



OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

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

Make Meaningful Progress on EDI

Draft Strategic Action Plan: 2020 – 2022

Police Services Board
January 27, 2020



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Building the EDI Action Plan Together

§ Human Rights Learning Forum – Highlights [video](#)

§ Online Questionnaire

§ OPS Meetings

§ SME Advice and Reviews

§ Community Equity Council – Workshops & special meeting



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The poster features the Ottawa Police Service crest at the top center. Below it, the text reads: "OTTAWA POLICE SERVICE / SERVICE DE POLICE D'OTTAWA" and "à l'Égalité Partir de la Commande - À l'égalité / Un partenaire fiable de la sécurité communautaire". The main title is "5th Annual / 5^{ème} HUMAN RIGHTS LEARNING FORUM / FORUM SUR L'APPRENTISSAGE DES DROITS DE LA PERSONNE". The central theme is "From Recommendation to Action - Traffic Stop Race Data and Diversity Audit Reports" / "Des recommandations aux actes - Rapports sur la collecte de données fondées sur la race aux contrôles routiers et sur la Vérification de la diversité". It includes logos for HR LF and FA DP. The event details are: "December 4, 2019 / le 4 décembre 2019", "8AM TO NOON / DE 08H00 À MIDI", and "ST ELIAS CENTRE 750 RIDGEWOOD AVE / CENTRE ST ELIAS 750 AVENUE RIDGEWOOD". Registration information is "Register / Inscrivez-vous : ottawapolice.ca/race". The bottom of the poster shows a row of colorful hands in various colors (yellow, green, blue, red, orange) raised in a gesture of participation.

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SERVICE DE POLICE D'OTTAWA
à l'Égalité Partir de la Commande - À l'égalité / Un partenaire fiable de la sécurité communautaire

**5th Annual / 5^{ème}
HUMAN RIGHTS LEARNING FORUM
FORUM SUR L'APPRENTISSAGE DES DROITS DE LA PERSONNE**

**From Recommendation to Action - Traffic Stop Race
Data and Diversity Audit Reports**

**Des recommandations aux actes - Rapports sur
la collecte de données fondées sur la race aux
contrôles routiers et sur la Vérification de la diversité**

Join us for an interactive engagement session to share key findings from the reports and the draft EDI Action Plan

Soyez des nôtres pour une séance interactive de mobilisation afin de partager les constatations importantes provenant des rapports, et du plan d'action provisoire EDI

December 4, 2019 / le 4 décembre 2019

8AM TO NOON / DE 08H00 À MIDI

ST ELIAS CENTRE 750 RIDGEWOOD AVE / CENTRE ST ELIAS 750 AVENUE RIDGEWOOD

Register / Inscrivez-vous : ottawapolice.ca/race



Expected Outcomes

Prevent, identify and eliminate individual acts of racism and all forms of discrimination in our workplace and service delivery;

Overhaul systems that have unintended consequences on police and/or community members (such as over-policing and under servicing); and

Indications that we are moving in the right directions (perception, feelings and impact such as improved trust and confidence) both internally and externally.

Chief Peter Sloly,

5th Annual Human Rights Learning Forum, Dec. 2019



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10 Priority Action Items for 2020

2020 Priority Action Items

1. **Create EDI Office** to enhance EDI efforts and coordination across OPS.
2. **Provide EDI Coaching and Mentoring** to equip our leaders with culture change and EDI tools
3. **Develop EDI Lens Toolkit** to improve our decision-making and internal and external systems – including updates to the transfer, promotions, and developmental rotation processes.
4. **Reintroduce Hate Crime Section** to improve response and support to impacted communities.
5. **Update Outreach Recruitment and Background Check Processes** to remove unintended barriers and increase competitive applications.



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2020 Priority Action Items

6. **Develop New Training** plans for human rights, anti-racism, indigenous awareness, and mental health with an intersectional approach - to address gaps and provide intercultural learning opportunities.
7. **Enhance Member Wellness** supports and inclusion efforts - accommodations, early intervention, and formalizing Employee Resource Groups (ERGs).
8. **Improve Complaint Resolution Process** for members and supervisors.
9. **Enhance Community Policing** including expansion of Neighbourhood Resource Teams.
10. **Continue Anti-Racial Profiling** efforts on addressing over and under policing concerns using a multi-stakeholder approach to policy, procedures, and accountability measures.



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Building the EDI Action Plan Together

Inspector Paul A. Burnett, M.O.M.
EDI Strategy, Project Lead

Laurie Fenton, Program Manager

Email: EDI@ottawapolice.ca

Thank you. Merci.



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