



## Ottawa Police Services Board

### Minutes 33

Monday, January 25 2021, 4:00 PM

*Via Zoom*

**Krista Ferraro, Executive Director**

**(613) 560-1270**

**[Krista.Ferraro@ottawa.ca](mailto:Krista.Ferraro@ottawa.ca)**

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#### **Board Members:**

Councillor D. Deans, B. Johnson, Councillor R. King, Councillor C. Meehan, D. Nirman, L.A. (Sandy) Smallwood, R. Swaita

#### **ELECTION OF CHAIR AND VICE CHAIR**

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Ms. K. Ferraro, Executive Director, explained that in accordance with Section 28 of the *Police Services Act* and the Ottawa Police Services Board Procedural By-law, the Board must elect a Chair and a Vice Chair at its first meeting each year. Accordingly, she requested nominations for the position of Chair.

Member Nirman moved that Member Deans be nominated to the position of Chair of the Ottawa Police Services Board. Member Meehan seconded the nomination.

The Executive Director called for any additional nominations. There being none, the following motions were considered:

Moved by Member Meehan

Seconded by Member Nirman

**That nominations for the position of Chair of the Ottawa Police Services Board be closed.**

CARRIED

Moved by Member Nirman

Seconded by Member Meehan

**That the Ottawa Police Services Board appoint D. Deans as Chair of the Board for 2021.**

CARRIED

Chair Deans then called for nominations for the position of Vice Chair.

Member Johnson moved that Member Smallwood be nominated to the position of Vice Chair, and Member Nirman seconded the nomination. There being no other nominations, the following motion was considered:

Moved by Member Johnson

Seconded by Member Nirman

**That nominations for the position of Vice Chair of the Ottawa Police Services Board be closed.**

CARRIED

Moved by Member Johnson

Seconded by Member Nirman

**That the Ottawa Police Services Board appoint L. A. Smallwood as Vice Chair of the Board for 2021.**

CARRIED

CONFIRMATION OF AGENDA

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**That the Ottawa Police Services Board confirm the agenda of the 25 January 2021 meeting.**

CONFIRMED

## CONFIRMATION OF MINUTES

MINUTES #30 OF 23 NOVEMBER 2020

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**That the Ottawa Police Services Board confirm Minutes #30 of the 23 November 2020 meeting.**

CONFIRMED

## COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

HUMAN RESOURCES COMMITTEE - DRAFT MINUTES #9 OF 16  
DECEMBER 2020

POLICY AND GOVERNANCE COMMITTEE - DRAFT MINUTES #7 OF 14  
JANUARY 2021

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

RECEIVED

## DECLARATIONS OF INTEREST

There were no declarations of interest.

## PUBLIC DELEGATIONS

The Board heard from the following public delegates on a range of topics.

1. ASTOR LI
2. KATE NOYES
3. EMMA BIDER
4. SAMANTHA MCALEESE (CAMS)
5. JACK BELLEMARE
6. DAVID HENESSY

7. VANESSA FAREAU

8. ETHAN SABOURIN

9. XUE XUE

10. JENNIFER

11. FARNAZ FARHANG

12. SAM HERSH

13. CASSIE SLACK

Some of the comments made during the delegations included:

- Inefficiencies in the budgeting of resources, in reference particularly to the lack of PPE available to those under arrest and placed into the prison system.
  - It was clarified that anyone the OPS interacts with or transports is given the appropriate PPE. The OPS cannot comment on the provision of PPE in prisons.
- Hate-symbols worn by officers such as thin blue line badges.
  - This point prompted Member Smallwood to reference an inquiry he has had outstanding since 2017, which asked the Service questions related to uniform requirements. He stated that he would add on to that inquiry, requesting details pertaining to the wearing of symbols on uniforms.
- Excessive number of social media accounts belonging to the OPS.
  - Chief Sloly addressed this point, having said that there is a full review of social media accounts presently underway.
- Calls were made to repair community trust through taking steps such as removing the NRTs and not appointing special constables.
- The 27 December incident at St. Laurent Shopping Centre was referenced by some in broad terms, with delegations offering support for the “Valued 7.”

## INQUIRIES

The following inquiry was raised, and addressed immediately following:

**Member Rawlson King – How do we ensure that incidents, such as the one on 27 December at St. Laurent Shopping Centre, don't reoccur going forward?**

Chief of Police Peter Sloly provided a response, explaining that any incident generating internal or external concerns becomes subject to an operational review. This incident garnered a great deal of media and social media attention, and as such has been subject to such a review.

During this review, the Service contacted those involved in the incident and have had direct communication with them. Also considered in the review is whether there have been public complaints. In this instance, there have not been. In conclusion of their operational review, the Service was deemed to have properly delivered service, however the Chief noted there being larger issues at play that were set to be discussed in-camera.

## ITEMS OF BUSINESS

1. CHAIR'S VERBAL REPORT

Chair's report

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The Chair began by wishing all of Ottawa a Happy New Year and stated the Board's eagerness to work with the community to achieve desired and urgent changes within 2021.

It was also announced that the family of Abdirahman Abdi and the Board had come to a mutual agreement, concluding the civil action. The joint statement is available [online](#).

She continued, noting that it will be a challenging year during which errors of the past will be acknowledged, while the possibilities of the future will also be recognized.

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

RECEIVED

2. CHIEF'S VERBAL REPORT

Chief's report

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A copy of the Chief's verbal report is available [online](#).

Chief Sloly opened his report by congratulating Chair Deans and Vice Chair Smallwood on their re-election.

He offered thanks to all front-line workers, who are tirelessly supporting our community through the pandemic.

He highlighted that despite the narrative often relayed- that people want fewer police officers and do not want to affiliate with the OPS- the OPS received a tripling in applications to the Service, from passionate residents wanting to commit themselves to the service.

He noted that all new OPS strategies, policies and practices will be community informed and involved – with community co-production through consultation with community stakeholders and evidence-based best practices.

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

RECEIVED

3. OTTAWA POLICE SERVICES BOARD WORK PLAN: 2021

Executive Director's report

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**That the Ottawa Police Services Board approve the 2021 Board Work Plan, as endorsed by the Policy and Governance Committee.**

CARRIED

4. ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS: 2021  
MEMBERSHIP RENEWAL

Executive Director's report

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**That the Ottawa Police Services Board approve payment of \$6,595.27 (including HST) to the Ontario Association of Police Services Boards for its 2021 membership fee.**

CARRIED

5. APPOINTMENT OF SPECIAL CONSTABLES: OC TRANSPO

Chief's report

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A question was raised regarding the level of training those appointed as special constables receive, specifically as it relates to use of force, de-escalation and mental health. It was explained that they receive comparable training to that of a sworn officer, with the exception of them not having a side-arm and therefore not being trained on its use.

A further question was raised regarding whether there's a compilation of complaints received relating to special constables that could substantiate some of the concern expressed by community members at their hiring. It was then stated that the special constables are actually OC Transpo employees, not OPS. As such, any filed reports would be managed by OC Transpo.

It was further explained that OC Transpo determines through its own governance their security needs, and that the Board simply oversees the appointments. OC Transpo makes the case for special constables and regularly reviews the program.

It was said that all training costs relating to the special constables are covered by OC Transpo.

**That the Ottawa Police Services Board approve the appointments of OC Transpo 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

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

Chief's report

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**That the Ottawa Police Services Board approve the re-appointments of Ottawa Police Service employees, Sebastien CASTONQUAY, Carlos OLIVERA, and Morgan WYCHE, 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 Form.**

CARRIED

7. CONSULTATION APPROACH FOR MENTAL HEALTH RESPONSE STRATEGY

Chief's report

Presentation

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PUBLIC DELEGATIONS

The Board heard from the following public delegates:

1. Thomas Poelstra
2. Miriam Shaftoe
3. Julia Hamer
4. Julia Falco
5. King Kimbit
6. Karin Freeman
7. Mae Mason
8. Sahado Alolo
9. Valerie Stam, CAWI
10. ~~Krio Guan-Registered but did not attend~~
11. Johanne Levesque



12. Moe Garahan

13. Megan Linton

14. Ifrah Yusuf

The following key points and comments were made by the delegations:

- Most delegations expressed some degree of apprehension on the independence of the outlined guiding council as described in the strategy, however there were three delegations that offered support.
- Many referenced the “Valued 7.”
- It was stated that people that are “vulnerable” within the community have been made that way by our systems, and the systems themselves need to change.
- A point was raised regarding the need for OPS to consult community members on the negative impact the Service itself has had on the mental health of some.
- Some delegates questioned why the report was so vague, however DC Bell responded explaining that the report has been left vague as the OPS does not want to make the decisions on this. He suggested that the guiding council will be a partner in helping disentangle the OPS from mental health response.
- Some pointed to the OPS budget increase and the lack of funding available to mental health resources within the community. Chief Sloy responded, saying that there is the perception that were the police given less money, there would be more money for other services, but that it is not that simple. He continued, pointing out that police are municipally funded, health is funded provincially, and many not-for-profits are funded federally.

#### COUNCIL DELEGATIONS

1. Councillor Jean Cloutier

- Pointed to the need for the guiding council to listen to those with lived experience.
- Said the guiding council will need to develop terms of reference, and to define how they come to understand certain words within their framework.

- Suggested the development of an honorarium for those involved with the guiding council.

2. Councillor Shawn Menard

- Said he feels a momentum for big change in Ottawa.
- Requested public consultation beyond online questionnaires/surveys.
- Reinforced the need to involve an indigenous group in the development of the strategy while also noting the many Ottawa academics who would offer insights.

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

Reference was made to a previous inquiry, I-20-08, in which it was asked how OPS address a person in crisis who also has a language barrier. It was said that this need be considered by the guiding council, as well. Chief Sloly responded, emphasizing that all the Service has done is lay the groundwork for the council's establishment. The council will consult broadly to look for best practices, but the OPS is trying not to get into the details of this plan as it is meant to be a plan created by the community.

Concern was then raised as to how the Board can ensure that the following groups be represented within the guiding council: women's groups, grassroots organizations, Ottawa residents with lived experience, and diverse gender and cultural representation.

Similar sentiments were then echoed, restating concern that should specific representation be mandated in some way, the Service might be viewed as thrusting themselves into more of a position of power than the community has called for.

Further to that, it was said that any overt attempt by the service or the Board to dictate the governance structure, research, or prioritization of design fundamentally undercuts the idea of the strategy being community-lead. A point was made that should the Board and Service trust that the guiding council will act responsibly, they should be comfortable expecting that the guiding council will proceed with including the exact groups indicated without it having to be mandated.

Discussion surrounding this continued, with Board members both agreeing and disagreeing with the Service as it related to whether imposing requirements on

the guiding council would be infringing on their independence. The lack of trust between the community and the Service was pointed to as causing this so-called catch-22 in which there isn't a good option.

It was clarified that the networks chosen are comprised of grassroots, community-lead organizations.

It was explained that should the Board choose to include some form of honorarium as suggested by Councillor Jean Cloutier, the framework laid out within the report would allow them to do so. The Board would potentially be able to use a portion of their recently developed community fund.

One clear message surfaced: the need for complete independence of the guiding council from the OPS and the OPSB. Chief Sloly said that without this, the framework would fail by design.

It was said that there are two pieces of legislation that drive police involvement in calls for service, the first being the Mental Health Act of Ontario (MHAO) and the second being the Police Services Act (PSA). The MHAO has requirements of police involvement, so there would need to be a change to provincial legislation to completely remove policing from mental health related calls. The PSA requires police to respond to any emergency calls for service, however it was explained that there could be ways of diverting calls to another agency, as seen in the CAHOOTS model. Whether the provincial legislation will require amending is dependent on the model brought forth by the guiding council.

The guiding council does not have any legislative authority as the approach being taken is systems-based. The Service is looking for an alignment of services within the community.

Motion on The Make Up of the Guiding Council for the Mental Health Strategy  
Moved by Member B. Johnson

Seconded by Chair D. Deans

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**WHEREAS** the report titled "*Report on Consultation Approach for Mental Health Response Strategy*" being presented by the Ottawa Police Service (OPS) speaks to the establishment of a Guiding Council; and

**WHEREAS** the Guiding Council is meant to ensure that any new policies or procedures are developed by the community with OPS as resource and not the project lead; and

**WHEREAS** the Ottawa Police Services Board (OPSB) heard from dozens of public delegations seeking clarification on the make up the Guiding

**Council and the need to ensure it is representative of the community  
Ottawa Police are meant to serve;**

**THEREFORE be it resolved that once the Guiding Council is established  
they consider the representation of their makeup and aim to include equity  
in their membership with regards to gender, BIPOC, grassroots, and other  
marginalized members of the community with lived experience.**

CARRIED

Motion on Reporting Mechanisms for the Mental Health Response Moved by  
Chair D. Deans

Seconded by Member B. Johnson

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**WHEREAS report titled “*Report on Consultation Approach for Mental  
Health Response Strategy*” being presented by the Ottawa Police Service  
(OPS) speaks to the establishment of a Guiding Council; and**

**WHEREAS the Guiding Council is meant to ensure that any new policies or  
procedures are developed by the community with OPS as resource and not  
the project lead; and**

**WHEREAS the Ottawa Police Services Board (OPSB) recognizes a need to  
receive updates on this process in its role as an oversight body;**

**THEREFORE be it resolved that once the Guiding Council has been  
established as per the report recommendations, that the OPSB request  
regular updates directly from the Guiding Council on the work being done  
surrounding Mental Health; and**

**THEREFORE be it further resolved that the OPSB ask the OPS to report  
quarterly on their efforts to improve and reform the Mental Health strategy.**

CARRIED

**That the Board approve the consultation approach outlined in this report  
for the development of the Mental Health Response Strategy.**

CARRIED

8. SECONDARY ACTIVITIES: 2020 ANNUAL REPORT

Chief's report

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

RECEIVED

9. PUBLIC REWARDS: 2020 ANNUAL REPORT

Chief's report

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

RECEIVED

10. APPOINTMENTS MADE UNDER THE INTERPROVINCIAL POLICING ACT:  
2020 ANNUAL REPORT

Chief's report

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

RECEIVED

11. OTTAWA POLICE SERVICE ACCESSIBILITY FOR ONTARIANS WITH  
DISABILITIES ACT STATUS REPORT

Chief's report

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

RECEIVED

12. COLLECTION OF IDENTIFYING INFORMATION – DUTIES & PROHIBITIONS  
POLICY: ANNUAL REPORT

Chief's report

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

RECEIVED

13. REPORT ON SIU INVESTIGATION – SIU19-OCI-235

Chief's report

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

RECEIVED

14. REPORT ON SIU INVESTIGATION – SIU20-OCI-081

Chief's report

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

RECEIVED

15. REPORT ON SIU INVESTIGATION – SIU20-OVI-044

Chief's report

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

RECEIVED

16. RESPONSE TO INQUIRY I-20-18: MEMBERS WHO HAVE COME FORWARD FOLLOWING LAUNCH OF SEXUAL VIOLENCE AND HARASSMENT STRATEGY

Chief's report

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

RECEIVED

17. RESPONSE TO INQUIRY I-20-19: TRENDS IN REPORTING WORKPLACE SEXUAL VIOLENCE AND HARASSMENT OVER THE LAST 5 YEARS

Chief's report

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

RECEIVED

18. RESPONSE TO INQUIRY I-20-21: SERVICE CHANGES/IMPROVEMENTS SINCE THE DEATH OF MR. ABDIRAHMAN ABDI

Chief's report

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

RECEIVED

19. RESPONSE TO INQUIRY I-20-23: FINDINGS AND RECOMMENDATIONS OF THE DISCONTINUED OUTREACH LIAISON TEAM

Chief's report

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

RECEIVED

20. RESPONSE TO INQUIRY I-20-24 & I-20-25: JUSTIFICATION OF DEMONSTRATION DISMANTLING & OPS PROCESSES ON PEACEFUL PROTESTS

Chief's report

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PUBLIC DELEGATIONS

The Board heard from the following public delegates:

1. Laurel Duncan
2. Vanessa Dorimain

The following key points and comments were made by the delegations:

- Both delegations referenced the mistreatment of protestor belongings, some of which were sacred items.
- Both were at the protest and provided their comments on the dismantling of the protest as they had witnessed it.
- Chair Deans noted that should the delegations wish to pursue a complaint, the OIPRD would be the correct avenue.

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

RECEIVED

21. BOARD DISCRETIONARY FUND: 2020 ANNUAL REPORT

Executive Director's report

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

RECEIVED



22. BOARD ACTIVITY, TRAINING & PERFORMANCE: 2020 ANNUAL REPORT

Executive Director's report

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**That the Ottawa Police Services Board:**

**1. Receive this report for information.**

RECEIVED

**2. Direct the Executive Director to forward it to City Council for information.**

CARRIED

23. CALENDAR OF BOARD MONITORING REQUIREMENTS 2021

Executive Director's report

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**That the Ottawa Police Services Board receive the 2021 Calendar of Monitoring Requirements for information.**

RECEIVED

24. SCHEDULE OF CONFERENCES AND CAPG WEBINARS IN 2021

Executive Director's report

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

RECEIVED

25. OUTSTANDING BOARD INQUIRIES & MOTIONS – JANUARY 2021

Executive Director's report

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

RECEIVED

26. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

OTHER BUSINESS

There was no other business.

COMMUNICATIONS

1. Email dated January 22, 2021, from OCTEVAW
2. Email dated January 23, 2021, from Nick Grover
3. Email dated January 24, 2021, from Danielle Vinson
4. Email dated January 25, 2021, from CAWI
5. Email dated January 25, 2021, from Mar Khorkhordina
6. Email dated January 25, 2021, from Ethan Sabourin

CONSIDERATION OF MOTION TO MOVE IN CAMERA

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**That the Ottawa Police Services Board adjourn the public portion of its meeting to move In Camera to discuss confidential items pertaining to legal, labour relations and personal matters in accordance with Section 35(4)(b) of the Police Services Act.**

CARRIED

#### IN CAMERA ITEMS

1. Delay Application
2. Briefing on December 27, 2020, incident outside St. Laurent Mall
3. Report on Labour Relations Unit: 4<sup>th</sup> Quarter 2020
4. Legal Matter
5. Legal Matter
6. Personnel Matter *\*New*
7. Personnel Matter *\*New*
8. Personnel Matter *\*New*
9. Personnel Matter

#### ADJOURNMENT

The public meeting adjourned at 9:32 p.m.

The Board moved in-camera briefly to discuss one agenda item and then reconvened at 2:30 p.m. on 26 January for the remainder of its in-camera agenda.

#### NEXT MEETING

Regular Meeting - Monday, February 22 2021 - 4:00 PM