



OTTAWA POLICE SERVICES BOARD
COMMISSION DE SERVICES POLICIER D'OTTAWA

A Trusted Partner in Community Safety
Un partenaire fiable de la sécurité communautaire

UPDATE: BOARD STRATEGIC PLAN

Special Meeting October 6, 2023

Presentation by Chair Dr. Gail Beck, on behalf of the Ottawa Police Services Board



BACKGROUND

- **May 2023:** Board approval of consultation and information gathering strategy to support the development of the draft strategic plan and 2024 draft budget.
- **July 2023:** Board receives update on strategic planning process and consultation strategy.
- **August 2023:** Board held a special meeting to receive the results of the consultation and information gathering that took place in support of the strategic plan and budget.
- **August-September 2023:** Board held facilitated focus groups with Executive Command to start drafting the strategic plan.
- **October 2023:** Draft Strategic Plan being presented publicly for further consultation, prior to adoption.

CONSULTATION & INFORMATION GATHERING



- Scientific polling
- Community Needs Survey
- Internal Member Survey
- Ottawa Mayor and Councillor Survey
- Third-party reports identifying trends and sentiment analysis on policing in the Nation's Capital
- Board/OPS meetings with diverse range of community stakeholders, including representatives from racialized and faith-based groups and City Councillors
- Chair and Chief's reports
- Rouleau Commission/Auditor General's reports on the convoy



FOCUS GROUPS

- Two rounds of facilitated, focus groups discussions in August-September
- Groups comprised of a sub-set of Board members and Executive Command members
- Opportunity to reflect on:
 - Input collected
 - Vision
 - Key Achievements for the next three years
 - Areas of Focus

DRAFT: VISION



**A trusted partner in
building an inclusive,
equitable, safe Ottawa**



DRAFT: PRIORITY AREAS

- **Build Trust Through Strong Partnerships**
- **Enhance Community Safety**
- **Advance & Support a Resilient Thriving Membership**
- **Equity-Diversity-Inclusion- Strengthen our Commitment to Human Rights**

DRAFT: GOALS FOR PRIORITY AREA:
BUILD TRUST THROUGH STRONG PARTNERSHIPS



1.1 Support effective service delivery and promote better outcomes by working with partners.

1.2 Collect and act on community input.

1.3 Demonstrate an increase in communication and transparency around our people, activities and processes.



***DRAFT:* GOALS FOR PRIORITY AREA: ENHANCE COMMUNITY SAFETY**

2.1 Create a policing model that is more responsive to unique community and geographical needs.

2.2 Support partners in delivering alternative responses that address root causes of crime and disorder, in alignment with the City's Community Safety and Wellbeing Plan.

2.3 Expand the use of technology and data to advance safety.

DRAFT: GOALS FOR PRIORITY AREA:
**ADVANCE AND SUPPORT A RESILIENT THRIVING
MEMBERSHIP**



3.1 Stabilize the workforce.

3.2 Invest in OPS member wellness.

3.3 Improve the morale of OPS members and recognize excellent service so members feel valued.

DRAFT: GOALS FOR PRIORITY AREA: **EQUITY-DIVERSITY-INCLUSION - STRENGTHEN OUR COMMITMENT TO HUMAN RIGHTS**



4.1 Deliver service excellence through EDI-informed actions that address varied community concerns.

4.2 Build trust among Indigenous, 2SLGBTQQIA+, Black, faith-based, and additional racialized and marginalized communities through commitment to mutually developed solutions.

4.3 Support diversity and inclusion within the workforce by respecting the individual skills and experiences of every employee and providing equitable access to opportunities.

4.4 Continue a culture change through EDI-informed internal processes, measurements and best practices.

ADDITIONAL CONSULTATION & NEXT STEPS



- Public and member survey to solicit feedback on draft strategic plan and priority areas will be open today until October 16.
- Direct outreach to stakeholders on draft strategic plan.
- Members of the Board and Executive Command to strike a working group to review additional feedback and incorporate input into the proposed final draft.
- Final strategic plan for adoption at November 27 regular meeting.
- Strategic Plan to be provided to the Chief of Police to operationalize, i.e. develop action items for each priority area/goal, as well as performance metrics to measure progress/success.
- OPS to report to Board on progress on the strategic plan on a bi-annual basis.

THANK YOU