

Chief's Verbal for April 27, 2020

- First full board meeting virtually.
- o Leverage innovation and technology to adapt to new challenges of the pandemic.

COVID 19

A lot has changed since our last board meeting in February.

This has been a difficult time for everyone.

I am proud of the work, innovation and caring I have seen from our membership

DC Bell will have a full presentation

We have risen to the challenge and are keeping our members and community safe.

Excellent proactive work being done in our community.

Thank you to the Board, OPA, SOA for working closely together.

SHOOTING IN NOVA SCOTIA

- Thoughts continue to be with victims, RCMP
- Every day our officers go to work to keep communities safe.
- o Shooting is grim reminder of the risks we face.

- Reached out to Commissioner Lucky to offer condolences
- o Members created video, was well received

- This video was shared widely within the RCMP.
- Here's one letter we received:

"I just watched a video of Platoon C Roll Call for April 21, 2020, in memory of RCMP Cst. Stevenson, recently murdered in the line of duty in Nova Scotia. I have never witnessed a more moving tribute to a fallen comrade. As a retired RCMP member myself,

THANK YOU for your support. Carry on and be very, very careful out there!”

PROMOTIONS

- I am pleased to announce new inspectors: Frank D’Aoust, Debbie Palmer, Dana Reynolds and Kevin Maloney.
- Also pleased to announce promotion of Mark Patterson to role of Superintendent.

Sworn recruitment

The new sworn recruiting process that we launched in January 2020 is having some great results.

We already have 721 candidates so far for 2020, that’s up from our yearly average of 650.

The quality of the candidates is very strong and we are also seeing strong diversity in the pool of applicants. Current applicant pool is 19% female, 36% racialized, 4% indigenous and 8% LGBTQ.

This compares to the historical average of 12% female and 13% racialized.

We continue to work on the hiring process but clearly the work being done by our outreach teams is having excellent results.

NEW EXECUTIVE OFFICER

- Pleased to announce that Inspector Pat Flanagan is my new Executive Officer.
 - o Long history with OPS.
 - o Carries same ideals as his father about strength in diversity.

RCMP INVESTIGATION

- 10 month investigation. I spoke on this last weeks and made my comments clear.
- o Was informed of it when I was sworn in.
- The behaviour alleged is unacceptable. Nobody is above the law
- o We must remain respectful of the judicial process/due process.

WORKPLACE HARASSMENT & VIOLENCE

- We can have no tolerance of sexual harassment and violence in our workplace
- We need to do better. Assigned this to Acting DC McKenna.

Process of creating two advisory groups.

- o **External:** comprised of experts to develop best-practices, transparency, accountability.
- o **Internal:** comprised of members to create policy unique to OPS.
- Need to develop a clear process for those who are struggling with this type of incident.
- o Includes clear timeline and supports from start of complaint through investigation process.
- We must ensure everyone knows they are supported. No one should feel afraid or intimidated about coming into work.
- o Encourage others to speak up too if they see it.

Memes

A disgusting, racist meme has been circulating amongst a number of members. It targets some racialized members of our service

This overt act of racism is unacceptable.

It's more evidence on the need for a serious overhaul of our culture of ethics and ethical behaviour. The culture of the Ottawa Police Service needs a significant improvement. We can no longer ignore this reality.

This morning, I met with the Executive Command and I launched a Chief's complaint investigation. We will be looking at the distribution and sharing of this material.

Our senior leadership team met in an emergency meeting. We all own this and have a responsibility to show leadership on this issue. Will be talking to the membership directly.

We are listening to our community who have also received this meme and we know the concern both inside and externally to our service.

We have reached out to the officers affected as well as their colleagues.

Reached out to our community.

We will show that this behavior is unacceptable.

Confronting the treatment of racialized members. Nothing positive in this except that there are good people in this organization who want to see change and are committed to achieving that change.

But for that to happen, supports need to be in place.

NEW EDI/REV DIRECTORATE & SSM/CSM

Creating new EDI/REV directorate

Creation of Staff Sergeant Major and Corps Sergeant Major roles.

The EDI/REV Directorate – that the staffing, resourcing and implementation of this directorate is a priority because of the related underlying issues that are fuelling member behaviors/systemic failures in the RCMP Investigation, The Workplace Violence/Harassment and the Memes

LETTERS

There is a lot to be proud of. I see the work of member every day and I know the difference they make.

- Always like to end by reading a few letters from the public.
“I called 911 on behalf of a (refugee) newcomer who had been locked out of the apartment where he had recently sublet a room. Constables Jeffrey Renaud and Trevor Sharpe attended and were more helpful than I could imagine, explaining what they could and could not do. I was grateful, and proud to demonstrate the quality of our police force to someone who had experienced violence in his home country.”
- Getting a number of requests from parents/grandparents to drive by and sound siren for kids stuck at home on birthdays.
 - o Try to get to them when time permits.
 - Received this email from grandparents in England, who couldn't be there for their grandson's 8th birthday due to COVID.
“I wanted to give you a big THANK YOU for driving by and wishing my only grandson a happy birthday; do pass on our thanks to Elgin Station. It was a big birthday surprise for my grandson and his parents! He was so excited when he explained it to us on Skype. As grandparents we felt pleased and so proud of your response.”
 - Stay safe out there and remember to physically distance when you have to go out.
 - o And if you can, just stay home.