



**Ottawa Police Services Board
Policy and Governance Committee
Minutes**

Meeting #: 12
Date: May 1, 2023
Time: 10:00 am
Location: Electronic Participation
Members: Chair: Michael Doucet, Salim Fakirani, Mark Sutcliffe

Others: P. Henschel, Member; G. Beck, Chair; K. Ferraro, Executive Director; R. Ben Guedria, Board Assistant; E. Stubbs, Chief; S. Bell, Deputy Chief; T. Ferguson, Acting Deputy Chief; P. Burnett, Acting Deputy Chief; J. Steinbachs; J Sweet; C. Hopgood.

1. Confirmation of Agenda

That the Policy and Governance Committee confirm the agenda of the 01 May 2023 meeting.

Carried

2. Confirmation of Minutes

2.1 Minutes #11 of 19 December 2022

That the Policy and Governance Committee confirm Minutes #11 of the 19 December 2022 meeting.

Carried

3. Declarations of Interest

No Declarations of Interest were filed.

4. Items of Business

4.1 Ottawa Police Service Review of the Truth and Reconciliation Commission Calls to Action

Inquiry I-21-20 & Motion M-20-05

Chief's report

The Service noted that a number of recommendations had come forward as a result of the Truth and Reconciliation Commission Calls to Action as well as the National Inquiry into Missing and Murdered Indigenous Women and Girls. The Service stated their efforts on the applicable recommendations would be reported to the Board separately from the EDI strategy and on an annual basis, as many of the recommendations center around long-term goals and relationship building with Indigenous peoples that needs to be done in their time.

It was noted that in the TRC report, education was a big focus. The Service is concentrating on Frontline members and recently held a daylong session where Indigenous Elders were present. Every Platoon was represented, and representatives then went back to their teams to share their learnings. It was clarified that while national education is available, it is important to receive training on local Indigenous communities here in Ottawa. The Service has rolled out "The Path" to the entire membership, which is an online, five module course.

The Service stated they have hired an Indigenous Advisor, Shirley Paradis, who is Indigenous and a former member of the RCMP. She sits at the Women's Safety Table.

The Service also has Indigenous members who help to educate and serve as a liaison for the Service. In terms of numbers, the Service has a higher

ratio of Indigenous members than the community as a whole however they are looking to hire more as there remains gaps, such as a lack of Inuit members. There is Indigenous representation throughout the ranks of the Service, up to the Superintendent rank.

In the fall, the Service is hoping to create an Indigenous Relations Unit however staffing of the unit remains a challenge due to pressures on the frontline. The plan would be to staff it with two members who could assist with recruitment, education, and also ensuring the recommendations from the TRC and MMIWG receive fulltime attention.

It was noted that the use of force statistics from the Service show Indigenous community members are disproportionately impacted by use of force by police and through ongoing education, training, and recruitment efforts, these numbers should come down.

The Committee directed that this report be brought forward to the full Board at the May meeting for information.

That the Policy and Governance Committee receive this item for information.

Received

4.2 2023-2026 Discussion on Strategic Planning

Board Policy AI-001 Framework for Business Planning

Presentation

The Committee received a presentation on this item. It was clarified that the Committee was not being asked to make any decisions but rather to provide input on the overall strategic planning process.

It was noted that the intent is to create a broad-based consultation strategy that could support both the strategic plan as well as the 2024 budget process. The City is currently reviewing the way it consults the community on its budget and there is an opportunity to leverage those findings and take a similar approach.

The Committee noted it wanted to ensure as many stakeholders as possible could have their feedback reflected in the eventual plan. There

was a concern raised around challenges with holding consultations over the summer.

In terms of the various options for consultation, the Service noted it had a number of community connections it could leverage however it is important for the Board to also have interactions with stakeholders. A suggestion was made around the results of the last use of force report being useful to help guide some of the targeted outreach.

A comment was made around the strategic planning requirements in the new *Police Services Act* (yet to be proclaimed into force) and how it can serve as a guide for the upcoming process, including ensuring linkages with the City's Community Safety and Wellbeing Plan. There is also an opportunity to consider the findings from the Auditor General's review into the convoy response, as well as the Justice Rouleau Commission.

In regard to the timeline, the goal is to have the strategic plan in place in time for the budget discussions in the fall.

A report will be brought forward to the Board at the May meeting to seek approval on the approach to strategic planning.

That the Policy and Governance Committee review and provide input into the draft process for the development of the Board's 2023-2026 Strategic Plan.

Carried

4.3 Review of the Ottawa Police Services Board Financial Accountability Procedures Manual

Presentation

It was noted that it had been over eight years since the approval limits in the manual had been updated. Some considerations during the review will be around pre-tax limits and the impacts of inflation.

The suggested amendments will be brought back to the Committee, before going to the Board for approval, no later than December.

That the Policy and Governance Committee direct the Executive Director to undertake a full review of the Board's Financial

Accountability Procedure Manual in consultation with the Chief of Police and Chief Administrative Officer, and bring back any suggested amendments to the Committee before the end of Q4 2023.

Carried

4.4 Draft Ottawa Police Services Board Work Plan: 2023

Executive Director's report

It was clarified that the Board is behind in terms of its workplan and tasks that have been carried over from the previous years, however with a full contingent on the Board and Executive Command at the Service, the Board will be in a better position to get back on track.

In terms of the outstanding motions/tasks in Document 2, the Committee noted it would not add them to the 2023 workplan however if any Board members wished to bring one of these items forward, they could re-table it through a motion.

With respect to the outstanding task pertaining to use of force and de-escalation, a Committee member noted they were interested in bringing it forward. The ED was directed to assist in preparing an updated motion to come forward at the May meeting that takes into consideration any activities that have taken place between the 2020 motion and today.

That the Policy and Governance Committee review the draft 2023 Board Work Plan and forward the final draft to the Ottawa Police Services Board for approval.

Carried

4.5 Discussion Re: Pre-Scheduling Board Committee Meetings and Need for December Meeting

In light of the workplan discussed, direction was provided to Board staff to schedule the various committee meetings in advance for the remainder of the year to help the Board stay on track of its workplan.

That the Policy and Governance Committee receive this item for discussion.

5. Other Business

6. Adjournment

The meeting adjourned at 10:55 am.

7. Next Meeting

To be determined

DRAFT