



OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA
The Trusted Leader in Policing
Le chef de file de confiance dans la police

Diversity Audit: Overview

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Our Graybridge Malkam Team

Six team members with many years of experience in equity, diversity and inclusion

<ul style="list-style-type: none">• Diversity and inclusion-related reviews (40+)	<ul style="list-style-type: none">• Collaborative team with complementary skills
<ul style="list-style-type: none">• Deep subject matter expertise	<ul style="list-style-type: none">• Facilitating engagement and dialogue
<ul style="list-style-type: none">• Experience with public safety organizations	<ul style="list-style-type: none">• Advanced research, analysis and report writing





What is a Diversity Audit?

- A comprehensive review and evaluation
- Assessment of current state
- Identification of strengths, weaknesses, and gaps to address in order to achieve diversity goals





Aspects of OPS Diversity Audit



Benchmarking

- Assess and benchmark results for comparisons, measurement and evidence-based decision-making



Exploration

- Identify obstacles or barriers
- Flag opportunities



Recommendations

- Provide recommendations for improvement
- Help inform OPS Bias-Neutral Policing, EDI Strategy and Action Plan





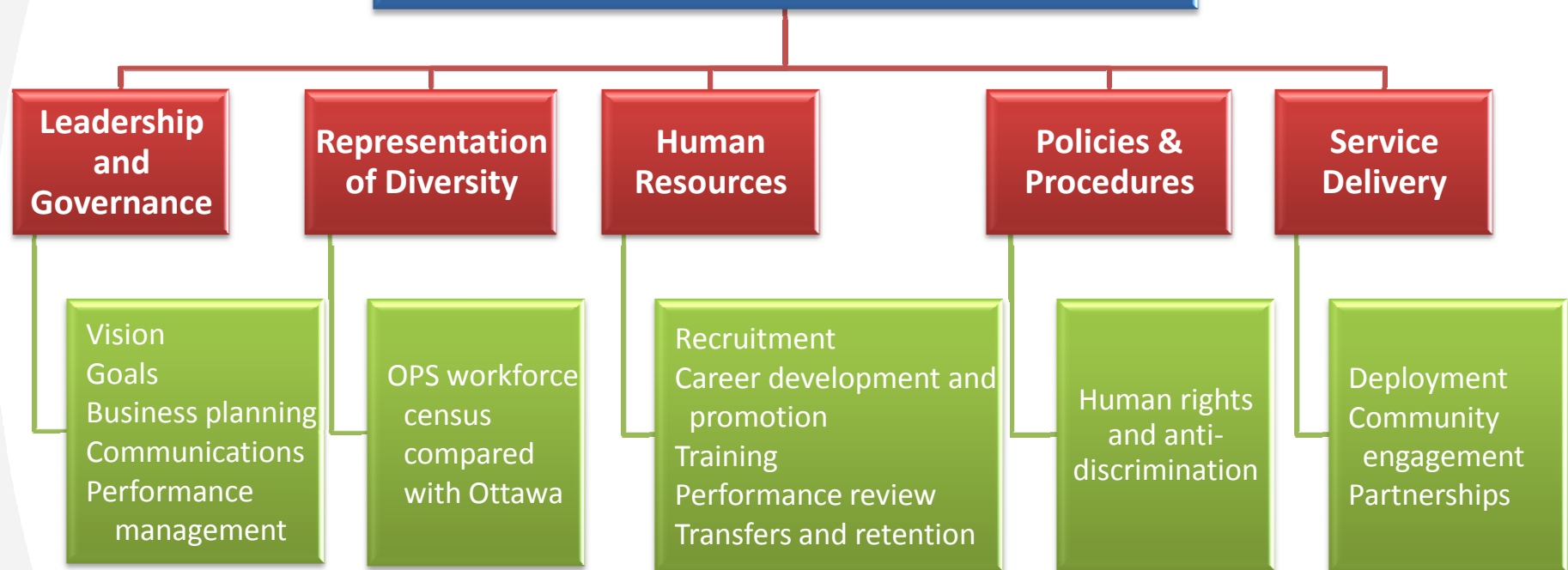
Highlights of comprehensive approach

- Adoption of equity, diversity and inclusion (EDI) lens
- Broad scope: examine practices, policies and organizational culture
- Building on OPS work to date (Gender Audit, Traffic Stop Race Data Collection, Outreach Liaison Team, etc.)
- Engagement of internal and external stakeholders
- Action-oriented: strength-based and benchmarked
- Regular reporting to OPS, community, and Police Services Board





OPS Diversity Audit –Areas of Focus





Workplan

Consolidate Existing Insights (June - August)

*Review documentation,
OPS Workforce Census, and
previous consultations*
Consult with key contacts

**> Interim report and
community input plans**

Police & Community Inputs (August - October)

*Consult with OPS outreach
teams*
*Community input via
meetings and questionnaire*

**> Interim report and
OPS dialogue plans**

OPS Dialogue and Reporting (October - January)

Dialogue and validation
*Interviews with OPS leaders
and members*

> Draft and final reports

Engagement and Communications Throughout





Summary of Expected Outputs

- Consolidation of previous findings
- 'Current state' assessments in five areas of focus
- Solution-focused engagement insights
- Recommendations for action





Thank you | Merci !

"Creating and managing a diverse workforce is a process, not a destination."

— R. Roosevelt Thomas, Jr.