



SEXUAL VIOLENCE & HARASSMENT PROJECT UPDATE

OPSB

JULY 27, 2020



**OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA**

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

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PROJECT OBJECTIVES



- **Serve as a collective team throughout 2020 for the purposes of submitting a recommendations report to the OPSB/OPS Executive on a service wide strategy and implementation plan to:**
 - Eliminate workplace harassment and sexual misconduct in the Ottawa Police Service by promoting a supportive and inclusive work environment for all members.
 - Ensure an overall organizational culture of openness and high standards for professional and equitable policing in order to create a police service that our community and police members deserve.

PARTNERS



■ External Advisory Group

- Community stakeholders, subject matter experts (SME), validation and accountability

■ Internal Advisory Group

- Cross section of members from across the organization

■ Core Working Team

- Internal SMEs, internal stakeholders and business owners

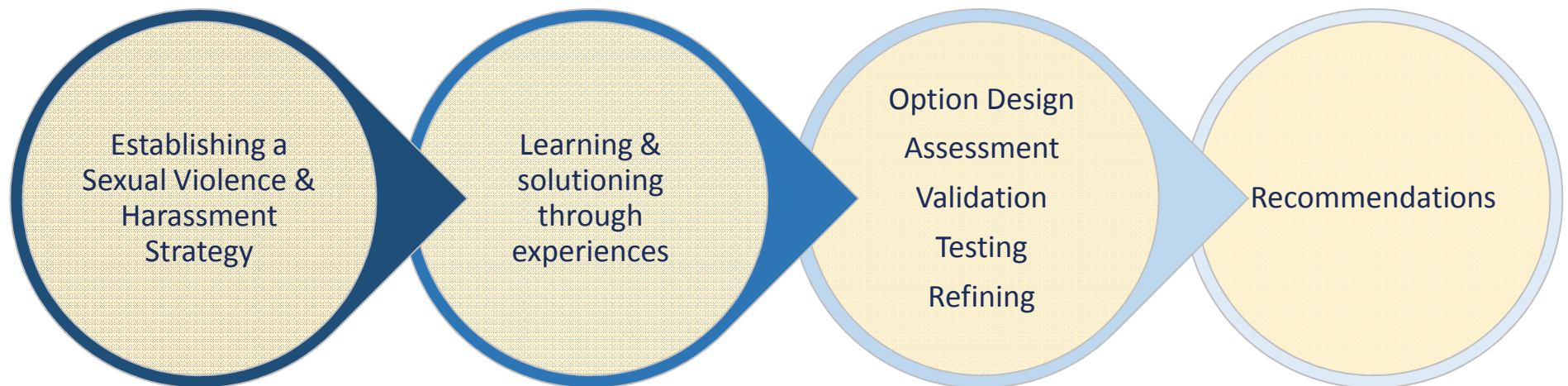
■ Core Project Team

OVERVIEW OF PROGRESS TO DATE



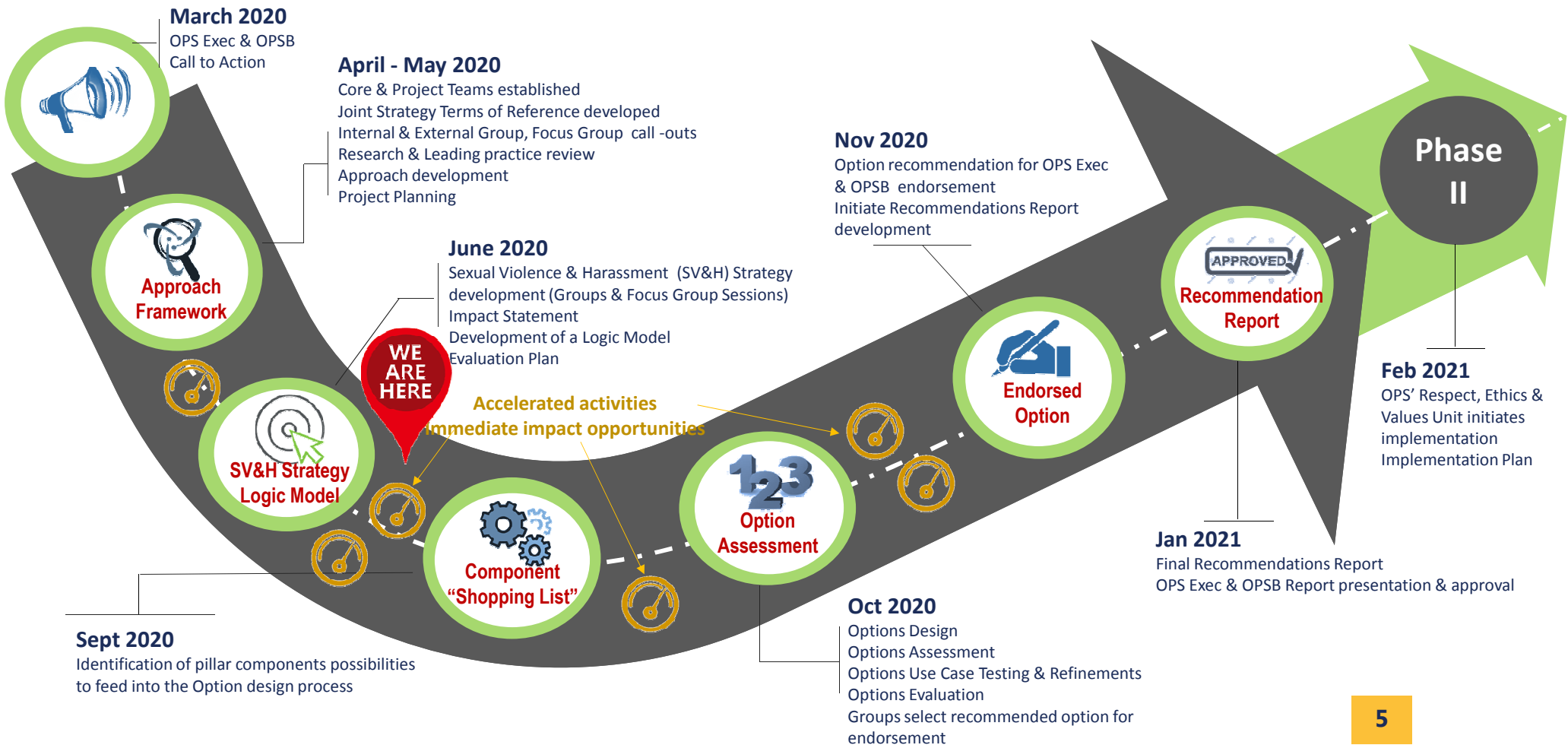
- § Work with various groups (Core Working Team (CWT), Internal Advisory Group (IAG), External Advisory Group (EAG) and Focus Groups underway and all have been engaged to **support the development of a SV&H Strategy Map and Logic Model**
 - § Kick Off and Strategy Sessions held with CWT: Biweekly since May 14th
 - § Kick off Session with EAG and IAG: June 23rd, June 25th respectively
 - § Strategy Session Development/ Refinement EAG and IAG: July 22nd and July 28th respectively
- § Week of July 6th: 4 Focus Group sessions held, total of 52 members: “Your Voice—understanding scope of issue and impact to members and the organization—“Your Voice” Summary of Findings in development
- § Various Policy reviews in progress
- § Research on services & costing models for 3rd Party Services in progress
- § OPS Complaint process mapping, including a High Risk Triage process in progress
- § Over 100+ members and external partners are engaged in this work to date

HIGH LEVEL PROJECT APPROACH





SV&H PROJECT ROADMAP





COMMUNITY PERSPECTIVE: SV&H PROJECT

- General thought on process
 - Good intention to involve external committee
 - Good organization of materials (Visuals help move through dense text)
 - Accountability and involvement of Board Chair and Chief of Police is excellent
- Recommendations moving forward
 - Clear and explicit gender-based approach
 - Preparedness of leadership and management
 - Opportunity to discuss definitions

NEXT STEPS



1. Work continues (but limited) over the summer period
2. Next OPSB meeting (September): SV&H Project will be in a position to present the overall SV&H Strategy Map, Logic Model (i.e. Outcomes and Measurement)
3. Projected that the SV&H Project will be starting the Option Development Stage with various working groups by mid-September.