

GO FORWARD FRAMEWORK- DIVERSIFYING THE OPS SWORN WORKFORCE

Police Services Board

February 26, 2018



OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

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



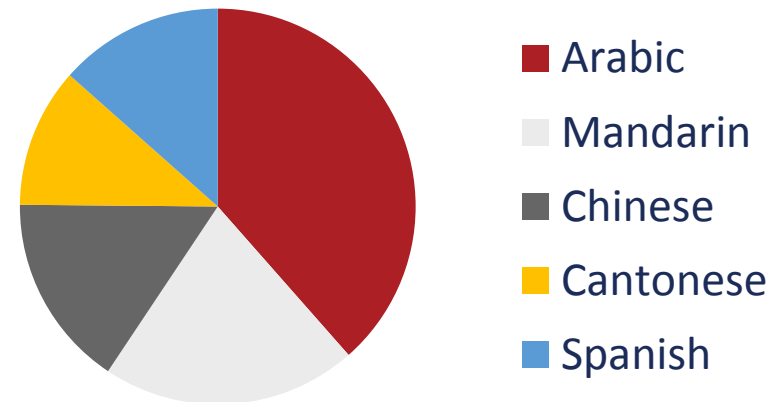
ottawapolice.ca

CHALLENGE



- 400-500 Sworn Officer hires over 5 years
- Up to 1500 prospects needed
 - Women
 - Indigenous
 - Sexual Orientation
 - Racialized
 - Languages

Language Profiles Excluding Official Languages



CONTEXT



- Immediate internal changes
- Diversity Audit – Results 12-18 months
- Candidate Profiles- Constable Selection Process Changes: OACP Leadership

IMMEDIATE APPROACH



- Best practices, research and OPS Pilot Study
- Outreach
- Streamlining Recruitment and Selection Processes

NEW APPROACH TO OUTREACH



- Investment in Outreach team
- Increased Community involvement
- Recruitment Communication Strategy

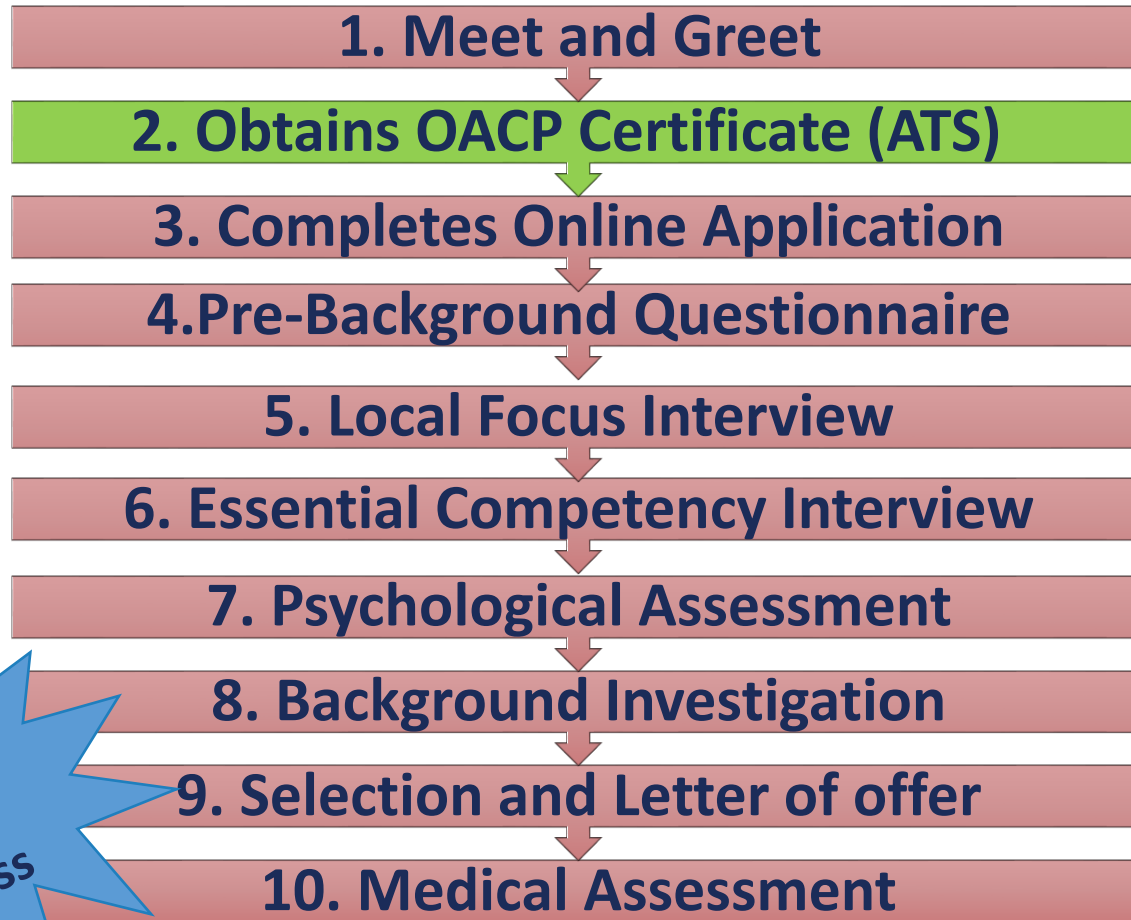


STREAMLINING RECRUITMENT AND SELECTION PROCESSES



- Increase number of candidates who are reflective of the entire community
- Identify and remove barriers
- Reduce overall time required
- Ensure all steps in the process abide by Equitable Work Environment Policy
- Bias neutral training and GBA+ for all outreach and panel members
- Standardize background investigation process

CURRENT RECRUITING PROCESS



6-9
Month
Process

FUTURE DISCUSSION



- Diversity Audit
- Candidate Profile
 - Applicant Testing Services' process demographics not reflective of community demographics
 - 10% of applicants are female with a 45% pass rate
 - No data available by race or ethnicity
 - Discussions ongoing to improve data collection and overall reflectiveness of candidate profiles
- Board adding Diversity as a Value