

Ottawa 2022 Municipal Election Voters Guide On Policing Candidate Questionnaire Responses

Compiled By Ottawa Police Election Coalition for Safer Communities



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QUESTIONS

The convener is the Ottawa Police Election Coalition for Safer Communities, an informal election alliance of groups seeking to discover mayoral and councillor candidate approaches to 6 policing issues that disproportionately affect good police officers, indigenous people, visible minorities and females.

Debate invitations and the questionnaire were sent to all candidates with an email address on the City website. We will not be endorsing or scoring any candidate, however we will list the names of candidates who propose at least one new solution that is not currently applied at the City, and provide a PDF copy of the responses for each ward and the mayoral race.

Candidates are required to restrict submissions to 300 words. It is not necessary to answer every question, candidates may focus on a specific motion(s) that they would introduce as a member of Council or Ottawa Police Services Board "OPSB" or Crime Prevention Ottawa "CPO" or Finance and Economic Development Committee "FEDCO" or a request from the public that they can provide a letter of support for. The intent of the questionnaire and recorded debate is to create a road map for the public to know which Councillor or Mayor can be approached to introduce which motion within the context of Council's Municipal Act Police Board "accountability" or "transparency" power OR the Ottawa Police Services Board's Police Act "policy" powers.

Deter Bad Police Officers

QUESTION 1) Bad police officers are a minority, police misconduct includes excessive force, coerced false confession, intimidation, false arrest, malicious prosecution, false imprisonment, falsification of evidence, spoliation of evidence, planting of evidence, perjury, neglect of duty, substance abuse, witness tampering, corruption, racial profiling, sexual misconduct, unwarranted surveillance, violation of constitutional rights, unwarranted searches, and unwarranted seizure of property.

The Ottawa Police Chief has called for more officers, but if the complaints process is broken, that can make some problems worse. Other than solving criminal cases, the next most important criteria for measuring the success of a Police Chief is the handling of 3 types of complaints from the public 1) misconduct 2) service 3) policy and 4) internal complaints by other police officers.

Are there any accountability or transparency processes or policy changes that the Police or City should make to reduce the disproportionate impact of bad police officers on indigenous people, visible minorities & female police officers?

https://www.aptnnews.ca/.../transparency-major-issue-at-... "police watchdog lacks transparency when investigating complaints made by Indigenous people according to a new report by an Independent Civilian Observer"

https://www.cbc.ca/.../public-complaints-police-... "3,806 complaints made to the OIPRD about Toronto Police .. two per cent, were substantiated, and only one per cent have gone before the Toronto police disciplinary tribunal... a disciplinary hearing was never held because the OIPRD took too long to complete its report... The system is not for the complainant and it's in favour of the officers .. the Chinese and Southeast Asian Legal Clinic in Toronto told CBC News that the slim chance of a public complaint ever going to a disciplinary hearing is one of the reasons she ... doesn't necessarily recommend it. "The system is not working for the public"

https://www.cbc.ca/.../ways-to-improve-police-oversight-... "CBC News asked experts and stakeholders how they would ... improve transparency and accountability for both police services and the public ... As with investigations, where police often still investigate their own, experts say that police should not be the ones disciplining their own officers"

<https://ottawacitizen.com/.../loc.../police-race-data-report> "Ottawa police... target young black and Middle

Eastern men at rates two and three times what would be expected based on their population size.”

<https://toronto.ctvnews.ca/review-finds-people-of-colour...> “Black people were over-represented in use of force incidents ... by a factor of 1.6. East/Southeast Asian and Middle Eastern people were both overrepresented by a factor of 1.2, while Latino people were overrepresented in use of force incidents by a factor of 1.5....Strip searches were also found to be used in a manner that disproportionately targets racialized people.”

<https://www150.statcan.gc.ca/.../article/00003-eng.htm> “one in five Black (21%) and Indigenous (22%) people have little or no confidence in police, double the proportion among those who were neither Indigenous nor a visible minority (11%)”

<https://www.thestar.com/.../stop-police-violence-against...> “For years, women in the military have been desperately calling for change... gendered violence against women officers is tolerated and a condition of their employment. ... outside police entity to investigate sexual and physical violence reports against women in the military, how is this possible? Women serving in the RCMP and provincial and municipal policing agencies have been experiencing the same organizational violence and retaliation for decades... policing organizations at the centre of stories of sexual and physical violence, including Victoria, Calgary, Edmonton, Regina, Saskatoon, Ottawa, Halifax, and Charlottetown, and the Royal Newfoundland Constabulary, to name a few.”

Reduce Sexual Crimes & Root Causes

QUESTION 2) Per Statistics Canada, in 2021, 40% of the Violent CSI rise is due to an 18% rise in sexual assault, is there anything new that the Police or City should do to reduce sexual assault and harassment which includes in the military, s346 s423 Criminal Code threats of violence against female journalists and root causes?

<https://www.hilltimes.com/.../co-ordinated.../377577> “Several police reports have been filed in Ottawa and Toronto by journalists and columnists ... over incidents of online abuse that directly name a contributor associated with each of the organizations”

<https://www.thestar.com/.../vicious-online-attacks-wont...> “...a torrent of racist, homophobic, misogynistic and violent messages being directed at journalists, often women and women of colour. ... the Star, the Hill Times, Global News and the Canadian Association of Journalists, ... came together to pen a letter that is being sent to the chiefs of police in Toronto and Ottawa ... and federal Public Safety Minister Marco Mendicino. It’s also being sent to the heritage minister ... the justice minister, the minister for women and gender equality, the commissioner of the RCMP, and Ontario’s attorney general. The letter points out that ... “targeted, vile threats of violence” — made them fear for their safety and prompted them to file a number of police reports.”

<https://www.thestar.com/.../every-day-that-passes-without...> “... little institutional help, whether from law enforcement agencies ... hours on hold trying to report the death threats to police... “A People’s Tribunal: Every Woman’s Right to Speak Free from Online hate,” ...spoke about the devastating impacts ... 72 per cent increase in police-reported hate crimes.. is even more cause to worry .. only 1-in-5 people report hate to police).”

<https://www.thestar.com/.../time-to-tackle-online-abuse...> “... abusers are confident they can get away with their threatening behaviour.... That’s a failure of government and law enforcement agencies who are not only letting down the victims of online abuse but society at large...The letter asks for ... police forces to investigate such complaints... “review and improve” the process for filing complaints involving hate speech and harassment... reporters had frustrating experiences trying to file police reports and ... officers were dismissive of their complaints. Police services have a responsibility to ensure a victim-centred approach to addressing people’s legitimate fears for their safety.”

Reduce Crime

QUESTION 3) Is there anything new that the Police or City should do to reduce crime?

Reduce The Root Causes Of Crime

QUESTION 4) Is there anything new that the Police or City should do to reduce the root causes of crime?

Innovate The Police Budget

QUESTION 5) With input from OPSB or FEDCO or CPO or CEC, the ultimate decision-making body for the police budget is Council, the Ottawa Police Chief has called for more officers, which of these Ottawa Police staffing budget should be frozen or increased or reduced? If reduced, where should the savings be applied?

Ottawa Police 2019 Staff Complement

Directorate	Sworn	Civilian	Total
Office of the Chief & Executive Services	17	25	42
Corporate Support/Corporate Accounts	46	208.5	254.5
Training and Development	66	9	75
People and Culture	3	20	23
Support Services	47	291.1	338.1
Planning, Performance & Analytics	0	31	31
Criminal Investigation	373	43.5	416.5
Community Relations & Frontline Specialized Support	156	9.8	165.8
Frontline	703	8	711
Police Services Board	0	2	2
Grand Total	1411	647.9	2058.9

<https://www.ottawapolice.ca/en/annual-report-2019/staff-complement-and-organization-chart.aspx>

Recruit A Police Chief

QUESTION 6) Assuming every police chief is tough on crime, are all police chiefs tough on crime by police? Re complaint processes in question 1, what is the most important quality that the next Police Chief must have? why? Does that quality include or exclude applications from persons without policing experience

MAYORAL CANDIDATE, OTTAWA POLICE OFFICER PARAM SINGH

QUESTION 1- Accountability, Transparency and Consistency

As an outward facing front line service to the citizens of Ottawa, we must create a system to weed out bad apples within the police service.

A possible solution is to go back to the basics and build from there.

Like the old adage goes “one rotten apple spoils the bunch” but mitigation is key.

One way is to provide internal training. We will never have a zero number but reducing the number of them is a sign of progress.

Bad apples exist everywhere. In some instances – a one time incident where you learn from it and move forward. The other can be a systemic issue which can be more challenging to remedy eg: change in policy.

QUESTION 2-3-4 Reduce Sexual Crimes & Root Causes, The goal is to prevent crime from happening and avoid victimization. We need outreach, services and support programs in place for victims and witnesses. Root causes is a large broad topic. As a community, we need to not only want change but demand it not only on the legislative side but in a cultural context.

We need to ensure we keep building stronger inclusive communities, where people can feel the sense of belonging, value neighbours, have a purpose and above all comfort knowing support is out there.

QUESTION 5 - People will have a hard time hearing this, but police are under-funded. We need new and innovative ways of serving communities. We need to make sure that every organisation is properly funded and have the tools to better serve our communities.

QUESTION 6 - Willingness and openness to think outside the box. A Visionary – fresh blood with creative thinking. Someone that has vision for future but understands what the citizens want, need and expects from the police.

MAYORAL CANDIDATE, ADE OLUMIDE

QUESTION 1) A 120 Days Police Anonymized Complaints Transparency Bill of Rights “1PCTB” will deter misconduct.

The current **unethical Ottawa City Council refused** to end the disproportionate effect of police misconduct on indigenous people, visible minorities and female officers, by passing a Municipal Act “*by-laws respecting ... Accountability and transparency of ... its local board*” transparency bylaw requiring the Police Board to with victim consent, publicly disclose anonymized excerpts of any complaint and reasons for any investigation that exceeds the 120 days OIPRD benchmark.

A misconduct investigation is not a criminal proceeding, Ontario Privacy Commissioner even issues decisions that relate to criminal proceedings, yet an **anonymized copy** of all decisions are online. In Newfoundland and New Brunswick, the Police Act investigation deadline is **90 and 60 days** respectively, in Ontario there is no investigation deadline.

Re Police Complaints Bill of Rights on https://www.adeolumide.ca/why_vote_for_ade, **anytime the delay exceeds 120 days, bad faith is presumed** and the Chief must explain why not, so that if necessary persons can be held accountable (electoral defeat or termination or suspension or fine or charged under the Police Service Act or Criminal Code etc.) for creating a culture of investigator or Chief false reasons for going beyond 120 days, so as to facilitate a crime or other misconduct.

This [change.org](https://chnng.it/GLfvt6Chrg) petition <https://chnng.it/GLfvt6Chrg> includes academics, media and law enforcement associations calling for a police complaints transparency. **Frustrated by cover-ups**, Alberta, Idaho, Chicago, Los Angeles, and New York non-government entities created incomplete police misconduct databases; https://twitter.com/ottawacityethic/status/1559587987008143367?s=20&t=Wow0EUedYUMfa9gyLPm_3Q

Good cops are reputational victims of bad cops (about 10%), they are the majority, Olumide is pro-police duty to keep us safe. Why did Ottawa cover up a 4-year process by settling a police officer to prevent a hearing? A Councillor articulated Council's implied position that **cover ups should continue**; <https://twitter.com/ottawacityethic/status/1547272891997343746?s=20&t=x8GNQV4iNSHrPL-6pXQLwg>

Since the OIPRD 2009 existence, they listed 17 hearings re Ottawa Police, in 2019 the OPS website alleged 230 complaints, if 2019 is representative, the **public hearing rate in 13 years is 1%**. Internal complaints by female or other police officers are not public. There is no complaint content information for rejected complaints or misconduct complaints which did reach a hearing or policy or service complaints. But for this CBC report, there would be no investigation;

<https://www.cbc.ca/news/canada/ottawa/police-officer-mental-health-report-by-fake-psychologist-sexual-harassment-1.6083291> ...**the force had said there was no ...investigation... but reversed course after CBC** ... inquiring about the possibility of an internal investigation... called the OPS decision to do a criminal investigation "lip service." "Why didn't they listen to me **15 years ago?**.. they're just playing games,"

QUESTION 2) Even Hockey Canada is promising a transparency, 1PCTB applies to **service complaints** like the lack of a policy that a criminal investigation of gang rape cannot be closed without interviewing all alleged perpetrators.

1PCTB will enable public scrutiny of response to my **OIPRD Policy Complaint**: "... 3 media outlets complained to the Ottawa & Toronto police chiefs and federal minister for public safety. I seek:

1. A public policy declaration of the threshold for charging 175(1)(a)(i)(iii) "causes a disturbance...(i) by .. screaming, shouting, swearing, singing or using insulting or obscene language .. ", s264(1)(2d) "threatening conduct", s265(1b) "threatens, by an act or a gesture", s319 "incites hatred ... likely to lead to a breach of the peace" s346(1) "intent to obtain anything, by threats, accusations, menaces", s423(1a,b) "purpose of compelling another person to abstain from doing anything ... intimidates or attempts to intimidate" Criminal Code re ... **female politicians and female journalists**.
2. A public policy declaration that even if the OIPRD does not accept this complaint, that does not preclude the Ottawa or Toronto Police Chiefs from issuing a public policy declaration ... an OIPRD dismissal of a policy complaint terminates mandatory Police Services Act duties, the s7,15 Charter s21b s219 Criminal Code s1(1)(2)(4),81(2) Police Services Act "safety and security" **duty of a Police Chief not to incite future crimes** by publicly disclosing a policy cannot be extinguished."

QUESTION 4) Every dollar spent paying a sworn officer to do an unsworn job is a dollar lost on reduce the root causes of crime based on Canada's **Reduction of Recidivism** Framework Act and Ottawa Community Safety and Well-Being Plan.

QUESTION 5) With exception of frontline and criminal investigations, most departmental jobs should be done by Civilians. Through yearly attrition, this could lead to an annual savings of **\$18 million dollars** (about 400 sworn officers doing Executive Services, Corporate Accounts, Training, HR & Support Services, Community Relations). The average total compensation per person for sworn officers is \$151K, excluding Police the City figure is \$116K.

QUESTION 6) The RCMP has had a civilian chief, a Deputy Chief can also focus on law enforcement, a **demonstrably ethical Chief from existing police or other city staff** can focus on the Police Complaints Bill of Rights and maximizing the civilian vs sworn officer ratio.

MAYORAL CANDIDATE BERNARD CUSHMAN

QUESTION 1. Start with the decolonizing the white supremacist working in the city of Ottawa at all levels. Then the rebranding process to the Ottawa Peace Services (OPS). We hire only peaceful people. We will know them by their fruits. Raise the standard by educating them with the laws of economics, health and diplomacy. So they all can manage each situation better. Instill a bylaw NO ASSHole policy. Ween out the misguided ones, each one by one one day at a time.

QUESTION 2. Sexual crimes can be reduced by training young people the willful art of self defense. Mental and physical and Spiritual training. The root cause of sexual crimes should not be the focus... rather Proper

education on what Sexual and Sexuality and sex is will remove the causes. Tribes in other Nations do not have this issue. Culture, sexual culture plays a role. And it all comes down to economics, which is political will. The lack of economics cause us to go unwillingly primal. Too much economics cause us to willfully go primal. Crimes are a primal act of defiance.

QUESTION 3. Other crimes are cause by lack of political will to help the other people, we have the money, so that's not the problem. We must invest in all that call Ottawa home to get the best out of everyone. All children grow up and all get old together. If we don't invest in the young now we will pay way more for it when we are older.

QUESTION 4. Other crimes are associated with historical trauma. The application of other means of healing the mind rather than phrama, will eliminate the cause of crimes at the root.

QUESTION 5. Welcome the Old boys in blue in to the New blue to the new way of serving the community. High tech Hyphen technology to support and enhance response time to minimize lost resources...while optimizing efficiencies all around. Deploying the right resources to the right incident.

QUESTION 6. I like to hire from with in! a mate that knows the streets and the establishment how to work with the community communicating well with the public using non verbal communications... Positive Activision.

WARD 4 KANATA NORTH, CHRISTINE MOULAISON

QUESTION 1-The number one deterrent will be accountability and transparency. We can not let cases that have been proven be swept under the carpet so to speak. This has gone on for too long and allows for the majority of officers that our great people, be tarnished by the few that aren't.

QUESTION 2-We need to encourage people threatened and assaulted to speak up and out. They need to know they'll be heard, and more importantly BELIEVED. Too often people don't speak up due to the fear that they won't be believed. We also need to stop the blaming of women for assaults. No person should ever be blamed for the choices another makes to assault them.

QUESTION 3-If we had more people hired to help in areas police don't need to be such as mental health calls as an example, we'd have more resources and people power to put towards potentially decreasing crime.

QUESTION 4-This depends on your definition of the root cause of crime. Too often this is where issues of systemic racism begin. Perhaps looking at what we have in place, change tactics on how to actually decrease crime, and that in itself will lead to elimination and reaching the root causes.

QUESTION 5-Changing and shifting tactics and looking at not only hiring officers but people that can help in other types of crises. This alone would allow more officers to be put in other positions and areas as well as provide much needed people that specialize in certain areas to help the most vulnerable.

QUESTION 6-We need a chief that will instill confidence with the public and police force equally. They need to be someone that will hold those few bad police officers to account, and will also not be afraid to take charge when needed and protect our citizens and most vulnerable when required.

WARD 5 WEST CARLETON, GREG PATACAIRK

QUESTION 1- Implement use of body cameras for police officers, full transparency in complaint review processes, make the chief accountable - list complaints against the service every year to track improvements. Create an ombudsman - city tracks police complaints about bad police outside of the police's channels- to scope the issue.

QUESTION 2- Improve availability of counselling services for police/military/first responders and their spouses, individually and together

QUESTION 3- Police don't reduce crime. The city shouldn't need to do anything 'new' or creative, they just need to apply evidence based research such as: Increase community connectivity. Increase access to greenspace. Invest in healthy housing. Prioritize place making, encourage residents and their conservation efforts.

QUESTION 4- Improve mental health services. Continue to support harm reduction strategies. Make improvements as per Q3.

QUESTION 5- Budget should match inflation due to staff requirements. No new officers should be hired until this review is completed. I would like to see more innovation and technology used in Support Services and in Training.

QUESTION 6- Demonstrated investigations and prosecutions of his own force would be the best indicator of someone with high moral character and the willingness to do difficult work, this is the type of candidate we want for Ottawa.

WARD 10 GLOUCESTER-SOUTHGATE, JOHN REDINS

Good day this is from my website. As a former OPP Community Police Chair I strongly believe there is a lot of duplication of service and is taking away money to provide in municipal services that this city drastically needs. Protective Services

Your candidate believes there is a lot of duplication in protective services in our capital city. We have 3 police services that duplicate things costing you and take away from municipal services. As your Councillor he believes the City should be asking both the federal and provincial government to study a Capital Police Service.

We need new thinking outside the box to create a safe diverse community. As a Capital Police Force, the cost of policing will be reduced and we can invest the savings in our community in social services.

WARD 13 RIDEAU-ROCKCLIFFE, PETER JAN KARWACKI

In response to the matter of policing in Ottawa one must understand the dynamics at work in the recent convoy occupation.

The ops resigned
The police chief resigned
The mayor rammed a new ops board into place
The emergency act was declared

Meanwhile you ask... how do we

1. Deter Bad Police Officers

2. Reduce Sexual Crimes & Root Causes
3. Reduce Other Crimes
4. Reduce The Root Causes Of Other Crimes
5. Innovate The Police Budget
6. Recruit A Police Chief

It is my view that police services can only be as good and as suitable as the officers and staff it hires.

Council, as governing board, must find these key people and lean on them while removing itself from day to day affairs.

Police must be accountable and responsible given the power they have, while held to the highest standards of department.

I may have other contributions to this matter upon further consideration.

WARD 14 SOMERSET, STUART MACKAY

QUESTION 1- I'm a proponent of policing reform here in Ottawa. Police reform must involve developing real accountability for the police. This involves working with city council and the province to reform elements of the Ontario Police Act, and to set new levels of professional standards, education, and training for police officers.

QUESTION 2- We must do more to develop safe streets and parks, which includes better lighting and ensuring streets are busy and lively, especially during the evening. We also need better laws and policing that understands online harassment, and a police force with the technical expertise to deal with it.

QUESTION 3- I would like to see a greater emphasis on community policing in Somerset Ward, in particular seeing more officers on foot in the community. Understanding how the neighbourhood works at the street level is far better than being behind the wheel of a police cruiser all day.

QUESTION 4- The city needs to invest in more affordable and deeply affordable housing, more social services, and more outreach programs to marginalized communities. The hard work that organizations like The Door and the Boys and Girls Club do in the community provides a model for going forward.

QUESTION 5- I would like to see money within the current police budget directed toward more officers working in the community, who get to know residents and small businesses in our neighbourhoods, and to train investigators to better deal with online harassment and death threats.

QUESTION 6- The next police chief must understand the low levels of public trust in the Ottawa Police Service, work to rebuild that trust, develop a more collaborative approach with the community, and develop a more responsive and forward-looking OPS.

WARD 14 SOMERSET, BRANDON RUSSELL

As much as these are all important questions I have elected to use my time talking about No. 3, Reducing Crimes in our community is so important to the future security of our city. Experience comes to mind as one of the most effective ways to reduce crimes... We need an experienced police chief who knows how to work on community development. We need an experienced city council who knows how to have hard conversations. I

am the only candidate in Somerset Ward, with the experience to make our city and ward safer. I hope you can trust me with your vote this October. I promise I can walk and chew the gum of our city's issues! Furthermore, when our city works together on reducing crime and homelessness we can achieve real results. I have spent the summer working with Centretown Pharmacy, to learn more about our city's opioid crisis. I have heard from the people suffering, and how they need more services. I would ask the federal government to make an exception for Ottawa in the criminalization of substances, let's treat mental health as mental health. I have spent my career as a crisis manager for politicians and political parties, I know when our city is in a crisis and how to deal with it. Make no mistake this city is in a full-blown crisis, and we need someone who understands that.

WARD 17 CAPITAL, REBECCA BROMWICH

QUESTION 1- Accountability structures and authority mechanisms should be clearer. Discipline processes should be made more publicly accessible. The Police Chief should be empowered with new disciplinary powers and should be able to dismiss officers if, after a fair hearing, the respective officers have been found to have engaged in misconduct. There should be external scrutiny involved in these decisions.

QUESTION 2- Responding to sexual crimes and their root causes is not something that City Council can do in isolation from other levels of government. Police should consult with all levels of government and experts in the field (e.g. including but not limited to <https://www.cclisar.ca>) to come up with evidence-based reforms.

I don't purport to have all the answers here. As a candidate for Capital Ward what I bring to the table is experience working in law reform as well as in mediation and a collaborative ability to work constructively towards improving conditions. I am open to hearing from stakeholders and community members about what steps they would recommend.

QUESTION 3- The City and Police can work together with the community to reduce crime. Many factors come into play when crime rates are considered, including things at the local level like family and community supports, things as simple as street lights in given area, graffiti, and broader national and international economic conditions. We should always be looking for new ways to reduce crime. Running government and community institutions that are functional, steady and reliable, can help. I am open to consulting with stakeholders, community members, and experts, on what next steps should be taken.

QUESTION 4- Crime has an abundance of root causes, from social marginality to mental health issues to geopolitical conflict to economic inequality. This is such a big question to answer and any answer I could provide at this time would be oversimplistic. So much of what we do, from supporting literacy, education, building more inclusive communities, and helping reintegrate offenders into the community upon release, is relevant. A City Councillor does not directly supervise Police neither does City Council create Police. We vote on the budget and the Police Services Board supervises police, who are a creature of the Province.

Again, what I commit to doing is working together collaboratively with all people around the Council table, community members, stakeholders, experts, and all levels of government to address the root causes of crime.

QUESTION 5- I cannot answer this question without more information. It would be counterproductive for me as a City Council Candidate to make proposals in this regard without in-depth consultation with police leadership about their needs. By the time I have occasion to vote on a Police budget, I will have undertaken these consultations. I am open to hearing from experts, stakeholders, and community members about their suggestions.

I will note in advance, however, that I am concerned about what has happened in Vancouver. In 2021, Vancouver responded to advocacy in relation to de-funding the police by reducing police funding and saw

negative consequences result. The City of Vancouver has decided, as of 2022, to re-establish police funding at and above its 2020 levels. I am not persuaded that the "de-fund the police" movement is appropriate to be followed in the Canadian context, The "de-fund the police" sentiment is oversimplistic, is not supported by 75% of Canadians, and is an outgrowth of a different context in the USA. I am committed to supporting Ottawa's first responders, including fire fighters, paramedics and police.

WARD 17 CAPITAL, COUNCILLOR SHAWN MENARD

QUESTION 1- We are committed to increasing accountability and transparency in the Ottawa Police. It should be easier to hold police officers to account for misconduct, including the inappropriate targeting of policing of minority communities. Mandatory and continuing education about systemic racism and civil liberties is a vital first step of reform.

QUESTION 2- Police must to take sexual assault and harassment more seriously. Barriers to reporting need to be removed. Police greeted recent reports of death threats to female and racialized journalist with a dismissive attitude. This is unacceptable. Survivors of these types of crimes need increased support from the city and police.

QUESTION 3- We need to tackle the root causes of crime — poverty, housing instability and addiction/mental health issues. We are committed to continuing to push a new approach which redirects resources from policing, which leads to the criminalization of poverty, drug use and mental illness into public health and housing initiatives.

QUESTION 4- We need to take a much more thoughtful approach that directs more resources to housing support, addiction services, and mental health initiatives and less to police budgets. We need a civilian-led mental health teams that can de-task police and offer wrap-around and connected services to assist people in need.

QUESTION 5- The police budget has more than tripled in 20 years, outpaced population growth and inflation. Armed police should not be responding to mental health crisis. These savings can be reinvested in social programs and a civilian mental health response teams.

QUESTION 6- Ottawa needs a police chief who is open to reform; believes that systemic racism is a real thing; will embrace mandatory yearly civil rights training; and can communicate with the public and work with a progressive city council.

WARD 19 ORLÉANS SOUTH-NAVAN, YVETTE ASHIRI

QUESTION 1- Education is the #1 way to reduce negative impact. Find the systemic cause of issues, and address those problems, ensuring officers can handle mental health crises, teaching officers in training about the roots of systemic issues and mental health before putting them on the streets.

QUESTION 2- Culture change is required and necessary. Sexual assault and any other forms of gender based violence is unacceptable. I support the establishment of a women's bureau at city council that would be in charge of exploring different solutions to this issue so women can feel more safe and more respected.

QUESTION 3- Crime stems from a lack of community resources and services. Youth feel as though they are given little choice in their future. Making investments in our community services is my number one priority and ensuring that everyone -no matter what background- feel supported.

QUESTION 4- As mentioned prior, creating more community programs for people of all ages and backgrounds. Making major investments in our youth so they have a future they look forward to, as well as more adequate mental health services.

QUESTION 5- The savings from reducing the budget should be applied in better training of our officers. Making sure they know how to deal with mental health issues and education regarding diversity. Police officers should become more aware of how to treat others with respect and how to address different mental health crises.

QUESTION 6- I believe it is important to have a police chief that has experience with policing but also understands the complexities of mental health issues, systemic oppression and the growing diversity in Ottawa. We also need a chief with strong initiative and leadership skills.

WARD 21 RIDEAU-JOCK, PATTY SEARL

QUESTION 1- I most certainly feel like the old model needs to be reviewed and a new recommendation for reporting be implemented. I am confident that the types of complaints from the public can be handled through the Leadership but I believe internal complaints and some Service complaints may be best handled through an external investigative committee where officers may not feel intimidated or at a threat of reprisal for whistleblowing. The seriousness of the issues you have brought up can no longer be diminished in seriousness or brushed aside. As a woman who also sought out to be an officer 25 years ago I am saddened that we are still having this topic discussed in such length that we are and that this email is so serious in nature requesting us to weigh in so strongly. But, now is better than never and happy I am not looking to be in a position that can assist with the necessary change and being asked to weigh in.

QUESTION 2- Greater awareness and discussion has brought this to light and obviously further work needs to be done. I believe too that more and more people are under such mental stress from the last few years that the context and environment with social media also allows anyone to say and do whatever they feel like with very little recourse. I teach my boys both what is acceptable and not but what they even encounter on social media with respect to harassment is much like I have endured some 30 years as their senior. The hatred and openness to be keyboard warriors is far more present than I have ever witnessed and as leaders we need to stand up and share our views without fear. We can say NO and we can call people out for their behaviours and should it be considered harassment seek for assistance to stop it. I feel so afraid to take a strong stand even if it means being in an unpopular position with a majority and having a tough skin for it. We have been told to have tough skin, to let a lot of what happens roll off our back which I hear and understand but at the end of the day we have to do what is right and stop this from happening to vulnerable and innocent people.

QUESTION 3- I do not believe in defunding - I believe the front line need the tools and resources and the police need more for more officers and the right training to reduce the above issues, prepare them to be the best officers for the City and ensure their culture is full of pride for the important work they do and the City requests. My ward is asking for more police presence Ward #21 which is a majority of rural and I seek to ensure that is delivered on. I also like the idea of more CPC centres and drop in central points for officers and for the community to engage with them. I have always liked this idea in downtown and think I too should be communicated more and promoted that they exist.

QUESTION 4- I do like the new emerging police walks in areas where more crime is reported as a deterrence while also ensuring their safety too. Or the implementation of cameras in such identified areas - where they can again as a deterrent.

QUESTION 5- In regards to decrease- I know removing something means another area could be seriously harmed so I would caution in saying halt or removal without understanding more about the work each line listed could affect another. I am open to review , discuss and share with more information.

QUESTION 6- Soft skills, empathy and of course more expertise and have worked front line. I would like to ensure that the chief also engages with the front line on a more consistent and regular basis to ensure the frontline feels supported and again that the chief handles complaints specific in nature while an external review organization/ body/ committee oversees other things. I see and have seen in the Federal Government where I have spent most of my career far too many individuals advance in ranks with very little spent on training them to be the strong leaders the organization needs. They lack know-how , direction and managing people in the most effective manner. The culture, the staff's ability to excel and eventually projects fall apart because the top leaders do not have the tools and skills they need to support and get their people to perform at their best.

WARD 23 KANATA SOUTH, ROUBA FATTAL

QUESTION 1- I think we need to involve more of these communities into the police force. By broadening the pool of eligible candidates for the police force to hire from through an increased outreach process, we can ensure we are drawing the best talent into the force, and hiring diversity in order to have these communities represented. With diverse representation can come the ability to see the policy changes that are best suited for these communities.

QUESTION 2- This is a multifaceted problem. In order to address root causes, we need to examine socioeconomic factors that lead to violence against women, and conduct education and outreach campaigns on the matter. We need to make sure there are processes in place for women (men, trans folks, and non-binary) to report sexual violence crimes without repercussions, and with due process for investigation.

QUESTION 3- I think that the city can invest resources in things like education, health, community services, and community building. There has to be coordinated efforts with the Province of Ontario to make sure that we can have access to and distribute the resources that are needed, whether it be funding new programs, providing training to workers, hiring specialized workers, or conducting education and outreach campaigns.

There needs to be serious enforcement and legitimate police presence in communities. By engaging the police with the community, we can help reduce crime.

We need to also invest in communities, especially youth and community programs. When there is higher social capital, people are less likely to commit crimes since they are connected to, and feel valued in their community.

QUESTION 4- We have seen a bit of a policy failure with the school-police officer program. But I strongly believe that engagement with the youth will have a significant impact on root causes of crime. By engaging with youth from all sorts of different backgrounds, and providing community programs that connect youth with each other, different generations, and local emergency personnel, we can foster relationships within and between communities.

QUESTION 5- We have an active police service that has been serving the community to the best of their ability. We have seen shortages in the past few years that have been putting extraordinary stress on our officers, who have to deal with increasingly complex problems like mental health and growing poverty.

The police budget has been cut to the point where important units like the traffic control unit have been eliminated, and speeding enforcement no longer exists in suburbs. I do believe that there should be an increase in the police budget in order to provide the force with the resources they need to perhaps hire more officers to

help with traffic enforcement and address crimes in the community. But I also believe that the province has an opportunity to help provide police forces with the resources they need in order to respond to mental health crises, and help create a more robust and holistic 911 community response program.

QUESTION 6- The police chief absolutely has to have experience in the force in order to be the next chief. It is important to understand how the system works. But what we want is someone who can work with everyone, and who understands the community they serve. Someone who is open minded, inclusive, and who can bring everyone to the table to help reach decisions, and carry out goals. They must have proven leadership and accountability, and lead by example.

I believe the most important quality the police chief needs to have is being able to mediate with integrity. They need to be able to bridge the gap between operations and policy.

WARD 23 KANATA SOUTH, BINA SHAH

QUESTION 1- Ontario professionals like physicians and educators have systems in place where complaints and disciplinary action occur with accountability and transparency. The Police and City should use these systems as models and follow the recommendations made by Justice Tulloch to reduce the disproportionate impact of bad police officers on indigenous people, visible minorities and female police officers. In short, give the agency (LECA) that reviews public complaints more resources and power. The Special Investigations Unit mandate must be expanded so they can do more and finally, have independent adjudicators preside over disciplinary cases - not senior officers designated by a service's chief of police.

QUESTION 2- The rise of sexual assault, harassment and threats of violence against female journalists is of grave concern. The Police or City should investigate root causes linked to the Human Rights Code and violence against women under the Criminal Code and stop delaying charges against violators. The message of zero tolerance should be clear. Also, our Police Service needs to continue to invest and learn new technologies so that they can stay on top of potential perpetrators in our digital world.

QUESTION 3- The Police or City should reduce crime by looking within: they must increase visibility in our community, hire more diverse frontline staff and learn from them and their respective experiences, and invest in and develop stronger partnerships with our mental health and other workers in our medical professional community so they can rely on their expertise. Together we must work towards restoring resident trust in our Police and in our City.

QUESTION 4- The new things that the Police or City should do to reduce the root causes of crime would be to pilot partnerships with Mental Health professionals and Addiction Specialists so that a person in distress' first contact will be from a plain-clothes mental health professional versus a sworn in or civil police officer.

QUESTION 5- In order to innovate the police staffing budget, I need to see a fully detailed budget - and not just the Ottawa Police Staff complement from 2019. If the OPS under the guidance of the Police Chief truly wants to see improvements then they should be transparent and accountable with all of their spending and provide City Council with a fully detailed budget containing each line item - so Council and the Public can truly see where OPS is spending their money. Once council has a full picture of spending then staffing can be examined. Every other public service must do this yearly and the OPS should follow suit (even though they are not being compelled by law to provide such information). The optics of this practice is concerning.

QUESTION 6- The most important quality that the next Police Chief must have is integrity. I would hope that the new Police Chief is interested in ensuring the officers under their direction are upstanding citizens who do not see themselves above the law and will be taken to task for any unlawful behaviour or acts with discipline. I

think having a Police Chief with policing experience is an asset but this alone does not exclude applications from persons without any policing experience.

WARD 24 BARRHAVEN EAST, KATHLEEN CAUGHT

Kathleen Caught on “OPECS” Questionnaire 2022

The following is in response to a questionnaire distributed to Ward 24 candidates on behalf of the Ottawa Police Election Coalition for Safer Communities (OPECS). The questions are meant to assess “issues which disproportionately [affecting] good police officers, Indigenous people, visible minorities and females.” This is accomplished by breaking down several critical issues into six interrelated questions, each dealing with specific facets of the Ottawa Policing infrastructure and community safety. The questionnaire was distributed to discover how mayoral and councillor candidates seek to approach Policing in Ottawa.

What follows are answers on behalf of Kathleen Caught’s campaign;

QUESTION I: Police departments and officers should be those who work hand-in-hand with our communities in fair and transparent ways. We can create accountability by introducing civilian oversight committees that allow the community to propose solutions and voice criticism, working directly with police departments to create equitable and representative solutions.

QUESTION II: The Ottawa police needs to take action to recognize and respond to harassment and hate as more severe instances of violence. These acts should be viewed as systemic and resulting from a ‘normalized’ culture of abuse rather than a set of individual actions—police training courses should explicitly reflect this change.

QUESTION III: The Ottawa police should diversify their operations, tasking special constables to handle societal issues, with separate divisions tasked with addressing mental health crises. Similarly, our police should rely more heavily upon de-escalation tactics and less on force—continuing to hone the compassion necessary to exercise authority, largely through updated sensitivity training.

QUESTION IV: Reform! Policing in Ottawa needs to focus less on using force and prioritize public safety, promoted through education, youth centres, and mentoring services. We can look at alternatives to the current policing system by addressing community needs and demanding infrastructure where necessary rather than seeking management by the police.

QUESTION V: The Ottawa police are not equipped to handle societal issues which affect marginalized communities and concern mental-health crises. By encouraging a stronger role for community through a ‘neighbourhood-watch’ and allocating the proper funding to mental health services, we could reduce the strain on the police department and free up funds.

QUESTION VI: Empathy, open-mindedness and creativity; when selecting a new police chief, we should pursue someone who champions these traits! Our prospective police chief should be willing to learn, be open to new ideas and seek to update policing practices to meet the diverse needs of Ottawa—here, looking to present training procedure.

WARD 24 BARRHAVEN EAST, ATIQ QURESHI

QUESTION 1- We need to strengthen the institute policies in order to address this issue. Incidents inquiry should be conducted by inquiry board out of police force i.e. third party board, which may consist of member of lower judiciary, a member of law society & a member of public in police board. This will not only eliminate

any potential bias but also impact on institute as whole as, once institute will realize that their misconduct will be judged by an independent board, I believe we will gradually be able to curb down this issue.

QUESTION 2- Society & media plays a very vital role in such issues. Not have much to say about this, may get controversial.

QUESTION 3- Reduction in other crimes is directly related to enforcement of law. We need to strengthen the hands of institute with effective legislation & work with province to legislate it. At this time our criminal law is biased toward offender, offender's right get advantage on society rights. We need to bring a balance in it via effective legislation to curb intent of offenders.

QUESTION 4- Cause of every crime starts from the society these offenders grow. We need to launch courses for officers to understand the norms of a culture & society. This can be done with the help of notable people of that particular group. More the knowledge of one's society the better is to take preventive actions.

QUESTION 5- Not have any access to budget data, cannot say anything. But, based on my experience of related field, can be able to suggest cost effective solutions to address this issue if, numbers are in front of me.

QUESTION 6- We need a police chief who bears leadership quality, with acceptance of challenges, he needs to accept the responsibilities too. Giving respect to his subordinates & listen their issues & provide solutions of it. This will not only boost the moral of other officers, it will boost them to be vigilant at their duties.

WARD 24 BARRHAVEN EAST, DOMINIK JANELLE

QUESTION 1. There are indeed reform changes needed that the Police and City have to make in regards to complaint transparency to deter the impact of unsuitable police officers.

QUESTION 2. Transparency once again is the key here, if complaints and allegations are made, they should be known and visible for the correct decision to be made, including in the public's eyes.

QUESTION 3. A more active presence within our suburb communities and less desk jobs for sworn officers. Barrhaven has seen a 20% increase in crime, and we need a viable presence for the community of 120,000 residents.

QUESTION 4. I would like to see a split between Mental Health Responses and Ottawa Police Service Responses. Mental Health, Overdose Treatments, etc. should be handled by a 'Fourth Branch' of public services. (Paramedics/Police/Firefighters/Mental-Overdose)

QUESTION 5. Frozen at least, ideally reduced. The budget needs to undergo revision and under a new set of reallocation where the savings should be applied to the stated Question 4 answer of Mental and Drug responses.

QUESTION 6. The most important quality I believe for the next Police Chief is Diligence with an eye on Temperance. Holding yourself accountable is how you start enforcing that to your inferiors, by leading by example, rather than preaching but never doing.