

Report to / Rapport au:

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

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Submitted by / Soumis par:

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**SUBJECT: HUMAN RIGHTS AND RACIAL PROFILING POLICY: ANNUAL
REPORT**

**OBJET: RAPPORT ANNUEL SUR LA POLITIQUE RELATIVE AUX DROITS DE
LA PERSONNE ET AU PROFILAGE RACIAL**

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 à titre d'information.**

BACKGROUND

Approved by the Ottawa Police Services Board (Board) in 2013, the Human Rights and Racial Profiling Policy (CR-16) provides high level direction and closely mirrors the OPS operational Racial Profiling Policy that was approved in 2011. This has ensured compatible language, definition of racial profiling, and implementation and reporting requirements.

These policies are an important part of ensuring our ongoing work towards professional and bias-neutral policing.

DISCUSSION

This report provides report on the implementation of the policy requirements of the Human Rights and Racial Profiling Policy (CR-16) including:

- Policies and procedures that include definitions, prohibitions, and organizational requirements;
- Training initiatives that address human rights issues, such as understanding and preventing racial profiling and gender discrimination;
- Projects and programs that demonstrate ongoing commitment and partnership work; and,
- Ongoing community engagement and outreach efforts that focus on building community trust.

A more fulsome review that includes meaningful community and police consultation efforts will also be conducted in 2018 to ensure alignment with other major related projects currently underway including the Multi-Year Action Plan for Bias-Neutral Policing (MYAP) and upcoming diversity audit, both of which were outlined in a report to the Board earlier this year.

1. Operational Policies and Procedures

With the assistance of the Dr. Shaheen Azmi of the Ontario Human Rights Commission and Professor David Tanovich from the Windsor University (authored the book Racial Profiling in Canada), the first comprehensive anti-racial profiling policy in policing was launched by OPS in 2011.

The policy acts as an organizational guide and includes definitions, practices, procedures, and prohibitions against racial profiling. It sets out our commitment and standards to ensure professional bias-neutral policing – reaching many areas of the organization such as training, public engagement, and major projects.

In addition to the OPS Racial Profiling Policy which the Board CR-16 policy is modelled on, the Service has a number of other related operational policies and procedures that support the Human Rights and Racial Profiling Policy including: Respectful Workplace, Regulated Interactions, and Human Rights/Race Relations. In addition, a new OPS policy, entitled Equitable Work Environment Policy, was recently developed as a result of the Gender Audit project. Changes were also made to the promotions and transfers policies.

As part of the upcoming Diversity Audit, these OPS policies and procedures will be reviewed by a third party subject matter expert.

2. Training Requirements

Through the leadership of the Professional Development Centre, significant training is provided to OPS members that supports the training requirements.

a. Racially Biased Policing

Developed by the Toronto Police Service with subject matter expertise from the Ontario Human Rights Commission and the Ontario Police College, *Racially Biased Policing* is a one-hour e-learning module available to police services on the Canadian Police Knowledge Network (CPKN).

Learning objectives include understanding:

- The definition of race and where the concept originated;
- The difference between racial and criminal profiling; and
- How decisions can be affected by biases that we may not even know we have.

Through examples and exercises as well as relevant case law decisions, this e-course assists officers to develop critical thinking skills about their actions when engaged in their duties and take reasonable steps to avoid racially biased policing.

In 2011, the training became mandatory for all OPS officers, including new recruits, and it is also available to civilian members.

b. Traffic Stop Race Data Collection Project: Race Based Data Collection

Since June 27, 2013, all Ottawa Police officers who perform traffic stops have been required to complete the mandatory CPKN e-learning course entitled "Traffic Stop Race Data Collection Project". The training module provides instruction to officers for the process of race based data collection during traffic stops including how and what data to collect, perception of race, and citizen engagement. Additional training resources and videos are also available to officers and supervisors to support compliance of race based data collection.

c. Fair and Impartial Policing Program (FIP)

Developed by Dr. Lori Fridell and being implemented across the United States and recently in some Canadian cities, the fair and impartial policing perspective reflects a modern way of thinking about the issue of bias. Research tells us that even well-intentioned people manifest biases that can impact their perceptions and behaviour.

FIP uses science-based research to understand human bias and develop tools to help recognize conscious and implicit biases and implement "controlled" (unbiased)

behavioural responses. This training leads to more effective policing by equipping officers with information, understanding and practical tools they can use when recognizing and dealing with issues of bias.

This training not only augments member safety, but it enhances communication between the public and contributes to greater public trust. That cooperation, in turn, leads to better intelligence and overall cooperation with the community we serve.

The Fair and Impartial Policing Program is another investment towards our commitment to professional bias-neutral policing. FIP was delivered throughout 2016 to all sworn officers and Communications Centre members. Senior officers also received a full training and information session. In addition, a joint full day session was held with members of the Executive and the Police Services Board.

d. Regulated Interactions

The implementation of the new Ontario Regulation 58/16 “Collection of Identifying Information in Certain Circumstances – Prohibition and Duties required significant training in order for officers to conduct “regulated interactions” (formerly called street checks).

The mandatory eight-hour training developed by the Ontario Police College and a roundtable of provincial subject matter experts includes online and in-class training that focuses on the new regulation requirements as well as:

- The right of a person not to provide information to the police;
- The right of a person to discontinue an interaction with an officer;
- Bias awareness, discrimination and racism and how to avoid them when providing police services;
- How a person may access information about themselves held by this service under the Municipal Freedom of Information and Protection of Privacy Act; and,
- The initiation of interactions with members of the public.

This mandatory training was conducted from Fall 2016 through January 2017 and is being closely monitored for compliance.

f. Diversity and Race Relations – New Recruit Training

In partnership with community partners, the Diversity and Race Relations Section delivers human rights based training to new recruits through an interactive day long

session in a community environment that is focused on experiential learning techniques with diverse speakers.

g. Gender Project – 2018 Training

The development of an education and awareness plan, including a training program modeled on OPS Bias-Awareness Training, was completed as a core part of Phase III of the OPS Gender Project. The training plan is covered in more detail in the OPS Gender Project Final Report to the Board this month.

3. Major Projects and Initiatives

In pursuit of bias-neutral policing and building trust, OPS has a long history of working in partnership with the community to address racial profiling concerns. These are some recent highlights of how the OPS implements the community-police engagement policy requirements on a regular basis.

a. Canadian Centre for Diversity and Inclusion

In 2014 the OPS became an Employer Partners of the Canadian Centre for Diversity and Inclusion (CCDI), a national non-profit organization that provides innovative and proven strategies, research, tools, and educational supports to leaders, professionals and employees in organizations across Canada with the goal to help improve overall inclusivity of the Canadian workforce.

As an Employer Partner of CCDI, OPS employees have access to a number of benefits including monthly newsletters, professional development and training opportunities, quarterly events, resources and research.

b. Ottawa Local Immigration Partnership Network - Equity Ottawa

One of 40 Local Immigration Partnership Networks in Canada, OLIP-Ottawa is focused on improving local equity to attract, settle, and integrate immigrants.

OPS is an active member of the Equity Project of OLIP and held a successful Community Dialogue Session on Equity on September 21st. It was an opportunity for service providers and other subject matter experts in the field to share best practices and network about equity opportunities in Ottawa.

c. Diversity and Race Relations

As per operational policies and their mandate, the Diversity and Race Relations Section continues to provide subject matter expertise, leadership, and training throughout the service and community while coordinating key programs and committees such as the community-police action committee known as COMPAC –

which was formed over 15 years ago to build relationships between police and racialized communities. Some recent section activities include:

- Diversity and race relations training and awareness to all new recruits – featuring community speakers and interactive presentations.
- Human rights training to various sections within the service including the Communications Centre.
- This year’s Annual Diversity Celebration was held in front of the newly renovated OPS Headquarters building and included cultural entertainment and presenters as well as an official swearing-in ceremony for a group of new Canadians.
- In recognition of Human Rights Day, the third Annual Human Rights Learning Forum will be held on December 13, 2017 from 8am to 4pm in partnership with COMPAC and the GLBT Liaison Committee. This year’s theme will focus on reconciliation by understanding the history of Canada’s Indigenous Peoples.

d. Outreach Liaison Team

Following the death of Mr. Abdi, an Outreach Liaison Team was created to bolster the strategic community engagement and partnership efforts of the Community Development sections.

The mandate of the six-person team was to increase community engagement with the racialized and broader diverse communities to create meaningful dialogue and continue building trust in the police service by:

- Providing responsive outreach to impacted communities that promotes dialogue, awareness and understanding; and
- Working with communities, agencies and police members to identify concerns, engagement activities, partnership opportunities, and possible solutions.

Based upon input and feedback, organization-wide operational issues were identified and added to an action plan for response.

e. Multi-Year Action Plan for Bias-Neutral Policing (MYAP)

MYAP is an organizational-wide action plan for bias-neutral policing that responds to the recommendations received from the Traffic Stop Race Data Collection report and community and police feedback received over the past several years, including inputs from recent engagement efforts of the Outreach Liaison Team as well as reports such

as “Addressing Anti-Black Racism in Ottawa”. It will also be an opportunity for greater alignment with the Ontario’s Anti-Racism Directorate’s new Anti-Racism Strategic Plan.

MYAP will focus on coordinated action, building diversity leadership at OPS, and a culture that embraces equity, diversity, and inclusion.

MYAP Goals:

- To demonstrate leadership in policing by continuing the ongoing work related to ensuring bias-neutral policing.
- To continue to promote trust in policing by discussing and addressing concerns related to racial profiling, racism, human rights, diversity, bias and discrimination.
- To foster a culture that actively promotes equity, diversity, and inclusion.

MYAP – Key Action Areas:

1. Leadership & Governance – Culture Change: This is an overarching area that will be led by Senior Management and include shared commitment to MYAP and promoting an EDI culture:
 - a. Leadership Commitment to Equity, Diversity, and Inclusion
 - b. Monitoring & Progress Reporting
 - Strong links to EDI, Business Plan & performance measurement tools such as Global Diversity & Inclusion Benchmarks Standards.
 - Regular progress reports (semi-annual) to the Ottawa Police Services Board.

2. Human Resources
 - To better reflect the diversity of our community through outreach recruitment, promotions and transfers.
 - Audit and address barriers to ensuring diversity in recruitment, promotions, transfers and retentions.

3. Training

- Ensure police have current tools, skills, and knowledge to deliver bias-neutral policing (human rights, Fair and Impartial Policing Program Training, Regulated Interactions, TSRDCP).
- Inventory and review training program for effectiveness, gaps, and impact.
- Introduce new training for members that considers current trends and issues like racial profiling, human rights, gender, cultural sensitivity.

4. Policy and Procedures

- Review and evaluate existing policies and procedures for member awareness, barriers, EDI, gaps, and effectiveness.
- Create new policies to support bias-neutral policing and EDI.
- Compliance reporting of policy requirements.

5. Research & Data Collection

- Continue data collection (gender, age, race), analysis, and reporting to provide benchmarking measurements for measuring progress (i.e. traffic stops, street checks/regulated interactions).
- Incorporate data collection and related questions in existing OPS research, surveys, and census projects.
- Identify EDI measurement tools and audits to measure progress of MYAP.

6. Engagement

- Ensure meaningful community-police engagement opportunities during the development, implementation, and monitoring of MYAP – focused on creating partnerships and collaborative action.
- Continue building trust and confidence in policing with communities who are most affected by focusing on community-police engagement and outreach opportunities in OPS service delivery: events, programs, committees.
- Improve community engagement efforts at the neighbourhood level including with youth.
- Improve community-police response to critical incidents.

MYAP – Next Steps:

The draft MYAP framework and Diversity Audit requirements were reported to the Board in May 2017, and the first version of MYAP is expected before the end of the year. In the meantime, some important foundational MYAP is already underway – Workforce Census, Diversity Audit, and development of OPS steering committee and community advisory team.

Ottawa Police Census –Third OPS Census Underway

The third OPS census is currently underway and will identify the diversity and other representation statistics of police members across the organization. This will be an important benchmarking tool and foundational step to allow for a diversity audit of the organization.

Diversity Audit

An experienced subject matter expert will be contracted to conduct a comprehensive organizational diversity audit to:

- Provide benchmarking research data (qualitative and quantitative) to allow for comparisons, measurements, and evidence based decision making;
- Identify obstacles or barriers and provide recommendations for improvement; and
- Help inform the MYAP, design, consultation, implementation plans.

OPS will use the recommendations and learned experiences from this study to strengthen: 1. equity, diversity, and inclusion within the OPS; and, 2. service to police and community members.

The diversity audit will include quantitative and qualitative methods to examine and review organizational culture, including but not limited to the below main areas, which includes examining policies and procedures.

- Leadership and Governance including organizational vision, goals, business planning, communications, and performance measurement.
- Representation of diversity within the OPS workforce to determine if it reflects the diversity of the city we serve;
- Human Resources:
 - Outreach and recruitment through to hiring of staff;

- Career development and promotions;
- Training;
- Performance review;
- Transfers and retention; and
- Policies and Procedures including human rights and anti-discrimination policies.
- Service Delivery including deployment, community engagement, and partnerships.

The external diversity audit specialist will conduct the audit process between fall 2017 and fall 2018 – with involvement of both police and community members during the hiring/selection process and throughout the project.

The project will be managed by the Ottawa Police Service, Multi-Year Action Plan for Bias-Neutral Policing Program Team, which will be built on a significant community and police engagement and communications plan to ensure meaningful input and real change.

This work will put us at the forefront of ensuring professional and bias-neutral policing.

CONSULTATION

The police service will continue working with key stakeholders and community partners, as well as new ones, in order to ensure meaningful outreach and consultation opportunities – continued participation is critical to ensure there is a collaborative approach to developing, implementing, and monitoring MYAP and related projects within the program including the Diversity Audit and policy reviews. A comprehensive plan for the 2018 policy review is currently in development and will align closely with MYAP, the diversity audit, and policy engagement requirements.

CONCLUSION

The Board's CR-16 Policy combined with our own operational policies and procedures continues to be an important part of a multi-pronged approach to addressing racial profiling and ensuring a bias-neutral police service.

In terms of next steps, a review will be conducted in 2018 by both the service and via the Diversity Audit to ensure alignment and inclusion of other related projects currently underway:

- Related OPS policy and procedures in development and/or being reviewed (examples: regulated interactions, racial profiling and human rights);

- Results of major racial profiling projects and other bias-neutral policing initiatives that have the potential to impact policies;
- OPS Gender Audit project currently in the final project phase; and,
- The development of a multi-year action plan that aligns with the equity, diversity and inclusion lens in the current business plan.

In addition, the review will build on the significant community-police engagement efforts of recent projects such as Traffic Stop Race Data Collection Project, Street Checks Review Project, and the Outreach Liaison Team to include meaningful consultation with subject matter experts to develop appropriate qualitative and quantitative policy review and measurement tools.