

Report to / Rapport au:

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

22 January 2024 / 22 janvier 2024

Submitted by / Soumis par:

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**SUBJECT: CR-16 HUMAN RIGHTS AND RACIAL PROFILING POLICY ANNUAL
REPORT**

**OBJET: POLITIQUE CR-16 DROITS DE LA PERSONNE ET 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 a titre d'information.

BACKGROUND

The Ottawa Police Services Board (Board) maintains a fulsome set of Board policies that provide direction to the Ottawa Police Service (OPS) to ensure adequate and effective police services with Ottawa.

The Board's CR-16 Human Rights and Racial Profiling Policy specifically, states the Board's commitment to policing that respects and adheres to the principles contained in the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code, and sets the Board's expectations for the OPS with regard to respecting human rights in the delivery of police services.

Furthermore, Policy CR-16 sets out the requirement for the Chief of Police to report annually to the Board on the effectiveness of the police service's internal related policies as well as actions undertaken to ensure equitable service delivery to the public.

DISCUSSION

In alignment with the Board's CR-16 Human Rights and Racial Profiling Policy, the OPS is committed to ensuring human rights are respected in all aspects of service delivery to the many communities the organization serves and protects. As such, the OPS is intent on preventing and eliminating all forms of racial profiling from its day-to-day operations, whether it be conscious, unconscious, or systemic in nature.

Similar to the Board, and in respect of both the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code, the OPS is committed to the principle that every person has a right to the provision of police services in a fair and equitable manner that both respects the inherent worth and dignity of all persons and provides equal treatment to persons without discrimination or harassment. The OPS maintains and adheres to a number of internal policies to guide actions and obligations in this regard, including but not limited to the Service's new Human Rights Core Policy, as well as its existing Racial Profiling Policy and Regulated Interactions Policy.

The Board's CR-16 Human Rights and Racial Profiling Policy guides OPS operational policies and procedures that support the principle of equal treatment in police services, without discrimination or harassment.

This annual report provides the Ottawa Police Services Board with an account of activities and initiatives undertaken by the OPS in 2023 to support and further advance equitable service delivery that respects human rights.

Policy Development and Refinement

This past year, the OPS made significant policy improvements to support its commitment to upholding human rights both within the workplace and in service delivery to the many communities it serves and protects. Most notably, the Service developed a Human Rights Core Policy which ultimately defines the Service's commitment, as both a public service organization and an employer, to upholding the fundamental rights of all persons as enshrined in various legislation by which the organization is governed, including both the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.

The Service also updated its Workplace Harassment, Violence, Discrimination, and Reprisal Policy which, while geared to workplace interactions, not only raises awareness of these issues and the associated impacts but also sets the understanding among OPS

employees that the Service strongly supports legislative requirements to respect individual human rights.

The policy work undertaken by the OPS in 2023 underscores the Service's commitment to providing equitable service delivery and better positions the OPS to meet upcoming obligations under the new Community Safety and Policing Act, which is expected to come into force in the Spring of 2024.

DRIVE² (Diversity, Respect, Inclusion, Values, Equity and Engagement) Strategy – Relevant Initiatives

In April 2023, the Ottawa Police Services Board approved OPS's new DRIVE² Strategy, which serves as the organization's roadmap for transformative change to improve service response and internal culture in terms of Equity, Diversity, and Inclusion (EDI) through multiple approaches. The strategy is a comprehensive human rights organizational change strategy with shared responsibility across OPS.

The DRIVE² Strategy includes defined and actionable deliverables that fully support the Board's new strategic priorities which were approved at the November 27, 2023, Board meeting and focus on EDI and human rights as key elements to improving both workplace culture and service delivery.

Among the actions and initiatives outlined in the strategy were a number of items focused on improving equity within service delivery. Firstly, in response to the 2020 Use of Force race-based data report recommendation to create a community review panel to improve use of force procedures and training, the OPS engaged the Community Equity Council (CEC) to support design of the review panel, drafted an associated Terms of Reference, and is currently developing review panel procedures and an orientation plan for panel members. Community outreach for recruitment of the new panel is also under development. It should be noted that a dedicated Use of Force Annual Report will be submitted to the Board in 2024 through separate reporting.

Additionally this past year, the Service hired dedicated resources to develop a Race Data Strategy, as well as policies and procedures, for the purpose of identifying racial disproportionalities and systemic racism in police encounters, specifically Use of Force and traffic stop interactions. The collection, analysis, and reporting of race and identity-based data (RIBD) is being done in compliance with Ontario's Anti-Racism Act (ARA), which requires law enforcement agencies to "identify and monitor racial disparities in order to eliminate systemic racism and advance racial equity." This race data collection complies with human rights legislation such as Ontario's Human Rights Code, the Canadian Human Rights Act and the Charter of Rights and Freedoms. The OPS RIBD Strategy is being

furthered developed with guidance from the CEC and in alignment with the Ontario Association of Chiefs of Police (OACP) RIBD Strategy. It is also informed by the External Review of Race Data in Use of Force Reporting by the Ottawa Police Service (Foster and Jacobs 2020).

Furthermore, to improve service delivery to local Indigenous communities, the OPS began working with the Ottawa Aboriginal Coalition to develop a job description for a full-time Indigenous Women's Safety Advisor position. The Service also participated in Indigenous cultural awareness sessions with community participants, and initiated monthly meetings to focus on a nine-outcome workplan created by the Indigenous Women's Safety Table Police Working Group.

Training

The OPS provides extensive and continually evolving training to all employees, to increase awareness and understanding of important issues while also supporting compliance with legislative obligations. Additionally, the training offerings help to achieve the Service's and Board's new strategic priorities which focus on EDI and human rights as key elements to improving both workplace culture and service delivery.

Since the introduction of the "Racially Biased Policing" e-learning training module in 2011, OPS members continually receive subject-matter related training. New course offerings still being delivered to all members include Active Bystandership for Law Enforcement (ABLE) Training, as well as Anti-Black Racism Training. ABLE is an eight-hour interactive, practical, and scenario-based in-person training program developed by Georgetown University with the objectives of creating law enforcement cultures that support peer intervention and providing skills to intervene successfully, regardless of rank, to prevent harm. The current Anti-Black Racism Training course was developed in partnership with Rev. Dr. Anthony Bailey, the CEC, and the CEC's Anti-Racism Committee. The sessions build on the history of racism, the social construction of race, and current events to improve OPS employee understanding of systemic racism, white privilege, and bias.

Additionally, many of the training courses previously delivered to OPS employees continue to be available to all new employees and include, but are not limited to, the following:

- Cultural Awareness and Humility Online Learning Series - developed by the RCMP, the interactive six-module online course is 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.

- Call it Out: Racism, Racial Discrimination, and Human Rights - this e-learning session provided by the Ontario Human Rights Commission provides introductory learning on how systemic racism impacts employment and service delivery.
- The Path: Your Journey Through Indigenous Canada™ - A five-part e-learning series that provides Indigenous cultural awareness training, including the history of systemic racism of Indigenous peoples.
- Authentic Inclusion Training - developed in partnership with the Intercultural Learning Centre at Global Affairs Canada, this interactive training session was provided to all managers and supervisors in 2019 and covered ethical leadership through support of EDI principles and human rights.
- Regulated Interactions Training – This eight-hour training was developed by the Ontario Police College and a roundtable of provincial subject matter experts and includes both online and in-class training that focuses on the regulation requirements including how to mitigate bias when providing police services.
- Fair and Impartial Policing Training – developed in 2016, this training uses science-based research to understand human bias and develops tools to recognize conscious and implicit biases to implement controlled (bias mitigated) behavioural responses.

Additionally, in a continued effort to build human rights and EDI capacity in support of policing practices that will improve service delivery, demonstrate a duty of care, and increase trust with all residents, the OPS issued a number of internal EDI-related cultural awareness materials to improve employee knowledge and understanding of community and subject matter related issues and concerns.

Ongoing Community Engagement and Outreach

The Ottawa Police Service recognizes the importance and value of meaningful public engagement and consultation as a means of providing responsive, fulsome, and equitable police services to the many communities within Ottawa.

The OPS is committed to ongoing collaboration and consultation with both internal and external stakeholders. The organization continued to seek input from relevant functional teams and community groups on various initiatives throughout 2023, including data capture initiatives, training materials, and strategic planning. Meaningful and collaborative engagement with police and community members is fundamental to successfully fostering an equitable and inclusive police service.

Over the course of the reporting period, the Chief engaged in multiple discussions with community members and organizations throughout the city's rural, suburban, and urban neighbourhoods. The focus of these discussions has been to build partnerships, trust, and understanding. The Chief conducted consistent outreach with Indigenous communities, including visits to Kitigan Zibi to meet with community leaders, attending numerous Inuit events, and discussions with the Ottawa Aboriginal Coalition and the Wabano Centre for Aboriginal Health. Ongoing community outreach also includes discussions with Mosque leaders, and discussions with Jewish, Sikh, South Sudanese, Congolese, Somali, Lebanese, and 2SLGBTQQIA+ communities.

In a concentrated effort to foster a more equitable and inclusive environment at OPS that included continually raising awareness of EDI-related matters, the Service recognized a number of commemorative days in 2023 both internally and externally, including but not limited to Black History Month (February), International Women's Day (March 8), International Day for the Elimination of Racial Discrimination (March 21), National Indigenous Peoples Day (June 21), Capital Pride Week (August 22-29), National Day for Truth and Reconciliation (September 30), International Inuit Day (November 7), and International Human Rights Day (December 10). Events and messaging celebrated the rich diversity within our city as well as within the OPS workforce and culminated with the Service's eighth annual Human Rights Learning Forum on December 7th. The Forum provides attendees with the opportunity to gain insights into human rights issues impacting communities and offers a discussion platform to encourage positive change.

The OPS recognizes that matters related to human rights are constantly evolving and the Service must continually adjust to remain current and responsive to community needs. To this end, the Service provides employees with dedicated resources and opportunities for continual growth.

CONSULTATION

The OPS is committed to ongoing collaboration and consultation with both internal and external stakeholders. Meaningful and collaborative engagement with police and community members is fundamental to successfully delivering equitable and inclusive police services.

CONCLUSION

The Ottawa Police Service remains committed to ensuring human rights are respected in all aspects of service delivery to the many communities the organization serves and protects. As such, the OPS is intent on preventing and eliminating all forms of racial profiling from its day-to-day operations.

The Service continues to identify and address systemic barriers, increase OPS employee awareness of human rights related subject matter and best practices, and ensure equitable policies, practices, and decision-making.

Additionally, the OPS will continue to work with the OPS Board, partners, community organizations, and residents to ensure all community members have opportunity to provide input on police programs, initiatives, and service delivery. The Service will engage communities on a multitude of matters and levels to increase communication, develop mutual understanding, and enhance service delivery.