

**Report to / Rapport au:**

**OTTAWA POLICE SERVICES BOARD  
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

**28 November 2022 / 28 novembre 2022**

**Submitted by / Soumis par:**

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**SUBJECT: HUMAN RIGHTS AND RACIAL PROFILING POLICY: ANNUAL  
REPORT**

**OBJET: POLITIQUE SUR LES DROITS DE LA PERSONNE ET LE PROFILAGE  
RACIAL: RAPPORT ANNUEL**

**REPORT RECOMMENDATIONS**

**That the Ottawa Police Services Board receive this report for information.**

**RECOMMANDATIONS DU RAPPORT**

**Que la Commission de services policiers d'Ottawa prenne connaissance du  
présent rapport à titre d'information.**

**BACKGROUND**

The Ottawa Police Service (OPS) is committed to fostering a culture that is equitable, diverse, and inclusive. This annual report is an opportunity to provide progress on the organization's Equity, Diversity, and Inclusion (EDI) Action Plan by highlighting human rights and EDI-related work carried out in 2022.

Released by the Ottawa Police Services Board (Board) in 2013, the Human Rights and Racial Profiling Policy (CR-16) provides high-level policy direction and closely mirrors the 2011 operational policy of the OPS, titled the Racial Profiling Policy. This has ensured meaningful policy direction for compatible language, consistent definitions, prohibition of discrimination with specific emphasis on racism and racial profiling, as well

as implementation, training, and reporting requirements. These policies have been instrumental in guiding the police service and entrenching the importance of this ongoing work.

## **DISCUSSION**

This section details the 2022 human rights and EDI-related work from the OPS EDI Action Plan that directly contributes to the requirements of the Human Rights and Racial Profiling Policy (CR-16) including:

- EDI Action Plan priority work and projects that demonstrate an ongoing commitment and partnership work;
- Overview of the OPS Racial Profiling Policy, review requirements and revised expected timeline for the results and revised policy; and,
- Training initiatives that address human rights issues, such as understanding and addressing systemic racism.

### **OPS EDI ACTION PLAN 2020-2022**

(Tabled Jan. 2020; Approved Feb. 2020)

The EDI Action Plan 2020-2022 is a significant commitment in the Board's Strategic Plan to make "meaningful progress on equity, diversity, and inclusion." Leading up to the development of the EDI Action Plan, there were a number of independent reports and recommendations, as well as significant input from police and community members that were calling for systemic and cultural change in policing.

Following the release of two independent reports in November 2019, the second Traffic Stop Race Data Collection Report (TSRDC) and the Diversity Audit, the OPS made a firm commitment to make meaningful and measurable progress and move from reports and recommendations to greater action.

At our fifth Annual Human Rights Learning Forum on December 4, 2019, the OPS made a commitment to community and police members that we would continue our leadership and partnership work on EDI and release a strategic action plan in January 2020. The OPS delivered on that commitment by tabling and presenting the Draft EDI Action Plan 2020-2022 at the January 27, 2020 Board meeting. It was subsequently approved by the Board at the February 24, 2020 meeting. The EDI Action Plan is available at [ottawapolice.ca/EDI](http://ottawapolice.ca/EDI)

The three-year organizational plan focuses on creating meaningful and measurable progress and building a culture that embraces equity, diversity, and inclusion. It includes:

- Focused activities and defined deliverables;

- Targeted outcomes and benchmark measures;
- Culture change and engagement actions;
- A multi-stakeholder approach – development, implementation, and monitoring; and
- Five key focus areas of work including: Leadership and Accountability, Community and Service Delivery, Diverse Workforce – All Levels, EDI Competent Members, Member Support and Inclusion.

The concise and user-friendly action plan with 10 priority action areas of work was developed with input from a variety of sources including previously released related reports and significant inputs from both police and community members. We also worked closely with the Community Equity Council (CEC) and its working committees to design the plan and set the priorities.

The OPS continues to support, resource, and co-lead the [CEC](#), with co-chair Deputy Chief Steve Bell and community member co-chair Sahada Alolo. The CEC and its related committees are instrumental in advising on the priority action items, assisting in identifying target outcomes and success indicators, and conducting important relationship-building activities including listening circles in the community. CEC committees, which include but are not limited to: an Anti-Racism Committee, an Indigenous Relations Committee, a Communications Committee, and an EDI Implementation Committee, are co-led by a community and a police member of the CEC.

### **2022 Progress on EDI Action Plan**

As reported in past updates to the Board, foundational work has been completed including building a Respect, Values, and Inclusion (RVI) Directorate, Hate Crimes Unit, Employee Resource Groups, and creating an EDI & Engagement Lens to apply to our internal projects, processes, policies, and decision-making as well as to service delivery programs.

Now in its third and final year, the focus for 2022 has been to continue the strong momentum by completing and assessing the three-year plan with city partners and community stakeholders. This section provides a high-level summary of work to-date, with a focus on 2022 priority work – much of it done in collaboration with community stakeholders and partners like the CEC.

#### **1. Create EDI Office to enhance EDI efforts and coordination across the OPS.**

- A new RVI Directorate was announced on May 7, 2020 – effectively launching the EDI Unit as well as the Respect, Ethics, and Values (REV) Unit and the Strategic Partnerships and Engagement Unit. The EDI Unit is focused on bringing the broader membership together by implementing equitable and

inclusive practices, both internally and externally, as well as leading and incorporating systemic change throughout the organization. The EDI Unit also continues to develop important stakeholder partnerships with representation on Equity Ottawa and the Ontario Association of Chiefs of Police EDI committees.

- The EDI Unit developed the OPS EDI Action Plan which is the guiding strategy for the unit and supports the Service's and the Board's strategic priority to advance EDI. The unit was responsible for leading or contributing to several of the plan's priority action items: Leadership and coaching sessions, custom EDI engagement lens for the organization, Intercultural Development Inventory (IDI) assessments for leadership, human rights and EDI learning curriculum for all members, and other partnership initiatives, in addition to ensuring the coordination and monitoring of the overall action plan. Of the two newly identified EDI positions, EDI Specialist Alexandra Sheremeta officially joined the OPS EDI Unit in November 2020. While funding was not available to fill the EDI Coordinator position in 2021, the position is being posted in November 2022.

## **2. Provide EDI coaching and mentoring to equip our leaders with culture change and EDI tools.**

- EDI leadership and coaching sessions were provided to all senior staff with group sessions on trauma-informed learning, anti-Black racism, and intercultural competency development with IDI assessments.
- To support continued intercultural competency development, the OPS is expanding the use of IDI assessments and development plans to other areas of the organization, including Field Training Officers and Human Resources. Full program roll-out will continue into 2023.

## **3. Develop an EDI & Engagement Lens to improve our external systems (i.e. service delivery) and internal processes – including updates to the Human Resources transfer and promotions processes.**

- A customized EDI & Engagement Lens was developed in partnership with the Centre for Intercultural Learning, Global Affairs Canada. Already in use at the OPS, the 2022 focus has been to create training opportunities and integrate the lens into key OPS areas, projects, and policies as a requirement to continue identifying barriers and improving processes and programs that will continue into 2023. There is also a need to automate the lens and evaluate its effectiveness.
- Based on research, best practices, and inquiries from police and community members, the EDI Unit created an Inclusive Language Guide as a resource to support police in working with colleagues and in serving the diverse communities in Ottawa. A dedicated 2SLGBTQQIA+ Inclusive Language Guide was also

released to provide additional guidance on how to use language respectfully and inclusively when working with and referring to individuals from 2SLGBTQQA+ communities.

#### **4. Reintroduce Hate Crime Unit to Improve Response and Support to Impacted Communities.**

- The Hate Crime Unit was reintroduced on January 23, 2020, and has completed major activities including section realignment and staffing as well as major partnership work with United for All – a coalition of 44 organizations representing over 150 partners who are all committed to overcoming hate-based violence, racism, and extremism in eastern Ontario. A number of OPS members are part of the coalition’s incident response teams that respond to hate-related incidents in our city. This year the Hate Crime and Strategic Partnerships and Engagement Units have been working with internal and external partners on an anti-hate campaign.
- The OPS, in partnership with United for All Against Hate Coalition and the CEC, will be hosting the Seventh Annual Human Rights Learning Forum – A Healing Journey: Understanding the Trauma of Hate and Bias. To register for the December 8, 2022, forum, visit [ottawapolice.ca/hrlf](http://ottawapolice.ca/hrlf).

#### **5. Enhance community policing, including the expansion of Neighbourhood Resource Teams (NRTs).**

- As already reported to the Board, the planned expansion of NRTs has continued. Additional activities include continued work with the City of Ottawa and stakeholders on the Community Safety and Well-Being (CSWB) Plan.
- This year, the CEC is creating a separate committee with police and community members to focus on evaluating outcomes and enhancing the NRT program.
- The OPS continued to work with partners on the priority area of violence against women with an intersectional lens, including additional resources and a focus on working with Indigenous women with the creation of an Indigenous Women’s Safety Table.

#### **6. Update Outreach Recruitment and Background Check Processes to remove unintended barriers and increase competitive applications.**

- In response to the Diversity Audit findings, the Outreach and Recruitment Team has made significant progress in removing barriers and improving the recruiting process, including changes to the background process and training, fitness testing, and interview processes. Improved processes and results have been presented to the Board on a number of occasions to highlight success indicators over the last two years, including:

- Replacing the ATS testing with a local, more inexpensive approach that has created a much larger and diverse pool of candidates. The removal of ATS testing removed barriers to applying like cost, accessibility, and time.
- Background investigators are provided with human rights and unconscious bias training. The background stage is not the last and final stage of the process any longer, but it is a report that is considered and reviewed by a team as part of the decision-making process.
- A mentorship program was created to match potential new recruits with officers to enhance their chances of successfully completing the application process.
- Historically we have 650 applicants a year. In 2020, the OPS received almost 2,700 applications: 18.25 percent women (vs 12% previously), 36.43 percent racialized (vs. 13% previously), and 4 percent Indigenous. At the end of 2020, the OPS hired its most diverse classes in OPS history and made several presentations to the Board on that important progress.
- To keep the momentum going, the OPS launched a new campaign in 2022 featuring our own members to ensure our recruiting efforts continue to be competitive and strive to better reflect the diversity of the communities we serve for the over 80 hires planned for this year.
- As a follow-up to the 2019 Diversity Audit findings and the work carried out to remove barriers in different areas of the employment system (including recruiting, transfer, and promotional processes), the EDI Unit is currently working with Human Resources to implement a full employment system review to identify barriers and opportunities for further career improvements.
- The EDI Specialist has been able to provide subject matter expertise and apply an EDI lens on other program developments and projects within Human Resources, including the new competencies framework, performance review program, and leadership development program.

**7. Initiating community dialogue and working with stakeholders for more effective mental health response (including training) with an inter-agency and intersectional approach that addresses gaps, improves service delivery, builds collective action, and contributes to community safety and well-being.**

The priority action item is related to several ongoing projects including the development of the CSWB plan. As per the 2021 change budget and accompanying presentation, the OPS worked to ensure a community-led mental health strategy was developed in 2021 and included a partnership with the City, the development of the Guiding Council of stakeholders, as well as additional paid positions to support the work of the council and special project that is now community-led.

**8. Enhance member wellness supports and inclusion efforts – Accommodations, Early Intervention, and formalizing Employee Resource Groups (ERGs).**

- The Wellness Team contributed to supports, resources, and expertise in response to pressing OPS-specific needs related to COVID-19.
- With extra resources, planned improvements to service and programs for members are well underway including the introduction of a new digital wellness platform for members, retirees, families, and veterans.
- Employee Resource Groups (ERGs) continue to be developed and formalized with support from the RVI Directorate, and leadership from the OPS sponsoring each ERG. The groups provide input with respect to important projects and events (such as the sexual violence and harassment advisory team and an internal panel discussion forum marking the International Day for the Elimination of Racial Discrimination).
- The OPS Pride ERG worked closely with the new OPS Liaison Officer to ensure OPS participation in the 2022 Pride Parade. The ERG was also represented at the 2022 Serving with Pride Gala in November.
- The OPS also recognized International Inuit Day and renamed the Executive Board Room in honour of Annie Pootoogook. Annie was a prominent artist from Kinngait, Nunavut, who lived in Ottawa prior to her tragic death in 2016. Her artwork and life story are reminders of our collective colonial history and the need to consistently work toward inclusion and reconciliation.
- Based on requests from police members, the Facilities and EDI teams are consulting members to create multi-faith prayer spaces in the workplace.

**9. Improve the complaint resolution process for members and supervisors – including the joint OPS/Board workplace sexual violence and harassment project.**

- Significant foundational work is underway since the launch of the Respect, Ethics and Values (REV) Unit on May 7, 2020. More information on its accomplishments to-date will be in the Positive Workplace Board report, to be tabled in February 2023.
- As presented to the Board on July 27, 2020, partnership work with the Board and a community advisory committee began for the special project focused on addressing sexual violence and harassment in the workplace. A third party, Rubin Thomlinson LLP, was engaged on a temporary basis to develop and implement third-party intake, investigations, and reporting of complaints. At the end of the term, Rubin Thomlinson issued a report with recommendations for

program and culture change. The report was presented to the Board in January 2022 and incorporated into this year's budget for implementation in 2022.

- As part of the Rubin Thomlinson report, the Safe Workplace Program was developed, and a new Safe Workplace Office (SWO) was launched on October 1, 2022. The SWO is an independent body and will offer a wide range of services to all members including:
  - A centralized complaint/issue intake process;
  - Complaint/issue assessment and triage;
  - Independent workplace assessment and mediation services;
  - Conducting confidential workplace discrimination, harassment, violence, and reprisal investigations; and
  - Monitoring subsequent actions for follow-through and resolution.

**10. Continue anti-racial profiling efforts on addressing over- and under-policing concerns using a multi-stakeholder approach to policy, procedures, and accountability measures.**

- The OPS continues collaborative leadership work to address systemic racism and racial profiling concerns. There were three main categories of work carried out in 2021 and 2022, including:
  - Use of Force Reporting & Race Based Data Collection
 

New regulations were recently added to the province's Anti-Racism Act requiring public service organizations in the education, child welfare, and justice sectors to collect race-based data to help monitor, measure, and address systemic racism in Ontario. This regulation known as Ontario's Data Standards for the Identification and Monitoring of Systemic Racism came into effect on January 1, 2020, and provides direction to police services to collect disaggregated race-based data for Use of Force reports. These new requirements were added to the existing provincial Use of Force incident forms that must be completed by police officers immediately following a call for service involving an application of Use of Force that meets the provincial legislation and guidelines.

In earlier reports to the Board this year, the OPS included an overview of the race-based data findings for the Use of Force reporting for 2020 and 2021. The Use of Force report findings, as well as the engagement plans needed to respond to the recommendations with meaningful and collective action, also provide a preview of the collaborative work we are currently undertaking with



the CEC to ensure we remain focused on continuing to improve Use of Force procedures and training while addressing the disproportionate findings that negatively affect communities and our service.

- Anti-Racial Profiling Policy Review

While the OPS Racial Profiling Policy is well regarded by subject matter experts, significant changes in the environment, legislation, policy guidance, research, and best practices have occurred since it was originally launched in 2011. The OPS has also embarked on major partnership projects in collaboration with the community in recent years including a major racial profiling study called the TSRDC Project and the OPS Diversity Audit. Further, major community feedback and recommendations for change have also been received through various engagement efforts with partners and other stakeholders including the groundbreaking work by the Outreach Liaison Team in late 2017 to the Human Rights Learning Forum held in December 2020 that focused on understanding and addressing systemic racism.

As a result of this context, the OPS is conducting a review of the Racial Profiling Policy with assistance from the CEC's Anti-Racism Committee to examine research and best practices, court decisions, legislative changes (including new race-based data collection requirements), and community feedback. In terms of next steps, and in order to align with the development of the new equity data strategy, the OPS will publicly present the results of this review and table the updated policy with the Policy and Governance Committee in 2023.

- Training

As identified in the 2021 change budget, and to support this priority area of the EDI Action Plan, important anti-racism training that is focused on anti-Black and anti-Indigenous racism was developed with community partners and implemented through 2022.

Since the introduction of the "Racially Biased Policing" e-learning training module in 2011, OPS members now receive significant mandatory training that supports the training requirement of the Board's policy.

In collaboration with community partners, new important training was added to the OPS EDI and Human Rights learning program for all members in 2021-2022 including the following modules:

- Call it Out: Racism, Racial Discrimination and Human Rights
- The Path: Your Journey Through Indigenous Canada™

- Trauma Informed Training
- Cultural Awareness and Humility Online Learning Series
- Anti-Black Racism Learning Sessions
- Active Bystandership for Law Enforcement (ABLE) Training

The organization has a duty to equip members with learning that is interactive and based on current needs. Human rights and EDI learning is an important part of the overall corporate learning approach to understanding and addressing long-standing systemic and institutional concerns.

The OPS also introduced an online learning platform known as Degreed that allows members to continue their development with microlearning opportunities and dedicated webpages for EDI and Human Rights. In addition, human rights, anti-racism principles, and scenarios have also been incorporated into existing operational training, including Use of Force. To see the full list of Human Rights and EDI learning curricula to date, please see Appendix A.

## **CONSULTATION**

From the co-development of the EDI Action Plan to the implementation of priority action items discussed in this report, EDI and human rights-related work will continue to be built on collaborative engagement and consultation with police and community members. Meaningful engagement with stakeholders is fundamental to successfully foster an equitable and inclusive police service that we are all striving to achieve.

## **SUPPORTING DOCUMENTATION**

- Appendix A: Inventory of OPS Human Rights and EDI Learning Modules

## **CONCLUSION**

The OPS has been a national leader in this important work and shows much courage in Canadian policing, as we continue to improve individual awareness while acknowledging and confronting systemic and institutional issues by addressing barriers and making progress on our journey to a more equitable, inclusive, and diverse police service. While we have outlined in this report the great progress gained toward this end, we know we have more work to do.

The EDI Action Plan has been our roadmap for the last three years. Together we have focused on moving from reports and recommendations to greater action – making more meaningful and measurable progress on EDI by focusing on culture change, removing barriers, and improving systems. It's critical that we continue the momentum of creating a police service that police and community members deserve.

Now in its third and final year, the focus for 2022 has been to continue the strong momentum by completing and assessing the three-year EDI Action Plan with city partners and community stakeholders in order to measure progress and develop the next new and improved EDI Strategy. The closeout report and new strategy will be tabled with the Board in Q1 2023.

## **APPENDIX A: Inventory of OPS Human Rights & EDI Learning Modules**

### **1. Active Bystandership for Law Enforcement (ABLE) Training (2022 – 2023): Mandatory – All Members**

In alignment with the Service's strategic priorities of Culture of Care, Building Trust, Community Safety, and the EDI Action Plan objectives, the goal of this training is to support a police culture where members routinely intervene, as necessary, to prevent acts of misconduct, to avoid police mistakes, and to promote member health and wellness.

ABLE training was developed by Georgetown University with the objectives of creating law enforcement cultures that support peer intervention, and provide skills to intervene successfully, regardless of rank, to prevent harm. It is designed to enhance self-awareness, explore the science behind bystandership, and how to move from passive to active bystandership within the unique culture of policing.

Spearheaded and managed by the Respect, Ethics, and Values Unit, ABLE training is an eight-hour interactive, practical, and scenario-based in-person training program.

### **2. Cultural Awareness and Humility Online Learning Series (2022): Mandatory – All Members**

Cultural Awareness and Humility, developed by the RCMP, is an interactive six-module online course designed to increase knowledge, enhance self-awareness, and strengthen the skills of police and public safety employees who work both directly and indirectly with individuals from different cultures. Upon completion of this course, members will be able to recognize:

- The potential impact of their own personal identity on their actions, perceptions, and interpersonal experiences;
- How their culture (beliefs, assumptions, and attitudes) has an impact on their daily interactions and perceptions;
- The important differences and the impact of varying social and cultural norms;
- The importance of respecting the history, traditions, customs, values, and norms of different cultures;
- Culturally relevant, personally sensitive, and appropriate approaches for working with people from diverse backgrounds, and;
- That their reaction to a new culture will change from day-to-day and requires the ability to adapt, be flexible, be open-minded, and be non-judgmental.

### **3. Call it Out: Racism, Racial Discrimination and Human Rights (2021): Mandatory – All Members**

An e-learning session provided by the Ontario Human Rights Commission, the Call it Out learning module provides introductory learning on how systemic racism impacts employment and service delivery.

### **4. Anti-Black Racism Training (2021-2023): Mandatory – All Members**

Throughout 2021, Rev. Dr. Anthony Bailey worked with OPS, Community Equity Council (CEC) and the CEC Anti-Racism Committee, as well as other community stakeholders to develop an anti-Black racism learning session. The session builds on the importance of history of racism, the social construction of race, and current events to improve our understanding of systemic racism, white supremacy and white privilege, and bias awareness. The learning encourages self-reflection and applications to community policing and service delivery. The session was provided to all senior staff in late 2021 and is being implemented across the organization in 2022 and 2023.

### **5. The Path: Your Journey Through Indigenous Canada™ (2021-2022): Mandatory – All Members**

A five-part e-learning series called The Path: Your Journey Through Indigenous Canada™ provided Indigenous cultural awareness training to all members including the history of systemic racism against Indigenous peoples in Canada that still affects communities today.

### **6. Trauma-Informed Learning for Service Delivery (2021): Mandatory – All Members**

Trauma-informed awareness learning was first provided to senior officers in a session with community partners and subject matter experts. It was later made available to all members to provide practical awareness and key tips needed when providing service delivery to the communities we serve.

### **7. Authentic Inclusion Training (2019 and 2020): Mandatory Training – All Supervisors**

This mandatory training was developed in partnership with the Intercultural Learning Centre, Global Affairs Canada. The full-day interactive training session was provided to all managers and supervisors in 2019 and covered ethical leadership and EDI principles, human rights, and equitable work environment policies and procedures including a focus on accommodation, as well as practical training on the Gender-Based Analysis Plus known as the GBA+ model.

## **8. Bias-Awareness and Gender-Based Analysis Plus (GBA+) Training (2018): Optional – Select Members**

Completed as part of the OPS Gender Project, Bias-Awareness training was implemented in 2017 and focused on priority areas of transfers and promotions. A two-day GBA+ training session for managers was delivered by Global Affairs Canada. The interactive session provided managers with a practical approach and tools to apply GBA+ to projects, programs, and decision-making that considers gender and intersectionality of diverse perspectives (race, age, ability, etc.).

## **9. Regulated Interactions (Introduced 2016-2017): Mandatory – Sworn Members**

The implementation of Ontario Regulation 58/16 “Collection of Identifying Information in Certain Circumstances – Prohibition and Duties” required substantial training for officers to conduct regulated interactions (formerly called street checks).

The mandatory eight-hour training developed by the Ontario Police College and a roundtable of provincial subject matter experts includes online and in-class training that focuses on the regulatory requirements as well as a focus on:

- The right of a person not to provide information to the police;
- The right of a person to discontinue an interaction with an officer;
- Bias awareness, discrimination, and racism and how to avoid them when providing police services;
- How a person may access information about themselves held by this service under the Municipal Freedom of Information and Protection of Privacy Act; and,
- The initiation of interactions with members of the public.

The legislation outlines retraining requirements for police members every three years.

## **10. Fair and Impartial Policing Program Training (2016): Mandatory – Sworn**

The Fair and Impartial Policing (FIP) training was introduced in 2016 and delivered to all sworn officers and Communications Centre members. Research tells us that even well-intentioned people manifest biases that can impact their perceptions and behavior. FIP uses science-based research to understand human bias and develops tools to recognize conscious and implicit biases to implement controlled (bias-mitigated) behavioural responses. This training leads to more effective policing by equipping officers with information, understanding, and practical tools they can use when recognizing and dealing with issues of bias.

Members of the Professional Development Centre have continued to update FIP training with the latest program upgrades so they can continue to deliver the training to new recruits. The lead trainer has also integrated FIP training into other Use of Force and scenario-based training.

**11. Accessibility for Ontarians with Disabilities Act (AODA): 2014 – Mandatory – All Members**

Mandatory AODA training was implemented to meet legislative compliance. Police members must complete multiple e-learning modules on AODA.

**12. Canadian Centre for Diversity and Inclusion (CCDI): Employer Partner Since 2014**

OPS became an Employer Partner of the CCDI in 2014. As an Employer Partner, OPS employees have access to a number of benefits including monthly newsletters, professional development and training opportunities such as free webinars, annual conferences, seasonal workshops/events, resources, and research.

An important partner and resource to OPS, CCDI is a national non-profit organization that provides innovative and proven strategies, research, tools, and educational supports to leaders, professionals, and employees in organizations across Canada with the goal to help improve overall inclusivity of the Canadian workforce.

**13. Traffic Stop Race Data Collection Project: Race Based Data Collection (Began in 2013; Mandatory – All Sworn)**

Since June 27, 2013, all Ottawa Police officers who perform traffic stops have been required to complete the mandatory Canadian Police Knowledge Network (CPKN) e-learning course entitled “Traffic Stop Race Data Collection.” The training module provides instruction to officers for the process of race-based data collection during traffic stops including how and what data to collect, perception of race, and citizen engagement. Additional training resources and videos are also available to officers and supervisors to support compliance of race-based data collection.

**14. Racially Biased Policing: E-Learning Module (Introduced in 2011) – Mandatory – All Members**

Developed by the Toronto Police Service with subject matter expertise from the Ontario Human Rights Commission and the Ontario Police College, Racially Biased Policing is a one-hour e-learning module available to police services on the CPKN.

Through examples and exercises, as well as relevant case law decisions, this e-course assists officers to develop critical thinking skills about their actions when engaged in their duties and take reasonable steps to avoid racially biased policing.

Introduced in 2011, the learning objectives of this mandatory training include understanding:

- The definition of race and where the concept originated;
- The difference between racial and criminal profiling; and
- How decisions can be affected by biases that we may not even know we have.

### **15. Diversity and Race Relations – New Recruit Training**

In partnership with community partners, the Diversity and Race Relations Section delivers human rights related training to new recruits through an interactive full day session in a community environment that is focused on experiential learning techniques and dialogue with speakers from diverse communities.

### **16. Respectful Workplace Policy and Training (Introduced in 2009) – Mandatory – All Members**

Police members began receiving mandatory respectful workplace training in 2009. The mandatory half day session is delivered in an interactive classroom setting.