



Ottawa Police Services Board

Minutes 60

Monday, May 30 2022, 4:00 PM

Andrew S. Haydon Hall, 110 Laurier Ave. West

Krista Ferraro, Executive Director

(613) 560-1270

Krista.Ferraro@ottawa.ca

Board Members:

Chair: Councillor E. El-Chantiry

Vice Chair: S. Valiquet

Members: Councillor C. Curry, M. Doucet, S. Fakirani, P. Henschel, Councillor J. Leiper

CEREMONIAL ACTIVITIES/ANNOUNCEMENTS

Board Chair El-Chantiry announced that the Ottawa Police Gala would be returning on October 15, 2022, after a two-year hiatus caused by the Covid-19 pandemic. A brief ceremonial presentation was conducted, introducing the charities the gala would benefit.

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the agenda of the 30 May 2022 meeting.

CONFIRMED

CONFIRMATION OF MINUTES

MINUTES #58 OF 25 APRIL 2022

MINUTES #59 OF 27 APRIL 2022 SPECIAL MEETING

That the Ottawa Police Services Board confirm Minutes #58 of the 25 April 2022 meeting, and Minutes #59 of the 27 April 2022 Special Meeting.

CONFIRMED

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

POLICY AND GOVERNANCE COMMITTEE - DRAFT MINUTES #10 OF 12 MAY 2022

HUMAN RESOURCES COMMITTEE - DRAFT MINUTES #13 OF 20 MAY 2022

A question was raised regarding why the Policy and Governance Committee had opted not to proceed in a Use of Force Policy Review with Strategy Corp. It was noted that the Committee still wanted to conduct a review of the policies but decided not to move ahead with Strategy Corp at this time. The Committee will further discuss next steps before making recommendations to the Board for consideration.

That the Ottawa Police Services Board receive this item for information.

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DECLARATIONS OF INTEREST

There were no declarations of interest.

PUBLIC DELEGATIONS

The Board heard from the following public delegates:

1. ALEK GOLIJANIN
2. CASSIE SLACK ON BEHALF OF ROBIN BROWNE (613-819 BLACK HUB)

Some of the comments made during the delegation included:

- Comments on community relations and the OPS.
- Concern with the OPS response to a high school student protest related to dress codes.
- Comments on the Use of Force Race Based Data, and the firm proposed to lead the community engagement for the Chief of Police recruitment.

INQUIRIES

Vice Chair Valiquet - Tactics and enforcement related to the occupation of Ottawa

1. What legal advice led OPS to allowing trucks to move freely outside of the designated City truck routes?
2. Was the demonstration declared illegal and if so, when did this take place?
3. When was the first request to the Federal and Provincial government for resources take place and what was it for? And on what date?
 - a. Please include any and all correspondence and request from the CITY/OPS authorities to the Government of Canada (Including RCMP) and the date those requests occurred.
 - b. Please include any and all correspondence and request from the City/OPS authorities to the Government of Ontario (Including OPP) and the date those requests occurred.
4. What were the enforcement tactics once the situation altered from a “protest” to an Occupation?
5. What, if any, ultimatum to leave was given to the occupiers? If so, when and with what consequences?

ITEMS OF BUSINESS

1. CHAIR'S VERBAL REPORT

Chair's report

The Chair delivered a verbal report in which he spoke to the OPS' storm response and the chief of police recruitment.

Following the Chair's report, a question was raised related to the future potential for the Boards' meetings to be held in a hybrid format, allowing for virtual delegation participation. It was explained that for the time being, the Board would continue with in-person only meetings as its office lacked the finances and support staff to hold hybrid meetings. A point was raised regarding the upcoming consultation process related to hiring a new chief of police, and the hope that the consultation would bring community views to the Board for consideration.

It was suggested that the Board office better promote that written submissions may also be made in advance of the Board's monthly meetings for consideration.

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

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2. CHIEF'S VERBAL REPORT

Chief's report

Following the Chief's report, the Board offered thanks for the Service's efforts during the large storm having hit Ottawa just over a week ago, as many OPS members would have also been without power while working to support the other community members.

A question was raised regarding the OPS' ability to quickly mobilize in emergency situations, such as during the storm, and whether they had the staffing resources to enable prompt responses. The Service advised that they were lacking necessary resources. The need to plan for gaps in operational readiness was raised.

At the time of the meeting, the Service had input approximately \$180,000.00 of overtime related to the storm, with additional hours expected to be submitted in the coming weeks. The Service estimated that overtime fees would reach

approximately \$500,000.00. The need to balance member wellness when calling people in for overtime was noted.

The OPS expected cost recovery of approximately \$83 million related to the convoy demonstrations, Armenian demonstration, and March for Life. They noted the need to turn their attention to better resourcing, planning, and deployment methods to manage their surge capacity.

A question was raised related to the Ottawa French Catholic high school protest in Orleans mid-May. The Service indicated that no longer having members planted in schools made responding to that type of activity more difficult. The neighbourhood resource teams (NRTs) would be the first group called to respond to activity such as that, as downtown members have more experience in managing demonstrations. All members are trained around de-escalation and crowd management, however some NRT members have training specific to working with youth. The initial response to the high school was comprised of community police officers and youth NRT members.

A question was raised related to "Intersect," as it had been mentioned in discussions. It was explained that Intersect is a group of approximately 40 separate services and agencies in and around the National Capital region ranging from security services, airport authority, the RCMP, the OPP, et cetera. It is a multijurisdictional emergency preparedness program that launched in 2008. The group meets and acts as an information sharing table. The impact of Covid-19 was noted, as in-person meetings were not held over the past two and a half years.

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

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3. SWORN OFFICER OUTREACH RECRUITMENT STRATEGY

Presentation

The Service delivered a presentation in which they discussed their outreach recruitment strategy for the hiring of sworn officers.

A question was raised on OPS member retention. The Service advised that their workforce management reporting would begin to include information on retention moving forward. It was noted that the OPS did not have attrition issues, however

the need to begin marketing the OPS in a different way to the younger generation was noted. Whereas past generations would approach the OPS as a lifetime-career employer, the younger age group is less interested in working somewhere for 30-40 years.

A question was raised regarding whether height requirements still existed for women. It did not.

The importance of the rate of retention among female hires was raised.

The culture-refresh allowed through individuals not intending to work for the OPS for their full career was pointed to as a positive.

2022 began with a small class of new hires, a group of 13. The Service's second class of 2022 was 24 individuals, and they aimed to hire a third class of 30 people later in the year.

It was noted that the OPS will not have grown in 2022 despite these hires. There will need to be discussions at the Board-level in 2023. The need for a longer-term and more sustainable staffing plan was pointed to.

That the Ottawa Police Services Board receive this presentation for information.

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4. NEW BOARD POLICY – DISCONNECTING FROM WORK

Policy and Governance Committee report

As noted in Policy and Governance Committee Chair Doucet's brief overview, the Disconnecting from Work policy on the agenda was a statutory requirement required to be in place by June 1, 2022.

The Board heard from the following public delegate.

PUBLIC DELEGATIONS

1. JULIA HAMER

Some of the points raised by the delegation were:

- Disappointment that hybrid delegations are not permitted.
- Comments to refocus efforts on public accountability.

That the Ottawa Police Services Board approve the new proposed Board Policy, “Disconnecting from Work,” as recommended by the Policy and Governance Committee.

CARRIED

5. CHIEF RECRUITMENT – COMMUNITY ENGAGEMENT STRATEGY

Human Resources Committee report

Mr. Hector Addison of Hefid.Solutions was present to respond to any questions the Board may have had. It was noted that Mr. Addison had previously attended a Human Resources Committee meeting to present on his proposal.

Some of Hefid.Solutions’ staff members were also members of the Community Equity Council. A comment was made as to whether the partnership of the Community Equity Council and the Ottawa Police Service was a potential conflict of interest in considering the procurement of Hefid.Solutions to conduct the community engagement process on behalf of the OPSB.

Chair El-Chantiry provided some additional context for the public’s benefit, noting that the CEC is a volunteer, community-based consultative group that provides advice and insight to the police on ways to improve and strengthen the relationships between the OPS and the many Indigenous, faith based and racialized communities and organizations in Ottawa. It was suggested that this would be an added benefit, should Hefid.Solutions be procured, rather than any sort of conflict.

Mr. Addison noted that the Hefid.Solutions team had a variety of experience. The need for people tied to the community when conducting consultations was noted, and that was specifically how he had selected his team members. Mr. Addison noted that many of his colleagues were known as community developers or leaders of multifaith organizations. The members of the CEC are unpaid, and work with the police because they want to encourage change. Mr. Addison noted that distrust in policing among racialized communities is not new, and that while it takes a significant amount of work to build trust, a small incident will erode it.

A question was raised regarding how Hefid.Solutions would ensure that the many conflicting voices of Ottawans are heard in their consultation process. Mr. Addison advised that all views are very important, however Hefid.Solutions would not allow one view to dominate over others.

The 150 interviews planned would not be limited; Mr. Addison indicated that the

number was fluid and could include additional individuals. The groups would be selected by tentatively suggesting consultation sessions to some of the communities Hefid.Solutions interacted with. It was clarified that the 150 individuals would be met with in the focus group stage. Hefid.Solutions had planned to host three session to reach the 150 individuals. They had not yet set a number for their planned 1-on-1 sessions.

A question was raised regarding Hefid.Solutions' experience in online consultation. Mr. Addison advised that one of his colleagues worked for the University of Ottawa and had a lot of experience in conducting online surveys. The aim was to encourage maximum participation among Ottawa residents.

In terms of timeline, Mr. Addison indicated that in order to meet the tight schedule requirements, he had hired a larger team.

Mr. Addison indicated that Hefid.Solutions would meet Ottawa residents where they were most comfortable, be that in person, on the phone, or via virtual meeting. It was clarified that Hefid.Solutions would not be consulting with the OPS on this.

Chief of Police Steve Bell further clarified that Mr. Addison, as a member of the CEC, did not have any type of reporting relationship with the OPS. Mr. Addison had no responsibility to the OPS as a member of the CEC.

That the Ottawa Police Services Board approve the following, as recommended by the Human Resources Committee:

- 1) The procurement of Hefid.Solutions by Odgers Berndtson to assist with the design, implementation, and report back on the community engagement process for the Chief of Police recruitment.**

CARRIED

- 2) The delegation of authority to the Human Resources Committee for approvals related to the community engagement process for the Chief of Police recruitment.**

It was clarified that in agreeing to the second point of the recommendation, the Human Resources Committee would be delegated the authority to approve work, as required, since the Board only meets once a month. HR Committee Chair Valiquet noted that she would inform the Board of any work underway and canvass for their input when possible.

CARRIED

6. IDENTITY AND ACCESS MANAGEMENT REPORT

Chief's report

That the Ottawa Police Services Board delegate authority to the Chief for the sole-sourced procurement of an integrated Identity and Access Management (IAM) software solution and associated professional services up to the amount of \$207,087.00 (before applicable taxes), as required for sole-sourced procurements above \$100,000.00.

CARRIED

7. ENTERPRISE ASSET MANAGEMENT (EAM) PROGRAM, PHASE 1

Chief's report

That the Ottawa Police Services Board delegate authority to the Chief for the sole-source procurement of professional services, software, and hardware for the first phase of an Enterprise Asset Management (EAM) program up to a maximum cost of \$996,424.54 (before taxes), as required for non-competitive procurements above \$100,000.00.

CARRIED

8. 2020 ANNUAL USE OF FORCE REPORT

Chief's report

A verbal presentation was provided by the Service, York University data experts Les Jacobs and Lorne Foster, and Community Equity Council Co-Chair Sahada Alolo prior to hearing from the below delegations.

The race-based data showed disproportionate uses of force on black and middle eastern community members when compared to demographic data. York University data experts Les Jacobs and Lorne Foster had collected and analyzed the data and were present at the meeting to discuss their findings.

It was noted that a broad objective of their analysis was to determine whether there was any disproportionality in the OPS' use of force based on the race data

from 2016 of the general population made available by Statistics Canada.

The notable findings by doctors Foster and Jacobs were that individuals perceived to be black encountered uses of force approximately 4.8 times more often than what you would expect based on the Statistics Canada population data, individuals perceived to be middle eastern encountered uses of force approximately 2.4 times more often, and individuals perceived to be white encountered use of force at a rate lower than their equivalent to the segment of the population. Mr. Jacobs suggested that not only were the findings significant, but as was the fact that the OPS provided them with the raw data.

PUBLIC DELEGATIONS

1. INEZ HILLEL
2. NORA OTTENHOF

Some of the points raised by the delegations included:

- Comments suggesting that meetings should return to being fully virtual.
- Requests for greater detail regarding the incidents involving uses of force.
- The need to completely reduce incidents of use of force, rather than to make it proportional to demographic data.

Following the delegations, the Board had an opportunity to raise their questions.

A question was raised regarding the Philadelphia Model, as some violence against women advocates were intrigued to have heard that the OPS would attempt to replicate it for use of force. Chief of Police Steve Bell explained that the OPS intended to replicate the premise on which the model is based, rather than to wholly replicate it. It was noted that community partners could be brought in to review files related to incidents, which would provide the OPS with the community's perspective and ultimately their advice on how to improve outcomes. The Service planned to leverage their connections with the CEC to enable this work.

The Service advised that work was underway to hire a race data specialist, who would build on the work being conducted by Dr. Jacobs and Dr. Foster, and would further support and other race data work.

Dr. Jacobs raised the need to fill in intersectional data gaps and indicated that the information would be crucial to understanding use of force. For example, to understand how to reduce overall incidents of use of force, there needs to be an

understanding of all the other types of policing interactions that co-occur without reaching that stage. Dr. Jacobs suggested the questions should become why, in all the other incidents, was de-escalation effective and how can those situations inform the further reduction of use of force.

A question was raised regarding whether a change in the overall attitudes of OPS members could be sensed, or if attempts were being made to explain away the discrepancies. Chief Bell advised that discussions are being had, and progress is being made. It was noted that racism is a societal issue with intersecting aspects, all of which have a role to play in moving forward.

A point was raised around goal setting around use of force incidents, and that it was something the Service ought to consider.

Dr. Jacobs advised that although there are a range of 20 types of calls-for-service, their report shows only a set of 5 that are most commonly the types that result in use of force.

The Board inquired as to whether it would be possible to receive the complete data set for all 20 call types. It was explained that since this was the first report of its kind, race was not originally a variable when the form was constructed, which limited data availability. While the York University team recommended that all data be released, it would ultimately be the decision of the OPS. Chief Bell clarified that for data transparency purposes, the Service, too, wanted all the data released.

It was clarified that the report put together by the York University team focused on use of force through a race lens, rather than being a comprehensive use of force report.

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

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9. RE-APPOINTMENT OF SPECIAL CONSTABLES: OC TRANSPO

Chief's report

That the Ottawa Police Services Board approve the appointment of the OC Transpo employee listed in Document 1 as Special Constable pursuant to Section 53 of the Police Services Act, in accordance with the terms and

conditions set forth in the attached Approval of Appointment forms.

CARRIED

10. APPOINTMENT OF SPECIAL CONSTABLES: CARLETON UNIVERSITY

Chief's report

That the Ottawa Police Services Board approve the appointments of Carleton University employees listed in Document 1 as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Forms.

CARRIED

11. RE-APPOINTMENT OF SPECIAL CONSTABLES: CARLETON UNIVERSITY

Chief's report

That the Ottawa Police Services Board approve the re-appointments of Carleton University employees listed in Document 1 as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Forms.

CARRIED

12. RE-APPOINTMENT OF SPECIAL CONSTABLES: OTTAWA POLICE SERVICE

Chief's report

That the Ottawa Police Services Board approve the re-appointment of Ottawa Police Service employees listed in Document 1, as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Forms.

CARRIED

13. APPOINTMENT OF SPECIAL CONSTABLES: RCMP

Chief's report

That the Ottawa Police Services Board approve the appointments of RCMP employees listed in Document 1 as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Forms.

CARRIED

14. RE-APPOINTMENT OF SPECIAL CONSTABLE: RCMP

Chief's report

That the Ottawa Police Services Board approve the re-appointments of RCMP employees listed in Document 1 as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Forms.

CARRIED

15. APPOINTMENT OF CLERICAL SPECIAL CONSTABLES: OTTAWA POLICE SERVICE

Chief's report

That the Ottawa Police Services Board approve the appointment of Ottawa Police Service employees listed in Document 1, as Clerical Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Forms.

CARRIED

16. HUMAN RIGHTS AND RACIAL PROFILING POLICY ANNUAL REPORT

Chief's report

A question was raised regarding whether the OPS were capturing data to see whether improvements were being made. In conjunction with the CEC, some performance indicators had been determined. The OPS aimed to use data to drive operations and behavioural changes.

The Service further indicated that they were fortunate to have a training portal called Degreed, to which they offered to provide the Board with access.

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

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17. WORKFORCE MANAGEMENT REPORT: FIRST QUARTER 2022

Chief's report

PUBLIC DELEGATIONS

1. RYAN ST-JEAN

Some of the comments made by the delegation included:

- Mention of the resignations and suspensions noted in the report, and questions related to whether officers having separated from the OPS

could still be investigated for the convoy demonstration.

- Request for virtual meetings.

The Board then had an opportunity to raise their questions.

A point was raised related to the OPS' current number of members. Concern was expressed related to whether there were enough. The report was pointed to as being worrisome.

The Service advised that they needed to further explore the trends on who is leaving the OPS, how long people stay, and whether there are other factors that need to be considered.

A question was raised regarding whether the Service conducts exit interviews. It was noted that they need to be more consistent in conducting exit interviews.

A question was raised on female resignations. It was noted that the number of resignations was representative of the gender demographic within the Service.

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

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18. PERFORMANCE REPORT: FIRST QUARTER 2022

Chief's report

Interest was expressed in receiving information for lower priority calls in addition to the information pertaining to priority 1 and 2 calls. The Service advised that the report had been established as an expectation from a former iteration of the Board, however further stated that the Service would look to provide information through all 7 priority levels. It was noted that while they could provide the call volume data for the other priority levels, they would not have the same benchmarking under the current reporting structure.

That the Ottawa Police Services Board receives this report for information.

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19. OUTSTANDING BOARD INQUIRIES & MOTIONS: MAY 2022

Executive Director's report

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

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20. LETTERS OF COMMENDATION

Chief's report

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

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OTHER BUSINESS

There was no other business.

Please note that the in camera meeting was held prior to the public meeting and the following items were discussed:

IN CAMERA ITEMS

1. Airport Contract Renewal
2. Labour Relations Report – First Quarter 2022
3. Legal Update
4. Delay Application

ADJOURNMENT

The meeting adjourned at 7:58 p.m.

NEXT MEETING

Regular Meeting – Monday, June 27, 2022 - 4:00 PM

DRAFT