

**Report to / Rapport au:**

**OTTAWA POLICE SERVICES BOARD  
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

**26 November 2018 / 26 novembre 2018**

**Submitted by / Soumis par:**

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**SUBJECT: HUMAN RIGHTS AND RACIAL PROFILING POLICY: ANNUAL  
REPORT**

**OBJET: RAPPORT ANNUEL SUR LA POLITIQUE RELATIVE AUX DROITS DE  
LA PERSONNE ET AU PROFILAGE RACIAL**

**REPORT RECOMMENDATIONS**

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

**RECOMMANDATIONS DU RAPPORT**

**Que la Commission de services policiers d'Ottawa prenne connaissance du  
présent rapport à titre d'information.**

**BACKGROUND**

Earlier this year, the Ottawa Police Service (OPS) had the privilege to participate in a Anti-Racism Town Hall. It was an opportunity to recognize the International Day Against Racial Discrimination and the United Nations Declaration for the Decade for People of African Descent, which was proclaimed by the City of Ottawa at the event on March 21, 2018 (see attachment 1). OPS was able to recognize and reaffirm the commitment to ongoing work towards equity, diversity, and inclusion by outlining 2018 priority work and the the need for a multi-year action plan. Policy development, implementation, and review is an important part of this work.

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Approved by the Ottawa Police Services Board (Board) in 2013, the Human Rights and Racial Profiling Policy (CR-16) provides high level direction and closely mirrors the OPS operational Racial Profiling Policy that was approved in 2011. This has ensured compatible language, consistent definition and prohibition of racial profiling, and implementation and reporting requirements.

OPS believes in continuing to strive towards a culture that is equitable, diverse, and inclusive. These policies have been instrumental in guiding the police service and entrenching the importance of this ongoing work.

## **DISCUSSION**

This annual report is an opportunity to report on 2018 action items that contribute to the implementation of the policy requirements of the Human Rights and Racial Profiling Policy (CR-16) including:

- Policies and procedures that include definitions, prohibitions, and organizational requirements;
- Training initiatives that address human rights issues, such as understanding and preventing racial profiling and gender discrimination;
- Projects and programs that demonstrate ongoing commitment and partnership work; and,
- Ongoing community engagement and outreach efforts that focus on building capacity, relationships, and public trust.

### **1. Policies and Procedures**

With the assistance of the Dr. Shaheen Azmi of the Ontario Human Rights Commission and Professor David Tanovich from the Windsor University (who authored the book Racial Profiling in Canada), the first comprehensive anti-racial profiling policy in policing was launched by OPS in 2011.

The policy acts as an organizational guide and includes definitions, practices, procedures, and prohibitions against racial profiling. It sets out our commitment and standards to ensure professional bias-neutral policing – reaching many areas of the organization such as training, public engagement, and major projects.

The policy continues to be well received and regarded by subject matter experts as a leading best practice example. The policy has been integrated into other related OPS training including bias-awareness and the fair and impartial police training.

In addition to the OPS Racial Profiling Policy that the Board CR-16 policy is modelled on, the Service has a number of other related operational policies and procedures that together support the policy including: Respectful Workplace, Regulated Interactions, Human Rights/Race Relations, and a new Equitable Work Environment Police that was approved last fall as part of the Gender Audit project (changes were also made to the promotions and transfers policies).

These supporting policies are being reviewed. As part of the Diversity Audit currently underway, these OPS policies and procedures have been submitted to the third party subject matter expert contracted to conduct the diversity audit this year. It is anticipated that the results of the review and recommendations of the audit team will result in an alignment and strengthening of policies and procedures.

## **2. Training Requirements**

Since the introduction of “Racially Biased Policing” e-learning training in 2011, OPS members now receive significant mandatory training that supports the training requirements of this policy.

The Diversity Audit Team is also examining this training as a key area of the diversity audit which includes reviewing the following training:

- a. Gender Project – Bias-Awareness and Gender Based Analysis+ (GBA+) Training (2018)

Completed as part of the OPS Gender Project, the development of an education and awareness plan, including a training program modeled on OPS Bias-Awareness Training was developed in 2017. Implementation of this training began in 2018 with a focus on the priority areas of transfers and promotions.

A two-day GBA+ training session for managers was delivered by Global Affairs Canada. The interactive session provided managers with a practical approach and tools to apply GBA+ analysis to projects, programs, and decision-making that considers gender and intersectionality of diverse of perspectives (race, age, ability,

etc.). It is anticipated that another session will be delivered in 2019 (pending funding).

b. Regulated Interactions (Introduced: 2016 - 2017)

The implementation of the new Ontario Regulation 58/16 “Collection of Identifying Information in Certain Circumstances – Prohibition and Duties required substantial training in order for officers to conduct “regulated interactions” (formerly called street checks).

The mandatory eight hour training developed by the Ontario Police College and a roundtable of provincial subject matter experts includes online and in-class training that focuses on the new regulation requirements as well as:

- The right of a person not to provide information to the police;
- The right of a person to discontinue an interaction with an officer;
- Bias awareness, discrimination and racism and how to avoid them when providing police services;
- How a person may access information about themselves held by this service under the Municipal Freedom of Information and Protection of Privacy Act; and,
- The initiation of interactions with members of the public.

To meet compliance requirements of the legislation, this mandatory training was conducted from Fall 2016 thru January 2017. Retraining requirements are also outlined in the legislation.

c. Fair and Impartial Policing Program (2016)

The Fair and Impartial Policing (FIP) training program uses science-based research to understand human bias and develop tools to help recognize conscious and implicit biases and implement “controlled” (unbiased) behavioural responses. This training leads to more effective policing by equipping officers with information, understanding and practical tools they can use when recognizing and dealing with issues of bias.

Developed by Dr. Lori Fridell and being implemented across the United States and recently in some Canadian cities, the fair and impartial policing perspective reflects a modern way of thinking about the issue of bias. Research tells us that even well-intentioned people manifest biases that can impact their perceptions and behaviour.

FIP was delivered throughout 2016 to all sworn officers and Communications Centre members.

d. Accessibility for Ontarians with Disabilities Act (AODA): 2014

Mandatory AODA training was implemented to meet legislative compliance. Police members must completed multiple e-learning modules on AODA.

e. Canadian Centre for Diversity and Inclusion (CCDI): Employer Partner - 2014

OPS became an Employer Partner of the Canadian Centre for Diversity and Inclusion (CCDI) in 2014. As an Employer Partner of CCDI, OPS employees have access to a number of benefits including monthly newsletters, professional development and training opportunities such as webinars, annual conferences/workshops and quarterly events, resources and research.

An important partner and resource to OPS, CCDI is a national non-profit organization that provides innovative and proven strategies, research, tools, and educational supports to leaders, professionals and employees in organizations across Canada with the goal to help improve overall inclusivity of the Canadian workforce.

f. Traffic Stop Race Data Collection Project : Race Based Data Collection (Began in 2013)

Since June 27, 2013, all Ottawa Police officers who perform traffic stops have been required to complete the mandatory CPKN e-learning course entitled “Traffic Stop Race Data Collection Project”. The training module provides instruction to officers for the process of race based data collection during traffic stops including how and what data to collect, perception of race, and citizen engagement. Additional training resources and videos are also available to officers and supervisors to support compliance of race based data collection.

g. Racially Biased Policing: E-Learning Module (Introduced in 2011)

Developed by the Toronto Police Service with subject matter expertise from the Ontario Human Rights Commission and the Ontario Police College, *Racially Biased Policing* is a one hour e-learning module available to police services on the Canadian Police Knowledge Network (CPKN).

Introduced at OPS in 2011, the learning objectives of this mandatory training include understanding:

- The definition of race and where the concept originated;
- The difference between racial and criminal profiling; and
- How decisions can be affected by biases that we may not even know we have.

Through examples and exercises as well as relevant case law decisions, this e-course assists officers to develop critical thinking skills about their actions when engaged in their duties and take reasonable steps to avoid racially biased policing.

#### h. Diversity and Race Relations – New Recruit Training

In partnership with community partners, the Diversity and Race Relations Section delivers human rights based training to new recruits through an interactive day long session in a community environment that is focused on experiential learning techniques and dialogue with speakers from diverse communities.

#### i. Respectful Workplace Policy and Training (Introduced in 2009)

Police members began receiving mandatory respectful workplace training in 2009. The mandatory half day session is delivered in an interactive classroom setting.

### **3. Major Projects and Initiatives**

In pursuit of bias-neutral policing and building trust, OPS has a long history of working in partnership with the community to address racial profiling and other human rights concerns. OPS recognizes that this is a long-term commitment and that ongoing collaborative action is needed to make lasting impact. Some of the recent highlights of how the OPS implements the community-police engagement policy requirements is highlighted in this section.

#### a. Anti-Racism Town Hall – March 21, 2018

At the Anti-Black Racism Town Hall on March 21, 2018, the mayor proclaimed the International Day for the Elimination of Racial Discrimination by adopting the United Nations International Decade for People of African Descent. The proclamation was presented to community leader and human rights activist, Ms. June Girvan – a long time friend and community connector to the OPS. Ms. Girvan has worked collaboratively with the OPS over the years to recognize and support Black History Month and to support anti-discrimination and relationship work between the police service and diverse communities.

OPS was pleased to participate in the Anti-Black Racism Town Hall. It was an opportunity to recognize and reaffirm our commitment to ongoing work towards equity, diversity, and inclusion by outlining 2018 priority work within a multi-year action plan for bias-neutral policing that focuses on coordinated action, building diversity leadership at OPS, and a culture that embraces equity, diversity, and inclusion.

#### b. Diversity and Race Relations – New Community Equity Council Launched

As per operational policies and their mandate, the Diversity and Race Relations Section continues to provide subject matter expertise and leadership throughout the service and community while coordinating key programs and committees. Some recent section activities include:

- New Recruit Training: Diversity and race relations training and awareness to all new recruits – featuring community speakers and interactive presentations.
- Annual Diversity Celebration: This year's Annual Diversity Celebration was held in front of the newly renovated OPS Headquarters building on Date and included cultural entertainment and presenters as well as an official swearing-in ceremony for a group of new Canadians.
- New Community Equity Council (CEC): The new CEC was launched at the Police Services Board last month. The council will collaborate with the police service to provide advice and insight on ways to improve and strengthen relationships between the OPS and the many Indigenous, faith based, and racialized communities.
- Annual Human Rights Learning Forum: In recognition of Human Rights Day, the third Annual Human Rights Learning Forum was held on December 13, 2017 and focused on the theme of reconciliation by understanding the history of Canada's Indigenous Peoples. The fourth Annual Human Rights Learning Forum takes place on December 6<sup>th</sup> and will focus on dealing with hate in the community.

c. Ottawa Police Census –Third OPS Census Completed

The third OPS OPS census was conducted in December 2017, and the report was presented to the Board this month. The workforce census is an important benchmarking tool to identify the diversity and other representation statistics of police members.

Rather than conducting a census every 5 years, OPS is moving towards a more dynamic census program that will capture and update member census information more regularly. Planning is underway for 2019 implementation. (find out if the Census Report going the Board this month has mention of this).

The census is also a foundational step needed to conduct the diversity audit of the organization, which is currently underway at OPS.

d. Diversity Audit

An experienced subject matter expert, Graybridge Malkam, was contracted in the spring of 2018 following a competition process to conduct a comprehensive organizational diversity audit to:

- Provide benchmarking research data (qualitative and quantitative) to allow for comparisons, measurements, and evidence based decision making;
- Identify obstacles or barriers and provide recommendations for improvement; and
- Help inform the multi-year action plan for bias-neutral policing including design, consultation, implementation plans, and priority action items.

As presented to the Board in June 2018, the diversity audit will include quantitative and qualitative methods to examine and review organizational culture, including but not limited to the below main areas.

- Leadership and Governance including organizational vision, goals, business planning, communications, and performance measurement.
- Representation of diversity within the OPS workforce to determine if it reflects the diversity of the city we serve;
- Human Resources:
  - Outreach and recruitment through to hiring of staff;
  - Career development and promotions;
  - Training;
  - Performance review;
  - Transfers and retention; and
- Policies and Procedures including human rights and anti-discrimination policies.
- Service Delivery including deployment, community engagement, and partnerships.

Expected at the end of Q1 2019, OPS will use the diversity audit report and recommendations to strengthen: 1. equity, diversity, and inclusion work at OPS; and, 2. service to police and community members.

## **CONSULTATION**

The projects within the bias-neutral policing program including the Diversity Audit and policy reviews must lead to meaningful action and culture change.

The police service will continue working with key stakeholders and community partners, as well as new ones, in order to ensure meaningful outreach and consultation opportunities – continued participation is critical to ensure there is a collaborative approach to developing, implementing, and monitoring this work.



## **CONCLUSION**

The Ottawa Police Service is committed to developing and maintaining the trust of the community, it serves by providing responsive, effective, and equitable policing to residents of Ottawa.

We know that racial profiling and other forms of discrimination exists in society and can exist in policing. As policing professionals, we can't ignore the lived experiences of the communities we serve. We need to address these concerns and act together.