



## Ottawa Police Services Board

### Minutes 18

Monday, 24 February 2020, 4:00 PM

Champlain Room, 110 Laurier Ave. West

Krista Ferraro, Executive Director

(613) 560-1270

Krista.Ferraro@ottawa.ca

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#### **Board Members:**

**Present:** L.A. Smallwood, Councillor C. Meehan, D. Nirman, S. Valiquet, Mayor J. Watson

**Regrets:** Councillor D. Deans (*medical leave of absence*)

#### CEREMONIAL ACTIVITIES / ANNOUNCEMENTS

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OTTAWA POLICE GALA CHEQUE PRESENTATION TO THE SNOWSUIT FUND AND OPERATION COME HOME.

CONFIRMATION OF AGENDA

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**That the Ottawa Police Services Board confirm the Agenda of the 24 February 2020 meeting.**

CARRIED

CONFIRMATION OF MINUTES

Minutes #17 of 27 January 2020

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**That the Ottawa Police Services Board confirm Minutes #17 of the 27 January 2020 meeting.**

CARRIED

DECLARATIONS OF INTEREST

There were none.

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

Human Resources Committee - Draft Minutes #6 of 5 February 2020

Policy and Governance Committee – Draft Minutes #4 of 7 February 2020

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

RECEIVED

INQUIRIES

1) Ottawa Life Magazine – Investigation into complaint – Acting Chair Smallwood

An article was recently brought to the attention of the Acting Chair that appeared in Ottawa Life Magazine. It was with respect to a public complaint lodged by Mr. Rodney Mockler with the OIPRD, concerning the conduct of an Ottawa Police officer. The article alleges the subsequent investigation by the Ottawa Police Service into the matter in question was found to be “not reasonable” and containing a number of deficiencies. The article states that OPS was asked by

the OIPRD to conduct another review of the matter as a result which was then found to be reasonable. The Acting Chair, as a Board member who represents community interests, was concerned when he read that an investigation by the OPS into a public complaint was characterized as not reasonable, containing deficiencies, and requiring another review. He requested the OPS provide comment on this matter, and in particular:

- What was not done in the initial review to make it not reasonable and deficient?
- Why was the Board not informed?
- What was subsequently completed in the second review?
- What were the lessons learned?

## 2) Ottawa Citizen – Tactical search warrant – Acting Chair Smallwood

Recently a story appeared in the Ottawa Citizen pertaining to a judge's ruling whereby an Ontario Superior Court judge said the Ottawa Police Tactical Unit's use of dynamic entry while executing a search warrant at a home in November of 2016 was described as serious misconduct and a casual disregard of search warrant laws. Acting Chair Smallwood asked the OPS to provide a response to the following questions:

- Is dynamic entry a common practice in executing search warrants by the OPS?
- What is the decision-making process to determine whether a dynamic entry is required?
- Will there be a change in procedures going forward based on the judge's comments?

## 3) Facial Recognition Software – Member Nirman

There have been various media reports about the use of controversial facial recognition software and the concerns that arise from its use. Can the Chief assure the Board that due diligence would be undertaken prior to any full implementation of this program to ensure public confidence and observance of privacy laws to its full extent?

It was noted that the Board was previously made aware of a limited, internal pilot that had previously taken place as part of the Modernization Roadmap.

## ITEMS OF BUSINESS

### 1. CHIEF'S VERBAL REPORT

Chief's report

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A copy of the Chief's verbal report is available [online](#). In addition to the Chief's verbal report, a video was played for the Board whereby the Chief details his first 100 days with the Ottawa Police Service.

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

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### 2. OUTREACH AND RECRUITMENT UPDATE

Presentation

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Following the presentation, the following points of clarification were made:

- Once the EDI office is established, it will review all OPS policies and processes again related to outreach and recruitment.
- Of the current background investigators, three are women. Two new investigators are in the process of being hired and they are racialized.
- By the end of the year, the OPS should be able to provide the Board with a breakdown of where candidates are lost within the recruitment process and which candidates (i.e. female, racialized, etc).
- Mentorship is offered to everyone.
- The shortest period to be hired is 2 months, longest is 4-6 months.
- The current PSA only requires a high school diploma however the new PSA requires post-secondary.
- The entire organization is receiving training related to EDI, including Authentic Inclusion training.

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

RECEIVED

3. INTERNAL BOARD COMMUNICATIONS PROTOCOL

Executive Director's report

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Member Nirman suggested that the document be revised, particularly point 6, with the help of a corporate governance expert with experience working with police boards to help draft parameters to be embedded in the document.

Acting Chair Smallwood referred this matter back to the Policy and Governance Committee for further discussion.

**That the Ottawa Police Services Board approve the Internal Board Communications Protocol, as endorsed by the Policy and Governance Committee.**

DEFERRED

4. EQUITY, DIVERSITY AND INCLUSION ACTION PLAN 2020-2022

Chief's report

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**That the Ottawa Police Services Board approve the Ottawa Police Service Equity, Diversity, and Inclusion Action Plan 2020-2022, as amended, that was originally tabled and presented at the Board meeting on 27 January 2020.**

CARRIED

5. APPOINTMENTS MADE UNDER THE INTERPROVINCIAL POLICING ACT:  
2019 ANNUAL REPORT

Chief's report

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

RECEIVED

6. WORKFORCE MANAGEMENT REPORT – FOURTH QUARTER 2019

Chief's report

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**That the Ottawa Police Services Board:**

- 1. Approve the appointment of the sworn officers identified in Document 2; and**

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CARRIED

**2. Receive this report for information.**

RECEIVED

7. POSITIVE WORKPLACE: 2019 ANNUAL REPORT

Chief's report

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It was noted that increases in reports may be due to the fact that there are more avenues available to report, people feel more confident coming forward, and there is an increase in education and awareness around the options available.

In terms of the red files, some are proactive efforts while others are complaints.

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

RECEIVED

8. QUALITY ASSURANCE 2019 ANNUAL REPORT (COMPLIANCE WITH MINISTRY STANDARDS)

Chief's report

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

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9. PERFORMANCE REPORT: FOURTH QUARTER 2019

Chief's report

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

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10. MODERNIZATION ROADMAP PROGRAM UPDATE

Chief's report

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

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11. REPORT ON SIU INVESTIGATION

Chief's report

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

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12. LEGAL SERVICES REPORT: FOURTH QUARTER 2019

Board Solicitor's report

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

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13. OUTSTANDING BOARD INQUIRIES & MOTIONS – FEBRUARY 2020

Executive Director's report

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

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14. LETTERS OF COMMENDATION

Chief's report

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

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OTHER BUSINESS

There was no other business.

CONSIDERATION OF MOTION TO MOVE IN CAMERA

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

CARRIED

#### IN CAMERA ITEMS

1. LEGAL SERVICES REPORT – SETTLEMENTS: FOURTH QUARTER 2019
2. EXECUTIVE SUCCESSION MANAGEMENT PROGRAM ANNUAL REPORT
3. LABOUR RELATIONS MATTER
4. PERSONNEL MATTER INVOLVING A NAMED INDIVIDUAL
5. REMUNERATION OF EXECUTIVE COMMAND POSITIONS

#### ADJOURNMENT

The meeting adjourned at 5:38 pm.

#### NEXT MEETING

Regular Meeting - Monday, 23 March 2020 - 4:00 PM

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Krista Ferraro  
Executive Director

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Sandy Smallwood  
Acting Chair