

Report to / Rapport au:

**OTTAWA POLICE SERVICES BOARD
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

27 January 2020 / 27 janvier 2020

Submitted by / Soumis par:

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

Contact Person / Personne ressource:

**Deputy Chief Uday Jaswal, Deputy Chief / Chef adjoint
*Jaswalu@ottawapolice.ca***

SUBJECT: EQUITY, DIVERSITY, AND INCLUSION ACTION PLAN 2020 – 2022

OBJECT: PLAN D'ACTION SUR L'ÉQUITÉ, LA DIVERSITÉ ET L'INCLUSION 2020 - 2022

REPORT RECOMMENDATION

That the Ottawa Police Services Board receive and table the Ottawa Police Service Equity, Diversity, and Inclusion Action Plan, to be considered at the Board meeting on 24 February 2020.

RECOMMANDATIONS DU RAPPORT

Que la Commission de services policiers d'Ottawa reçoive et dépose le Plan d'action sur l'équité, la diversité et l'inclusion du Service de police d'Ottawa qui sera examiné lors de la réunion de la Commission, le 24 février 2020.

BACKGROUND

The Equity, Diversity, and Inclusion Action Plan 2020-2022 is a major deliverable of the Ottawa Police Services Board's Strategic Plan in the priority area to make "Meaningful Progress on Equity, Diversity and Inclusion (EDI).

In recent years, there have been a number of independent reports and recommendations as well as significant input from police and community members through many different formats including: meetings, focus groups, surveys, and forums.

Following the release of the two latest independent reports last fall, the second Traffic Stop Race Data Collection Report and the Diversity Audit, OPS made a firm commitment to make meaningful and measurable progress and move from reports and recommendations to greater action.

DISCUSSION:

At our fifth Annual Human Rights Learning Forum last month, OPS made a commitment to community and police members to we would continue our leadership and partnership work on EDI and release a strategic action plan in January 2020.

OPS is pleased to deliver on that commitment by providing this report and releasing the Draft EDI Action Plan 2020-2022 today (see attached document).

The three year organizational plan focuses on creating meaningful and measurable progress and building a culture that embraces equity, diversity, and inclusion. It has:

- Focused activities and defined deliverables;
- Target outcomes and benchmark measures;
- Regular updates and progress reporting;
- Culture change and engagement actions;
- Multi-Stakeholder approach – development, implementation, and monitoring; and
- Five Key focus areas of work represented by a “house image”: Leadership and accountability, Community and Service Delivery, Diverse Workforce – All Levels, EDI Competent Members, Member Support and Inclusion.

The short and user friendly action plan, and this year’s priorities, were built on many different sources including the recently released reports and significant inputs from both police and community members who contributed to the many meetings, interviews, forums and surveys over the last two years. We also worked closely with the Community Equity Council (CEC) and its working groups to design the plan and set priorities.

Priority action items for 2020 include:

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 Unit to improve response and support to impacted communities.
5. Update Outreach Recruitment and Background Check Processes to remove unintended barriers and increase competitive applications.
6. Develop New Training Plans for human rights, anti-racism, indigenous awareness, and mental health 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.

All 2020 actions items include assignment, completion dates, draft outcomes and measurement tools. There will be collaboration with stakeholders, regular progress reports and dialogue with the Senior Leadership Team and the Community Equity Council, as well as an annual report to the Police Services Board.

Subsequent annual action planning will include an assessment of the current year action items, budget planning, and prioritization exercises with internal and external stakeholders.

CONSULTATION

N/A

FINANCIAL IMPLICATIONS

The EDI Office budget was approved as part of the OPS 2020 Budget process. Most expenses related to implementing this year's action items are included in the relevant section's operating budgets and will be tracked throughout the year.

SUPPORTING DOCUMENTATION

Document 1: Equity, Diversity, and Inclusion Action Plan 2020-2022: Focus on Year One – 2020 Action Items

CONCLUSION

This Action Plan has been developed in consultation with our community and the members of the OPS. The OPS is tabling this report to allow time for the Board and public to review the actions it contains and provide feedback. The OPS has been a national leader in this important work and shows much courage in Canadian policing, as we continue to address barriers and make advancements. Together we'll move from reports and recommendations to greater action – making more meaningful and measurable progress on EDI by focusing on culture change, removing barriers, and improving systems. The Action Plan will be considered at the February meeting of the Board.