



Ottawa Police Services Board Human Resources Committee

Minutes 13

Friday, 20 May 2022, 10:00 a.m.

Colonel By Room

Krista Ferraro, Executive Director

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Present: Members: E. El-Chantiry, S. Valiquet, M. Doucet

Other Board Members:

Others: K. Ferraro, Executive Director; C. Hopgood, Manager; J. Ghadiali, Specialist; A. Slobodian, A/Chief Human Resources Officer

ELECTION OF COMMITTEE CHAIR

Moved by E. El-Chantiry

That S. Valiquet serve as Chair of the Human Resources Committee.

CARRIED

CONFIRMATION OF AGENDA

That the Human Resources Committee confirm the Agenda of the 20 May 2022 meeting.

CARRIED

CONFIRMATION OF MINUTES

Confidential Minutes 12 of 16 November 2021

That the Human Resources Committee receive Confidential Minutes 12 from the 16 November 2021 meeting.

RECEIVED

ITEMS OF BUSINESS

1. COMMUNITY ENGAGEMENT STRATEGY FOR CHIEF RECRUITMENT

Presentation

Margaret Campbell of Executive Search Firm Odgers Berndtson joined the Committee via telephone to provide an introduction on this item, including introducing Hector Addison of Hefid.Solutions . Odgers Berndston (OB) recommended that the Board procure Hefid.Solutions to assist with the community engagement related to the Chief of Police recruitment process, for which OB had been selected to lead. The community engagement would inform the recruitment process and position description. The need to reach voices that are not always heard, while remaining cognizant of conversations having already occurred, and ensuring methods of communication are culturally appropriate, were noted aims of the engagement

Hector Addison of Hefid.Solutions delivered a slideshow presentation. In addition to being a founder of Hefid Solutions, Mr. Addison was also a member of the Community Equity Council and would bring with him a significant number of community contacts. Following his presentation, the Committee had an

opportunity to raise their questions.

It was explained that although Mr. Addison's presentation provided an overview of methodology, his proposed approaches were subject to change upon input from the Committee and/or Board.

Conversation ensued regarding the tight deadlines suggested for the consultation, and Mr. Addison advised that there was no room for error. Rather than rush the work, however, it was noted that Hefid.Solutions would instead hire a greater number of support staff.

The consultation would rely on multiple aspects, one of which would consist of direct interviews with 150 individual community members. The interviews would be conducted either in-person or virtually. The participants would be provided with a \$50 honorarium for their time.

A question was raised regarding whether the honorarium was necessary. It was suggested that the honorarium would be helpful in reaching more vulnerable communities that have been over-surveyed and potentially over policed, and as a result, would be more hesitant to participate. The \$50 would at the very least cover transportation and potentially childcare for participants.

A question was raised regarding whether those conducting the consultations would be able to converse in a variety of different languages, depending on the participants. Mr. Addison noted that the majority of he and his colleagues all spoke several languages and would accommodate language requests.

In terms of the estimated number of participants in the engagement sessions, Mr. Addison indicated that the 150-participant number felt sufficient to he and Ms. Campbell, however if there were additional individuals that wanted to provide feedback, they would not be turned away. Hefid.Solutions intended to have their survey online for approximately three weeks and would endeavor to engage as many community members from diverse backgrounds representative of Ottawa as possible.

It was further noted that the Committee and Board would own the survey, and that Hefid.Solutions would not design the survey without their input. The need to create a comprehensive survey with both qualitative and quantitative questions was raised, as was the need to ensure that the survey be brief.

It was suggested that the Committee and Board share the survey link with all of City Council once available, to facilitate wider dissemination of the survey through communications such as Councillor newsletters. It was later noted that

the Board Office could also issue a media release, as could the Service's Partnership In Action.

Hefid.Solutions' proposal included holding a Francophone-specific consultations session, which the Committee praised.

Mr. Addison further noted that in his role on the Community Equity Council, he sees which communities are most disproportionately surveyed by the Ottawa Police, and therefore knows that those community voices must inform the consultation. It was noted that demographic data would be collected.

The community consultation work outlined in Mr. Addison's presentation would begin as soon as the Board provides its approval; the proposal was set to appear on the Board's May 30, 2022, agenda.

The need for both the Board and Hefid.Solutions to be prompt in their feedback throughout the consultation design process was raised.

That the Human Resources Committee recommend that the Ottawa Police Services Board approve:

- 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.**

CARRIED

OTHER BUSINESS

NEXT MEETING

To be determined.

ADJOURNMENT

The meeting adjourned at 10:37 a.m.

DRAFT