

Intro

- As I informed the board my presentation will focus on body cameras and OPS's first line of defence, civilian background investigators, and how by the admission of OPS brass, organized crime has infiltrated the OPS.

Regarding Body Cameras

- If we look at the current OPS pilot project, and the business case put together by OPS brass in 2016, you'll quickly realize that it was designed to fail and here's why:

- For starters, the current pilot project has a single-digit controlled group size, that means you can count on one hand the number of officers that are equipped with body cameras. Contrast that with Montreal's pilot project which had 78 officers equipped with body cameras. With how unique police interactions are, the limited sample size almost guarantees that the findings will be skewed unfavorably, and the findings will have significantly less value.

- The current pilot was put forth in 2016, we are now in 2020, its still not complete. Most police forces across Canada that have carried out body camera pilots did so in under 3 years.

- One thing I have noticed is that there is a common trend across all police forces where the costs of implementing and operating the body cam program are being significantly inflated, sometimes by as much as 25%.

- Winnipeg Police Services stated that it would take 10 million dollars for things such as data storage, Montreal Police Services stated they would need 24 million a year. It is important to note Winnipeg has 1400 members whereas Montreal has over 4600, yet Winnipeg would predict it would need close to what MPS estimates. That estimation is inaccurate.

- The way this pilot was designed, none of this should come as a surprise given that OPS brass have also mischaracterized interactions in their report, and that impacts the purity of the decision-making process. When police brass do it and get away with it, it emboldens rank and file members, and mischaracterizations of what transpires are not uncommon in police reports, not reflective of what happened.

- There are annual meetings and gatherings of police chiefs, mayors, and other committees have sponsored international travel to uncover best practices, there's no reason why we can't reach out to Calgary.

- With police interactions, the discretion showed to children whose parents have sat in positions of consequence, it is not the same discretion shown to low-income youth. Black men have been inappropriately held in jail and have seen their rights were violated, and they ended up pleaded guilty for financial reasons and not because they guilty.

- The reality on the ground is that not all Canadians are treated equally all the time. Laws have not always applied equally, and our justice systems has not held everyone to the same standard, and quite a bit of that had to do with where people stood in society.

- The question you all should be asking isn't whether taxing citizens to pay for body cameras is the right solution. People come before money. The appropriate question is how we can improve police relationships and increase trust across Ottawa.

Regarding Civilian Investigators & Organized Crime

- Chief Sloley has recognized that organized crime links exist within the OPS, but crime groups infiltrating police forces is nothing new. The FBI published an intelligence assessment in 2006 where it found that white supremacist groups had infiltrated law enforcement in the US. What's going on in the US should not be surprising, but it also helps explain with what we are seeing going on here at home.
- OPS's civilian background investigators have failed as OPS first-line of defense, with organized crime infiltrating the OPS. A variety of roles have been held by individuals with questionable backgrounds links, and it isn't that unusual to see applicant hired despite having background links to serious criminals and organized crime.
- However, none of them were publicly humiliated nor were actions taken to strip them of their dignity and self-worth, in the way a Somali Canadian applicant was in 2016. A public spectacle was made with a black applicant, over car tickets, but there was no noise made with non-black applicants that had background links to serious criminals and organized crime.
- That just goes to show that the lack of attention to latent injustices of racism and the internal contradictions between equal opportunity and people's reality. Its an uncomfortable truth but its an even more troubling reality for those members of society trying to get ahead through hard work, and we need an independent review that explains when and where things went wrong with OPS's first-line of defense.

Outro

- The challenges Chief Sloley has inherited from his predecessors are organizational problems, and its not work that can be done in a boardroom. Its work that must ripple down through every single part of the OPS right down to the front line. So members think about how they can rebuild trust and lead towards a better Ottawa.
- The community resistance we are seeing, that does not mean there are no shared values and commonalities between those communities and police services, but we also did not just stumble into the age of distrust. The individual actions of officers, and the collective overlooking of those actions indicates that there are internal contradictions with the OPS and they conflict with OPS values and mission. These internal pressures go against external expectations to deliver solutions.
- Writing on the wall or words in press releases mean nothing, the behavior that is modelled means everything. The OPSB and all levels of government need to focus on a framework of mutuality if the goal is to inspire, motivate and persuade communities, and I hope that we continue to trend in the right direction.