MAKE MEANINGFUL PROGRESS ON EDI

Release of TSRDCP and Diversity Audit Reports

Police Services Board Meeting

November 2019

OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

A Trusted Partner in Community Safety
Un partenaire fiable de la sécurité communautaire

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CREATING THE OPS OUR COMMUNITY & MEMBERS DESERVE

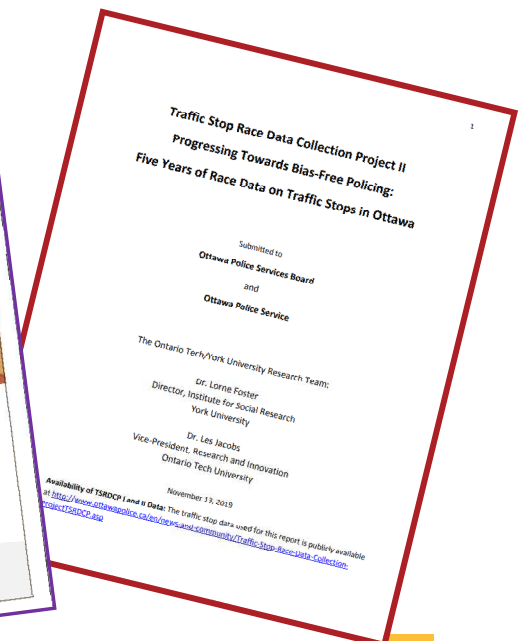*The way we treat each other is manifested in the way we police the public*

EQUITY, DIVERSITY, AND INCLUSION

Report Releases - November 20th, 2019

- Comprehensive Diversity Audit, Graybridge Malkam

- Traffic Stop Race Data Collection Report II, York Research Team

- Available Online: Ottawapolice.ca/race

TRAFFIC STOP RACE DATA COLLECTION – REPORT II

- Incidences of traffic stops have declined over 30% (5 years)

- Race is not perceived by officers prior to the decision to stop the vehicle in 89% of the total t-stops

- No racial disproportionalities found in the provincial reason for stops (98% of stops are for provincial reasons)

- There is no evident disproportionate higher incidences in charges for racialized minority drivers in Ottawa when compared with white drivers

TRAFFIC STOP RACE DATA COLLECTION – REPORT II

- Modest improvements in racial disporportionalities

- Significant reductions the high disproportionate rates over five years.

  - Average 30% drop – Young Middle Eastern Males

  - Average 23% drop – Young Black Males

TRAFFIC STOP RACE DATA COLLECTION – NEXT STEPS

Continuing to Demonstrate Leadership & Collective Action

- 7 new recommendations

- Policy and procedures work

- Integrate race data compliance and analysis into operations

- Going beyond data collection and best practices – Pilot

  - Further data analysis

  - Deployment

  - Action Team/Task Force

Diversity Audit: Overview

- Comprehensive review and assessment of current state

- Quantitative/qualitative with benchmarks and best practices

- Identification of strengths, weaknesses, and gaps to address in order to achieve diversity goals

OPS Diversity Audit –Areas of Focus

Leadership and Governance	Representation of Diversity	Human Resources	Policies & Procedures	Service Delivery

Areas of "Vital Recommendations"

10 "vital recommendations" in 7 themes (Executive Summary)

- Resolute leadership

- Inclusive hiring

- Inclusive careers

- Equitable workplace accommodation

- Psychological well-being

- Climate of openness and high standards

- Learning partnerships

IN TOTAL:
97 targeted recommended actions within the report

DIVERSITY AUDIT REPORT – RECOMMENDATIONS

Conclusion

Many strengths in traditional policies and programs

Gaps in day-to-day execution and bold, innovative solutions

Signs of progress and positive momentum from "reactive" to "proactive"

@GMDiversity   www.graybridgemalkam.com

FROM RECOMMENDATIONS TO ACTION - EDI ACTION PLAN

Working Closely with Community Equity Council (CEC) to develop OPS EDI Action Plan:

§ **Organizational strategy with three-year action plan**

§ **Focused activities and defined deliverables**

§ **Progress reporting & benchmark measures**

§ **Communications and change management plan**

§ **Governance structure**

§ **Multi-stakeholder approach – development, implementation, and monitoring of the EDI Action Plan**

Elements of the OPS Equity, Diversity and Inclusion (EDI) Strategic and Action Plan

Leadership commitment

| 1. Total engaged community | 2. Diverse workforce at all levels | 3. Diversity competent members | 4. Members feel secure and supported | 5. EDI initiatives and processes are coordinated | 6 Outcomes measured and reported |

Resources — **Accountability** — **Communications**

BARBARA HERRING & ASSOCIATES INC.

EDI ACTION PLAN

Next Steps: Draft Three-Year EDI Action Plan

- § **Dialogue focused on moving forward together – collective action**

- § **Set goals and prioritize recommendations**

- § **Internal and external stakeholder engagement meetings – seek input and advice on recent report releases**

- § **Release of draft EDI Action Plan – January 31, 2020**

ANNUAL HUMAN RIGHTS LEARNING FORUM – DEC. 4TH

Limited Space Available – Register at Ottawapolice.ca/race

QUESTIONS/DISCUSSION

§ Inspector Paul A. Burnett, M.O.M.

  EDI Strategy, Project Lead

§ Laurie Fenton, Program Manager

  Email: EDI@ottawapolice.ca

Thank you. Merci.

WRAP UP & KEY MESSAGES

§ **Acknowledgement of issues, concerns, lived experiences, reports, surveys – bias and systemic discrimination affects institutions;**

§ **We must continue leadership journey and collective action to address racism and other forms of discrimination within the community, our workplaces, and ourselves.**

§ **Significant Work to Date. Need to continue partnership work. Collective Action – build on existing anti-discrimination and human rights work.**

§ **From Recommendations to Action: EDI Action Plan**

  § **Meaningful progress on EDI**

  § **A service that our community and police members deserve**

  § **Promoting a culture that embraces EDI**

WRAP UP & KEY MESSAGES

EDI Strategy and Work Ahead – Culture Change

§ **Action Plan: Coordinated and measured multi-year plan**

§ **Equitable Work Environment Supports: EDI tools and human rights leadership training, duty to accommodate, mental health, GBA+**

§ **Recruitment and HR process: continue identifying barriers**

§ **Enhance Service Delivery: policies and training on mental health, anti-black racism, and Indigenous history and culture**

§ **Racial Profiling: continue leadership journey and collective action on addressing racial profiling concerns to improve disproportionate rates.**

§ **Explore and improve: deployment, leadership and decision making, and other aspects of service delivery**

TRAFFIC STOP RACE DATA COLLECTION – PROJECT

- OPS began Racial Profiling Study in 2013 - Result of Settlement Agreement between the OHRC and the OPSB in 2012

- Officer's perception of the driver's race for all traffic stops for two year period (81,000+ stops).

- Two-Year Race Data Report & Recommendations showed high disproportionate rates

- Completed and exceeded the terms of the settlement

- Implementation of recommendations

- Race Data, dialogue, and need for action continues

DIVERSITY AUDIT INPUTS

Key Information Sources

Policy / process review	• Gender Audit • 150+ OPS documents • 50+ fact-finding interviews with OPS 'process owners' and stakeholders • Best practices; GDIB benchmark assessment
Representation of diversity	• OPS Census 2012 and 2017
Community perspectives	• Outreach Liaison Team report; 2018 Public Research • 11 community insight sessions with 85 participants • Interviews
OPS member perspectives	• Employee engagement survey (n=1170); census (n=1381) • 50 interviews