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EDI Action Plan Update

Ottawa Police Services
Board Meeting
February 22, 2021



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Meaningful Progress on Equity, Diversity, and Inclusion:

Creating a Police Service that Community and Police Members Deserve

Draft Strategic Action Plan: 2020 – 2022

Version 1.2 | Focus on Year One – 2020 Action Items

Release Dates: 1.0 Tabled – Jan.27/2020; 1.1 Revised – Feb.14/2020; 1.1 Approved – Feb.24/2020; 1.2 Revised – March2020



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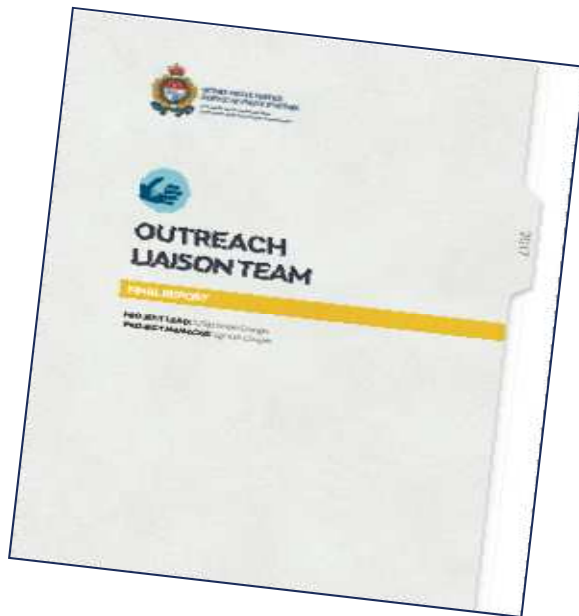
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The EDI Action Plan



Developing the 2020-2022 EDI Action Plan

Significant police and community engagement – surveys, audits, complaints, studies, reports, and recommendations for change.





The EDI Action Plan



Building the EDI Action Plan Together:

- § Human Rights Learning Forum
- § Online Questionnaire
- § OPS Meetings
- § SME Advice and Reviews
- § Community Equity Council – workshops & special meeting





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The EDI Action Plan



- **Plan goal: To prevent, identify, and eliminate all acts and forms of discrimination** in the workplace, and in service delivery to the public.



This is particularly important in the **current climate**, with the OPS facing challenges due to **COVID-19** and **public calls for action** on systemic racism, gender discrimination, missing and murdered Indigenous women.

- The Action Plan is a roadmap through **2022**, focusing on
 - **Removing barriers;**
 - **Improving systems;**
 - **Building a culture that embraces equity, diversity, and inclusion.**

It's about creating a police service our police and community members deserve.

“One Team, One Service”



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Key Focus Areas of Work



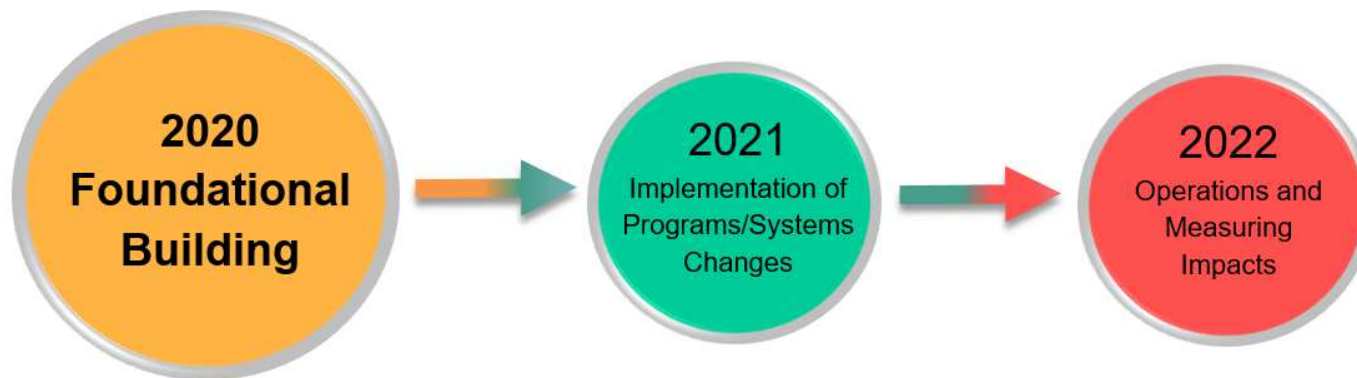


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- § The Plan contains ten Priority Action Items. **Year one (2020) focused on building the foundational elements** – implementing in collaboration with the Community Equity Council, city partners and other stakeholders.
- § Years two and three will build on the initial work, with **2021 focusing on implementation of programs/systems changes**.

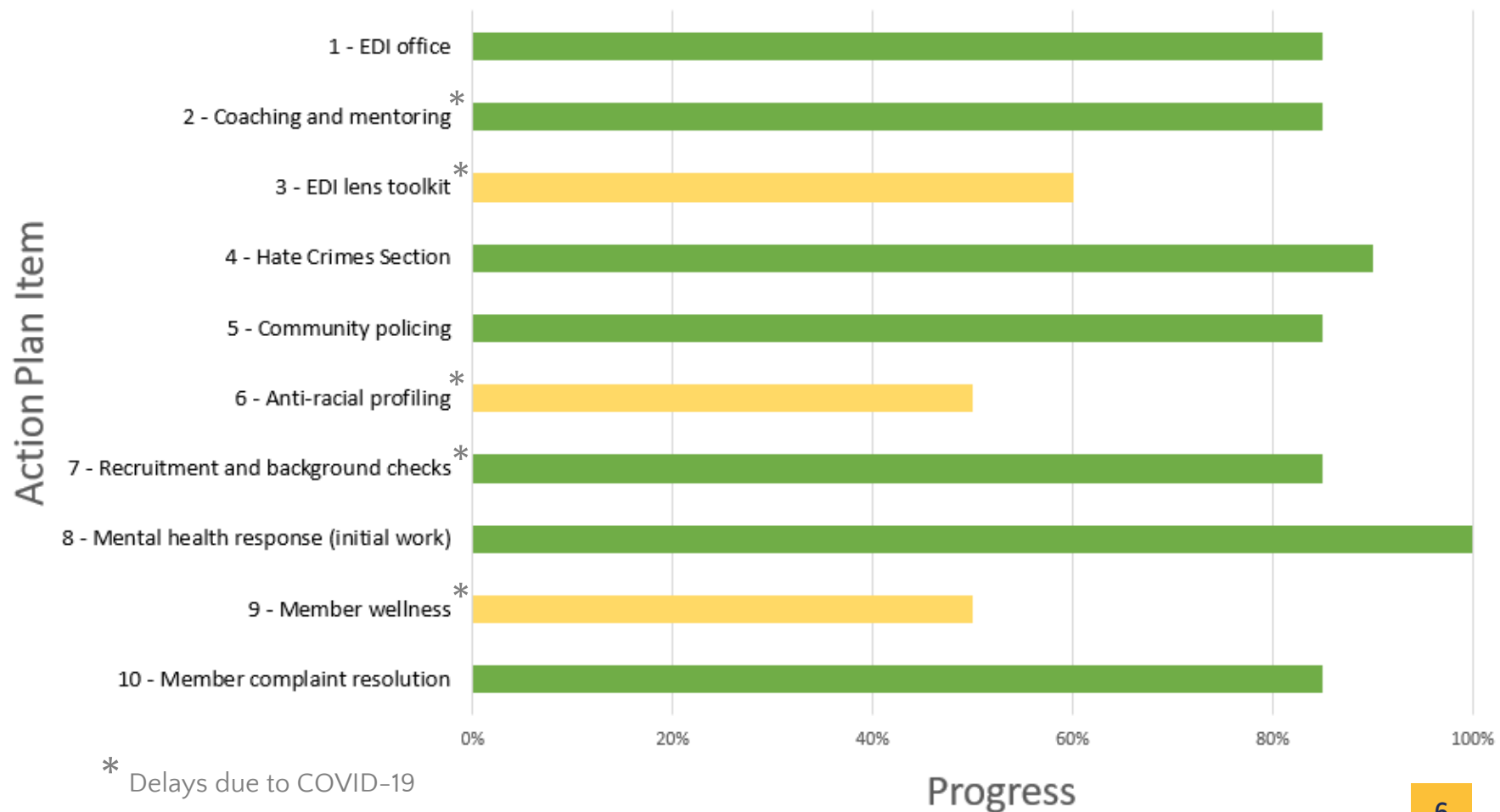




The EDI Action Plan



Progress on EDI Priority Action Items (2020)





The EDI Action Plan



Additional Work in 2020:

- Committee representation and partnership work with the **Aboriginal Working Committee and City Reconciliation Plan**, new **City of Ottawa Anti-Racism Secretariat**, **United for All Coalition**, and **Equity Ottawa**
- Ongoing work with the **Ottawa Coalition to End Violence Against Women (OCTEVAW)** to address violence against women and improve service delivery
- Provincial partnership and committee work with **Ontario Association of Chiefs of Police – Diversity Committee**
- Virtual **Pride Week 2020** celebrations complete with OPS planned activities
- Ongoing development of **Employee Resource Groups**
- Recognition of **Black History Month**, **International Women Day**, and **International Day Against Homophobia and Transphobia**
- Electronic **Multi-cultural calendar** implementation across OPS
- **OPS Member Engagement Survey**
- Annual **Human Rights Learning Forum** took place on Dec.10th and focused on understanding systemic racism



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The EDI Action Plan



2021

Priority work: culture change strategy focused on duty of care, and community safety and well-being.

Priority Action Item	2021 Focus
1. EDI Office Plan Management	Increased EDI coordination and capacity – move from project approach to operations (implementation of EDI as a fundamental approach to drive decision-making and change).
2. Leadership Coaching	Increased EDI capacity for leaders and managers, focus on culture change tools and development/implementation of culture change strategy.
3. EDI Lens Toolkit	Increased problem-solving capacity for members through application of EDI lens to the work environment and service delivery (complete and implement lens toolkit across functions).
4. Hate Crime Section	Enhanced response to hate crime incidents and support to impacted communities (complete unit build and greater collaboration with community partners).
5. Community Policing (NRTs)	Increased support for neighbourhood-specific concerns and issues, increased safety (continued expansion and evaluation of NRTs, additional training).
6. Anti-racial Profiling Efforts	Decrease in racial profiling complaints and disproportionate rates in traffic stops (implement policy review results, anti-racism training focused on anti-Black and anti-Indigenous racism).
7. Outreach and Recruitment	Increased and more diverse applicant pool (ongoing monitoring and review of programs and systems).
8. Mental Health Response	Increased member awareness and capacity about the topic/impacted communities (training, development and implementation of community-led mental health strategy).
9. Member Wellness Supports	A whole-person approach to overall health, including prevention, support programs, increased awareness to reduce stigma (early intervention program, return to work program).
10. Complaint Resolution Process	Improved prevention, deterrence and resolution process (third-party reporting pilot, implementation of resulting recommendations/new complaint resolution process).



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EDI Action Plan: 2020– 2022

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