



OTTAWA  
**POLICE**

**Peter Sloly** | Chief of Police  
Ottawa Police Service

Standing Committee on Public Safety

# Systemic Racism in Policing in Canada

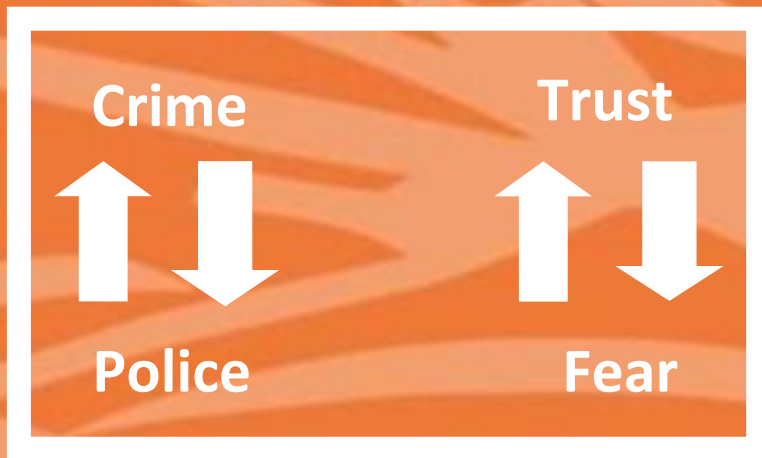
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Chief Sloy Presentation

<https://bit.ly/304SE4I>

# Systemic Racism in Policing

## Reassurance Gap



## Optimism Gap





## Systemic Racism in Society





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# STRATEGIC DIRECTION FOR THE OTTAWA POLICE SERVICE 2019-2020



## SUPPORT OUR MEMBERS

- Optimize the frontline staffing allocation model
- Develop tools and processes that ensure equitable access to training and development opportunities
- Foster positive relationships with Associations (OPA, SOA)
- Continue to promote the Wellness Strategy to expand awareness (e.g., early intervention, peer support, fatigue management), and evaluate the Real You Program



## MODERNIZE THE WORK ENVIRONMENT

- Continue planning and development activities related to South Campus
- Implement the Technology Modernization Roadmap
- Prepare for Next Generation 9-1-1
- Explore opportunities to improve service delivery through back-office re-alignment and enhancements to online reporting
- Complete implementation of the radio project



## ADVANCE COMMUNITY POLICING

- Establish neighbourhood based problem solving teams to address local public safety concerns and enhance relationships with the community; and evaluate effectiveness of the approach
- Focus resources on addressing street violence, violence against women, and road safety
- Actively participate in Ottawa's Community Safety Well-Being Plan



## MAKE MEANINGFUL PROGRESS ON EQUITY, DIVERSITY & INCLUSION (EDI)

- Build a governance model and action plan
- Evaluate the effectiveness of external advisory committees (e.g., CEC, GLBT)
- Establish internal employee resource groups

# OPSB 2020 Priorities

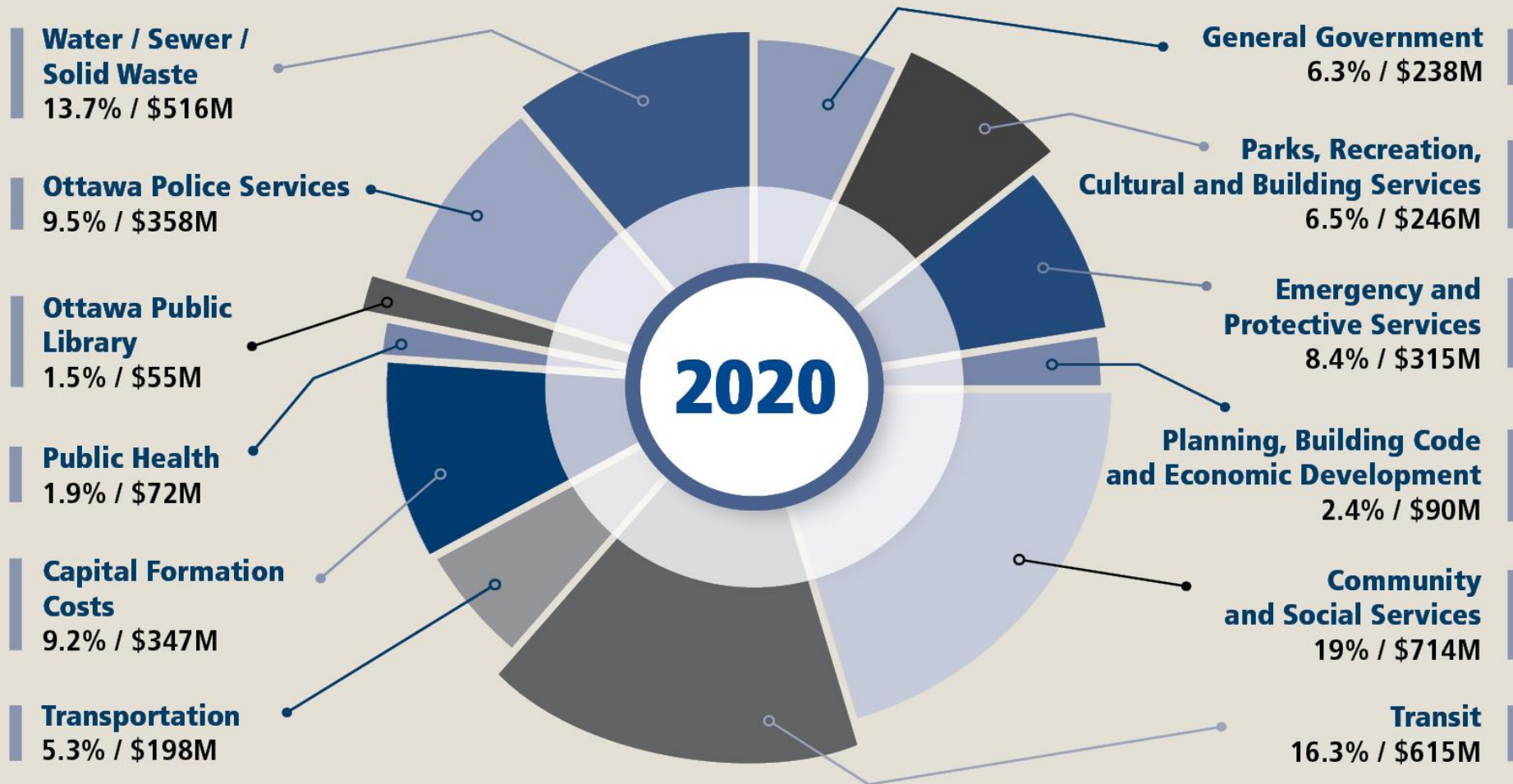




# 2020 Tax and Rate Supported Expenditure

## \$3.764 Billion - By Service Area

City of Ottawa  
2020 Budget



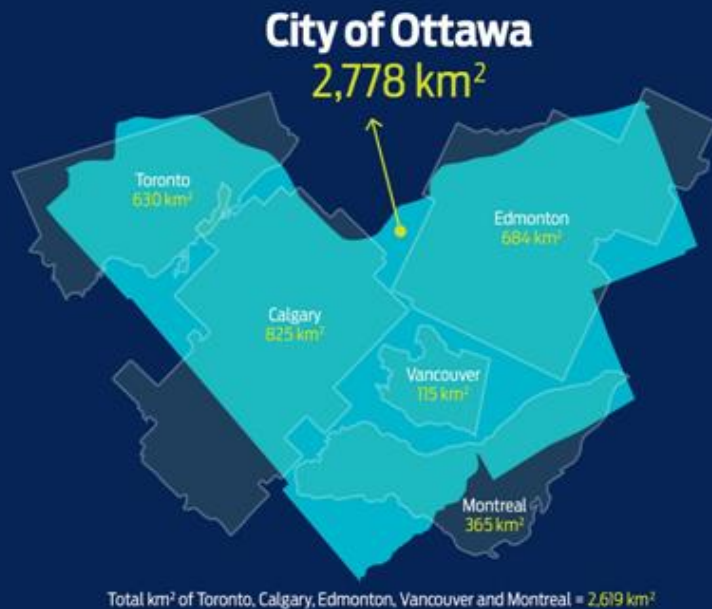
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# Policing in Ottawa 2019

OPS 2019  
Annual Report

<https://bit.ly/2DcW4ZW>



In 2019, our clearance rate of Criminal Code of Canada offences (excluding traffic) was **34%**.



Number of reports taken  
**107,000**

On average it took  
**7.9 MINUTES**  
to arrive on scene at an emergency call.



**246,000 calls** required a mobile police response.

**94%** of Priority 1 calls were responded to within 15 minutes.



Cost of policing  
**\$304.1M**



**4,000 tips**

received through Crime Stoppers.

Crime rate per  
**100,000**  
RESIDENTS



**4,245**  
offences

**# of Violations Causing Death \* 14**

\* Includes murder 1<sup>st</sup> degree, murder 2<sup>nd</sup> degree, manslaughter, infanticide, criminal negligence causing death, and other related offences causing death.

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# City of Ottawa 2,778 km<sup>2</sup>



Total km<sup>2</sup> of Toronto, Calgary, Edmonton, Vancouver and Montreal = 2,619 km<sup>2</sup>

City of Ottawa CSWB

Ottawa



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Emergency Response  
&  
Law Enforcement



## Mental Health & Addictions

Listen, Learn  
& Change - Internal



Support our Members



Advance EDI





Listen, Learn  
& Change - External



# Advance Community Policing

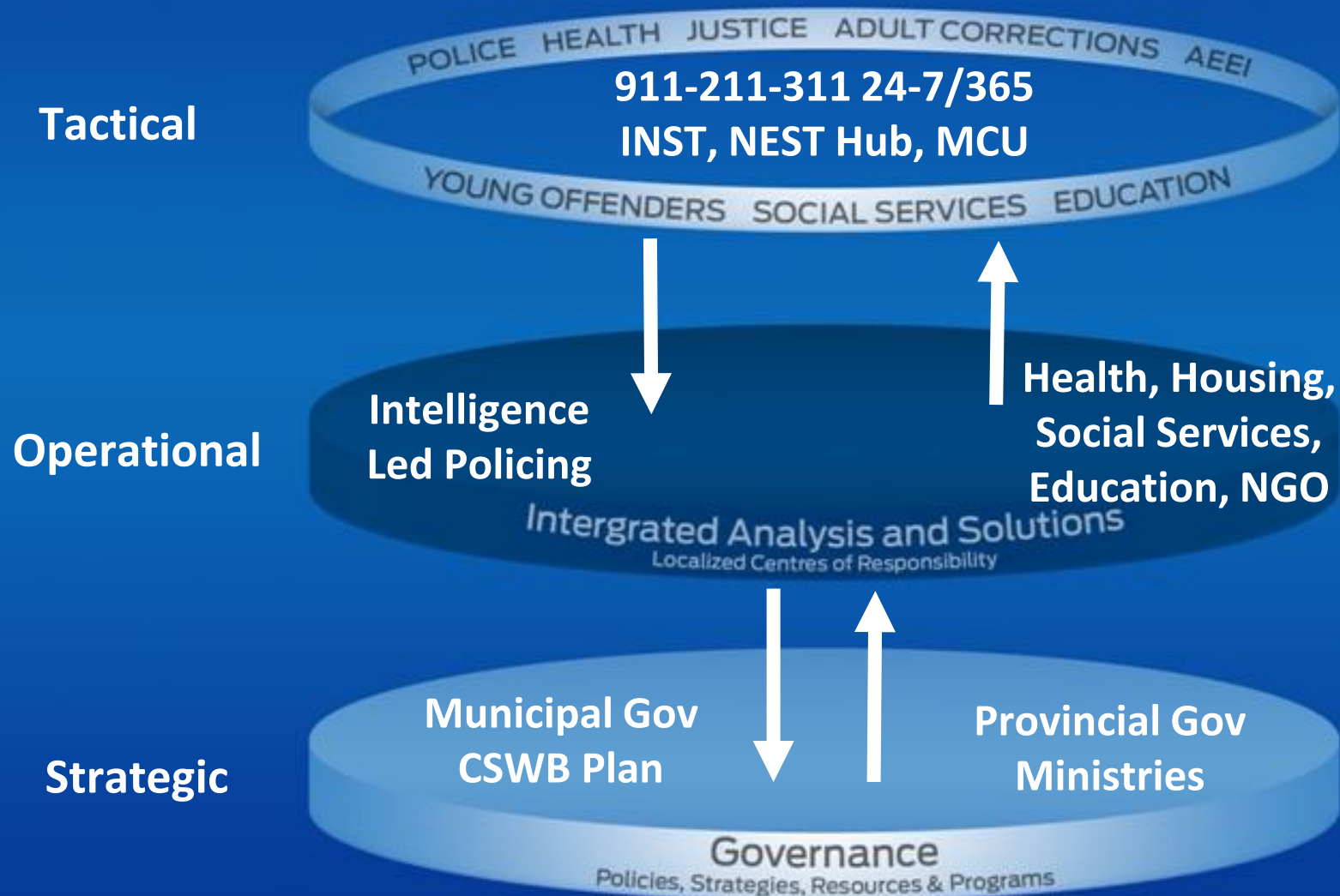


Modernize  
the Workforce





# Community Safety & Well-Being (CSWB)



# Social Determinants of Health

## SHARED OUTPUTS



## SHARED OUTCOMES



Nutrition



Education



Housing



Employment



Safety



Family



Resources

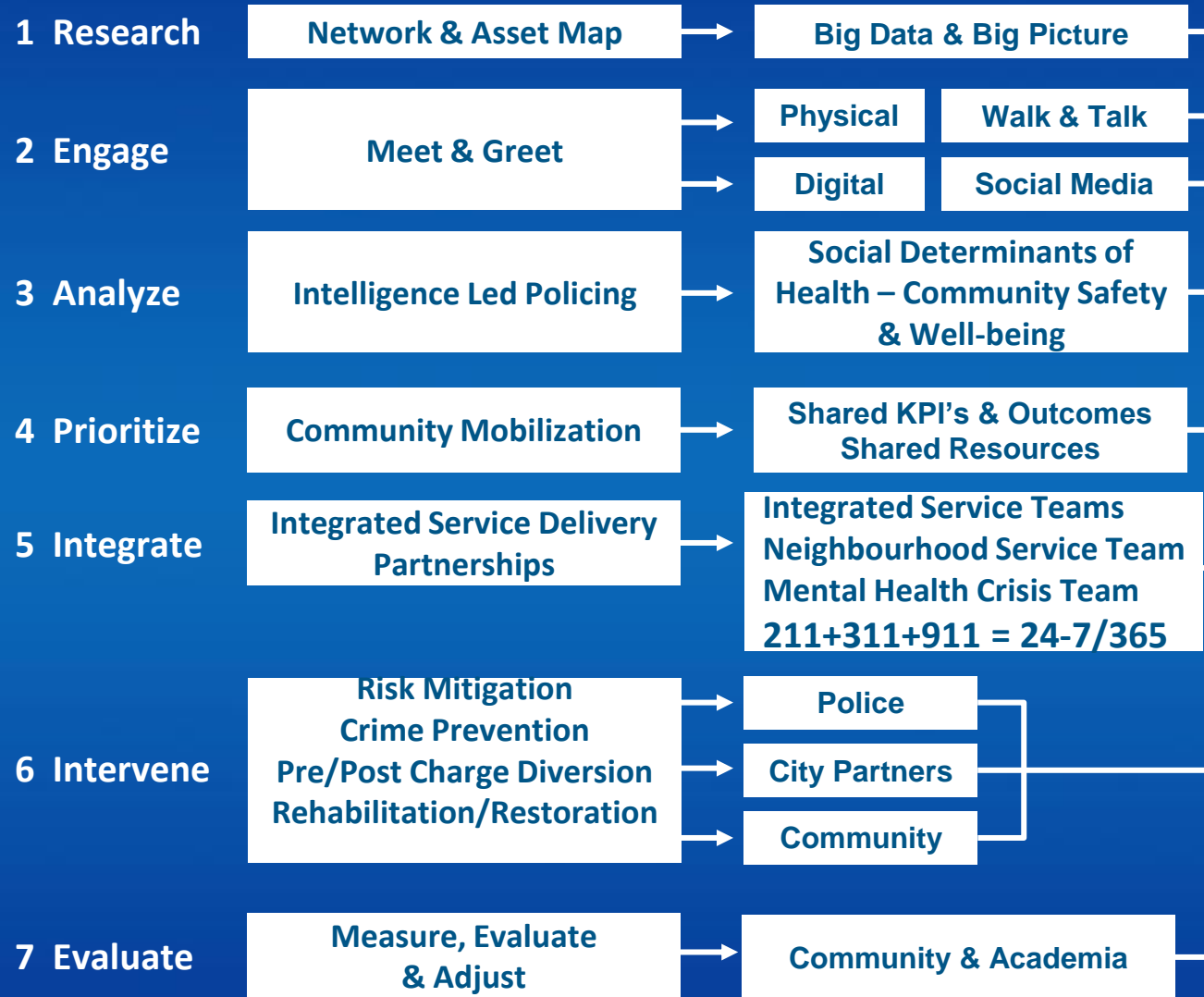


Transportation

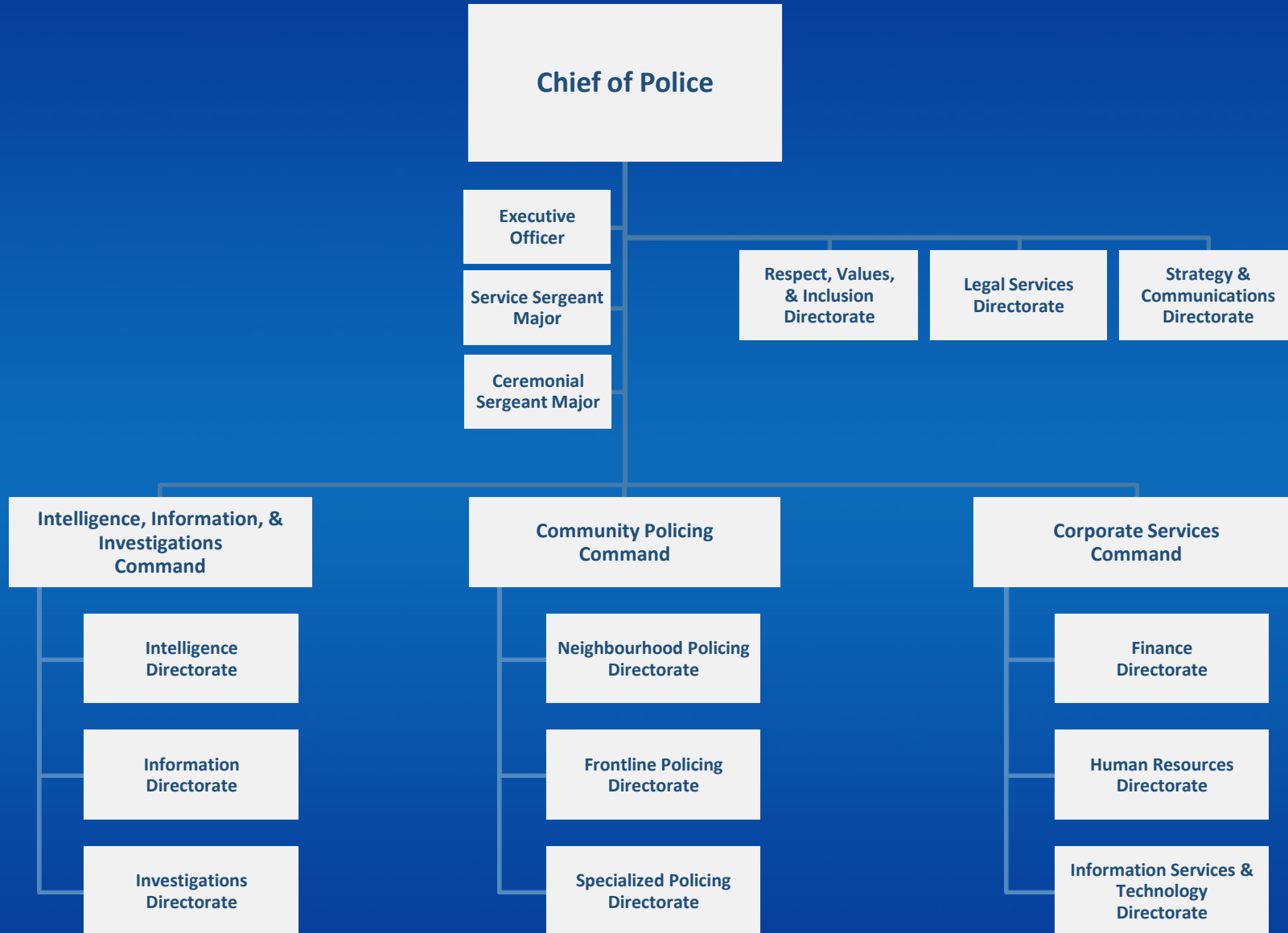
# INST to NEST



# Neighbourhood Policing (NP)



# OPS Organization Chart





# Community Policing Command

## Neighbourhood Policing Directorate

### Neighbourhood Branch

- Neighbourhood Response
  - Carlington
  - Centretown
  - South End
  - Bayshore
  - Vanier
  - Market (x4)

### Community Safety & Wellbeing Branch

- Community Safety Services
- Community Policing
- School Resources
- Youth
- Mental Health
- Crime Prevention
- Auxiliary Program
- Integrated Service Delivery

## Frontline Policing Directorate

### A - F Platoons

### Fixed Operations

- Airport

## Specialized Policing Directorate

### Courts, Custody, & Traffic Branch

- Central Cellblock
- Court Security
- Temporary Custody
- Traffic
- Escort
- Impaired Countermeasures
- Marine, Dive & Trail

### Operations Support Branch

- Specialized Support
- Tactical
- CBRNE
- Canine
- Special Events
- Paid Duties
- Emergency Services
- Public Labour Relations
- Emergency Management
- Business Continuity
- Air Services

- **Neighbourhood-based policing model**
  - *Will continue to build on connections with the community and provide unique responses in all areas of the City*
- **Every member is responsible for Community Policing**
- **Added a Superintendent**
  - *To decrease a taxed span of control*
- **Emphasis on neighbourhood-based policing model**
- **Better integration of work across the Command**



**Frontline Policing  
Directorate**

**A - F Platoons**

**Fixed Operations**

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## Specialized Policing Directorate

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# Intelligence, Information, & Investigations Command

## Investigations Directorate

## Intelligence Directorate

## Information Directorate

### Major Investigations Branch

- Homicide
- Drugs
- Street Crime
- Biker Enforcement
- Guns & Gangs
- Fatal Collisions
- Proceeds of Crime
- R.O.P.E.
- P.W.E.U.

### Frontline Investigations Branch

- General Investigations
- Forensics
- Robbery
- Break & Enter
- Hate & Bias Crime

### Specialized Investigations Branch

- Sexual Assault
- Child Abuse
- Internet Child Exploitation
- Partner Assault
- Human Trafficking
- Elder Abuse
- Missing Persons
- Organized Fraud
- eCrime
- Digital Forensics
- Polygraph
- Victim Support Services

### Information Services Branch

- Operational Intelligence Analysis
- ViClas
- Major Case Management
- Offender Management
- Operation INTERSECT
- Crime Stoppers

### Intelligence Services Branch

- Security Intelligence
- Criminal Intelligence
- Covert Intelligence
- Organized Crime
- Surveillance
- Witness Protection
- Technical Support

### Info & Material Continuity Branch

- Evidence Control
- Court Liaison
- POA Court
- Document Service
- Visual Operations

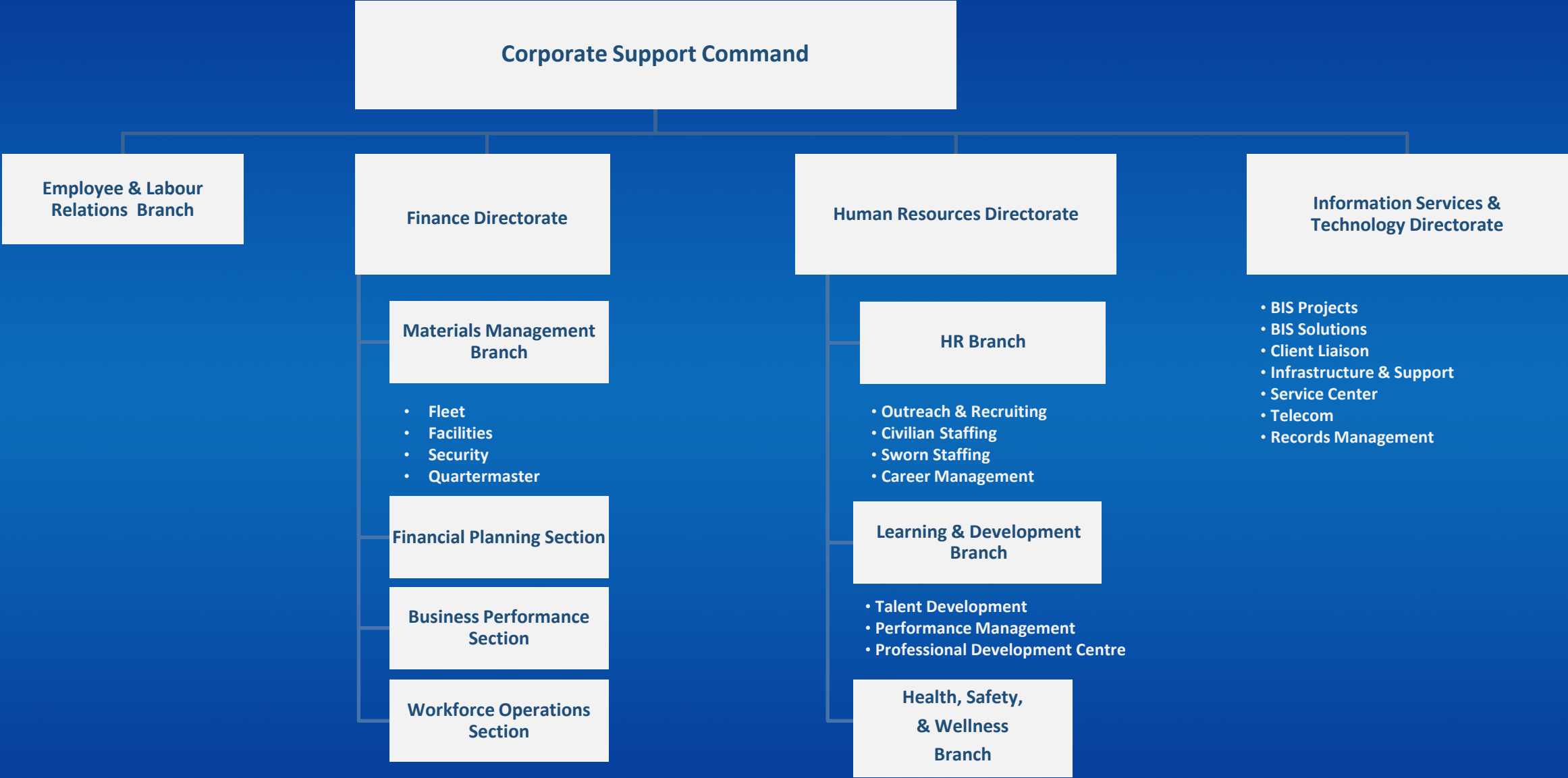
### Communications Branch

- Communications
- 9-1-1
- OPSOC
- Radio Systems
- Call Centre

### Customer Services Branch

- Front Desk
- Collision Reporting
- eMVCQA
- Impounded Vehicles
- Alternate Response
- Court Brief QA

- **Three directorates**
  - *Investigations, Intelligence and Information Directorates*
- **Investigations** – *Major / Frontline / Specialized*
- **Intelligence** – *Information / Intelligence*
- **Information** – *Info & Material Continuity / Comms / Customer Service*
- **Rationale**
  - *Increased capacity, flexibility, adaptability*
  - *Re-alignment based on functions, types of offences/victims, capacity, support and span of control*
  - *Evidence & courts, communications, customer service*





- **The Corporate Support Command has already seen significant changes over the past year**
  - *Streamlined functions, re-aligned resources, and invested in member wellness*
- **Business Performance is moving to the Finance Directorate to align finance, performance and workforce under one purview**
  - *This will provide an at-a-glance source of information for the executive to identify gaps, and determine organizational priorities and deployment.*



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**Thank You | Merci Beaucoup**