



# 2018 EQUITABLE WORK ENVIRONMENT OFFICE- YEAR IN REVIEW

## OTTAWA POLICE SERVICES BOARD- HUMAN RESOURCES COMMITTEE

December 3, 2018



OTTAWA POLICE SERVICE  
SERVICE DE POLICE D'OTTAWA

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

[ottawapolice.ca](http://ottawapolice.ca)

# PURPOSE



- To provide the Ottawa Police Services Board with an update on the activities of the Equitable Work Environment Office as required by the OPS Equitable Work Environment Policy

# DISCUSSION



- Critical to the operational success of OPS
- Recruitment must be reflective of community
- Support and retain our members
- Ensure equal opportunities for every member

# RECAP OF GENDER EQUITY PROJECT



- *Phase I:* Analyze the OPS 2012 Workforce Census to determine representation by gender and/or family status.
- *Phase II:* Conduct a Gender Audit
- *Phase III:* Develop new and/or amended policies or procedures that relate to job placement and promotions, including a draft human rights accommodation policy.
- *Phase IV:* Implement policies and undertake training related to Phase III results.

# EQUITABLE WORK ENVIRONMENT POLICY



*The OPS will serve the community and create and maintain an equitable and adaptive work environment that ensures every employee can make a valuable contribution, free from systemic barriers and discrimination, throughout their OPS career. The OPS is committed to fostering a work culture that actively promotes equity, diversity and inclusion.*

# EQUITABLE WORK ENVIRONMENT OFFICE- 2018



- Four pillars of programming:
  - Human Resource Management
  - Family Status Accommodations
  - Internal Advisory Function
  - Education and Awareness

# HUMAN RESOURCE MANAGEMENT



- Sustainability of Gender Equity Project initiatives
  - Promotion
  - Transfer
- *Bona Fide* Occupational Requirement Review
  - All sworn job descriptions
  - Removed and justified systemic barriers
  - Accessible opportunities

# FAMILY STATUS ACCOMMODATIONS



Year	Total Cases	Cases Approved by OPS	Cases Denied by OPS	Cases Withdrawn by the Employee	Cases Outstanding
2017	4	3	0	1	0
2018 YTD	15	6	2	5	2



# INTERNAL ADVISORY FUNCTION



- Outreach and Recruiting/ Office of Respect, Conduct and Values
  - Claims of systemic and individual discrimination
- Labour Relations and Human Resources
  - Human rights complaints involving gender, sex (including pregnancy) and family status
- Wellness, Health, Safety and Lifestyles
  - Accommodations processes
- Police Operations
  - Acting as a subject matter expert and resource on matters relating to human rights
- Planning, Performance and Analytics:
  - Supporting ongoing data collection relating to human rights and demographics

# EDUCATION AND AWARENESS



- Train the Trainer session
  - Approx 25 employees
  - Human rights, Gender Based Analysis Plus (GBA+) and bias awareness
- Program Administration
  - All employees participating in program administration
  - Ex: panel members and interviewers

# 2019 MANDATORY TRAINING



- Developing mandatory training for all Sworn and Civilian members
  - **Module 1:** bias, the difference between biases and stereotypes, identify their own personal biases and develop strategies to overcome workplace issues related to bias.
  - **Module 2:** Gender Based Analysis Plus (GBA+) model and challenging one's own assumptions about gender.
  - **Module 3:** new OPS policies and procedures on Transfer, Promotion and Equitable Work Environment.

## NEXT STEPS



- Committee member of the Community Equity Council
- Reporting under the Investigations and Support Deputy Chief
- Aligned with other EDI initiations like MYAP and BNP
- Continue to develop future state of the EDI office