

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:

Chief of Police, Ottawa Police Service / Chef de police, Service de police d'Ottawa

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SUBJECT: MEMBER CENSUS

OBJET: RECENSEMENT EFFECTUÉ AUPRÈS DES MEMBRES

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

The Ottawa Police Service (OPS) conducted its first Workforce Census in 2005, becoming the first Canadian police organization to collect such extensive demographic information about its members. Demographic data about the membership helps the OPS to better serve the needs of its members, the organization and the community by:

- supporting the development and refinement of programs, policies and practices to support members' needs;
- gathering objective, data-driven insights to inform the Diversity Audit, and to track progress following the Gender Audit;
- measuring the progress of our recruitment program to diversify our workforce;

- providing objective data regarding the representation of demographic groups across sections and ranks within the OPS to support talent management processes; and
- enabling OPS to better respond to various external requests for workforce demographics.

A second Workforce Census was conducted in 2012, with the most recent Census conducted in 2017.

The Canadian Centre for Diversity and Inclusion (CCDI) was engaged to conduct this research on behalf of OPS. CCDI was selected based on their expertise, their ability to provide industry benchmarks for the policing sector, and standardized questions on the perceptions of inclusion. In addition, the CCDI Tool offers a “dynamic” mode that will enable the Service to capture demographic data ongoing. This supports a more current organizational view to enhance operational decision making.

This anonymous online survey was conducted between November 15, 2017 and December 21, 2017, with unique links emailed to all permanent members. A total of 1,381 OPS members participated in the 2017 census, reflecting an overall response rate of nearly 73% (once the sample was adjusted to remove those on long term leave). While the response rate was lower than 2012 results, it was consistent with 2005 results and exceeded CCDI’s average response rate for all clients (69%) as well as policing clients (66%). The estimated margin of error for Ottawa Police Service’s adjusted sample size as a whole is $\pm 1.38\%$ 19 times out of 20. Therefore the results can be considered statistically accurate and representative of all OPS members.

DISCUSSION

Overall, the 2017 Member Census results provide a valuable snapshot of the demographic composition of the membership.

Summary Profile: The typical OPS member is a white heterosexual English-speaking male, aged 45-54, born in Canada, married and living with dependents aged 6-14 years old, in a Sworn position, with 10-15 years at OPS.

Summary of Key Demographics:

Demographic	Result
Sworn / Civilian	63.36% are Sworn 36.64% are Civilian
Acting Roles	13.69% are performing in an acting/temporary role or assignment

Generation	Baby Boomers 12.60%	Gen X 49.00%	Millennials 24.04%
Years of Service with OPS	< 1 year 2.61%	10-15 years 19.19%	
	1-3 years 7.24%	15-20 years 18.90%	
	3-5 years 3.40%	20-24 years 10.50%	
	5-10 years 6.94%	25+ years 12.45%	
Gender	Male 57.49%	Female 38.45%	Other 0.58%
Sex	Male 57.71%,	Female 38.38%	
Gender & Role	Sworn Male 45.55%	Civilian Male 11.95%	
	Sworn Female 14.70%	Civilian Female 23.75%	
Relationship Status	Married 62.13%	Common Law 11.66%	Single 8.11%
	Divorced 5.79%	Separated 3.91%	Life Partner 2.46%
Partner OPS Member	Of those in a relationship, 18.52% have another OPS member as a partner		
Sexual Orientation and Openness	Heterosexual 86.75%	LGB2sQ+ 6.01% *	
	* Of LGB2sQ+, about half are open with co-workers/managers about sexual orientation		
Race / Ethnicity	Caucasian 79.63% are Caucasian		
	Racialized 13.45% (4.07% Asian, 3.31% Black, 1.69% Latin/Hispanic, 1.46% Middle Eastern and 2.69% Mixed Race)		
Indigenous Status	5.79% are Indigenous		
Born in Canada	85.55% were born in Canada and the majority of those who were not arrived in the 60s, 70s or 80s		
Language	English only 47.14%	English & French only 37.51%	
	6.66% speak English and one or more other languages		
	6.08% speak English and French and one or more other		

	languages
Religion	Christian 58.58% Atheist 7.17% Non-Religious 11.80% Non-Christian 6.37% Agnostic 5.58%
Education	Secondary School Diploma or equivalent 11.66% Post-secondary diploma or certificate 38.45% Bachelor's degree 40.84% Master's degree 5.21%
Educational Enrolment	5.36% are currently enrolled part-time in a school/ college/ university
Dependents	Have dependents 48.23% Do not have dependents 48.52%
Children	Of those with dependents, 83.48% have children <18 years old
Parents or Grandparents	Of those with dependents, 16.22% have elder dependents
Childcare	29.47% spend 30-59 hours per week on childcare responsibilities
Other Dependent Care	35.19% spend 5-14 hours per week providing other dependent care
Home Related	51.63% spend 5-14 hours per week on housework, yardwork or home maintenance
Disability Status	Non-disabled 79.29% 5.57% identify as a person with a disability of some type (definition includes chronic illness, physical disability, sensory disability, learning disability, mental illness, addiction).

Findings

1. There is strong representation of some minority groups overall at OPS.

- Indigenous persons, Latin / Hispanic persons, LGB2sQ+ persons, and Persons with a Disability are strongly represented at Ottawa Police Service when compared to various available benchmarks. However, findings relating

to Persons with a Disability should be interpreted cautiously since differing definitions used in the 2017 Census and the benchmark 2012 Canadian Survey on Disability, may have contributed to the difference.

Demographic Group	Ottawa Police Service	Benchmark
Indigenous	5.79%	2.50% (Ottawa population)
Latin/Hispanic	1.69%	1.37% (Ottawa labour force)
LGB2sQ+	6.01%	5.1% (Ontario population)
Persons with a Disability	15.57%	10.08% (Canadian population)

2. Since 2012, representation of Females, Racialized persons, LGB2sQ+ persons, Indigenous persons, and Persons with a Disability has increased or remained about the same.

- There has been a small increase in Female representation, from 35.67% to 38.45%.
- Racialized representation has increased significantly from 9.40% to 13.45%.
- LGB2sQ+ representation has increased significantly from 3.23% to 6.01%.
- Indigenous representation has remained similar, decreasing from 6.15% to 5.79%.
- Representation of persons with a Disability has increased from 4.99% to 15.57%. However, the definition of Persons with a Disability shifted from the 2012 to the 2017 census to become much broader. This likely affected increase in representation.

Demographic	2012	2017	Percentage difference
Female	35.67%	38.45%	+ 2.78%
Racialized	9.40%	13.45%	+ 4.05%
LGB2sQ+	3.23%	6.01%	+ 2.78%
Indigenous	6.15%	5.79%	- 0.36%

Persons with a Disability	4.99%	15.57%	+ 10.58%
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- The OPS workforce has become more diversified in terms of place of birth and religion compared with previous Census survey results.

3. The proportion of OPS members with higher educational attainment has increased since 2012.

- A higher proportion of OPS members have a post-secondary diploma or certificate and/or a Bachelor's degree compared to 2012.

Demographic	2012	2017	Percentage difference
Secondary (high) school diploma or equivalent	9.4%	11.7%	+ 2.3%
Post Secondary Diploma or certificate	30.1%	38.5%	+ 8.4%
Bachelor's degree	36.6%	40.8%	+ 4.2%
Master's degree	3.3%	5.2%	+ 1.9%

4. There is strong representation of racialized persons and females in leadership roles at OPS.

- Racialized persons are proportionately represented in Senior Leadership at 14.46% compared to 13.45% overall.
- Of Senior Leaders, 38.37% are Females, compared to 38.45% of the organization overall.

5. There continues to be a relatively low representation of some minority groups overall at OPS.

- Females, racialized persons (particularly Asian, Black and Middle Eastern groups), and persons born outside Canada are under-represented at OPS overall when compared to Ottawa labour force statistics.

Demographic Group	Ottawa Police Service	Benchmark
Females	38.45%	49.02% (Ottawa labour force)
Racialized	13.45%	20.06% (Ottawa labour force)
Asian	4.07%	8.74% (Ottawa labour force)
Black	3.31%	5.38% (Ottawa labour force)
Middle Eastern	1.46%	3.83% (Ottawa labour force)
Persons born outside Canada	12.61%	20.80% (Ottawa labour force)

6. The percentage of Sworn females has remained the same since 2012.

- There has been an increase in the percentage of males in Civilian roles.
- Of Sworn Officers, 23.90% were Female in 2012 compared with 23.20% in 2017.
- Of Civilian Members, 28.70% were Male in 2012 versus 32.61% in 2017

7. OPS members perceived relatively low diversity and inclusion, particularly amongst specific groups.

- Racialized (particularly Black and Asian) members, non-Christians, and persons with a disability perceive less diversity and feel less included than other groups at OPS.
- Female members are not feeling as included as males at OPS.

FINANCIAL IMPLICATIONS

The cost of the 2017 member census was included in the OPS' operating budget. The cost of implementing the dynamic mode will be included in the OPS' operating budget.

SUPPORTING DOCUMENTATION

Document 1 – Executive Summary and Snapshot - 2017 OPS Member Census, CCDI
[*\(Issued at the Policy & Governance Committee meeting on 21 November 2018.\)*](#)

CONCLUSION

The 2017 OPS Member Census research provided a valuable opportunity for OPS to better understand the demographic composition of its workforce, to compare this composition to available benchmarks and to past OPS Member Census surveys. The

survey also enabled OPS members to share their perceptions of diversity and inclusion. In terms of diversity and inclusion, the results show that OPS continues to make strides in becoming more reflective of the community we serve. However, they also show that we must continue to focus on inclusion and build on the trust in our community and our membership through active application of equitable and inclusive policies, practices and decision-making.

The results will be used:

- to support the development and refinement of programs, policies and practices to support member needs,
- as a key input to the Diversity Audit, and to monitor progress following the Gender Audit;
- to measure the progress of our recruitment program to diversify our workforce;
- to support our talent management processes; and
- to respond to external requests for workforce demographics.

The “Dynamic Mode” is currently being implemented, which will allow for updated information regarding member demographics to be available on an ongoing basis. As well, it is anticipated that CCDI will have compiled police sector demographics based on work with other police services in the near future to allow OPS to compare against another useful benchmark.

The insights from this research will help the OPS to continually improve our service to the public and be representative of the communities it serves.