



Ottawa Police Services Board

Minutes 1

Monday, 17 December, 2018, 4:00 PM

Andrew S. Hayden Hall, 110 Laurier Ave. West

Krista Ferraro, Executive Director

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Present: Councillor D. Deans (Chair), L.A. Smallwood, (Vice Chair), A. Blaustein, Councillor K. Egli, Councillor C. Meehan, S. Valiquet

SWEARING IN OF NEW MEMBERS

Acting Chair Smallwood invited D. Deans, K. Egli and C. Meehan to join Mr. R. O'Connor, City Solicitor, at the podium to be sworn in as new members of the Ottawa Police Services Board. D. Deans, K. Egli and C. Meehan took the Oath of Office and were congratulated on becoming Board members.

The Acting Chair took a moment to acknowledge the contributions made by outgoing Board members E. El-Chantiry, A. Hubley and T. Tierney. He commended former Board Chair El-Chantiry for the contributions he made both municipally and provincially to police governance.

ELECTION OF CHAIR

A point of clarification was made that the responsibility for the election of the Chair and Vice Chair rests with the Ottawa Police Services Board, and not City Council. City Council is able to make recommendations for consideration by the Board.

Moved by L.A. Smallwood

Seconded by S. Valiquet

WHEREAS the *Police Services Act* mandates that “members of a board shall elect a chair”; and

WHEREAS the position of Chair of the Ottawa Police Services Board is currently vacant; and

WHEREAS Ottawa City Council has endorsed Mayor Watson’s recommendation that Councillor Diane Deans assume his seat on the Board and be its Chair; and

WHEREAS this nomination, if successful, would mark only the second time in its long history that a woman has been elected Chair of the Ottawa Police Services Board since the late Marion Dewar, former Mayor of the City of Ottawa in the early 1990s;

THEREFORE BE IT RESOLVED THAT the Ottawa Police Services Board move to hold an election to fill the vacant position of Chair; and

BE IT FURTHER RESOLVED THAT I nominate Diane Deans to be the Board’s next Chair.

CARRIED

Moved by L. A. Smallwood

Seconded by S. Valiquet

That nominations for the position of Chair of the Ottawa Police Services Board be closed.

CARRIED

Moved by L. A. Smallwood

Seconded by S. Valiquet

That the Ottawa Police Services Board appoint D. Deans as Chair of the Board for the remainder of 2018.

CARRIED

Chair Deans wanted to thank the Board for their support in electing her as the new Chair. She wished to echo Vice Chair Smallwood's comments thanking outgoing Chair, Councillor El-Chantiry for his leadership and the contributions of Councillors Tierney and Hubley. She stated that community safety is of utmost importance and this is a tremendous responsibility and a challenge she embraces. The term ahead will be a busy one with many important files, including the budget, the strategic plan, selection of a new Chief and much more. The OPS must continue to work together with community partners to help provide important prevention and intervention programs and build community resilience. As the Chair of the Board, Chair Deans wants to share her desire to build a strong relationship with the men and women of the Ottawa Police Service. Their dedication and courage is the reason why Ottawa remains a safe city and one to be proud to call home.

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the Agenda of the 17 December 2018 meeting.

CARRIED

CONFIRMATION OF MINUTES

Minutes 50, 26 November 2018

That the Ottawa Police Services Board confirm the Minutes of the 26 November 2018 meeting.

CARRIED

DECLARATIONS OF INTEREST

There were no declarations of interest.

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

Finance and Audit Committee - Draft Minutes 13 November 2018

Human Resources Committee - Draft Minutes 3 December 2018

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

RECEIVED

INQUIRIES

There were no inquiries.

ITEMS OF BUSINESS

1. CHIEF'S VERBAL REPORT

Chief Bordeleau reported on the following items: New Board Members, Human Rights Learning Forum, RIDE Campaigns, Distracted Driving, Province-Wide Child Porn Investigation Results in Six Arrested Locally, Two Constables Rescue Man in Distress, and Happy Holidays. *(A copy of the Chief's verbal report is available [online](#).)*

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

RECEIVED

2. EXECUTIVE DIRECTOR'S 2018 PERFORMANCE REVIEW

WHEREAS the Board's Human Resources Committee is responsible for the annual review of the performance of the Executive Director; and

WHEREAS the Committee's membership now only consists of one approved member as a result of the departure of two members from the Board; and

WHEREAS membership on the Board's Committees will not be confirmed until the new year;

THEREFORE BE IT RESOLVED that the Board delegate the completion of the performance review for the Executive Director for 2018 to Vice Chair Sandy Smallwood and current Human Resources Committee member Suzanne Valiquet.

CARRIED

3. APPOINTMENT OF SPECIAL CONSTABLE: CARLETON UNIVERSITY

Chief's report

That the Ottawa Police Services Board approve the appointment of Travis ROBIDOUX, as a Special Constable pursuant to Section 53 of the *Police Services Act*, in accordance with the terms and conditions set forth in the attached Approval of Appointment form.

CARRIED

4. APPOINTMENT OF SPECIAL CONSTABLES: OC TRANSPO

Chief's report

That the Ottawa Police Services Board approve the appointments of Laura Ann Lynn LALONDE and Kiera Carlee NORRIS, as Special Constables pursuant to Section 53 of the *Police Services Act*, in accordance with the terms and conditions set forth in the Approval of Appointment form.

CARRIED

5. OTTAWA POLICE SERVICE EQUITABLE WORK ENVIRONMENT POLICY

Chief's report

Deputy Chief S. Bell and L. Bianco, Program Manager Equitable Work Environment, updated the Board on the work that was completed in 2018. *(A copy of the presentation is kept on file with the Board's Executive Director.)*

After the presentation a discussion ensued and the following points of clarification were made:

- As a result of an audit that identified systemic barriers in the Ontario Constable Selection Process, the Province in coordination with the Ontario Association of Chiefs of Police (OACP), is revisiting the entire constable selection system to identify and eliminate those barriers. For example, in a pool of 5,000 candidates, 500 are women and only 45% pass.

- The nature of policing and the demands of the job are changing. De-escalation and the ability to communicate are vitally important. However at some point members may become involved in physical confrontation as part of their job and training and certain physical abilities are required for these situations as well. Further, some positions have elevated physical requirements due to the nature of the job being performed.
- In terms of the implementation of the EDI office, more effort is being made to ensure senior leaders have more knowledge, understanding and input on what is being done and why the organization is moving in this direction, so they in turn can share it with their teams. Internal mechanisms are in place where individuals can raise issues and try to resolve them before it escalates to a grievance or a human rights issue. Early intervention can help identify areas where the organization can do better.

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

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6. 2019 INTERNAL AUDIT PLAN

Chief's report

That the Ottawa Police Services Board approve the Audit Plan.

CARRIED

7. BOARD DISCRETIONARY FUND: 2018 ANNUAL REPORT

Executive Director's report

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

RECEIVED

8. OUTSTANDING BOARD INQUIRIES & MOTIONS: DECEMBER 2018

Executive Director's report

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

RECEIVED

9. LETTERS OF COMMENDATION

Chief's report

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

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OTHER BUSINESS

10. CONFIRMATION OF IN CAMERA MINUTES

Minutes 50 from 26 November 2018 meeting

That the Ottawa Police Services Board confirm the Minutes from the 26 November 2018 In Camera meeting.

CARRIED

ADJOURNMENT

The meeting adjourned at 4:55 p.m.

Krista Ferraro
Executive Director

Diane Deans
Chair