

Critical: The Committee on the Elimination of Racial Discrimination has been critical of Canadian law in this area and has said that where there is a conflict between article 4 of the Convention and the freedoms of association and expression, it is the latter which must yield to the former.

With Reservation: The Committee understands and shares the concerns of the Government of Canada about the strict interpretation given to article 4 of the Convention by the Committee on the Elimination of Racial Discrimination. However, when Canada ratified the Convention in 1970, it did so without filing a reservation. The Committee believes that Canadians should be given access to all legal recourses possible, both domestic and international, so that they might vigorously combat racism in all its forms. Hence Canada should make a declaration under article 14 of the Convention. To ensure that the freedoms of expression and association as entrenched in the Charter of Rights are respected when any recourse to the Committee on the Elimination of Racial Discrimination is had, the declaration, insofar as article 4 of the Convention is concerned, should be subject to the terms of the Canadian Charter of Rights and Freedoms and the International Covenant on Civil and Political Rights.

RECOMMENDATION:

Canada should, after proper consultation with the provinces, make a declaration under Article 14 of the International Convention on the Elimination of all Forms of Racial Discrimination and specify that complaints under Article 4 should be considered as subject to the protections of the Canadian Charter of Rights and Freedoms and the International Covenant on Civil and Political Rights.

RECOMMENDATION

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INCREASE THE NUMBER OF VISIBLE MINORITIES IN THE RANKS OF CANADIAN POLICE FORCES

Rules: Visible minorities are often denied opportunities to become police officers because of prejudice, the chill factor and artificial barriers in recruitment. The chill factor describes a situation in which a visible minority person would not apply to become a police officer even though there is no rule which says he should not apply. The visible minority person does not see any visible minorities on the police force and concludes that there is a covert rule or, even if successful, a person would be isolated and a victim of racial discrimination.

The following table indicates visible minority recruitment of regular members in several major Canadian urban police forces at December 1, 1983:

City	Total force	Visible minorities	Percentage
Toronto	5472	15	.27
Calgary	1200	24	2.00
Edmonton	1137	20	1.76
Vancouver	1007	20	2.00
Peel Regional Police, Ont.	735	20	2.72

These visible minority members are, with rare exception, at the constable or entry level.