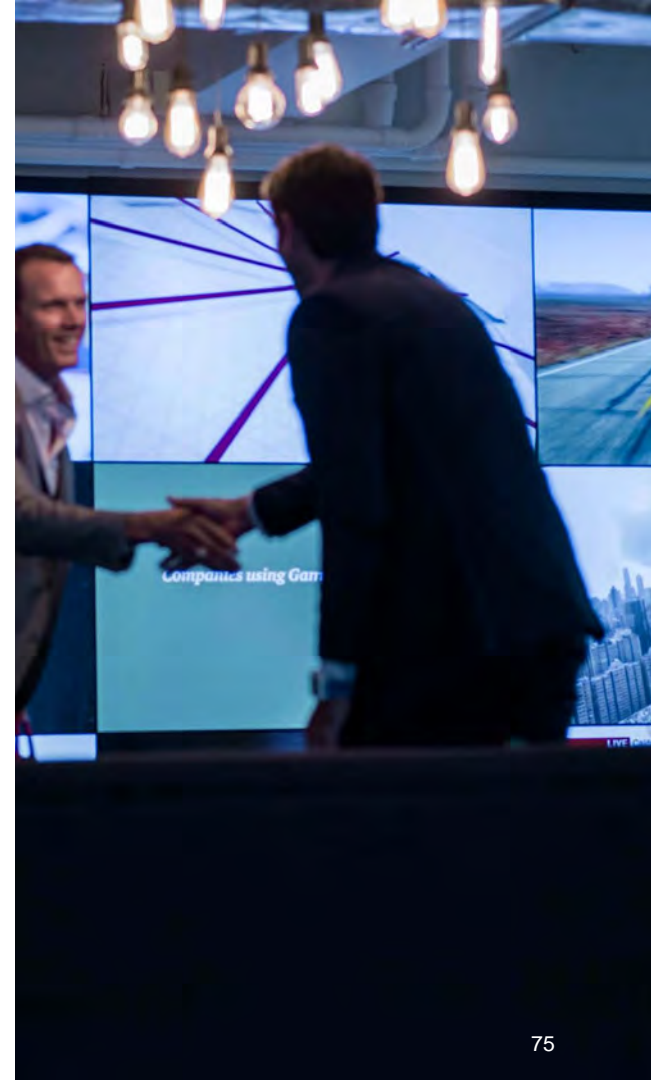
- The 2019 Federal election saw the Liberal Party, led by Prime Minister Justin Trudeau, lose their majority, securing 157 seats - 20 less than the 2015 election.<sup>66</sup>
- The Conservatives, led by Andrew Scheer, won 121 seats and remained the Official Opposition.<sup>66</sup>
- During the COVID-19 crisis, all Canadian political parties have worked together to provide stimulus packages quickly to the population, both employees and businesses.
- While provinces are implementing tailored strategies to 're-start' their economies, there has been widespread coordination to encourage people to stop the spread of the disease.

### Provincial governments performance more favourable than Federal

- While the Prime Minister is experiencing relative high approval ratings, they typically trail the 84% national average approval of the provincial premiers.<sup>67</sup>
- Across every Canadian region provincial premier's performance has been consistently assessed more favourably than the Prime Minister's performance.<sup>67</sup>
- In 2017, 36% of Canadians surveyed felt that our democracy/form of Government was the worst thing about Canada. It was found that women and Canadians aged 35 to 54 were the most likely to feel this way.<sup>68</sup>

### 61% of Canadians think that governments still need to prioritize climate change action

- Two-thirds of Canadians think long term climate change is as serious of a problem as COVID-19.<sup>69</sup>



# Canada's Political Landscape

## The Government of Canada and the RCMP both work towards reconciliation

### Without more timely progress, Reconciliation Calls to Action won't be completed until 2057<sup>70</sup>

- In June 2015, the Truth and Reconciliation Commission of Canada (TRC) released 94 Calls to Action. Progress to-date has been disappointing according to a December 2019 status update by the Yellowhead Institute.
- In 2016, 5 calls were completed.
- In 2017, 7 calls were completed.
- In 2018 and 2019, 8 calls were completed.
- At this rate, it is forecasted that all 94 calls to action will not be completed until 2057.

### RCMP and Indigenous Canadian's relationship continues to evolve

- RCMP's relationship with the Indigenous community is challenged by situations as such as the Wet'suwet'en protests.
- Building a trusting and collaborative relationship remains a work-in-progress.
- The RCMP is making concerted efforts to contribute to safer and healthier Indigenous communities.

6750

Number of Received Statements from former students

1355

Number of Hours of Recorded Testimony

94

Number of Calls to Action

21

Number of Projects in Progress for Calls to Action

10

Number of Completed Calls to Action

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# 4th Industrial Revolution

A person in a dark coat and hat stands on a paved road at night, looking at a glowing smartphone. The sky is filled with stars, and a faint orange glow is visible on the horizon. The scene is dark and atmospheric, with the person's silhouette contrasting against the starry background.



As the Canadian economy becomes increasingly digital, we will all have to work together to protect the personal and business information of Canadians, as well as their hard-earned assets, against hackers and other cyber threats. In support of Canada's new National Cyber Security Strategy, Public Safety Canada will continue to develop and implement policies and initiatives to protect Canadians, Canadian businesses and our nation's vital systems from continuously changing malicious attacks.

**The Honourable Ralph Goodale,**  
P.C., M.P.  
Minister of Public Safety  
and Emergency Preparedness

## The 4th Industrial Revolution Overview

**Innovation is driving emerging technology at unprecedented rates with individuals gaining ever-expanding access to these advancements. Technology is becoming increasingly connected, merging the digital and physical realms in new ways that uniquely enable both law enforcement and criminals.**

### **For Canada and the RCMP, key focus areas include:**

- As technological advances are exploited to commit increasingly sophisticated crimes, providing law enforcement and police with the right tools to combat crime is critical;
- The development of new technologies has required changes in the application of law enforcement, such as the sourcing of appropriate skill sets, harnessing of technologies, leveraging social media, etc.; and
- There is significant opportunity for existing law enforcement processes to be enabled by automation and technology (e.g., predictive policing and the identification of crime hotspots, digitally-enabled evidence management, etc.).



# Overview

600

2020

law enforcement agencies use **Facial Recognition** globally in 2020

41

billion

there will be more than **41 billion** interconnected “Internet of Things” devices by 2017, up from 8 billion in 2019

15%

5 years

of Canadian businesses were the victim of a cybercrime within the last 5 years

81%

Canadian’s losses attributed to identify theft **grew 81%** to \$21.2 million between 2017 and 2018

\$11.7

million in 2017

\$21.2

million in 2018



57%

of all **Deep Web** content involves illegal activity, such as human trafficking and illicit drugs.



50

2019

Over **50 rapes and homicides** were solved in the U.S leveraging private genealogy sites in 2019





# Technology Development

As technological advances are exploited to commit increasingly sophisticated crimes, providing law enforcement and police with the right tools to combat crime is critical.

# Technology Development

## Illegal activities and the Dark Web

- For individuals living under oppressive regimes that actively block large parts of the internet or punish political dissidence, the dark web can provide a lifeline and access to information.
- 60% of all dark web activity involved illegal or illicit activities,<sup>1</sup> such as: arms trafficking; human trafficking; drug dealing; the sharing of exploitative, often pornographic content; images of violence or other types of abuse; websites that support the rhetoric of neo-Nazis; white supremacists; and viewpoints/perspectives of other extremist groups.

- To combat these types of hard to track illegal activities, the Defense Advanced Research Projects Agency (DARPA), has been working on a multi-year project to help identify human trafficking on the Internet.
- In 2017, 78,589 URLs were identified as containing images of sexual abuse, concentrated particularly in the Netherlands, followed by the United States, Canada, France and Russia. 55% of the victims were under 10 years-old.<sup>2</sup>

## Facial recognition and privacy issues

- Facial recognition is advancing at an unprecedented pace, both in terms of the technology used and how this technology leverages complex algorithms. In October of 2019, current face recognition technology achieved the highest matching accuracy in the Face Recognition Vendor Test (FRVT), correctly registering 12 million people with an error rate of just 0.5%.<sup>3</sup>



- Facial recognition programs can process numerous images within one day, substantially quicker than previous manual methods of image identification and comparison.
- Studies have shown that facial recognition systems can demonstrate a bias against women and minorities. In light of these unfavourable findings, some cities in the United States (e.g., San Francisco and Oakland) have banned its use altogether.
- Regulators are grappling with ways to govern this technology while simultaneously encouraging innovation and limiting its potential misuse by criminals.

# Technology Development

## Autonomous Vehicles increase information but decrease revenue

- Mass-adoption of self-driving cars will completely reshape the nature of police interactions with an inevitable decrease in ticketing and traffic-related revenue. For instance, Toronto collected \$13.9 million<sup>4</sup> in fines and fees, most coming from driving-related violations in 2019.
- Current autonomous vehicles such as Tesla's Model S, feature an analogous car-version of a plane's Flight Data Recorder that may be a source of tracking information.
- U.S. transportation regulators are considering providing law enforcement the ability to disable driverless cars during emergencies.<sup>5</sup>

- Security implications of autonomous vehicles pertain to possible scenarios where cars are exploited by hackers or individuals with criminal or violent intentions.<sup>5</sup>

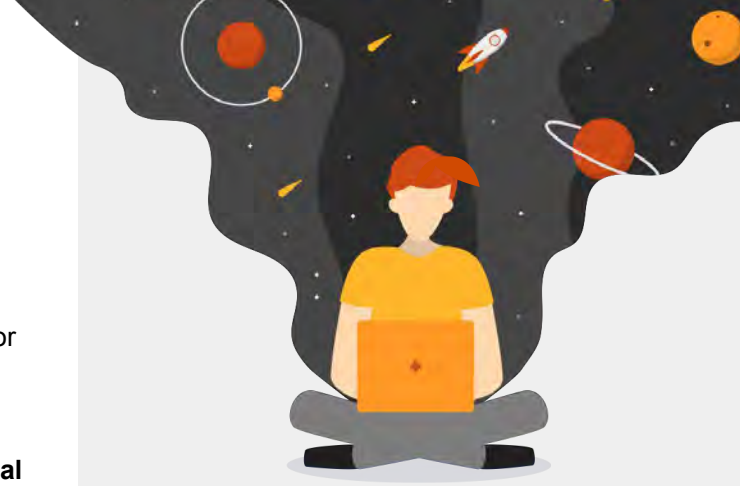
## 3D printing in law enforcement - potential and misuse

### Crime Solving

- The RCMP engaged the National Research Council (NRC) to scan and print three dimensional replicas of skulls of persons yet to be identified. Through this exercise, they were able to identify at least one victim in a missing persons case in Nova Scotia dating back to 1978.
- In January of 2020, 3D printing technology was used in Nova Scotia to identify the body of a 43 year-old man from Saint John, NB, who had been missing for 6 months.

### Weapon Creation

- While it is possible to create 3D-printed firearms, they risk malfunctioning or even exploding if not made with high-quality plastic and a top-end printer. These associated costs are estimated to be more than \$10,000 in some instances.<sup>6</sup>
- 3D-printing enthusiasts are continuing to examine ways to create new weapons, including using the technology to make aluminum, untraceable firearm parts.<sup>5</sup>



# Technology Development

## Augmented Reality enriches training and crisis resolution

- In 2017, Dutch Police began using augmented reality to increase support capacity of first responders through real-time direction.
- The New York Police Department uses this technology for issues such as hostage situations and terrorist attacks.
- In 2019, the Halton Regional Police Service provided VR assisted empathy-based training<sup>7</sup> by simulating scenarios where trainees interact with people who demonstrate traits associated with autism, schizophrenia and suicidal tendencies.

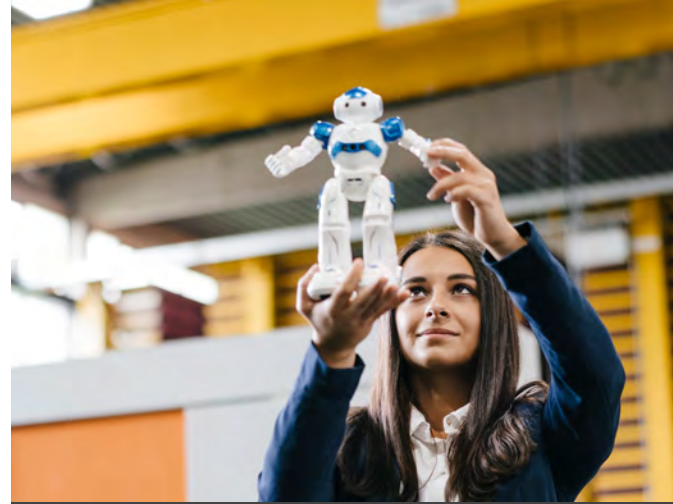
## Internet of things (IoT) has increased 500%, providing a rich source of information

### Law Enforcement Use

- It is projected that there will be more than 41 billion internet connected devices by 2027, up from about 8 billion in 2019.<sup>8</sup>
- Law enforcement agencies around the world are being trained on what types of devices to look for at crime scenes and how to handle digital evidence using the IoT.
- In 2018, police used a victim's Fitbit to determine at what point their heart rate accelerated rapidly, and subsequently their time of death.<sup>9</sup>

### Criminal Use

- In 2019, criminals used a “connected” office fish tank to swipe 10 gigabytes of data from the linked systems in a North American casino.<sup>10</sup>



It's important to have a few physical cues in real life that translate into the virtual reality space in order to keep you entrenched in the virtual environment.

**Megan Smith**  
University of Regina (2019)



# Technology Development

## Drones - The good, the bad and the ugly

- The global non-military drone market, is expected to triple in size to \$14.3 billion in sales by 2030.<sup>11</sup>
- Drone technology and aerial surveillance will likely be leveraged for law enforcement, with possible applications for hostage negotiation, bomb investigation, missing persons, criminal surveillance and pursuit, drug interdiction, and crime scene analysis.
- In 2019 tests were conducted for drone delivered defibrillators (Automated External Defibrillators or AEDs) across a 16 km radius of Renfrew County. On average, the drone delivered defibrillators arrived at the scene more than seven minutes before paramedic vehicles.<sup>12</sup>
- In 2020, investigators in Toronto used drones to search the scene of a fatal shooting and collect aerial images of the area.<sup>13</sup>

- Half of Saudi Arabia's oil production capacity was disrupted in 2019 through malicious drone use.<sup>14</sup>
- Defence agencies have developed anti-drone technology to 'hijack' drones and redirect them to a different home to foil attacks.<sup>15</sup>

## Blockchain use in law enforcement

- The past and present ownership of every Bitcoin is recorded in the "blockchain," an ever-growing public ledger shared across the Internet. It can be used to connect people to crimes, as it records the entire history of an illicit transaction.
- In 2019, ten<sup>16</sup> were arrested in the Netherlands as part of an international raid on online illegal drug markets while transferring Bitcoin to currency. The Bitcoins from the illegal transaction provided a trail that allegedly links all the transferred bitcoin to online illegal drug sales.



- Blockchain can be used to share evidence within the law enforcement system. In 2018, the head of digital architecture and cybersecurity at the UK's Ministry of Justice began piloting a project to assess whether blockchain could be used to streamline the present-day court processes with a focus on securely handling digital evidence.<sup>17</sup>

# Technology Development

## Quantum Computing presents risks to security

- While quantum computing may only become widely accessible in the next 3 to 4 years, the potential impacts could be significant as it will provide drastically improved security potential in addition to huge leaps in computing power and speed.
- Criminals are unlikely to be early adopters of quantum computers due to their size, complexity and cost.
- Should criminals begin to leverage quantum computing capabilities, it may allow them the potential to undermine existing online security and decode and break complex, modern encryption, including blockchain.<sup>18</sup> The defeat of current cryptography carries significant risks in terms of the disruption of the economy and national security.<sup>17</sup>

- Russia is widely considered to be at the forefront of quantum computer research. The implications of a quantum-computing enabled nation-state are problematic for those nations that lag in attaining this capability.<sup>19</sup>

## Artificial Intelligence (AI) accelerates, creating new applications for police and criminals alike

- In a 2019 experiment,<sup>20</sup> AI was used as an instrument to convince social media users to click on phishing links within mass-produced messages. The AI created content tailored to each individual, increasing the potential for the theft of personal information.
- In a separate experiment, AI was developed to learn and execute market manipulation through a 'pump and dump' scheme where the AI would artificially inflate the price of a stock through misleading statements in order to sell stocks at an inflated price.



- In 2020 criminals in the U.K. used AI to impersonate a company's chief executive's voice and demand a fraudulent transfer of \$243,000.<sup>21</sup>
- Canada lags behind the U.S. and the European Union with respect to tailored AI regulations and legislation,<sup>22</sup> and in response, in 2019 Prime Minister Trudeau and French President Emmanuel Macron announced a joint task force to guide AI policy development.

# Technology Development

## Advancements in gene editing increase the risk of bioterrorism

- Technological advances in gene editing have increased the threat of bioterrorism. Gene editing uses various technologies, allowing for genetic material to be added, removed or altered. In 2012, a simplified gene editing process called CRISPR-Cas9 was created, making it faster, cheaper, more accurate and more efficient than previous methods.
- The 2016 U.S. Statement for the Record Worldwide Threat Assessment listed gene editing in the list of world threats under Weapons of Mass Destruction and Nuclear Proliferation. This was due to inconsistent global practices and policies governing the use and application of this technology.
- In 2015, a group of high profile U.S. and European biologists protested the unregulated editing of human DNA as it posed a risk.





# Application of New Technologies

The development of new technologies has required changes in the application of law enforcement, such as the sourcing of appropriate skill sets, harnessing of technologies, leveraging social media, etc.

# Application of Technologies

## Future workforce must address the advancement of technology

- Many law enforcement agencies are undergoing large-scale technology training programs to better combat technology-enabled crimes. In 2019, the Cisco Networking Academy launched a nationwide initiative to provide access to cybersecurity training for 120,000 officers, both in-person and online.<sup>23</sup>
- Many police forces are focused on meeting the future skills challenge through targeted and tailored recruitment and hiring campaigns but the increasing demand for the required skill sets may present a problem. This demand for specialists in coding, big data, AI and Blockchain and data-driven analytical skills is creating a competitive job market, with the average salary for data scientists estimated at \$84,000.<sup>24</sup>

## Cannabis legalization presents issues for law enforcement

### Electronic Referencing

- Provincial laws around cannabis are still being developed. In July 2019, Quebec announced it would ban the sale of cannabis candies, confections, desserts and any other product considered attractive to minors.<sup>25</sup>
- To enable frontline officers to stay current with legislation changes, police services have begun to use electronic law enforcement reference applications, such as Shield Basics, to reference legal cannabis amounts, laws and fines.



### Sobriety Testing

- Cannabis presents a significant risk to safe driving. Cannabis was present in almost 50% of drug-positive fatal crashes in 2018.<sup>26</sup>
- Companies are developing drug-testing devices to detect THC using a breathalyzer. This is complicated due to the inability to correlate levels of cannabis consumption to levels of impairment.<sup>27</sup>
- 39% of Canadians who used cannabis in the past year have reported driving within two hours of consumption.<sup>28</sup>

# Application of Technologies

## Social Media Mining used by police and security

- In 2019, 89% of the world's internet users are being actively monitored.<sup>29</sup>
- Monitoring organizations are leveraging AI and pattern analytics to map relationships and assign meaning or attitude to social media posts. Through use of this information they can uncover past, present or future locations.<sup>29</sup>
- In 2019 the U.K. government actively monitored nearly 9,000 activists<sup>29</sup> from across the political spectrum using geolocation tracking and sentiment analysis from all major social media platforms.

- Law enforcement often monitors social media, typically through the use of a personal social media profile. A 2016 survey revealed that 76% of officers use social media to gain tips on crime, 72% to monitor public sentiment and 70% for intelligence gathering.<sup>30</sup>

## Genealogy and law enforcement

- Private genealogical databases have been used to convict suspects and exonerate innocent persons.
- Law Enforcement agencies are often given access to genealogical databases. This can take place without the customers' knowledge, representing a potential privacy issue.
- Additionally, this information has been used to identify victims of disasters, locate missing persons, and even pinpoint where the source of trafficked goods such as ivory or wood may have originated.



- In 2019, U.S. police had their first conviction using a genealogy site. Following this, more than 50 rapes and homicides were solved with support of similar services over the course of the year.<sup>31</sup>
- In 2019, 91% of Canadians surveyed favored law enforcement using consumer DNA databases to solve violent crimes, with only 46% supporting its use for nonviolent crimes.

# Application of Technologies

## DNA phenotyping used to extrapolate the appearance of potential suspects

- As of 2020, North American law enforcement has used the Snapshot product<sup>32</sup> to successfully identify 96 individuals through DNA phenotyping.
- Concerns around the phenotyping process and its application exist and some worry that results could be misleading. For example, some scientists argue phenotyping can only predict skin colour with 25% accuracy. Similarly, the precision of predicting a person's face shape is significantly lower due to complexity of the genetic markers.<sup>33</sup>
- In 2018, Sudbury law enforcement used phenotyping to create a suspect image for a cold case from 1998. This new image generated 360 new tips, eliminated 200 persons of interest<sup>34</sup> and moved the focus to a single suspect



Robert Steven Wright, who was an 18-year-old student at the time of a 1998 murder, now faces a second-degree murder charge after being identified with the support of Phenotyping.

A man in a blue shirt is looking at a tablet in a dimly lit room. The background is dark with several out-of-focus yellow lights, creating a bokeh effect. The man is positioned on the left side of the frame, looking towards the right.

# Digitization of Police Services

There is significant opportunity for existing law enforcement processes to be enabled by automation and technology (e.g., predictive policing and the identification of crime hotspots, digitally-enabled evidence management, etc.).



# Digitization of Police Services

## Next Generation 911

- Next Generation 911 (NG911<sup>35</sup>) will add speed, redundancy and security to the telecommunications system, supporting national internetworking of 911 services.
- The intent of NG911 is for every connected phone to have an internet protocol address that can be cross-referenced with key data sets supplied by municipalities.
- The database will comprise every street address in an area and the entry location of buildings. Emergency service boundaries will also be accessible to ensure the right responders are dispatched.
- In 2019, the province of New Brunswick developed a civic address database that has improved support for current 911 operations and paved the way for NG911 services. This allows emergency services to use internet protocol (IP) addresses to pinpoint the location of people calling 911 on their cellphones.
- In 2020, the Owen Sound Police Service successfully completed its first end-to-end test call of the NG911 emergency system.<sup>36</sup> This improved service allowed people to send texts, photos and videos of emergencies to 911 operators.
- The proposed futures state is to provide the capability for individuals to live stream crimes or emergencies in process.<sup>36</sup>



# Digitization of Police Services

## Encryption improvements offset by data from connected devices

- Canada's legal framework for the interception, search and seizure and production of data requires judicial authorization or a warrant. This requirement and the steps associated with it can significantly slow the investigative process.
- In addition to the time and effort associated with accessing privately-held information, governments may lack the necessary resources and ability to crack private encryption.
- Many argue that private companies have a responsibility to not only safeguard the personal information they hold but to also assure the public that their end-to-end encryption will not act as barrier to the identification and pursuit of criminals operating on their platforms.<sup>37</sup>
- In 2019, the U.S., U.K. and Australia asked companies to create a key or 'backdoor' to allow law enforcement to unlock profiles.<sup>37</sup> Facebook and other companies argue that this weakens the encryption and erodes trust with their clients and consumers.
- Improvements in encryption may be offset by the increasing number of connected devices and the vast amount information this will produce. Device information cannot be subject to the same levels of encryption as personal or corporate data. Types of information include: location data from cell phones; telephone calling records; and header information in email.

## Predictive policing demonstrates some potential

- In 2018, more than 60 U.S. police departments<sup>36</sup> use some form of "predictive policing" to guide their day-to-day operations. For example, Los Angeles police follow patrols based on computer-forecast crime hot-spots.
- Some predictive policing programs are restricted to geographical areas while other programs provide a list of chronic offenders who may warrant regular questioning.
- Some human rights advocates are concerned that this type of policing could lead to racial profiling.
- Since 2015, Vancouver (BC), Edmonton (AB), Saskatoon (SK) and London (ON) police services have implemented or piloted predictive policing programs.<sup>37</sup>
- The success of these programs are largely inconclusive. In some cities crime rates have trended down with the introduction of new predictive technologies, while others have seen no significant effect.<sup>37</sup>

# Digitization of Police Services

## Robotics in law enforcement

- It is expected that the market for robots in law enforcement will expand from \$1 billion in 2015 to \$5.7 billion by 2022.<sup>38</sup>
- Police services have been using public relations robots to allow law enforcement agencies to identify, greet and provide visitors with information. In 2017, Dubai police introduced a robotic police officer at tourist spots around the city to allow people to report crimes with translated responses and provide a live-link to the police operations centre.<sup>39</sup>
- The City of Los Angeles is currently using robots to patrol parks.<sup>40</sup>
- Robots can perform tasks deemed dangerous to humans such as the detonation of bombs or investigating unknown environments.
- RCMP in Red Deer are already employing a walking, talking robot that provides victim support to children involved in court cases.<sup>41</sup>



# Digitization of Police Services

## Growth of digital evidence requires infrastructure investment

- Text messages, social media posts and video are playing an increasingly central role in the investigation and prosecution of crimes.
- The digital evidence management market is growing quickly, valued at \$3.5 billion in 2017, it is projected to grow to \$8.4 billion by 2023.<sup>44</sup> Law enforcement has the requirement to collect electronic information. In 2020, 72% of investigators<sup>43</sup> were required to extract data from phones and other devices.
- Digital evidence advancements will require additional technical infrastructure. The Region of Durham required a terabyte of information for every 40,000 people in the community, a third of which was dedicated to storing body worn camera footage.<sup>44</sup>

- In 2019, Government of Canada began implementing its Cloud First Strategy with the development of a Protected B cloud to minimize the cost of applications and infrastructure.

## Robotic Process Automation (RPA)

- The Canadian public sector has begun a shift to RPA, allowing software robots to automate basic business applications and processes (e.g. such as repetitive form use).
- Following implementation, RPA delivered 50% efficiency improvement<sup>45</sup> as the 'bots' performed tasks in 50% less time. Improved accuracy, standardization, better customer service, and increased employee satisfaction allowed staff to focus on more important, higher-value tasks.
- Police have used RPA to automatically populate fields in reports and ensure consistency between documents.



- People have expressed concern about human rights and fairness as it relates to bias that may be inherent in an automated system. For such practices to be used, it is essential that users recognize and address the bias in the system.<sup>46</sup>
- It is expected that by 2024, organizations will lower operational costs by 30% through combining automation technologies with re-designed operational processes.<sup>47</sup>

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# Protecting Human Rights





Law enforcement are the most visible and largest contingent of guardians of ... human rights.

The International Association of Chiefs of Police (IACP)



Protecting Human Rights

## Overview

**Human rights issues have come under increasing public attention and have been the subject of highly visible legal proceedings. In response to this societal focus, the Government of Canada and its police services strive to protect the most vulnerable from harassment, violence and infringements on their human rights.**

**For Canada and the RCMP, key focus areas include:**

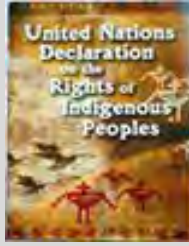
- Human rights challenges have increased globally while human rights in Canada are more and more a part of the national conversation. Despite this improvement, challenges continue in terms of the treatment and safety of vulnerable peoples.
- Advocacy groups in Canada are providing a voice to marginalized Canadians to foster equality, empowerment, and social change.
- Indigenous Peoples in Canada are seeing some positive change reflected in the legal system and improved access to clean water. However, systemic issues persist with continued violence against Indigenous women and overrepresentation of Indigenous Peoples in the criminal justice system.
- Canada continues to attract migrants and asylum seekers, however, their integration into society can be negatively impacted by fraud, public sentiment and most recently, the COVID-19 pandemic.
- Mental Health is becoming increasingly important with regards to its effects on police, police operations and Canadians.

# Overview

## United Nations International Human Rights Law



December 1948



September 2007

## Missing and murdered indigenous women, girls, 2SLGBTQIA

231

calls for Justice

25%

of all murdered females are **Indigenous and LGBTQ**

12

Times more likely to be murdered or go missing

50%+

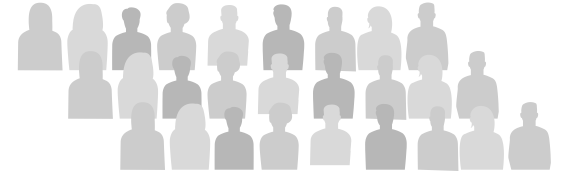
of individuals have witnessed inappropriate sexual behaviour



361,000

2022

immigrants projected in Canada by **2022**



1 in 5

Canadian will have mental illness this year





# Migrants and Asylum Seekers

Canada continues to attract migrants and asylum seekers, however, their integration into society can be negatively impacted by fraud, public sentiment and most recently, the COVID-19 pandemic.

# Migrants and Asylum Seekers

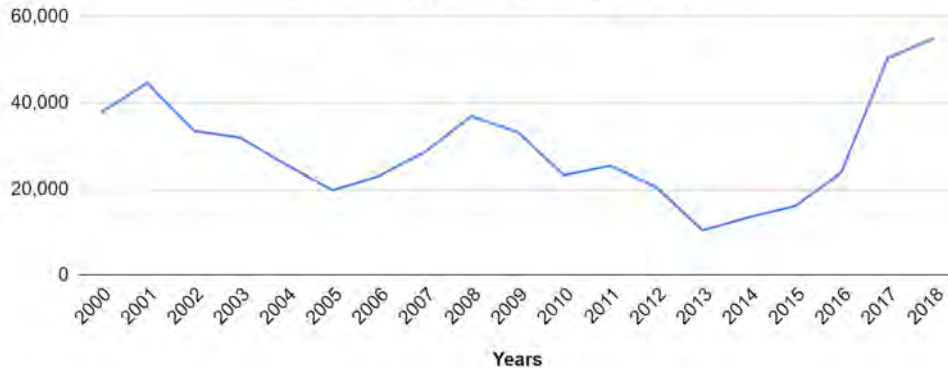
## Migrants are vulnerable and need protection

### Asylum seekers arrival to Canada steadily increased

- The number of asylum seekers has fluctuated over time, with an upward trend in 2017 and 2018<sup>1</sup>

- In 2019, the RCMP intercepted over 16,000 individuals attempting to use irregular border crossings.
- The majority of asylum seekers entering Canada between 2017 and 2019 originated from Nigeria and Haiti.<sup>2</sup>

Number of Asylum Claimants Per Year



## Migrants and migrant workers are susceptible to exploitation

- Migrants and migrant workers have been especially susceptible to criminals posing as a Canadian Government agency or foreign embassy workers with the intent of defrauding victims.
- In 2019, the Edmonton Police Service received 17 reports of scams targeting immigrants. Victims reported an overall loss of over \$700,000.<sup>3</sup>
- Many migrant workers are economically exploited through illegal recruitment fees, wage theft, and visa conditions loopholes.
- 129 Canadian companies have been cited for worker violations between 2015 and 2019.<sup>4</sup> Many of these offered poor working and housing conditions to migrant workers.

# Migrants and Asylum Seekers

## Increasing number of Canadians support limiting immigration

- According to a 2019 IPSOS poll, Canadians are becoming less supportive of immigration, expressing concern with the effects it is having on the country.
- 57% of Canadians believe immigration has placed too much pressure on public services in Canada, an increase of 5% from 2017.<sup>5</sup>
- 59% Canadians agree (32% strongly and 28% somewhat) that the government is hiding the true cost of immigration from taxpayers and society.<sup>5</sup>

- 48% of Canadians agreed that immigration was causing Canada to change in ways they didn't like, 7% higher than in the previous two years.<sup>5</sup>
- 44% of Canadians felt that there were too many immigrants in Canada, up 8% from 2017.<sup>5</sup>

## COVID greatly impacting Asylum Seekers<sup>6</sup>

- On March 17, 2020, the Immigration and Refugee Board of Canada (IRB) postponed all in-person hearings for asylum claims.
- On March 20, the Canadian Government announced it would close its borders to asylum seekers.



- Canada turned away irregular asylum seekers at the U.S./Canada border. They were then returned to their countries of origin by the U.S. Government.
- The rejection of asylum seekers could be considered a contravention of human rights, as sending people back to their countries of origin where they may face the threat of violence violates the fundamental principle of non-derogable human rights.



# Evolving Maturity of Civil Discourse

Advocacy groups in Canada are providing a voice to marginalized Canadians to foster equality, empowerment, and social change.

# Evolving Maturity of Civil Discourse

## **BlackLivesMatter campaigns against systemic violence and racism towards black people**

In 2014, BlackLivesMatter (BLM) Canada was founded in Toronto in solidarity with the U.S. BLM movement.<sup>7</sup>

- BLM Canada's campaigns have focused mostly in the Greater Toronto Area. Its campaigns have led to initiatives such as the coroner's inquest into the police shooting of Andrew Loku and the re-establishment of a provincial Anti-Racism Secretariat in Ontario.<sup>7</sup>
- BLM Canada has developed a list of 35 demands.<sup>8</sup> As of April 2020, 15 demands have been achieved, including the removal of police from schools, pride marches and pride parades.

- In 2018, some members of the Toronto police felt that some of the achieved demands and the corresponding operational decisions had contributed to a marked increase in shooting victims over a 3-year period.<sup>9</sup>
- BLM states that the black community is at increased risk of contracting COVID-19 due to systemic racism, poverty, incarceration, limited literacy, overcrowding, and lack of social supports.<sup>10</sup>

## **Daughters of the Vote promotes women's involvement in Canada's politics**

- The Daughters of the Vote program<sup>11</sup> was designed to "...ensure emerging young women leaders, among others, become familiar with Canada's political institutions and those women and men serving in them – so that they are equipped and inspired to participate in the formal political sphere and take action in their local communities in the years and decades to come".



- In 2019, 338 young women aged 18 to 23, were invited to take their respective MP's seat in Parliament during a sitting of the House of Commons.<sup>11</sup>
- Delegates selected were diverse, 146 identified as a visible minority, 39 were Indigenous, 70 identified as LGBTQ and 16 identified as having a physical disability.<sup>12</sup>
- The program began in 2017 with a second cohort of delegates in 2019. A third event is expected to take place 2021.<sup>11</sup>

# Evolving Maturity of Civil Discourse

## ***Idle No More* strives for recognition of Indigenous sovereignty**

The Idle No More (INM) movement began in November 2012 as a protest against the introduction of Bill C-45<sup>13</sup>

- INM focuses on a peaceful revolution, to honour Indigenous sovereignty and to protect the land and water in Canada.
- INM has 6 goals that focus on areas including environmental protection, political representation, honouring the intent of historic treaties and holding inquiries on missing Aboriginal women.<sup>14</sup>
- In 2018, INM and Indigenous communities from the Six Nations protested a homeowner's acquittal in the fatal shooting of Jon Styres.<sup>13</sup>

- In 2019, INM appealed to “Canadians of conscience” to support the Gitdumt’en and the Unist’ot’en in their opposition to the TransCanada pipeline project.<sup>15</sup>

## ***Sisters in Spirit* brings awareness to missing and murdered Indigenous women**

- Sisters in Spirit (SIS)<sup>16</sup> was launched by the Native Women’s Association of Canada in 2005 with the goal of raising awareness of the 1,200 missing and murdered Indigenous women across Canada.<sup>17</sup>
- With support from other Indigenous women’s groups, SIS initiated the National Inquiry into Missing and Murdered Indigenous Women and Girls.



- SIS research identified more than 582 of the missing and murdered Aboriginal women and girls in Canada.<sup>16</sup> SIS continues to update its database as well as track new cases every week.
- Every October, SIS honours the Missing and Murdered Indigenous Women (MMIW) with a vigil.<sup>18</sup>



# Evolving Maturity of Civil Discourse

## ***Up For Debate*<sup>19</sup> pushes party leaders to discuss women's issues in Canadian politics**

- The Up for Debate campaign, supported by a coalition of 175 organizations, pushed for a national leaders'<sup>19</sup> debate on women in the 2015 federal election.
- Though it failed to secure a debate, it put gender equality on the election agenda.
- This issue was taken up by the Liberal Party of Canada during the 2015 election and was included in their platform.
- Again during the 2019 Federal election, Up For Debate called on all federal party leaders to commit to a national televised debate to share their priorities on women's rights and gender equality.<sup>20</sup>

- Participation was pledged by the NDP and Green Party, but there was no commitment to participate from the Liberals, Conservatives nor the Bloc Québécois.<sup>20</sup>

## ***Egale Canada* aimed at improving lives of LGBTQI2S people**

- In 2019, Egale Canada sent responses to each of the Federal Government's mandate letters, outlining those LGBTQI2S issues considered most relevant to each portfolio.<sup>21</sup>
- Blood donations from gay and bisexual men have been restricted in Canada due to supposed risk of spreading HIV. Due to petitioning from Egale and other advocacy groups, the Canadian Government lowered the abstinence period to three months in June 2019.<sup>22</sup> Prior to 2013 a lifetime ban on blood donations was in place.



- In early 2020, Egale promoted a bill to make conversion therapy illegal in Canada.<sup>23</sup>
- Egale has communicated the need for additional funding for the LGBTQI2S community during the COVID-19 pandemic. Research suggests this group may be disproportionately impacted both economically and from a physical and mental health perspective.<sup>24</sup>



# Rights of Indigenous Peoples

Indigenous Peoples in Canada are seeing some positive change reflected in the legal system and improved access to clean water. However, systemic issues persist with continued violence against Indigenous women and overrepresentation of Indigenous Peoples in the criminal justice system.

# Rights of Indigenous Peoples

## Truth and Reconciliation projects continue <sup>25</sup>

- In June 2015, the National Centre for Truth and Reconciliation Commission released 94 Calls to Action as a part of the Truth and Reconciliation initiative.
  - The majority of its activities are based at the provincial and municipal level.
  - The following represents the status of the Calls to Action as of March 2020:
- In 2018, Justin Trudeau stated that his government would develop a Recognition and Implementation of Indigenous Rights Framework that would “ensure full and meaningful implementation of treaties and other agreements.”<sup>26</sup>
  - In 2020, Chief Wilton Littlechild, the former head of the Truth and Reconciliation Commission (TRC) of Canada questioned the framework’s progress during the protests and blockades of the Trans Mountain pipeline project.<sup>27</sup>



24

Not Started



39

In Progress -  
Projects Proposed



21

In Progress -  
Projects Underway



10

Complete



It's up to Canadians how far they're willing to go for us, how quickly they will seek to find peace, prosperity and mutual benefit among us.”

**Sen. Murray Sinclair**

Chairman of the Indian Residential Schools  
Truth Reconciliation Commission

# Rights of Indigenous Peoples

**Canada's Indigenous Peoples are experiencing rights issues for both land and water**

**Some Aboriginal parties are claiming the Trans Mountain pipeline betrays their rights**

- The United Nations Declaration on the rights of Indigenous Peoples outlines the importance of control by Indigenous Peoples over developments affecting them and their lands.<sup>28</sup>
- The Wet'suwet'en hereditary chiefs argue the Trans Mountain pipeline construction betrays and ignores the rights and titles of Indigenous Peoples.<sup>29</sup>
- In 1997 the Supreme Court of Canada affirmed aboriginal title rights and recognized that the Wet'suwet'en have a system of laws that predates colonialism.<sup>29</sup>

**Canada's Government promises considerable improvements to Indigenous access to water**

- Access to water is a human right under international law and Canada's Constitution Act of 1982, but continues to be an issue in First Nations reserves.<sup>30</sup>
- Since 2015, 88 long-term drinking water advisories have been lifted.<sup>31</sup>
- The remaining 61 long-term drinking water advisories will be lifted by March 2021.<sup>31</sup>
- Projects underway or completed as of September 2019:<sup>31</sup>



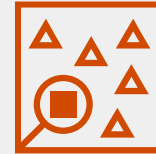
**441**

Projects to repair, upgrade or build infrastructure



**59**

Supporting projects and initiatives



**74**

Feasibility studies and projects in the design phase

# Rights of Indigenous Peoples

## Protecting Indigenous rights by reducing overrepresentation

### Overrepresentation of Indigenous Peoples in the criminal justice system continues to grow

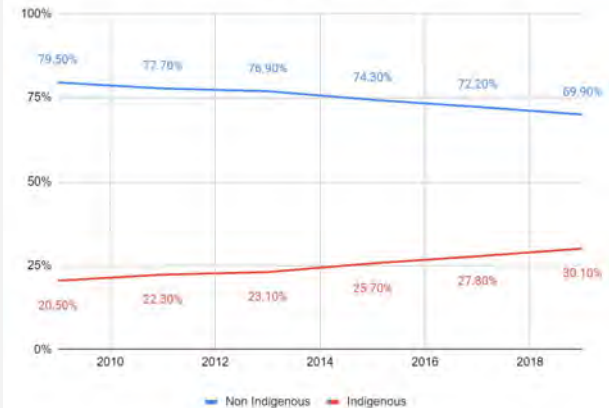
- In 2019, overrepresentation of Indigenous people in the Canadian criminal justice system had reached an historic high of over 30% of the incarcerated population.<sup>32</sup>
- Since 2010 the Indigenous inmate population has increased by 43.4%, whereas the non-Indigenous incarcerated population has declined to 13.7%.<sup>33</sup>
- Indigenous women now account for 42% of the female inmate population in Canada.<sup>33</sup>

### Bill C-75 attempts to reduce overrepresentation of Indigenous Peoples and vulnerable groups

- Enacted in 2019, Bill C-75<sup>34</sup> aims to reduce the overrepresentation of Indigenous Peoples/vulnerable groups by amending the process for cases involving bail conditions (i.e. disobeying a curfew, consuming alcohol, etc.) and breaches of probation.
- This aims to divert unnecessary matters from the courts. These currently account for 40% of cases.



Federally Incarcerated Population Composition: Non Indigenous vs. Indigenous



# Rights of Indigenous Peoples

## First Nations communities poised to grow economically

- Canada's Indigenous economy, currently worth \$32 billion<sup>35</sup>, has the potential to reach \$100 billion in the next five years.<sup>36</sup> Much of this gain can be achieved through increasing government and corporate procurement of Indigenous businesses to 5% of total spend (\$11 billion of the \$224 billion annual spend).<sup>35</sup>
- The number of Indigenous business owners and entrepreneurs in Canada is growing at five times the rate of other self-employed Canadians.<sup>37</sup>

- COVID-19 is placing Indigenous businesses in jeopardy. The indigenous tourism industry in Northern Ontario contributes over \$400 million in GDP, largely retained in Northern Ontario. Current forecasts suggest potential losses of 80-100% of their 2020 revenue. The 4 to 5 month operating season was cut short by travel restrictions.<sup>38</sup>

## Federal government increasing efforts to address missing Indigenous women and girls

- In 2019 a report was released to the Federal Government that included 231 calls for justice.<sup>39</sup>
- The report stated that "...these Calls for Justice represent important ways to end the genocide and to transform systemic and societal values that have worked to maintain colonial violence."<sup>40</sup>



- The report stated that Aboriginal girls were 12 times more likely to be murdered or to go missing and 16 times more likely to be slain or to disappear than those from non-Indigenous groups.<sup>41</sup>
- The inquiry has recommended the establishment of an Indigenous civilian police oversight body and the hiring of more Inuit officers to help the RCMP police the Far North.<sup>41</sup>
- The RCMP have been setting policing priorities with Indigenous communities for the past 4 fiscal years as well as conducting an annual campaign on Canada's Missing to reduce the impacts to Indigenous women.<sup>42</sup>



## Mental Health

Mental Health is becoming increasingly important with regards to its effects on police, police operations and Canadians.

# Mental Health

## Mental Health issues becoming a leading cause of suicides

**By 2030, mental health problems will likely be the leading cause of mortality and morbidity in the world**

- According to the World Health Organization (WHO), there are an estimated 700 million people worldwide who have a mental disorder or mental illness.<sup>43</sup>
- In Canada, it is estimated that 1 in 5 Canadians will experience mental health issues in their lifetime.<sup>44</sup>

## Mental illness is one of the most common risk factors for suicide

- Close to 800,000 people commit suicide every year around the world, or 1 person every 40 seconds.<sup>45</sup>
- In Canada, younger demographics experience higher rates of suicide: 24% of suicides occur within 15-24 year olds, where as the ages of 25-44 represent only 16%.<sup>44</sup>
- Suicide rates among Indigenous Peoples in Canada are three times higher than non-Indigenous Canadians. Inuit Canadian are considered to be significantly at risk, with a suicide rate nine times higher than the average Canadian.<sup>46</sup>



We do call on this government to finally work with [our] leadership and families and people to finally implement a youth-suicide-prevention strategy."

**National Chief Raselie LaBillois**  
Assembly of First Nations



# Mental Health

## Social media is a key influencing factor impacting mental health

### Social media now plays an increasingly larger role in mental health

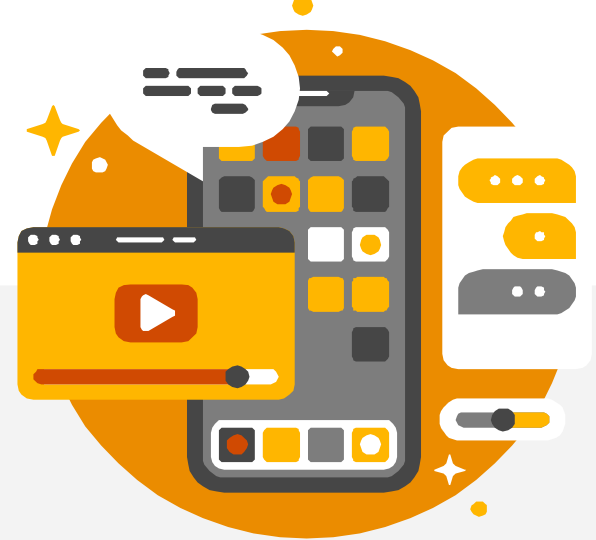
- In 2018, almost half of Ontario students were on social media between 2 and 4 hours a day. Of these students, between 40% to 50% experienced moderate to serious psychological distress.<sup>47</sup>
- For those who did not have daily interaction with social media, the rate of psychological distress was only 30%.<sup>48</sup>
- Social media usage has been linked directly to unhappiness and the development of mental health issues such as anxiety or depression when used in excessive amounts.<sup>48</sup>

## Age of Outrage has a negative effect on mental health

- Social media posting can result in intimidating and condemning responses, especially if a post represents an opinion that doesn't align with the majority.
- Online outrage can have a negative impact on the poster's mental health due to public persecution and online bullying. Social backlash can also lead to termination of employment and a tarnished public image.

## Cyberbullying is increasing, not limited to teens or children

- 8% of Canadian teens have been victims of cyberbullying on social media and 35% have seen mean or inappropriate comments about someone they know.<sup>49</sup>



- In 2018, 68% of parents indicated that the majority of cyberbullying came from a child's classmate.<sup>50</sup>
- Adults have been targeted because of their occupation. A parliamentary committee uncovered a growing trend of animal rights activists bullying farmers.<sup>51</sup>
- Reports have shown that cyberbullying has increased 5% since 2018.<sup>50</sup>

# Mental Health

## Mental health calls considered high risk

- In 2019, 380 people were referred to mental health services, 67 were taken to hospital, 154 were diverted from the emergency room and 44 arrests were avoided.<sup>52</sup>
- More than 460 people<sup>53</sup> have died in encounters with police across Canada between 2000 and 2018. 70% of police involved fatalities included individuals who died while suffering from mental health issues and/or substance abuse.<sup>53</sup>
- In 2007, Robert Dziekański was tasered during an encounter with police while he was having a mental health crisis, causing him to die from a heart attack.

- In 2007, in response to the Dziekański taser incident, the Alberta Police Services established the Police Service and Crisis Team (PACT),<sup>54</sup> partnering police and mental health workers to respond to mental health emergencies.

## Police are often first responders for mental health crises

- Police are responding more frequently to mental health related calls, which require more time and enhanced training to effectively and safely manage.
- Between 2008 to 2018, mental health related dispatch calls in the Edmonton police department more than doubled. In Saint John, the number of mental health calls increased by 78% and the time officers spent on those calls increased by 66%.<sup>55</sup>



- The time and effort required of officers to effectively manage encounters with individuals experiencing mental health challenges growing. In 2018, Edmonton police spent a total of 2,971 hours in emergency departments. Manitoba RCMP spent a total of 9,518 hours escorting people to mental-health services or hospitals, often taking an average of 95 minutes per visit.<sup>55</sup>

# Mental Health

## Police and RCMP at greater risk of mental illness than general public

### Mental Health concerns most common in Police and RCMP due to the nature of their job

- As of 2018, 36.7% of municipal/provincial police and 50.2% of the RCMP experienced symptoms of mental illness.<sup>56</sup>
- In a survey of two urban Canadian police departments, 29%<sup>56</sup> of officers were exhibiting Post-Traumatic Stress Disorder (PTSD) symptoms, whereas the rate for the Canadian public is only 9%.

### Police are more likely to die by suicide than from a violent interaction with a criminal

- In 2018, 8.3% of municipal/provincial police and 9.9% of the RCMP considered or thought about suicide, as compared to the general population at 5.8%.<sup>56</sup>
- While suicidal thoughts were high among police, their attempts at suicide were only 0.2%. Attempts among the general population was higher at 1%.<sup>56</sup>
- The isolation, extreme environment and lack of back-up support for Northern and Indigenous police officer adds additional risks for mental illness.



In the same way that we wouldn't expect a police officer to go to work with a broken leg, we shouldn't expect them to go to work with a broken mind.

**Louise Bradley, president and CEO**  
Mental Health Commission of Canada

A man in a dark suit, white shirt, and red tie is seated at a wooden desk in a library or study. He is holding a pen over an open book. In the background, there are wooden bookshelves filled with books. To the left, a red leather chair with white stitching is visible. In the foreground, there are stacks of books and a red ribbon on the desk.

## Human Rights Law and Order

Human rights challenges have increased globally while human rights in Canada are more and more a part of the national conversation. Despite this improvement, challenges continue in terms of the treatment and safety of vulnerable peoples.

# Human Rights Law and Order

Effective **rule of law** reduces corruption, combats poverty and disease, and protects people from injustices large and small. It is the foundation for communities of justice, opportunity, and peace—underpinning development, accountable government, and respect for fundamental rights. Traditionally, the rule of law has been viewed as the domain of lawyers and judges. But everyday issues of safety, rights, justice, and governance affect us all; everyone is a stakeholder in the rule of law.

## Rule of Law Index

World Justice Project, 2020<sup>57</sup>

## The rule of law has continued to weaken worldwide

### Human Rights in jeopardy around the world according to annual *Rule of Law Index*<sup>i</sup>

- In 2020, for the third year in a row, more countries have become less effective at reducing corruption, poverty, disease and injustice.<sup>57</sup>
- In 2019, the following key human rights indicator areas experienced the biggest decline: fundamental rights; constraints on government powers; and absence of corruption.<sup>57</sup>
- Fundamental Rights declined in 67 countries, producing the worst score since 2015.<sup>57</sup>



### Canada in top ten of highest scoring countries according to World Justice Project's *Rule of Law Index*

- The top ten rated countries according to the *Rule of Law Index* were unchanged since 2019, with Canada ranking 9th overall.<sup>57</sup>

# Human Rights Law and Order

## Canada experiencing human rights challenges in a number of areas

### Corporate Accountability

- In 2019, the Supreme Court of Canada heard a civil suit against the Canadian firm, Nevsun Resources, regarding gross human rights abuses, including slavery, torture, and forced labor at an Eritrean mine.<sup>58</sup>

### Religious Freedom

- In June 2019, Quebec banned certain categories of public-facing employees from wearing religious symbols at work.<sup>59</sup> The UN warned that this law is “likely to undermine the freedom of conscience, religion and equality of citizens.”<sup>60</sup>

### Disability Rights

- Canada passed the Accessible Canada Act in 2019 to make Canada barrier-free by 2040.<sup>61</sup>
- The act is intended to create a barrier-free Canada through the proactive identification, removal and prevention of barriers to accessibility wherever Canadians interact with areas under federal jurisdiction.<sup>62</sup>

### Immigration Detention

- In 2018 and 2019, the Canada Border Services Agency (CBSA) detained or ‘housed’ 118 children although immigration law states that this should only be done as a last resort.<sup>63</sup>

- Fewer children were detained than in 2018 and 2019 than the year previous, but the average time they were detained increased. Detained children spent 25% longer in CBSA facilities in 2018 through 2019, rising from 14.9 days to 18.6 days over two years.<sup>63</sup>

### Solitary Confinement

- In 2019, the British Columbia Court of Appeal confirmed that the practice of prolonged solitary confinement is unconstitutional and a violation of prisoners’ rights.<sup>64</sup>
- Although the Federal Government has updated its prison law, it has been criticized for failing to eliminate solitary confinement completely.<sup>61</sup>

# Human Rights Law and Order

## Workplace harassment identified as a problem in Canada

### Widespread sexual harassment continues in Canada's workplace

- Many organizations have responded to the #metoo movement by updating policies and developing reporting, investigation and support mechanisms for their employees.
- As of 2019, 42% of women reported that no initiatives had been meaningfully implemented to address harassment in their workplace.<sup>65</sup>

### Women are more than twice as likely to experience unwanted sexual behaviour

- In 2018, 32% of women and 13% of men were subjected to unwanted sexual behaviour while in a public place.<sup>66</sup>

- Over half of women and men have witnessed inappropriate sexual behaviour in their workplace.<sup>66</sup>
- 29% of women were the target of unwanted behaviours, relative to 17% of their male counterparts.<sup>66</sup>

### New workplace harassment law puts in place safeguards at the expense of employers

- Coming into force in 2020, Bill C-65 will introduce new workplace harassment regulations that will require federally regulated employers to make substantial changes to how they address workplace violence and harassment.



- The bill defines “harassment and violence very broadly as “...any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee ...”.
- The new law requires employers to identify risks of harassment and violence, implement preventive measures, designate someone to receive complaints, and respond to such occurrences, including providing support for affected employees.
- It is estimated that implementing the new regulations may cost employers approximately \$840 million over the next decade.

# Human Rights Law and Order

## Bill C-75 was created in response to the 2016 R. v. Jordan case and perceived inefficiencies in the Canadian courts process.

- Prior to Bill C-75, 800 criminal cases between 2016 and 2019 were stayed because the defendant's right to a timely trial had been violated.<sup>67</sup>
- Bill C-75 expected to reduce the number of preliminary hearings (if the charge is a felony) by 87%,<sup>68</sup> thus allowing the courts time to address backlog.
- Bill C-75 will empower the court in those cases to issue a warning and revoke or change bail conditions for administration of justice offences, which account for 40% of courts cases.<sup>69</sup>

- In an effort to protect victims of domestic abuse, the accused is now required to prove that they do not pose a risk on release. If unsuccessful, the accused will be detained until trial.<sup>69</sup>
- The bill also reduces pressure on law enforcement by allowing the use of written evidence, reducing the time required by police officers to testify in court.<sup>69</sup>

## Gender-Based Analysis Plus (GBA+) efforts continue, effects not being measured effectively

- The Government of Canada continues to employ gender-based analysis to assess the differential impacts on women and men by considering their different life situations and different socio-economic realities.<sup>70</sup>



- GBA+ recognizes that the realities of women's and men's lives are different and that equal opportunity does not necessarily mean equal results.
- In 2019, a study found that only half of Canadian Government departments and agencies have a GBA+ plan,<sup>71</sup> many lack the internal mechanisms to apply a robust GBA+ plan.
- As of 2019, 40% of Canadian Government departments and agencies had not tracked the effectiveness of GBA+ implementation,<sup>71</sup> lacking the ability to articulate the effects it was having.



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# Climate Change

An aerial photograph of a dense, lush green forest. The trees are packed closely together, creating a vibrant, textured canopy. The colors range from deep forest green to lighter, sunlit greens. The text 'Climate Change' is centered in the upper half of the image in a large, white, serif font.

# Overview

**Climate change has grown to be one of the most significant threats to environmental sustainability. Public awareness of and involvement in this crisis has manifested in protests around the world, while parts of the globe navigate environmental disasters, record heat waves, melting ice caps, flooding and extensive forest fires.**

- Extreme weather events are becoming more common and intense as demonstrated by the Fort McMurray Wildfires and recent flooding throughout Canada including along the Ottawa and St. Lawrence rivers.
- Climate change is expected to impact global migration and may drive a substantial increase in asylum seekers in Canada in the coming decades.
- Warming temperatures have the potential to increase the of spread infectious diseases to Canada, which will have a devastating impact as witnessed by the global COVID-19 health pandemic.
- Despite public commitment from the United Nations and world governments, climate activists continue to aggressively demand additional actions and measures.
- COVID-19 has triggered an unprecedented decrease in global CO2 emissions in a very short period of time.



...the effects of manmade climate change were manifested by one of the warmest years on record, extensive wildfires, and quicker-than-expected melting of glacial ice.

**Editor, John Mecklin**

Bulletin of the Atomic Scientists



# Overview

Severe weather caused

**\$1.3 billion**

in insured damage for  
Canadians in 2019



**100%**

Canada's temperature  
rose about double the  
global rate and almost  
triple that rate in Northern  
Canada

Biggest climate change protest ever  
in across 185 countries in 2019



**Millions  
make their  
voice heard**

**1 billion**  
2050

Global climate change  
migrants estimated by  
2050

**8**

Pandemics in the past century

HIV/AIDs has had the largest death rate  
while COVID-19 has the potential to  
create the greatest impact on the world

**80%**

Indigenous land  
represent 80% of  
Earth's biodiversity



# Climate Change

## Extreme weather events are becoming more common and intense

- Extensive heat waves and droughts are causing wildfires and rising sea levels. Warming ocean temperatures are increasing the number and intensity of tropical cyclones and storm surges and intense precipitation is causing flooding.<sup>1</sup>
- Heat waves north of the equator are expected to become the new norm by the year 2100.<sup>1</sup>
- Droughts increase the likelihood of wildfires as evidenced from the 2019 wildfires in Alberta and Australia, which combined, burned over 27.2 million acres of land.<sup>2</sup> Spring 2020 is already predicted to present unusually high risk for forest fires.
- Cyclones around the world have been increasing in frequency and intensity. 2019 was the 4th consecutive year of above-average damaging cyclone seasons and the 7th straight year of multiple Category 5 hurricanes.<sup>3</sup>
- Flooding has increased by more than 50% this decade. Major floods occurred in both 2017 and 2019 along the Ottawa and St Lawrence rivers and required federal intervention with evacuations and sandbagging.<sup>4</sup>

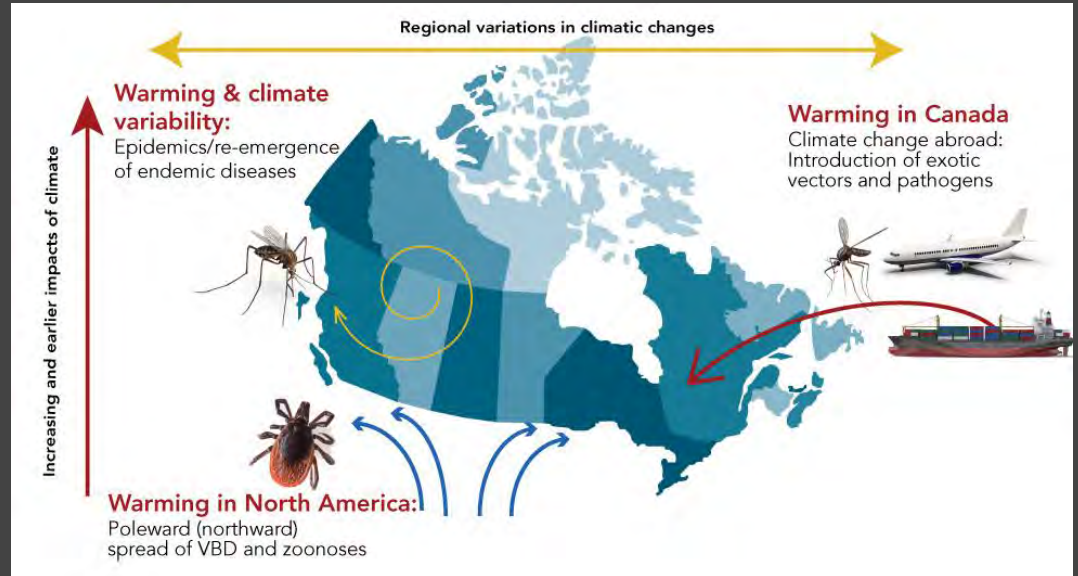
## By 2050, there will be an estimated 1 billion climate migrants

- Extreme weather events are causing people to leave their homes. Canada is receiving a greater number of immigrants and asylum seekers fleeing environmental disasters and extreme weather events.
- In January 2020, the UN Human Rights Committee stated governments must now take into account the climate crisis when considering the deportation of asylum seekers.<sup>5</sup>
- Canada has no specific provisions for people seeking asylum on the grounds of climate change under current immigration and refugee law.<sup>5</sup>
- In 2020, the UN Human Rights Committee in 2020 ruled that asylum seekers will have valid claims if their well-being is threatened by climate change.<sup>6</sup>
- This ruling is expected to significantly increase the number of asylum seekers around the world and in Canada.
- In 2018 alone, 17.2 million people were displaced because of extreme weather disasters across 148 countries and territories<sup>7</sup>
- Drought is credited with having displaced 764,000 people in Somalia, Afghanistan and several other countries in 2019.<sup>7</sup>

# Climate Change

## Climate change may drive emergence of infectious diseases

- Warmer temperatures will increase infectious diseases like malaria and West Nile, due to disease carriers moving beyond their traditional habitats.<sup>8</sup>
- These diseases are anticipated to spread northward into Canada from the U.S. and from elsewhere in the world via air and sea transport.
- In Canada, the anticipated increase in Lyme disease, West Nile virus and foodborne illnesses will be compounded by an aging population.<sup>9</sup>
- COVID-19 is an unprecedented example of how police and the RCMP are responding to disease-driven health crises, enforcing emergency laws and quarantine conditions.



# Climate Change

## Public awareness and active engagement in the climate change crisis continues to grow

- Greta Thunberg made headlines after addressing the UN Climate Action Summit in New York, triggering worldwide protests in 150 other countries, including Canada.<sup>10</sup>
- Over 500,000 protestors marched in Toronto and Montreal<sup>11</sup> to demand that more action be taken on climate change by governments and officials.
- Governments across the globe are attempting to take sustainable action<sup>12</sup> through policies and strategies; however, climate change activists are demanding more aggressive action.

- Climate and Indigenous rights protests against pipeline development saw the establishment of rail blockades that disrupted Canada's supply chain, pressured the Prime Minister and forced a response from the RCMP and other police services.
- Climate change protests and major disruptions to urban areas and urban infrastructure will likely continue.

## U.S. withdraws from Paris Climate Agreement

- The Paris Agreement (PA) is a landmark environmental accord adopted by nearly every nation in 2015 to address climate change and its negative impacts.<sup>13</sup>
- The PA aims to substantially reduce global greenhouse gas emissions to limit the global temperature increase in this century to 2 degrees Celsius above pre-industrial levels.<sup>14</sup>



- It includes commitments from all major emitting countries to cut their climate-altering pollution and strengthen commitments over time.
- The PA creates a framework for the transparent monitoring, reporting, and ratcheting up of countries' individual and collective climate goals.
- President Trump announced his intention to withdraw the United States from the PA, leaving America as the only country on Earth outside the accord.<sup>15</sup>
- U.S. is the world's second-biggest emitter of greenhouse gases, behind only China, and by far the largest cumulative greenhouse gas emitter in history.<sup>15</sup>

# Climate Change

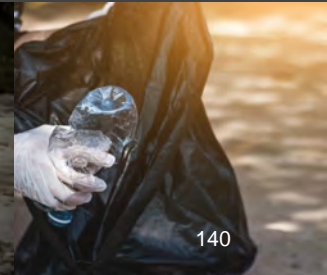
## Biodiversity of Indigenous lands heavily affected by climate change

- Experts and activists assert that resource extraction and pollution have put a strain on Indigenous practices, such as hunting, fishing and trapping.<sup>16</sup>
- The number of Canada's unique species are 40% greater on protected lands but many remain species at risk. Climate change and hunting has contributed to a 99% decline in the Newfoundland and Labrador caribou population since 2001.<sup>17</sup>
- Rising temperatures and extreme weather changes have disproportionately affected Canada's indigenous population.
- In 2019, the Government of Canada used a combination of air, land and water routes to evacuate 3,800 Ontario First Nations people due to forest fires.<sup>18</sup>
- Every spring, the 2,000 people from the Kashechewan First Nations community are evacuated by plane out of Ontario's James Bay Coast to avoid potential flooding from the Albany River.<sup>19</sup>

“

Indigenous peoples are repositories of learning and knowledge about how to cope successfully with local-level climate change and respond effectively to major environmental changes such as natural disasters

**Myrna Cunningham Kain,**  
Chair of the Pawan



# Climate Change

## Climate change benefits of COVID-19<sup>20</sup>

- COVID-19 has triggered an unprecedented decrease in global CO2 emissions in a very short period of time, with dramatic drops in areas implementing lockdowns to combat the COVID-19 virus.
- Northern India has experienced the lowest levels of air pollution in 20 years, with NASA observing an average 30% to 60% drop in NO2 levels in across South Asia and 20% to 50% across the U.S.<sup>21</sup>
- Researchers predict that the break in air pollution during the pandemic will result in “1.3 million fewer working days lost to respiratory illnesses, 6,000 fewer new cases of asthma in children and almost 2,000 avoided emergency hospital visits due to asthma attacks.”<sup>22</sup>

## Back to square one?

- Researchers are warning the air pollution rebound from COVID-19 could be more severe than pre-pandemic levels.<sup>23</sup>
- During the 2008 financial crisis, global CO2 emissions fell 1.4% and then rebounded with a 5.9% increase in 2010.
- There is also a concern that the pandemic could derail efforts to address climate change.
- The annual UN climate summit, originally scheduled for November 2020, has now been postponed until 2021.
- World governments were due to present new plans to meet the emission reduction goals established under the 2015 Paris Agreement.<sup>23</sup>



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# Trust, Confidence & Transparency







Many of our most important commitments require partnership with provincial, territorial and municipal governments and Indigenous partners, communities<sup>1</sup> and governments. Even where disagreements may occur, we will remember that our mandate comes from citizens who are served by all orders of government and it is in everyone's interest that we work together to find common ground.

**Rt. Hon. Justin Trudeau, P.C., M.P.**  
Prime Minister of Canada

Trust, Confidence & Transparency

## Overview

**Political pressures, social change and a more vigilant and involved public have impacted the trust that Canadians have for their police forces and all levels of government. Changing perceptions have created the requirement for increased transparency and openness on the part of our public institutions.**

**For Canada and the RCMP, key concerns regarding Trust and Transparency include the following:**

- The impact of misinformation and on-going accusations of “fake news” are creating a zero-trust society, where people cannot, or no longer bother to, distinguish truth from falsehood.
- Law enforcement continues to undergo scrutiny from all levels of government in an effort to reduce costs and improve social outcomes. Citizens are actively employing social media to hold police and law enforcement to account, and can be quick to accuse law enforcement of perceived misconduct.
- Despite vast amounts of data collected by governments and private companies, legislation and the existing culture of law enforcement and policing organizations in Canada and abroad present substantial hurdles to sharing information.



# Overview

200%

Growth in 8 Months

The appearance of 'deep fake' videos more than **doubled** in the first 8 months of 2019

17%

of visible minorities have 'no confidence at all' in the RCMP

\$100,000

Amount of fines that can be imposed for non-compliance in collection and storage of personal information

57%

2019

of Canadians believed Canada was **democratically governed** in 2019

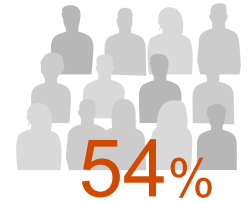


10%

Canadian confidence in the RCMP dropped 10% in the last 2 years



Provincial Court confidence



Municipal Police confidence

20%

Less

Public confidence in the Provincial Courts is **20% less** than that of Municipal Police Services

An aerial photograph of a person walking on a road. The road is marked with a black and white striped pattern that creates a strong sense of perspective and depth. The person is a small silhouette in the center of the frame, walking away from the viewer. The background is a solid dark color, possibly asphalt or a similar material.

# Disinformation & Misinformation

The impact of misinformation and on-going accusations of 'fake news' are creating a zero-trust society, where people cannot, or no longer bother to, distinguish truth from falsehood.

# Disinformation & Misinformation

**Foreign created fake news, misinformation and disinformation are more frequently used across both the internet and social media, often to great effect**

- 64% feel that disinformation driven by 'fake news' causes a great deal of confusion.<sup>2</sup>
- Foreign actor interference against Canada is perpetrated primarily by the People's Republic of China and Russia.<sup>3</sup>
- During the 2016 U.S. elections fake social media posts were received by 29 million people directly and exposed to as many as 126 million people<sup>4</sup> through sharing, liking and following. This content generated more engagement than the top stories from major news outlets.
- In 2018 false reports<sup>5</sup> were circulated on social media that Canadian soldiers were killed in Ukraine in an effort to disrupt Canadian involvement. These posts were viewed thousands of times by Canadians.



The threat to Canada from foreign interference is increasing. The perpetrators have become more brazen and their activities more entrenched.

**The National Security and Intelligence Committee of Canadian Parliamentarians (2019)**

# Disinformation & Misinformation

## The use of Deepfake technology is becoming more prevalent, further eroding trust in media content

- In 2019, 15,000 deepfake videos were found online, double the number recorded in January 2019.
- 96% of deep fake videos found were pornographic in nature, of which 99%<sup>6</sup> included adult entertainers with their faces edited or changed to that of a famous female celebrity.
- Similarly, millions<sup>7</sup> viewed a video of Nancy Pelosi (Speaker of the U.S. House of Representatives) had been edited to give the impression that she was inebriated.
- The Communications Securities Establishment (CSE), warns that deep fake videos will continue to be a threat to political parties and candidates.<sup>8</sup>

## Malicious use of social media to spread fear and foster mistrust with law enforcement

- Social media posts employing misinformation can go viral, causing communities to respond explosively. This type of reaction requires law enforcement to intervene and investigate their source.
  - In 2018, Calgary police and the Cochrane RCMP<sup>9</sup> detachment had to reassure the public there was not an active-shooter threat as had been falsely communicated via Facebook.
  - Police are frequently being recorded during interactions with the public on social media which can then be used to communicate and publicize a perceived misconduct.
- A 2019 study found that Canadian law enforcement was “less proactive”<sup>10</sup> when being recorded due to fear of allegations, disciplinary panels, media stories and alleged misconduct complaints.





# Public Scrutiny of Policing and Law Enforcement

Law enforcement continues to undergo scrutiny from all levels of government in an effort to reduce costs and improve social outcomes. Citizens are actively employing social media to hold police and law enforcement to account and can be quick to accuse law enforcement of perceived misconduct.

# Scrutiny of Policing

## Canadians are being drawn to an 'ordered' or 'authoritarian' outlook

**Some Canadians are seeking order similar to that provided by authoritative regimes in reaction to exaggerated external threats and feelings of economic hopelessness.<sup>11</sup>**

- In 2019, just 50% of those surveyed felt that the country was moving in the right direction, a 20% drop from 2016.<sup>11</sup>
- Only 36% of Canadians trust the government to make the right decisions "all or most of the time".<sup>11</sup>
- 70% of Canadians felt that there is more perceived danger in the world, a 11% increase from 2016.<sup>11</sup>
- Economic hope is fading for Canadians, 60% felt that the next generation will be worse off, while only 10% felt that there would be an improvement.<sup>11</sup>
- Trends suggest Canadians are being drawn to an ordered/authoritarian outlook precipitated by wage stagnation, middle class decline and concentration of wealth among other factors.
- There is 'dramatic and growing polarization' on the following issues: climate change; science; visible minority immigration; trust in media; overall direction of the country; and identify politics.<sup>11</sup>

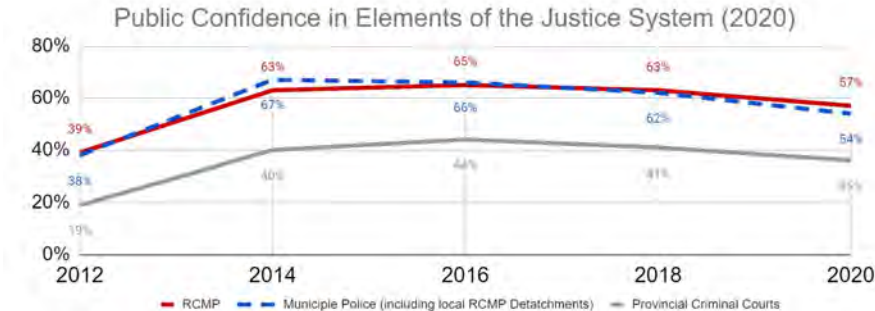


# Scrutiny of Policing

## Public confidence in the RCMP is decreasing

- The public's confidence in the RCMP has dropped 6% between 2014 and 2018. Confidence in the RCMP currently sits at 57%.<sup>12</sup>
- Public attitudes were more positive among older people and individuals with a higher income.

- 17% of visible minority residents have 'no confidence at all' in the RCMP, while the proportion of non-minority residents is 9%.<sup>12</sup>
- 48% of Canadians have confidence in the Supreme Court of Canada, while provincial courts hold a confidence rate of 36%.<sup>12</sup>



## Proactive policing and street checks bring public scrutiny

- Proactive policing and street checks disproportionately target minorities when compared to other ethnicities. Members of Halifax's black community were 4.5 times<sup>13</sup> more likely to be arrested for marijuana possession despite more prevalent use within the white population.
- The Nova Scotia Human Rights Commission found that carding and street checks did not have a significant impact on crime or public safety.<sup>13</sup>
- Vancouver data showed that between 2008 and 2017, 15% of street checks involved Indigenous people, despite their representing just 2% of the city's population.<sup>14</sup>
- Legal experts have stated that the alienation of entire communities could be one of the long-term impacts of street checks and carding. This may also result in a lack of trust in law enforcement and police and reluctance to cooperate with authorities.<sup>15</sup>



# Scrutiny of Policing

## Ontario streamlines provincial police complaints system

- In Ontario, as of 2019, Special Investigations Unit (SIU)<sup>16</sup> will now only investigate police use-of-force, arrests or motor-vehicle pursuits that result in serious injury or death, instances when an officer discharges a firearm or when there is an allegation of sexual assault.
- With the new system, responsibility lies with chiefs of police to notify the SIU if they "reasonably believe"<sup>16</sup> that an officer's conduct resulted in injury or death. Under current rules, officers can be investigated if someone dies of a medical issue or by suicide.
- In an effort to be transparent and accountable, an independent review was conducted in 2019 on actions involving police within the Thunder Bay region, addressing perceived concerns of racism.<sup>17</sup>
- One concern is that the legislation gives too much control to the police, reducing the objectivity of the oversight.<sup>18</sup>



# Scrutiny of Policing

## Policing costs increase while number of police officers drops

- Canadian Police expenditures increased while police strength decreased between 2017 and 2018.
- National operating expenditures for policing reached \$15.1 billion in 2018, rising by 2% from the previous year. Operating expenditures have been steadily increasing since 1996.<sup>10</sup>
- Police services have become more costly despite shrinking of personnel. As of May 2018, there were 68,562 police officers in Canada, a decrease of 463 officers from the previous year.<sup>10</sup>
- In 2018, 82% of the total operating expenditure of Canadian police services included salaries, wages and benefits estimated at \$12.5 billion.<sup>10</sup>
- Canadian police services spent \$380 million on Information Technology (IT) operations and \$284 million<sup>10</sup> on police equipment in 2018. The highest equipment costs included radios and computer hardware and software.



0.4%

Provincial  
Spending\*

2%

Total Canadian  
Policing Costs\*\*

2%

Total number of  
Police in Canada\*\*

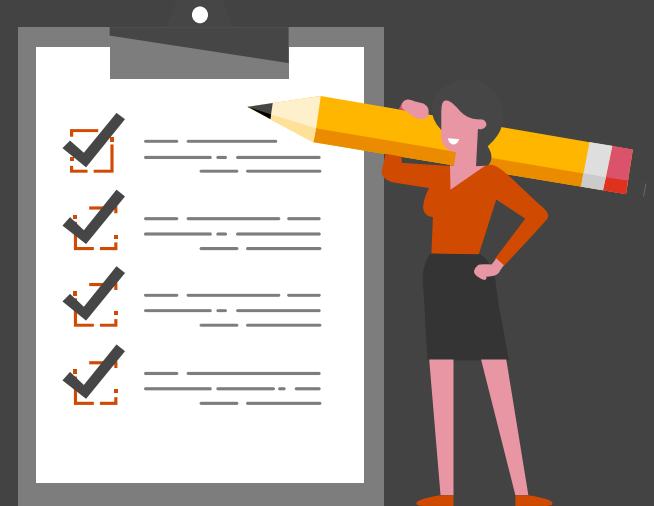
\*Canadian Economic Outlook

\*\*Stats Canada metrics between 2017-2018

# Scrutiny of policing

## Increasing policing costs mean increased scrutiny on policing

- The City of Vancouver's overall operating budget has risen by approximately 118% since 2000 while its police services costs have increased by 140%.<sup>19</sup> This increase is being contested by city officials and may jeopardize the planned hiring of 25 new police officers and 10 new civilian employees.
- The province of Alberta now requires rural municipalities to pay between 10% and 30% of policing costs due to the 362%<sup>20</sup> increase of provincial debt in over the last 4 years. This model has resulted in less coverage by policing services, contributing in turn to high crime rates in rural Alberta. In 2018, Foothills MP John Barlow publicly stated that "rural crime is at crisis levels in Alberta".<sup>21</sup>
- To mitigate costs, New Brunswick is exploring alternate policing models where the specific needs of the community are met through the use of regional collaboration where possible.<sup>22</sup>





# Sharing Information

Despite the vast amounts of data collected by governments and private companies, legislation and the existing culture of law enforcement and policing organizations in Canada and abroad present substantial hurdles to sharing information.

# Sharing information

## Law is catching up with Canadian personal privacy concerns

- The privacy of personal information is considered to be of high concern to the general population. A World Economic Forum report found that globally, 63% felt that loss of privacy to companies increased as a risk in 2019.<sup>23</sup>
- The federal Personal Information Protection and Electronic Documents Act (PIPEDA) which outlines the requirements for personal data to be collected and stored has been changing to meet this evolving concern.
- In 2019, Bill C-58<sup>24</sup> was enacted allowing the heads of government institutions the permission to decline requests for access to records of information normally covered by PIPEDA. This Bill also gave the Information Commissioner the ability to refuse the investigation of frivolous complaints by Canadians.

- In 2020, changes to the PIPEDA began enhancing the power of the Office of the Privacy Commissioner and the awarding of monetary penalties, in addition to enhancing the rights of the individual to include the “right to be forgotten”.<sup>25</sup>

## Canadian Government working towards enhanced transparency and openness

- In 2017, Canada was elected to the Steering Committee on Open Government Partnership (OGP) for a 3-year term.<sup>26</sup> This group is aimed at facilitating global government’s ability to be more inclusive, responsive and accountable.
- Canada’s Open Government efforts are focused on financial transparency, upgrading our digital services and making government more open for Canadians.<sup>27</sup>



- As of 2018, 16 of the 22 commitments in the Open Government Partnership Plan had been completed.<sup>27</sup>
- The Canadian Government announced the creation of the Digital Charter in 2019 to address issues like data ownership, privacy protections and online hate-speech. However, substantial regulations or legislation have yet to be established.<sup>28</sup>

# Sharing information

## Sharing information between law enforcement and commercial organizations requires substantial effort

- In the R v. Spencer decision, the Supreme Court found there is a reasonable expectation of privacy under s.8 of the Charter with respect to Basic Subscriber Information (BSI) that allows for a link between identity and a person's online activities.<sup>29</sup>
- Telecommunications Service Providers (TSPs) and other sectors (e.g., banks), have taken a broad interpretation of the ruling, refusing to voluntarily provide BSI to police, even in instances that would not reveal a person's online activities.<sup>29</sup>
- TSPs now generally will not provide BSI to law enforcement and other agencies with investigative powers in the absence of judicial authorization (e.g. general production order).<sup>29</sup>
- The Sûreté du Québec (SQ) reported that with the implementation of the Spencer decision, wait times to fulfill requests to collect voluntary basic subscriber information (i.e., name, home address, phone number) have increased from one day prior to the R v. Spencer to as long as 30 days following the decision.<sup>29</sup>
- Law enforcement investigations, including national security, organized crime, child exploitation, financial crime, fraud and homicide cases have been impacted in three significant ways: 1. Investigative delays; 2. Impact on resources; and 3. Pre-emption and termination of investigations.<sup>29</sup>

## Legislation continues to hamper international investigations

- U.K. authorities were unable to get information on a Canadian phone number submitted in a passport fraud case due to the implementation of R. v. Spencer and other similar legislation.<sup>29</sup>
- Information associated with an active international child pornography investigation was received 14 months<sup>30</sup> after its initial request through legal council, hindering the efforts of both the prosecution and the defence.
- A large fraud investigation took 22 months<sup>30</sup> to receive only a portion of the requested information from the international offices that held Microsoft, Google and Yahoo records.
- In 2018, the Canadian Association of Chiefs of Police passed a resolution urging the federal government to negotiate an updated sharing agreement with the U.S.<sup>30</sup>

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