



## Ottawa Police Services Board

### Minutes 30

Monday, November 23 2020, 2:00 PM

By Zoom

**Krista Ferraro, Executive Director**

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#### **Board Members:**

**Members:** Councillor D. Deans, B. Johnson, Councillor R. King, Councillor C. Meehan, D. Nirman, L.A. (Sandy) Smallwood, R. Swaita

#### CONFIRMATION OF AGENDA

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Chair D. Deans requested the addition of one item to beginning of the agenda:

- Chair's Verbal Address

**That the Ottawa Police Services Board confirm the amended agenda of the 23 November 2020 meeting.**

CONFIRMED as amended

CONFIRMATION OF MINUTES

MINUTES #28 OF 26 OCTOBER 2020

MINUTES #29 OF 4 NOVEMBER 2020

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**That the Ottawa Police Services Board confirm Minutes #28 of the 26 October 2020 meeting and Minutes #29 of the 4 November 2020 meeting.**

CARRIED

DECLARATIONS OF INTEREST

There were no declarations of interest.

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

FINANCE AND AUDIT COMMITTEE - DRAFT MINUTES #12 OF 9 NOVEMBER 2020

HUMAN RESOURCES COMMITTEE - DRAFT MINUTES #8 OF 17 NOVEMBER 2020

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**That the Ottawa Police Services Board receive this item for information.**

RECEIVED

INQUIRIES

The following inquiries were raised by Board members, to be addressed at a future meeting of the Board:

**Member Robert Swaita- The findings and recommendations of the discontinued Outreach Liaison Team**

After the tragedy of Abdirahman Abdi, the OPS commissioned a special Outreach Liaison Team (OLT) to engage marginalized communities. What were the findings of the OLT? Why was it discontinued? Please provide further information on the mandate of the Provincial Liaison Team (PLT).

**Member Bev Johnson- OPS peaceful protest processes and plans**

A video shared from 3AM on 21 November depicts what appears to be a long lineup of police, several deep, attending to a small and peaceful protest. Without knowing the full context, the video is shocking. What are the processes and plans in place when it comes to dismantling a peaceful protest, as it relates to 21 November and in general?

**Member Daljit Nirman- justification of removing protestors Justification of demonstration dismantling**

At 3:30 a.m. on 21 November, OPS forced sleeping demonstrators at Nicholas and Laurier streets to disperse, arresting 13. As OPS would've been aware of scheduled meetings between Board Members and protestors, what was the rationale behind dispersing the demonstrators mere hours before said meetings were set to occur? In doing so, was there any unjustified use of force?

ITEMS OF BUSINESS

1. CHAIR'S VERBAL ADDRESS

Chair's Report

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Chair Deans addressed the Board and the public regarding the events having unfolded in the early morning hours of Saturday, 21 November at the intersection of Nicholas and Laurier streets. Peaceful protestors for black and indigenous rights were dismantled by OPS officers. 12 arrests were made. In light of these events, the Chair suggested the Board will need to work towards building its own relationship with the public, independent of the OPS. Chair Deans stated she was unaware that police were going to break up the protest, as she had a meeting scheduled with protestors just mere hours after the arrests were made.

She acknowledged that there are several years of hard work ahead, saying that although many believe the solution is to immediately defund the police, the important work the Board wants done requires funding. Re-allocating funds is something that will be considered in the future, she said, while referencing several motions that were later brought forth. She said she is committed to working with the public in navigating ahead towards meaningful change and a more just society. She remains open to a meeting. She said she believes that the Board and the public hold a common goal; a police service that serves all citizens, is free of discrimination or harassment, and

who has the trust of Ottawa residents. Dean's offered her continued support for OPS Chief Peter Sloly.

Board members then responded. Lastly, the Chief offered his support for the current Ottawa Police Services Board, referring to them as the "best" Board he has ever worked with.

Chief Sloly went on to offer additional information regarding what happened with the protestors over the weekend. He said the encampment was removed with the greater public safety of everyone front of mind. 13 people were arrested, and the only delays in their release were with those that would not identify themselves. He said they did their best to be sensitive with the ceremonial items, but that there were some items the OPS needed to be better aware of.

RECEIVED

2. CHIEF'S VERBAL REPORT

Chief's report

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A copy of the Chief's verbal report is available [online](#).

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

RECEIVED

3. 2021 DRAFT OPERATING AND CAPITAL BUDGETS: PUBLIC DELEGATIONS AND APPROVAL

Budget document previously distributed

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The Board heard from the following public delegates:

1. LAURA SHANTZ
2. ASTOR LI
3. ~~BROOKE SHAW~~ (*registered but did not attend*)
4. ROBIN BROWNE, 613 – 819 Black Hub
5. SUZANNE OBIORAH, PRIMARY CARE AND REGIONAL PROGRAMS;  
SOMERSET WEST COMMUNITY HEALTH CENTRE

6. FREDERIC LANGLOIS, HORIZON OTTAWA
7. DAVID HENNESSY
8. CAROLINE ALINCE
9. SAMANTHA MCALEESE
10. CASSIE SLACK
11. SARP KIZIR, COALITION AGAINST MORE SURVEILLANCE (CAMS)
12. MAR KHORKHORDINA
13. KATE NOYES
14. MWINYELE D
15. ~~KARIN FREEMAN~~ (*registered but did not attend*)
16. IFRAH YUSUF, JUSTICE FOR ABDIRAHMAN COALITION
17. STEPHANIE HARRISON
18. VELVET LECLAIR
19. MIRIAM SHAFTOE
20. BIBI HAKIM
21. ERIN GREEN (Rothschild)
22. JACK BELLEMARE
23. KHADIJA EL HILALI
24. ~~TAMARA SALLOUHA~~ (*registered but did not attend*)
25. LAURA AGUIAR
26. DR. KATHRYN DESPLANQUE
27. WILLIAM FELEPCHUK
28. JENNIFER BONGONDO
29. FARNAZ FARHANG
30. JADE ODIASE
31. ~~CHELSEA BERRY~~ (*registered but did not attend*)
32. ~~NADIA HANAK~~ (*registered but did not attend*)
33. VINCE NOGUEIRA

34. HAYLEY RIVIER-GATT
- ~~35. JAMES BRUMMEL (registered but did not attend)~~
36. ALISON SMEDLEY
37. JENNIFER FLETCHER
38. REEM AL-AMERIE
39. JANET JACKDEN
- ~~40. APPOLINAIRE MUSHANA (registered but did not attend)~~
41. KHULUD BAIG
42. RACHEL URBAN SHIPLEY
- ~~43. ANNIE RUSSEL (registered but did not attend)~~
44. ERWANN GUIDEZ
45. FATIMA SANOGO
- ~~46. SAM BOSWELL (registered but did not attend)~~
47. ROXANNE BUCKLE
48. AUBREY WOLF
49. SAM HERSH
- ~~50. ELLIE CHARTERS (registered but did not attend)~~
- ~~51. BRIANNA MCKELVIE (registered but did not attend)~~
52. AMANDA ROCHA
53. GABRIELLE FAYANT
54. CHRISTY FLETCHER
55. SYLVIA HUGHES
56. VICTORIA MARCHAND
57. DANI LANOUCETTE
58. IAN MARTIN
- ~~59. AYMAN YAAQOUBI (registered but did not attend)~~
60. SARAH GELBARD
61. LINDSAY DORDER

- ~~62. QUINN RIVIER GATT (registered but did not attend)~~
63. JULIA HAMER
64. SEKALALA JASON SEGUYA - EQUITY COMMISSIONER OF THE UNIVERSITY OF OTTAWA STUDENTS' UNION
65. JAMAL BOYCE - FORMER VP ACADEMIC OF THE CONFLICT STUDIES AND HUMAN RIGHTS ASSOCIATION
66. YANAMINAH THUHLLAH - PRESIDENT OF THE BLACK STUDENT LEADERS ASSOCIATION
67. LARS CLOOT
68. XUE XU – USING COMPUTER GENERATED VOICE
69. MAGDA OSMAN statement read by Alicia-Marie LeJour
70. AMBER LABELLE
71. KATHLEEN MARSMAN & ELLA BRETT
72. RAHEL ABEBE
73. MIA TRANA
74. MORRELL ANDREWS
75. NGUYỄN ANH THƯ (KING KIMBIT)
76. CHASLEY-CLAUDIA NINKINZO
77. LEMA IJTEMAYE
- ~~78. INSHALLAH WALLAH (registered but did not attend)~~
- ~~79. KIMBERLEY PARADIS (registered but did not attend)~~
80. SOUHEIL BENSLIMANE
81. STEPHEN ROCK
82. REBECCA CANNEY
83. PARISA ANONBY
84. VANESSA LEMAN
85. IXCHEL MEDINA HERNANDEZ
86. CHLOE MARTIN
87. SYDNEY EDWARDS

88. ABRAAR ELMI

~~89. EKAT BARRIOS (registered but did not attend)~~

~~90. SHARUKA SELLIAN (registered but did not attend)~~

~~91. ANDREW CLARK (registered but did not attend)~~

92. INDIRA FLORES

~~93. DAVID WEATHERALL (registered but did not attend)~~

~~94. BABACAR FAYE (registered but did not attend)~~

95. MIREYA POON YOUNG

~~96. MADELEINE KELLY (registered but did not attend)~~

The following key points and comments were made by the delegations:

- Many delegates expressed suspicion as to why the police dispersed the November protest when community members from the three groups involved in the demonstration were due to meet with city officials, including Chair Deans, later that same day. This caused delegates to further question the budget increase and was pointed to as yet another example of the inequity faced by black and indigenous community members when interacting with police.
- Points were raised about the mistreatment of sacred objects when the police attended to the demonstration at the intersection of Nicholas and Laurier streets on 21 November. Chief Sloly said they had reached out to other agencies, inquiring on how to best proceed in handling the sacred flame and medicines. He admitted that mistakes were made, and that they need to build guidelines into their policing practices.
- The name of whomever authorized the OPS to use City resources the morning of 21 November was requested.
- It was said that an increase in the OPS budget will demonstrate a failure to address society's most vulnerable members.
- Many called for further funding of social services in place of the police.
- Some called for the budget to be frozen at 2020 levels and for



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the difference to be transferred to Ottawa Public Health.

- The lack of trust between police and black and indigenous communities was highlighted many times.
- The over policing of indigenous and black people was referenced.
- Accusations of police gaslighting black and indigenous people were made.
- The abolishment of the police entirely was recommended by some.
- Calls were made for increased availability of mental health services.
- The removal of resource officers from schools was demanded. The increase in Neighbourhood Resource Teams was also disputed.
- Many people took issue with the fact that their tax dollars are funding this budget increase, which they expressed being against.
- A recommendation was made that the Board should bring in a third-party to manage delegation and consultation sessions.
- There was an all-encompassing push for the investment in people through social services as opposed to a further investment in policing.
- Many referenced the Justice for Abdirahman Coalition, Black Diaspora Coalition, the KZ Land Protectors and Anishinaabe Land Protectors, offering support for their demands.
- A single delegation supported the budgetary increase.

Chair Deans recessed the meeting at 10:20 p.m. on 23 November to be resumed at 5:15 p.m. on Tuesday 24 November. When the meeting resumed, the Board heard from Council delegations.

#### COUNCIL DELEGATIONS

##### 97. RILEY BROCKINGTON

Councillor Brockington addressed the Board on 24 November. He stated that society needs the police, but that police culture must change.

He detailed three requests:

1. A reduction to the planned number of new hires in 2021 from 30 to 10.
2. The release of a public report that would detail the mandate, annual objectives, and metrics for the Neighbourhood Resource Teams.
3. An increased collaboration between the OPS, the OPSB and City Council in 2021.

Following the delegations, the Board had an opportunity to raise their questions to the service. The following points of clarification were made:

- \$11.3 million of the budget increase is related to inflation.
- There are \$2.7 million in efficiencies, which have reduced the budgetary requirements.
- The “new services” category of the budget accounts for the Mental Health Strategy, Workplace Sexual Violence and Harassment Project and de-escalation training.
- The Board was told that the long-term goal regarding workplace sexual violence and harassment is to prevent the occurrence of such instances altogether. When they do happen, they’ll aim to reduce the risk of reprisal. Those that have occurred will have timely intake, resources rapidly assigned and see prompt resolution, which could lead to the termination of members if deemed necessary.
- The OPS plans to bring together a large group of community members to contribute to the Mental Health Strategy. The Board will receive a consultation plan at their December meeting for approval. The idea is to address upstream issues, working towards prevention. The Chief explained that they aim to be decreasingly involved in all aspects of mental health calls, except in instances where policing is necessary: if there’s violence and or criminality. The mental health strategy will be community lead and supported by the service.
- It was said that a result of the successful implementation of the mental health strategy will surely be a reduction in need for police services, at which time a reallocation of funds can be explored.

- CAO Letourneau anticipates that a \$9-10 million budget increase will be required to meet statutory salary obligations come 2022. If the goal is to freeze the budget at 2021 levels, the \$9-10 million will have to be made up for in efficiencies.
- A question was raised regarding whether in implementing the Mental Health Strategy, efficiencies equal to or greater than the anticipated statutory increases of 2022 might be achieved, to arrive at a sought after zero-base budget then. It was explained that in not yet knowing that strategy's design, although that might be a reasonable interpretation, it is too early to say.
- Concern regarding the use of the cop-to-pop ratio in the budget document was raised. The goal of policing is the absence of crime, it was said, and the cop-to-pop ratio fails to acknowledge that. Chief Sloly responded, saying that the statistic is more accurately reflected if referred to as member-to-population, as it's not just inclusive of sworn officers. The OPS has gone from 10-12 neighbourhood officers up to 80 in the last 13 months, and members in that role are focused on prevention and community partnerships. They're leading a shift in policing within the community from reactivity to proactivity.
- In terms of the diversity of recent hires, the Board was provided the following breakdown: 33 per cent are women, 35 per cent are racialized, 3 per cent are indigenous.
- Within the group of 48 new recruits, 50 per cent are racialized, 40 per cent are female and 3 per cent are indigenous. 22 of the group are bilingual in French and English. There are an additional 23 languages spoken, with 34 of the 48 speaking languages beyond English and French. They're all highly educated, having either attended college, university or both.
- A point was raised by Councillor King that in order to achieve overarching change, the service will need underlying support from racialized communities. Without this support, it'll be impossible to address systemic issues. With that in mind, he expressed support for the service seeing a budgetary increase of only the amount required statutorily. He requested holding all other expenditures and increases until there's been wider public

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consultation.

- CAO Letourneau confirmed that it would be possible to proceed with the tabled motions if the 2021 budget was restrained to just the statutory increases.

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Motion on Community Equity Council Moved by Councillor R. King

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**WHEREAS the Ottawa Police Community Equity Council (CEC) has a mandate to collaborate with the Ottawa Police Service to work more effectively with Indigenous, racialized and faith based communities in Ottawa; and**

**WHEREAS the relationship framework of the CEC stipulates that members of the Council are expected to attend meetings, work on a subcommittee and work with both members of their own identified community and members of the public; and**

**WHEREAS there is a recognition that this work takes time and the commitment may be prohibitive to some who want to participate but do not have the resources to do so; and**

**WHEREAS to make the membership of the CEC most representative of the community and recognition that resources to full participate in these meetings may be required; and**

**WHEREAS some of these resources can include things such as reliable transportation and childcare to allow for members to full participate in the CEC,**

**THEREFORE BE IT RESOLVED THAT the Ottawa Police Service allocates an amount no more than \$25,000, to be funded from existing budgets, to support members of the CEC and CEC event participants with reasonable expenses to be determined by the Chief Administrative Officer and**

**THEREFORE BE IT FURTHER RESOLVED THAT an accompanying policy for expenses is developed by the CEC to assist with clarifying eligible expenses while still maintaining flexibility.**

CARRIED

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Motion on Funding for Research Moved by Chair D. Deans

Seconded by: Member B. Johnson

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**WHEREAS the OPSB and OPS have committed to making meaningful change within the service to best serve the City and communities; and**

**WHEREAS the OPSB wants to lead change in policing by updating policies and procedures in partnership with the OPS; and**

**WHEREAS the OPSB has already added two policy reviews, Use of Force and Truth and Reconciliation Calls to Action, to their workplan; and**

**WHEREAS these reviews will require significant research and analysis of best practices, current legislation, and must include robust public consultations; and**

**WHEREAS it is the intention of the Board to undertake a three-year Strategic Planning exercise to align with a three-year budget forecast; and**

**WHEREAS the OPSB is entering into Collective Bargaining with both the Ottawa Police Association and Senior Officers Association;**

**THEREFORE BE IT RESOLVED THAT OPSB increase their professional services budget with one time funding by \$150,000 for 2021, to be funded from existing OPS Capital WIP budgets, in order to allow for the Board to take on a scope of work change; and**

**THEREFORE BE IT FURTHER RESOLVED THAT where possible, this work is done in consultation and partnership with the OPS and external stakeholders in order to avoid duplication of efforts and ensure outcomes that best serve the City of Ottawa.**

CARRIED

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Motion on a Three-Year Forecast Moved by Chair D. Deans

Seconded by: Member B. Johnson

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**WHEREAS the Ottawa Police Service (OPS) and Ottawa Police Services Board (OPSB) are dedicated to making meaningful change and ensuring the police service best reflects the needs of our City; and**

**WHEREAS the OPSB is committed to develop a three year Strategic Plan which is responsible for outlining the priorities for both the OPSB and the**

**OPS while reflecting the needs of our communities; and**

**WHEREAS the OPS and OPSB will be conducting policy reviews that may impact the operations and requirements of OPS and the OPSB in the future; and**

**WHEREAS a long range financial forecasts will allow OPS to reflect long-term goals and prepare for anticipated changes;**

**THEREFORE BE IT RESOLVED THAT during the 2022 budget development, OPS build a three year financial forecast that aligns with the Strategic Plan as approved by the Board.**

CARRIED

Motion on Deployment Model for Community Police Moved by Chair D. Deans

Seconded by: Member D. Nirman

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Member Johnson and Member Smallwood suggested an amendment to the wording, to ensure that the OPSB is involved in the creation of the plan.

**WHEREAS the OPS and OPSB are dedicated to making meaningful change and ensuring the police service best reflects the needs of our City; and**

**WHEREAS the Ottawa Police Services Board (OPSB) and Ottawa Police Service (OPS) 2021 Draft Operating Budget includes funding for the hiring of an additional 30 officers; and**

**WHEREAS OPS has committed to expanding the Neighbourhood Resource Teams beyond the urban core to include both suburban and rural communities; and**

**WHEREAS OPS and the OPSB recognize that communities across Ottawa have needs based on their unique demographics and that deployment models should reflect these differences; and**

**WHEREAS the OPSB and OPS have committed to reviewing and updating policies and procedures related to how OPS responds to calls for service;**

**THEREFORE BE IT RESOLVED THAT OPS review how they could use alternatives to sworn officers, including civilians who have suitable expertise, experience and certification in a variety of areas such as mental health practitioners, social workers, or youth outreach workers, to make up deployment teams based on community needs; and**

**THEREFORE BE IT FURTHER RESOLVED THAT OPS work in consultation with key community partners to determine where and how these individuals could be deployed to best serve the community; and**

**THEREFORE BE IT FURTHER RESOLVED THAT the OPS works in consultation with the OPSB who has final approval on this plan to leverage civilian members to continue and grow the community policing.**

CARRIED as amended

Motion on Restorative Mediation Moved by Member B. Johnson

Seconded by Vice Chair L.A. Smallwood

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**WHEREAS the Ottawa Police Services Board (OPSB) heard from close to 100 delegates at their meeting of November 23rd; and**

**WHEREAS many of those who participated spoke to the broken relationship between the BIPOC community and the OPSB; and**

**WHEREAS the Board recognizes a need to strengthen their own relationship with the community, outside of that with the Ottawa Police Services; and**

**WHEREAS before taking on consultations with the community or approving policy on issues such as a new mental health response, the review of use of force policies, or the approval of an additional 30 service members, the Board must have a solid foundational relationship with these same communities; and**

**WHEREAS mediation is a practice that can help restore lines of communication and trust between two parties;**

**THEREFORE BE IT RESOLVED THAT the Board seek to hire a third party to establish a mediation process with the Ottawa community, specifically those that identify as BIPOC.**

CARRIED

Motion on Community Partnership Fund Moved by Member R. Swaita

Seconded by D. Deans

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**WHEREAS the Ottawa Police Services Board (OPSB) heard from close to**

**100 delegates at their meeting of November 23rd; and**

**WHEREAS many of those who participated spoke to an inability to effectively share their experiences and desires with the Board; and**

**WHEREAS the Board recognizes a need to strength their relationship with the community in order to appropriately and accurately reflect their needs in the decisions they make; and**

**WHEREAS community funding is not easily accessible and communities would benefit from a specific stream of funding for police matters;**

**THEREFORE BE IT RESOLVED THAT the Board establish a community partnership fund of \$150,000 annual base funding, to be funded from existing OPS resources, that will seek to support community groups in their efforts to ensure policing in Ottawa reflects the needs of their communities; and**

**THEREFORE BE IT FURTHER RESOLVED THAT the terms of reference for this fund will be created at through the Boards Policy and Governance Committee.**

CARRIED as amended

Motion on 2022 Budget Moved by Vice Chair L.A. Smallwood

Seconded by Chair D. Deans

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**WHEREAS the Ottawa Police Services Board (OPSB) heard from close to 100 delegates at their meeting of November 23rd; and**

**WHEREAS many of those who participated spoke to a desire to see the Ottawa Police Budget either frozen or reduced; and**

**WHEREAS the Board is determined to bring meaningful change to the Ottawa Police Service and ensuring the it reflects the community that it serves;**

**THEREFORE BE IT RESOLVED THAT the Board ask the Finance and Audit Committee to strike a working group to determine how the 2022 Ottawa Police Budget could be reduced or frozen at 2021 levels.**

CARRIED

The Board then considered the main budget motion below. Councillor Rawlson King requested his dissent be recorded and the remaining Board members voted



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in approval of the budget.

**That the Ottawa Police Services Board:**

**1) Approve the 2021 Draft Operating and Capital Budgets.**

**2) Direct the Executive Director to forward the Budgets to City Council for approval.**

CARRIED

4. 2021 POLICE SERVICES BOARD MEETING SCHEDULE

Executive Director's report

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**That the Ottawa Police Services Board approve the 2021 meeting schedule.**

CARRIED

5. BOARD COMMITTEE APPOINTMENTS

Executive Director's report

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**That the Ottawa Police Services Board approve:**

**1) the appointment of R. King to the Policy and Governance Committee, replacing B. Johnson; and,**

**2) the appointment of B. Johnson to the Finance and Audit Committee.**

CARRIED

6. RE-APPOINTMENT OF SPECIAL CONSTABLES: OTTAWA POLICE SERVICE

Chief's report

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**That the Ottawa Police Services Board approve the re-appointments of Ottawa Police Service employees, Scott BARKLEY, Rhonda BRANJE and Brian WEST, as Special Constables 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

7. RE-APPOINTMENT OF SPECIAL CONSTABLES: CARLETON UNIVERSITY

Chief's report

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**That the Ottawa Police Services Board approve the re-appointments of Carleton University employees, Marcel BENOIT and Jeff CONDIE, as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Forms.**

CARRIED

8. RE-APPOINTMENT OF SPECIAL CONSTABLES: OC TRANSPRO

Chief's report

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**That the Ottawa Police Services Board approve the re-appointments of OC Transpo employees, Eric Michael BROWN and Daniel Patrick FAUST, as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment forms.**

CARRIED

9. RESPONSE TO INQUIRY I-20-10: OFFICERS SUSPENDED WITH PAY

Chief's report

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

RECEIVED

10. RESPONSE TO INQUIRY I-20-13: COMMUNITY SAFETY AND WELLBEING PLAN

Chief's report

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

RECEIVED

11. RESPONSE TO INQUIRY I-20-16: USE OF PERSONAL PROTECTIVE EQUIPMENT (PPE) BY OPS OFFICERS

Chief's report

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

RECEIVED

12. RESPONSE TO INQUIRY I-20-20: MASK POLICY IN LIGHT OF RELIGIOUS PRACTICES

Chief's report

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

RECEIVED

13. RESPONSE TO INQUIRY I-20-22: POLICY AND TRAINING ON RIGHTS TO COUNSEL

Chief's report

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

RECEIVED

14. FINANCIAL STATUS REPORT: 3RD QUARTER 2020

Chief's report

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

RECEIVED

15. PERFORMANCE REPORT: 3RD QUARTER 2020

Chief's report

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

RECEIVED

16. WORKFORCE MANAGEMENT REPORT: 3RD QUARTER 2020

Chief's report

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

RECEIVED

17. OUTSTANDING BOARD INQUIRIES & MOTIONS – NOVEMBER 2020

Executive Director's report

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

RECEIVED

18. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

OTHER BUSINESS

There was no other business.

COMMUNICATIONS

1. EMAIL DATED NOVEMBER 09, 2020, FROM SUZANNE OBIORAH.
2. EMAIL DATED NOVEMBER 16, 2020, FROM LAUREL DUNCAN.
3. EMAIL DATED NOVEMBER 22, 2020, FROM JANINE KIEFER.
4. EMAIL DATED NOVEMBER 22, 2020, FROM TAMARA SALLOUHA.
5. EMAIL DATED NOVEMBER 21, 2020, FROM EMILY MANZEROLLE.
6. EMAIL DATED NOVEMBER 21, 2020, FROM CALLA TAIT.
7. EMAIL DATED NOVEMBER 21, 2020, FROM TAYLOR PERCY.
8. EMAIL DATED NOVEMBER 23, 2020, FROM MAMTA T.
9. EMAIL DATED NOVEMBER 22, 2020, FROM TONI VAN EEDEN.
10. EMAIL DATED NOVEMBER 23, 2020, FROM EMMA BAINBRIDGE.
11. EMAIL DATED NOVEMBER 22, 2020, FROM SOCIAL PLANNING COUNCIL OF OTTAWA.

12. EMAIL DATED NOVEMBER 23, 2020, FROM KILEY HYLAND.
13. EMAIL DATED NOVEMBER 23, 2020, FROM REBECCA MARSHALL.
14. EMAIL DATED NOVEMBER 23, 2020, FROM VANESSA RAVALICO.
15. EMAIL DATED NOVEMBER 23, 2020, FROM EMILY FERGUSON.
16. EMAIL DATED NOVEMBER 23, 2020, FROM PAULA WHITELOCKE.
17. EMAIL DATED NOVEMBER 23, 2020, FROM ADAM WILDGEN.
18. EMAIL DATED NOVEMBER 23, 2020, FROM SAM BOSWELL.
19. EMAIL DATED NOVEMBER 23, 2020, FROM NADIA HANAK.
20. EMAIL DATED NOVEMBER 23, 2020, FROM MAE MASON.

#### CONSIDERATION OF MOTION TO MOVE IN CAMERA

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**That the Ottawa Police Services Board adjourn the public portion of its meeting to move In Camera to discuss confidential items pertaining to legal and personal matters in accordance with Section 35(4)(b) of the Police Services Act.**

CARRIED

#### IN CAMERA ITEMS

1. Delay Application
2. Delay Application
3. Personnel matter involving a named individual
4. Personnel matter involving a named individual

#### ADJOURNMENT

10:20 p.m. on Monday, 23 November 2020

7:09 p.m. on Tuesday, 24 November 2020

NEXT MEETING

Regular Meeting - Monday, January 25, 2020 - 4:00 PM

DRAFT