



Ottawa Police Services Board

Minutes 35

Monday, March 22 2021, 2:00 PM

Via Zoom

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Board Members:

Councillor D. Deans, B. Johnson, Councillor R. King, Councillor C. Meehan, D. Nirman, L.A. (Sandy) Smallwood, R. Swaita

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the agenda of the 22 March 2021 meeting.

CONFIRMED

CONFIRMATION OF MINUTES

MINUTES #34 OF 22 FEBRUARY 2021

That the Ottawa Police Services Board confirm Minutes #34 of the 22 February 2021 meeting.

CONFIRMED

DECLARATIONS OF INTEREST

There were no declarations of interest.

PUBLIC DELEGATIONS

The Board heard from the following public delegates on a range of topics. The Board welcomed delegations to provide their preferred pronouns and the phonetic pronunciation of their names.

1. LAUREL DUNCAN
2. KEVIN MACLEOD
3. MOHAMED MIGUIL
4. HOWARD STRAUSS (*stroww-ss, he / him*)
5. JACK BELLEMARE
6. LEILA ATTAR
7. ROBIN BROWNE
8. MIRANDA GRAY
9. SAM HERSH
10. JULIA HAMER
11. LAURA SHANTZ (*Shaw-ntz, she / her*)

12. ~~NAGAD ABDILLAH~~ *registered but could not attend*
13. FARNAZ FARHANG, CAMS
14. DAVID HENNESSY (*he / him*)
15. XUE XU (statement read by Jen, *they / them*)
16. CASSIE SLACK
17. SOUHEIL BENSLIMANE

Some of the topics and feedback expressed during the delegations included:

- The need for 2022 budget consultation to commence in the near future for it to be meaningful.
- Safety concerns for those who are visually impaired when encountering cyclists and e-scooters on sidewalks was discussed. To this delegation, Vice Chair Smallwood raised the point that perhaps situations where cyclists are relying on sidewalks is an indication of insufficient infrastructure such as bike lanes.
- Accountability of the Board and the Police Service.
- Police officers in schools were mentioned, particularly school resource officers. It was explained that there are statutory regulations requiring there to be police in schools.
- Thin blue line patches and more specifically the thin blue line flag being flown outside of the Ottawa Police Association. Discussion amongst Board Members followed, in which it was decided that the Board would send a letter to the OPA requesting that they consider taking down the flag in the interest of community unity.
- An Ottawa Life magazine article written by Dan Donovan was highlighted, to which both Chair Deans and Chief Sloyly responded. It was noted that the Board has previously reached out to the author to outline errors in past articles with the expectation that he would correct them or at the very least not repeat them. Chair Deans said the article contains grosse inaccuracies. The article was further spoken to in Chair Deans' verbal report.
- Overdose prevention and the need for a mental health response as opposed to a police response was discussed.

- The benefits of using Twitter to notify the public of missing people was noted, and the ways in which the OPS can do better in leveraging the platform.
- Comments made by Chief Sloly in his verbal address on 22 February were discussed by multiple delegations.
- The “problematic optics” of the updated suspension policy was referenced.
- Distrust of the special constable program.

INQUIRIES

There were no inquiries raised initially when prompted, however the following inquiries were posed as takeaways throughout the meeting.

Member Daljit Nirman, Special Constables and internal discipline

Can the OPS please provide a breakdown of the number of Special Constables having faced and presently facing internal discipline within the last three years.

Vice Chair Smallwood, Breakdown of Special Constable calls for service

Could the Board be provided with a breakdown of calls for service responded to by both OC Transpo and Carleton University Special Constables to get a better sense of what desired outcomes these constables serve.

Vice Chair Smallwood, Availability of bike lanes in instances of complaints

In the noted complaints detailed in the response to I-21-03, would you please indicate whether the cyclist or e-scooter operators had access to bike lanes.

ITEMS OF BUSINESS

1. CHAIR'S VERBAL REPORT

Chair's report

Chair Deans delivered a verbal report, in which she spoke to the rise in Ottawa hate crimes, Police Board governance, the various motions the Board carried last fall, suspension of OPS members and lastly, she acknowledged International Women's Day. Her full report can be read [here](#).

Following her report, the restoration of the hate crimes unit within the Ottawa Police Service was praised, and the anti-racism secretariat at the City of Ottawa was highlighted.

The Board offered support for Chair Deans' comments. The motion undertaken by Members King and Nirman that seeks to address the systemic racism and bias within the OPS was referenced, and community members were invited to bring forward suggestions.

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

RECEIVED

2. CHIEF'S VERBAL REPORT

Chief's report

A copy of the Chief's verbal report is available [online](#).

Following his verbal report, Chief Sloly transitioned to discussing dynamic entries. There is currently a pause on the use of dynamic entries for purposes of evidence preservation.

It was explained that roughly 75 to 80 per cent of dynamic entries used by the OPS are for purposes of evidence preservation. It was further stated, however, that there are situations where the need for a dynamic entry might be a "combination" scenario. For that reason, it is unlikely that the use of dynamic entries will actually fall by 75 to 80 per cent. Chief Sloly emphasized that there will be a reduction in their use, however he cautioned against expecting a significant reduction.

Chief Sloly said that the OPS is leading police services in terms of its policies, with Vancouver being the only service ahead of them. It is the intention of the OPS to continue leading in this area.

A question was raised regarding the approval process for using a dynamic entry. Chief Sloly explained that Platoon Commanders are the decision makers.

It was noted that there have been past incidents during which the Chief wasn't informed that a dynamic entry was being used. When asked if there might be some change to this procedure, it was explained that the approval process is not expected to shift. The process outlined is currently considered best practice in Canada. It was further stated that any use of equipment in any situation must be justified based on the conducted threat assessment of each case, and that tactical paramedics are on site for all incidents deemed "critical."

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

RECEIVED

3. ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS' ANNUAL CONFERENCE: ATTENDANCE, BOARD OF DIRECTORS NOMINATION, AND SPONSORSHIP

Executive Director's report

That the Ottawa Police Services Board approve:

1. **The attendance of Chair D. Deans, Vice Chair L.A. Smallwood, Members B. Johnson, R. King and D. Nirman, and Executive Director K. Ferraro at the Annual Conference of the Ontario Association of Police Services Boards, to be held virtually 26 – 28 May 2021;**

CARRIED

2. **The nomination of Board Member D. Nirman to serve on the board of directors of the Ontario Association of Police Services Boards for the 2021 - 2022 term; and,**

CARRIED

3. **A \$1,500 Silver Sponsorship of the Ontario Association of Police Services Boards' 2021 Annual Conference.**

CARRIED

4. SPECIAL CONSTABLE PROGRAM REVIEW

Presentation

A presentation was given by Superintendent Jamie Dunlop, with support from OC Transpo Chief Special Constable James Babe and Carleton University Director of Campus Safety Services Brian Billings.

Immediately following the presentation, the Board heard from the following public delegations:

PUBLIC DELEGATIONS

1. SARAH KENNEDY, PRESIDENT OF THE ONTARIO SPECIAL CONSTABLE ASSOCIATION
2. KEVIN THOMPSON, SPECIAL CONSTABLE
3. JEN (*they / them*)
4. JADE ODIASE

Some of the feedback expressed during the delegations included:

- Presence of special constables on campuses and on OC Transpo minimize the need for police presence. If special constables were abolished, there would be a greater need for police presence.
- It was noted that special constables conduct wellness checks and they have the resources to refer community members to external social services.
- Comments were made relating to the need to pinpoint specific areas of concern so that they can be properly address and resolved.
- Contrasting opinions were also expressed, including that special constables stigmatize the need for mental health supports and criminal BIPOC people.
- It was suggested that staff and students at Carleton should be consulted in advance of the program being renewed every five years.

Following the delegations, the Board had an opportunity to raise their questions.

When asked about racism related training, it was explained that before starting work as a special constable, each individual goes through a foundational training program, which includes anti-racism training. There are then recertification courses on an annual basis. Both the OC Transpo representative and the Carleton University representative spoke of similar training systems.

It was requested that the Service report back to the Board on the number of special constables having faced internal discipline over the last year.

Brian Billings addressed a question related to the unique program in place at Carleton University- he explained that Iowa State University inspired it, with its purpose being to enable special constables to build relationships with the community they serve. The Community Engagement Officer on the Carleton University campus works in plain clothes and meets with student and staff groups to engage, build rapport, and hear their concerns about service delivery.

James Babe told the Board that the OC Transpo Special Constables staff has not really grown since 2010, with the exception being 6 new constables hired in 2019 with the opening of light rail. When asked whether there might be alternate ways of achieving the intended outcomes of the special constables, he noted various staff members being trained on the use of naloxone (not just constables), as well as the online reporting tool, which allows for transit users to anonymously report their experiences, whether positive or negative, allowing them to deploy resources as needed.

The Board requested some indication of a breakdown of calls to demonstrate what special constables respond to. Mr. Babe explained that they respond to crimes against persons, crimes against property, provincial offenses, medical calls, and other scenarios. He stated that information is collected and maintained regarding all such incidents. Mr. Billings echoed this response, noting that in addition, there are annual reports submitted that fully detail their calls for service and categorize them.

When asked about measuring success, Mr. Billings said that the Carleton community is polled on an annual basis regarding service satisfaction. Students and staff have the opportunity to comment in an open forum, and subsequently the special constables have the opportunity to review feedback. If specific concerns or issues are raised, they are addressed. He also said that if issues are raised to Student Life Residence Staff, it is shared with them.

That the Ottawa Police Services Board receive this presentation for

information.

RECEIVED

5. APPOINTMENT OF SPECIAL CONSTABLE: CARLETON UNIVERSITY

Chief's report

A question was raised regarding whether this was a reappointment or if they Board would be further bolstering the special constable numbers in approving this appointment. It was explained that this appointment is to replace an already existing role.

That the Ottawa Police Services Board approve the appointment of Carleton University employee, Daniel FAUST, as Special Constable pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Form.

CARRIED

6. APPOINTMENT OF SPECIAL CONSTABLE: OTTAWA POLICE SERVICE

Chief's report

That the Ottawa Police Services Board approve the appointments of the five (5) OPS members, listed in Document 1, as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Form.

CARRIED

7. RENEWAL OF MICROSOFT ENTERPRISE AGREEMENT

Chief's report

That the Ottawa Police Services Board approve the renewal of a Microsoft Enterprise Agreement through Microsoft for a three-year term from 01 April

2021 to 31 March 2024.

CARRIED

8. UPDATE ON POLICIES RELATED TO SUSPENSIONS

Chief's report

PUBLIC DELEGATION

The following delegation had registered to speak to this item but could not attend.

1. ~~COUNCILLOR KEITH EGLI~~ (he / him)

Chief of Police Peter Sloy noted that the change has nothing to do with the actual process of suspensions – it is a change to the business process. He acknowledged that given the high-profile nature of the topic, the concern expressed by the Board and the public was understandable. He said he would do better on the optics of such changes moving forward.

Prior to this change, anytime an officer were to be suspended, whether charges were laid or not, every OPS member would be sent an email advising them of such. They would then receive another email if the suspension was lifted. The Chief said that upon reviewing this matter, he realized the practice was not meeting the standards laid out by the *Health and Safety Act*. He said that each case needs to be looked at individually.

Chief Sloy advised the Board that the updates are in alignment with current practices of other services.

Chair Deans stated that she expects maximum transparency on suspensions and wants an update on the number of suspended OPS members to be included in the quarterly workforce management report. The Chief responded, noting that it has been and will continue to be his practice to inform the Board of every suspension.

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

RECEIVED

9. HUMAN RIGHTS AND RACIAL PROFILING POLICY ANNUAL REPORT

Chief's report

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

RECEIVED

10. SWORN PROMOTION PROCESS – 2020 ANNUAL REPORT

Chief's report

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

RECEIVED

11. 2021 VIOLENCE AGAINST WOMEN UPDATE AND NEW HIRES

Chief's report

PUBLIC DELEGATION

The Board heard from the following public delegate regarding the 2021 Violence Against Women Update and New Hires:

1. ~~COUNCILLOR THERESA KAVANAGH~~ (she / her) *registered but could not attend*
2. MAE MASON (they / them)

Some of the feedback expressed during the delegation included:

- Concerns regarding the negative impact of school resource officers in high school, particularly related to victim-blaming.
- They detailed personal experiences with sexual assault and harassment and the shift in how it was received/ they were treated when they moved away from being female identifying.
- They presented [data from Statistics Canada](#), which indicates sexual minority people are more almost three times as likely to experience violent victimization, yet there is no representation of trans people, two spirited

people or lesbians in the Violence Against Women report.

Following the delegations, the Board had an opportunity to raise their questions.

Conversation surrounding the language of the report was discussed, as the report was interpreted to mean that through growth officer positions, this initiative would be achieved. It was said that the report should be indicating that “these people will be hired before anyone else is hired,” as opposed to putting the Board in a position where they’re forced to approve growth officers in order to achieve the desired outcomes outlined in the report.

Chief Sloly responded, saying that when something is a priority, it is a priority through all means possible. He said that the coupling of growth hires and the positions outlined in the report was unintentional.

Chair Deans then asked Chief Sloly if he required a specific direction to decouple the language, or if he could ensure that the point had been received. The Chief said he did not require a direction beyond the discussion having already ensued.

There was discussion regarding the makeup of the OPS taskforce, and it was noted that they have intentionally liaised with and have garnered good cross-representation from various stakeholders.

It was noted that the OPS should be reaching out to the Women and Gender Equity specialists within the City of Ottawa. Chief Sloly said that was an oversight in the report that will be remedied going forward. He mentioned having had conversations with Councillor Kavanagh on this topic.

The need for consultation to be trauma-informed was mentioned, especially in light of the delegation’s subject matter. It was stated that the community groups working alongside the OPS on this initiative will be critical in ensuring that they uphold a trauma-informed approach.

The OPS’ effort to seek out francophone representation within the initiative was praised. The need to be able to provide victims with translation services when reporting a crime was highlighted.

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

RECEIVED

12. FINANCIAL STATUS REPORT – FOURTH QUARTER 2020

Chief's report

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

RECEIVED

13. RESPONSE TO INQUIRY I-20-07 : INCIDENT INVOLVING BYLAW OFFICER

Chief's report

A question was raised regarding what the final determination on this incident had been, as the report was perceived as somewhat vague. Chief Sloly stated that the incident was handled correctly, and that it has been reviewed by the OIPRD.

The Chief noted that police need to find more regular and consistent opportunities to prevent people from getting involved in the justice system and that may have been the sentiment expressed within the report that made it seem vague in its conclusions.

He continued, saying that the report confirms that the right things occurred, however in other cases there needs to be an implementation of pre and post charge diversions when possible. He then referenced the youth strategy in Edmonton as the most advanced within Canada in that specific area. It was noted that the pre and post charge diversion would require a co-production model to become successful.

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

RECEIVED

14. RESPONSE TO INQUIRY I-21-03 : E-SCOOTER AND BICYCLE COMPLAINT STATISTICS FROM THE PAST THREE YEARS

Chief's report

It was noted that an important factor in cyclists using sidewalks and complaint statistics is whether there were bike lanes available.

DC Bell stated that the Service could provide that information at a later date. It

was further stated that if the findings indicate a lack of cycling infrastructure, they would present that to Safer Roads Ottawa. The focus of SRO this year is bicycle and e-scooter safety. This was noted as a proactive step being taken.

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

RECEIVED

15. OUTSTANDING BOARD INQUIRIES & MOTIONS: MARCH 2021

Executive Director's report

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

RECEIVED

16. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

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, labour relations and personal matters in accordance with Section 35(4)(b) of the Police Services Act.

CARRIED

IN CAMERA ITEMS

1. Public Sector Salary Disclosure

2. Delay Application
3. Procurement Update
4. Legal Matter

ADJOURNMENT

The public meeting adjourned at 7:03 p.m.

NEXT MEETING

Regular Meeting - Monday, April 26 2021 - 2:00 PM