2018 EQUITABLE WORK ENVIRONMENT OFFICE- YEAR IN REVIEW

OTTAWA POLICE SERVICES BOARD-HUMAN RESOURCES COMMITTEE

December 3, 2018



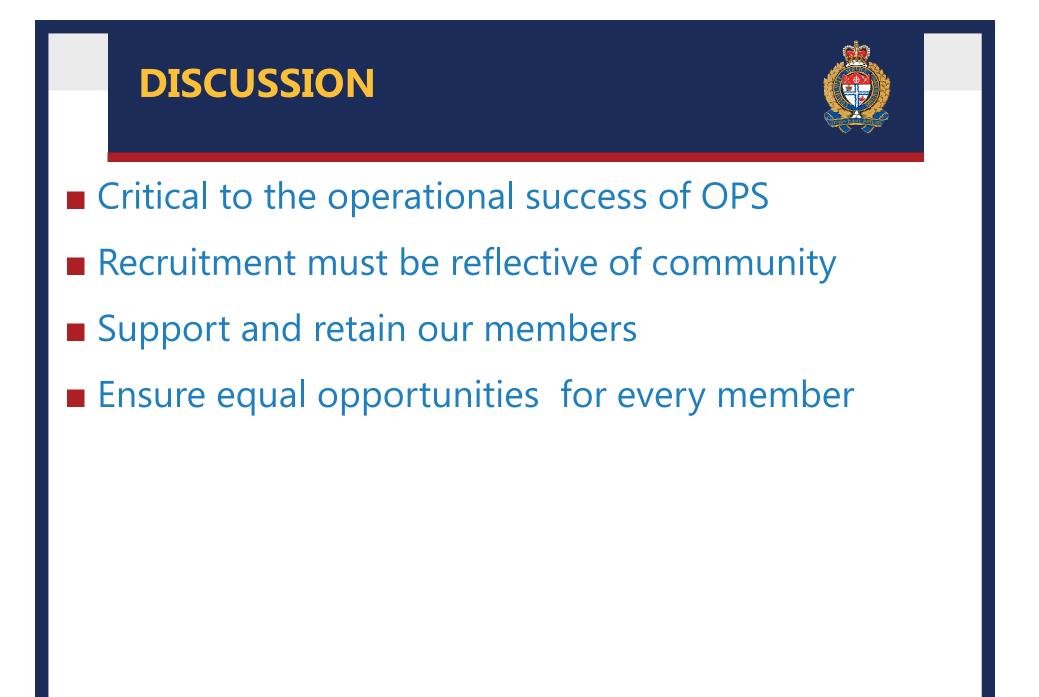
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To provide the Ottawa Police Services Board with an update on the activities of the Equitable Work Environment Office as required by the OPS Equitable Work Environment Policy



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Year	Total	Cases	Cases	Cases Withdrawn	Cases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

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.

